

Feb. 10, 2023

## ELLEN ERNST KOSSEK

**Basil S. Turner Distinguished Professor of Management  
Mitchell E. Daniels, Jr. School of Business, Purdue University**

**Address:** Rawls Hall- office 4091, 100 S. Grant Street, West Lafayette, IN 47907-2076;

**Email:** [ekossek@purdue.edu](mailto:ekossek@purdue.edu)

**Purdue website:**

<https://business.purdue.edu/directory/bio.php?username=ekossek>

**Personal website:** [www.ellenkossek.com](http://www.ellenkossek.com)

**Wikipedia:** [https://en.wikipedia.org/wiki/Ellen\\_Ernst\\_Kossek](https://en.wikipedia.org/wiki/Ellen_Ernst_Kossek)

**Googlescholar:** <https://scholar.google.com/citations?hl=en&user=CUDJSLOAAAAJ>

### **EDUCATION**

- 1987 Ph.D. **YALE UNIVERSITY**, Organizational Behavior, New Haven, CT
- 1986 M.A. **YALE UNIVERSITY**, Organizational Behavior, New Haven, CT
- 1981 M.B.A. **THE UNIVERSITY OF MICHIGAN**, Ross School of Business, Ann Arbor, MI
  - Human Resources/Organizational Behavior/Labor Relations, concentration
  - Graduate research assistant to Director, Division of Research, Business School
- 1979 B.A. **MOUNT HOLYOKE COLLEGE**, South Hadley, MA
  - *cum laude*, psychology, Outstanding psychology student in graduating class award

### **HONORS, AWARDS, FELLOWSHIPS, DISTINGUISHED SERVICE**

- 2023- Appointed to National Academies of Sciences Expert Committee on Policies and Practices for Family Caregivers working in Science Engineering and Medicine
- 2022 Title IX Distinguished Service award for the advancement of gender equity in education, Purdue University
- 2022 Institute for the Humanities & Social Sciences Distinguished Visiting Fellowship award (Queen Mary University of London)
- 2022 Academy of Management Gender and Diversity in Organizations Division Janet Chusmir Distinguished Service Award
  - *Recipient has made outstanding contributions to the gender and diversity in organizations division and personally served as a mentor and role model to others in the field*
- 2022 U.S. Fulbright Scholar Specialist Award to the United Kingdom (Cranfield University)
- 2018-Present Elected Fellow Academy of Management
- 2002-Present Elected Fellow, American Psychological Association
- 2001-Present Elected Fellow, Society of Industrial-Organizational Psychology
- 2021 Lu Ann Aday Award- Highest research award in humanities/social sciences at Purdue University

Feb. 10, 2023

- 2021 Appointed University Distinguished Professor, Purdue University (Management)
- 2021 Georgia Tech. Distinguished Women Science and Technology Distinguished Lecture
- 2021 Flexibility Excellence award, Global Institute of Flexible Systems Management, India
- 2021 Appointed to National Science Foundation Board of Visitors meeting for the Social, Behavioral and Economic Sciences Directorate, Division of Social and Economic Sciences
- 2021 Appointed to International Network on Technology, Work and Family INTWAF - UQAM, Montreal
- 2021 Nominated paper for Rosabeth Moss Kanter award for excellence in work-family research
- 2020 Invited by U.S. National Academies of Science to write and present commissioned report on the effects of COVID-19 on the work-life boundaries and household division of labor for STEMM Academic Women
- 2020 Ellen Galinsky Work-Family Generative Researcher Award (with Leslie Hammer)
- *Recognizes a work-family researcher or research team who have/has contributed break-through thinking to the work-family field via theory, measures, and/or data sets that led to expansive application, innovation, and diffusion, including the sharing of research opportunity in the spirit of open science.*
- 2020 Cited in Stanford University study as one of top 2% of researchers in business and management field. - source: Ioannidis JPA, Baas J, Klavans R, Boyack KW (2019) A standardized citation metrics author database annotated for scientific field. PLoS Biol 17(8): e3000384. <https://doi.org/10.1371/journal.pbio.3000384>
- 2020 Distinguished Faculty Teaching Awards, Krannert School of Management
  - Also Received: 2014, 2015, 2016 – Class: Leading Management of Diversity and Inclusion in Organizations (formerly Talent Management of Gender & Diversity)
  - Also Received: 2014, 2015, 2017, 2018 – Class: Managing Global Human Resources and organizational Behavior (formerly Managing Human Capital Globally)
- 2019 Outstanding Reviewer award, Careers Division Academy of Management.
- 2019 Finalist Rosabeth Moss Kanter award top 5 award excellence in work-family research
- 2018 Top Ten Extraordinary Contributor to Work Family Research Award from Work Family Research Network for:
  - Overall contribution to Work Family Research
  - Publishing (academic metrics, reputation among scholars)
  - Mentoring future work family scholars
  - Dissemination of work-family research
  - Service to the field
  - Landmark contributions to the field
- 2017 Invited Distinguished Keynote Speaker, Academy of Mgt. HR Doctoral Consortium
- 2017 GLOBE Highly Commended 2016 Best Paper Published Award - (*Human Resource Management: Rating Expatriate Leader Effectiveness in Multisource Feedback Systems: Cultural Distance and Hierarchical Effects*)

Feb. 10, 2023

- 2016-2017 Academic Leadership Program Fellow, Big Ten Academic Alliance - *One of five fellows selected for annual cohort at Purdue University*
- 2015 Winner, Rosabeth Moss Kanter Best Paper award for excellence in work-family research
- 2014 Work Life Legacy Award, Families and Work Institute, NY, NY - *Honoree for helping to build or advance the Work Life Movement*
- 2014 Web of Science study notification of authorship of three journal articles ranking in the top 115 most cited papers of out of 16034 published between 2010 -2014 in Psychology Applied category for the following articles:
  - Workplace social support and work-family conflict: A meta-analysis clarifying the influence of general and work-family-specific supervisor and organizational support (*Personnel Psychology*)
  - Clarifying work-family intervention processes: The roles of work-family conflict and family supportive supervisor behaviors (*Journal of Applied Psychology*)
  - How work-family research can finally have an impact in organizations (*I-O Psychology Perspectives*)
- 2013-2014 President Work-Family Researchers' Network
- 2012 Finalist Rosabeth Moss Kanter award Top 3 award for excellence in work-family research
- 2009 Jean Campbell Fellowship, The University of Michigan
- 2009 Appointed University Distinguished Professor, Michigan State University (Labor and Industrial Relations)
- 2008 Sage Scholarly Achievement Award, Academy of Management, Gender & Diversity in Organizations Division -*Recognizes a present or past member of the gender and diversity in organizations division who has made significant contributions through an accumulated body of work to advance the field of research on gender and diversity in organizations*
- 2003-2006 Elected to Board of Governors, Academy of Management
- 2003 Nominated paper for Rosabeth Moss Kanter award for excellence in work-family research
- 2001-2002 Elected Chair, Gender and Diversity in Organizations (GDO) Division, Academy of Management
  - Also Received: GDO Program Chair (2000)  
GDO Pre-Conference Chair (2000-2001)  
GDO Doctoral Consortium Chair (1999-1997)
- 2001 Nominated paper for Rosabeth Moss Kanter award for excellence in work-family research
- 2000 Alcoa Foundation Funded Faculty Development Fellow in International HR/OB
- 1999 Nominated paper for Rosabeth Moss Kanter award for excellence in work-family research
- 1993 Journal of Organizational Behavior, Best Paper of The Year Prize (co-winner)
  - *Unsolicited award selected by editorial board for paper "Assessing diversity climate: A field study of employer efforts to promote diversity"*
- 1983-1987 Yale University School of Management, Graduate Doctoral Fellowship
- 1987 Mellon Grant stipend award, Yale University
- 1989 Japan Society Foundation, MBA Fellowship, Hitachi, Tokyo

Feb. 10, 2023

## **ACADEMIC EMPLOYMENT**

### ***Purdue University, Mitchell E. Daniels, Jr. School of Business***

2013 – present ***(formerly Krannert School of Management)***

#### **Basil S. Turner, Distinguished Professor of Management**

- Promoted in 2021 from Basil S. Turner Chaired Professor of Management, 2013 – 2020

2013-present Courtesy Faculty Associate, Department of Psychological Sciences

2022, 2018, 2016 Conference Chair, Dismantling Bias Conference Series

- <https://business.purdue.edu/events/leadership-excellence-and-gender/>

2013-2020 Research Director, Butler Center for Leadership Excellence

2013-2015 Associate Director, NIH Funded Center for Work-Family Stress & Health

- Affiliate, Center for Families, Center for Aging, and Purdue Policy Research Institute
- Research Fellow, Jane Brock Wilson Center & Powershift gender case competition co-organizer

### ***Michigan State University, School of Human Resources & Labor Relations, College of Social Science,***

2009-2013 **University Distinguished Professor in Labor Relations/Human Resources**

- (Promoted from Assistant, Associate & Full Professor 1987-2009)

2005-2012 Associate Director, NIH Funded Center for Work-Family Stress & Health

2009-2012 Chair, Ph.D. Program Committee, School of Labor & Industrial Relations

- Research Affiliate, Institute for Public Policy & Social Research, Institute for Children Youth & Family, and Center on Gender in Global Context
- Courtesy appointment, Eli Broad School of Business, taught several Evening MBA classes
- College of Social Science Tenure and Promotion School Representative (5 years)

## **VISITING SCHOLAR APPOINTMENTS**

April-May, 2022 IHSS Distinguished Visiting Fellow, **Queen Mary University of London, UK**

May-June 2022 Fulbright Scholar, **Cranfield University, UK**

March 2019, July 2022 Visiting Scholar Fellowship, **University of Bologna, Bologna, Italy**

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

July 2010 Visiting Scholar, **The University of South Australia, Adelaide, Australia**  
Work-Life & Human Resource Centers

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

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

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

Sept. 2000, Sept. 2001 Visiting Scholar/Invited Guest Lecturer, **University of Warwick,**  
**Birmingham, U.K.**

October 2000 Visiting Scholar, **University of Manchester (UMIST), Manchester, U.K.**

Feb. 10, 2023

1994-1995

Visiting Scholar, **The University of Michigan, Ann Arbor, Michigan**  
Institute for Social Research

## **WEBSITES FOR CURRENT RESEARCH PROJECTS IN PROGRESS AND CHAIRED CONFERENCES**

### ***Websites for research projects and conferences:***

- NSF study on Faculty Career Well-being, Boundaryless Careers and Work-Life Inclusion  
<https://business.purdue.edu/research/faculty-work-life/>
- NIH study on Family Supportive Supervisor Training and Workplace Assessment Tool  
<https://business.purdue.edu/research/fsst/>
- NSF workshop on fostering gender and work life inclusion for faculty in under-studied contexts: An organizational science lens  
<https://business.purdue.edu/events/nsf-work-life-workshop/>
- Dismantling Bias Research to Practice Conference Series  
[Dismantling Bias Conference Series - Purdue Business](https://docs.lib.purdue.edu/cgg/)  
<https://docs.lib.purdue.edu/cgg/>

## **PUBLICATIONS**

### **A. ARTICLES PUBLISHED IN REFEREED JOURNALS**

\*= *doctoral student (current or former) or post doc*

(110) **Kossek**, E. Perrigino\*, M., & Lautsch, B. in press. Work-life flexibility policies from a boundary control and implementation perspective. A review and research framework. *Journal of Management*.  
[DOI: 10.1177/01492063221140354](https://doi.org/10.1177/01492063221140354)

(109) **Kossek**, E., Perrigino\*, M., Russo, M., & Morandin, G. 2023. Missed connections between the leadership and work-life fields: Work-life supportive leadership for a dual agenda. *Academy of Management Annals*, 17, 1: 181- 217.<https://doi.org/10.5465/annals.2021.0085>

(108) Villamor\*, I., Hill, S., **Kossek**, E. & Foley, K. \* 2023. Virtuality at work: A double-edged sword for women's career equality. *Academy of Management Annals*. 17: 1: 113-140

<https://journals.aom.org/doi/abs/10.5465/annals.2020.0384>

- *Companion translational article in AOM insights; Virtual Work Offers Pros and Cons for Women's Careers* <https://journals.aom.org/doi/10.5465/annals.2020.0384.summary>

(107) Pellerin, S.\*, Ollier-Malaterre, A., **Kossek**, E. E., Afota, M., Cousineau, L., Lavoie, C., Leon, E., Beham, B. Morandin, G. Russo, M., Jaga, A., Ma, J., Lu, C., Parent-Rocheleau. X. 2023 The right to disconnect. *Stanford Social Innovation Review*. Winter: pp. 40-45.

[https://ssir.org/articles/entry/the\\_right\\_to\\_disconnect](https://ssir.org/articles/entry/the_right_to_disconnect)

(106) **Kossek**, E., , Buzzanell, P., Wright\*, B, Batz-Barbarich\*, C., Moors, A. Sullivan, C., , Kokini, K.,

Feb. 10, 2023

Hirsch, A. Maxy\*, K., Nikalje, A.\* , 2022. Implementing diversity training targeting faculty micro-aggressions & Inclusion: Practical insights and initial findings. *Journal of Applied Behavioral Science*. DOI: [10.1177/00218863221132321](https://doi.org/10.1177/00218863221132321)

(105) Livingston, B., Pichler, S.\* , **Kossek**, E. E., Thompson, R.\* & Bodner, T. 2022. An alpha, beta and gamma approach to evaluating occupational health organizational interventions: Learning from the measurement of work-family conflict change. *Occupational Health Science*, 6 :513–543  
<https://doi.org/10.1007/s41542-022-00122-y>

(104) **Kossek**, E. & Kelliher, C. 2022. Making flexibility more I-deal: Advancing work-life equality collectively, *Group and Organization Management*. <https://doi.org/10.1177/10596011221098823>

(103) **Kossek**, K. Dumas, T. Piszczek\* M. & Allen, T. 2021 Pushing the boundaries: A qualitative study of how STEM women adapted to disrupted work-nonwork boundaries during the COVID-19 pandemic. *Journal of Applied Psychology*, 106(11), 1615–1629. <https://doi.org/10.1037/apl0000982>

- Paper selected for recognition for on Responsible Research in Business and Management Honor Roll honoring credible science in business and management of use to society.  
<https://www.rrbm.network/>

(102) **Kossek**, E., Gettings, P. Misra\*, K., 2021. The Future of Flexibility at Work, *Harvard Business Review*. <https://hbr.org/2021/09/the-future-of-flexibility-at-work>

- Article selected for BOOK of HBR reprints, [HBR 10 Must Reads 2023: The Definitive Ideas of the Year from Harvard Business Review](https://www.hbr.org/2023/01/hbr-10-must-reads-2023).

(101) **Kossek**, E., Perrigino\*, M., & Gounden-Rock\*, A., 2021, April. From ideal workers to ideal work for all: A review integrating the careers and work-family literatures. *Journal of Vocational Behavior*, 26, <https://doi.org/10.1016/j.jvb.2020.103504>

(100) Perrigino\*, **Kossek**, Thompson\*, Bodner T. 2021. How do changes in family role status impact employees? An empirical investigation" *Journal of Humanities and Applied Social Sciences*, Vol. 4(5), p. 393-409. <https://doi.org/10.1108/JHASS-04 2021-0075>

(99) **Kossek**, E. E & Lee, K. H. 2020. Why work-life inclusion matters for women’s career equality and what to do about it. *Organizational Dynamics* Vol. 51 (2), p. 100818.  
<https://www.sciencedirect.com/science/article/pii/S009026162030070X>

(98) **Kossek**, E., Wilson, K. & Rosokha, L.\* 2020. What working parents need from their managers *Harvard Business Review*. <https://hbr.org/2020/11/what-working-parents-need-from-their-managers>

- Accompanying **Podcast** distributed by Apple; Google, Spotify.

Feb. 10, 2023

- **Related podcast to above article:** Kossek, E. E. Managing Working Parents During the Pandemic. *Harvard Business Review*. <https://hbr.org/podcast/2020/11/managing-working-parents-during-the-pandemic>

(97) Kossek, E. E., & Lee, K.-H. 2020. The coronavirus & work–life inequality: Three evidence-based initiatives to update U.S. work–life employment policies. *Behavioral Science & Policy*. Retrieved from [https://behavioralpolicy.org/journal\\_issue/covid-19/](https://behavioralpolicy.org/journal_issue/covid-19/)

(96) Kossek E. E. & Ollier- Malaterre, A 2019. Desperately seeking sustainable careers: Redesigning professional jobs for the collaborative crafting of reduced-load work. *Journal of Vocational Behavior*, Vol. 117, p. 103315. <https://doi.org/10.1016/j.jvb.2019.06.003>

(95) Kossek, E., Rosokha, L\*, & Leana, C. 2019. Work schedule patching in healthcare: Exploring implementation approaches. *Work and Occupations*. <https://doi.org/10.1177/0730888419841101>

- (Released on PubMed.gov in 2021) Nominated for 2022 Rosabeth Moss Kanter Research Excellence award.

(94) Kossek, E. E., Thompson, R. J.\*, Lawson, K. M., Bodner, T. Perrigino, M.\*, Hammer, L. B., Buxton, O. M., Almeida, D. M., Moen, P., Hurtado, D., Wipfli, B., Berkman, L. F., Bray, J. W. 2019. Caring for the elderly at work and home: Can a randomized organizational intervention improve psychological health? *Journal of Occupational Health Psychology*, 24:1 36-54. <http://dx.doi.org/10.1037/ocp0000104>

- (Also available on PubMed.gov) <https://www.ncbi.nlm.nih.gov/pubmed/29215909>

(93) Russo, M., Ollier-Malaterre, A., Kossek, E. E., Ohana, M. 2018. Boundary Management permeability and relationship satisfaction in dual-earner couples: The asymmetrical gender effect. *Frontiers in psychology*. 13: 1723 doi: 10.3389/fpsyg.2018.01723

(92) Kossek, E. & Buzzanell, P. 2018. Women’s Career Equality and Leadership in Organizations: Creating Evidence-based Positive Change. Editor’s introduction to Special Issue, *Human Resource Management*, 57(4): 813-822.

<https://onlinelibrary.wiley.com/doi/abs/10.1002/hrm.21936>

- (Top ten percent most downloaded paper in HRM journal in 2019)

(91) Crain, T. L., Hammer, L. B., Bodner, T., Olson, R., Kossek, E. E., Moen, P., & Buxton, O. M. 2019. Sustaining sleep: Results from the randomized controlled work, family, and health study. *Journal of Occupational Health Psychology*, 24(1), 180–197. doi: 10.1037/ocp0000122 (Also available on PubMed.gov)

(90) Kossek, E. E & Lautsch, B. A. 2018. May. Hourly Workers Need Flexibility the Most, But Are Often the Least Likely to Get It, *Harvard Business Review*. <https://hbr.org/2018/05/hourly-workers-need-flexibility-the-most-but-are-often-the-least-likely-to-get-it>

Feb. 10, 2023

(89) **Kossek**, E. E., Petty, R. A.\*, Bodner, T. E., Perrigino, M. B.\*, Hammer, L. B., Yragui, N. L., & Michel, J. S \*. 2018. Lasting impression: Transformational leadership style and family supportive supervisor behaviors as job resources for mental health and performance. *Occupational Health Science*. 2 (1) 1-24  
<https://doi.org/10.1007/s41542-018-0012-x> (Also available on PubMed.gov)  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6924634/>

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

- (Selected as lead article) Companion article AOM Insights:  
<https://journals.aom.org/doi/full/10.5465/annals.2016.0059.summary>

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

- (Selected as Rosabeth Moss Kanter award finalist award winner 2019. (For best paper published across disciplines in work and family research in 2018)

(86) DePasquale, N., Mogle, J., Zarit, S.H., Okechukwu, C.A., **Kossek**, E.E., & Almeida, D.M. (2018). The family time squeeze: Perceived family time adequacy buffers work strain in certified nursing assistants with multiple caregiving roles. *The Gerontologist*, 58(3), 546-555  
<https://academic.oup.com/gerontologist/article/58/3/546/2884443> (Also available on PubMed.gov)

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

(84) Stiehl, E., Kossek, E., Leana, C., & Keller, Q. 2017. A multilevel model of care flow: Examining the generation and spread of care in organizations. *Organizational Psychology Review*, 8: 1, 31-69  
<https://doi.org/10.1177/2041386617740371>

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

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

(81) Bray, J. W., Hinde, J. M., Kaiser, D., Mills, M., Karuntzos, G. T., Kossek, E., Genadek, K., & Kelly, E. 2017. Effects of a flexibility/support intervention on work performance: Evidence from the Work,



Feb. 10, 2023

Family, & Health Network. American Journal of Health Promotion, 1-8. DOI: 10.1177/0890117117696244 (Also available on PubMed.gov)

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

(79) Sin, N., Almeida, D., Crain, T., **Kossek**, E. Berkman, L., Buxton, O. G Bidirectional, Temporal associations of sleep with positive events, affect, and stressors in daily life across a week. 2017. *Annals of Behavioral Medicine*, Vol. 51 (3), p. 402-415. DOI 10.1007/s12160-016-9864-y (Also available on PubMed.gov)

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

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

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

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

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

(73) Okechukwu, C. A., Kelly, E., Bacic, J., DePasquale, N., Hurtado, D., **Kossek**, E., & Sembajwe, G. 2016. Supporting employees' work-family needs improves health care quality: Longitudinal evidence from long-term care. *Social Science and Medicine*, 157: 111- 119. doi: 10.1016/j.socscimed.2016.03.031 (Also available on PubMed.gov)

Feb. 10, 2023

(72) **Kossek**, E. E. 2016. Managing work–life boundaries in the digital age. *Organizational Dynamics*, 45(3), 258-270. <http://dx.doi.org/10.1016/j.orgdyn.2016.07.010>

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

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

(69) Moen, P... E. **Kossek**, 2016. Does a flexibility/support organizational initiative improve high tech employees' well-being? Evidence from the Work Family Health Network, *American Sociological Review*, 81: 134- 164. <https://journals.sagepub.com/doi/abs/10.1177/0003122415622391?journalCode=asra>

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

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

(66) **Kossek**, E. E. 2015. Capturing Social- cultural influences: Relating individual work-life experiences to context. *International Journal Community Work and Family*; Editor, Special Issue *Community Work and Family*, Vol. 18 (4), p. 371-376. <https://doi.org/10.1080/13668803.2015.1081506>

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

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

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

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

Feb. 10, 2023

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

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

(60) Kelly, E., Moen, P., Oakes, M., Okechukwu, C., Hammer, L., **Kossek**, E., King, R., Hansen, G., Mierzwa, f. & Casper, L. 2014. Changing work and work-family conflict: Evidence from the Work, Family, and Health Network, *American Journal of Sociology*, 1-32, DOI: 10.1177/0003122414531435  
*Winner of 2015 Rosabeth Moss Kanter best paper of the year for 2014*

(59) **Kossek**, E., Hammer, L., Kelly, E. & Moen, P. 2014. Designing organizational work, family & health change initiatives. *Organizational Dynamics*, 43: 53-63.

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

(57) 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.

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

(55) 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*, Vol. 18 (3), p. 285-296. . Doi: 10.1037/a0032612

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

(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: 738 – 753.

(52) 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, Vol. 68 (4), p. 742-766. | DOI: 10.1111/j.1540-4560.2012.01774.x

Feb. 10, 2023

- (51) **Kossek**, E. & Lautsch, B. 2012. Work-family boundary management styles in organizations: A cross-level model, *Organizational Psychology Review*, 2: 152–171. DOI: 10.1177/2041386611436264
- (50) **Kossek**, E., Ruderman, M., Braddy, P., Hannum, K. 2012. Work-nonwork boundary management profiles: A person-centered approach, *Journal of Vocational Behavior*, 81: 112–128.  
<http://dx.doi.org/10.1016/j.jvb.2012.04.003>;
- (49) **Kossek**, E., Pichler, S.\*, Bodner, T. & Hammer, L. 2011. Workplace social support and work-family conflict: meta-analysis clarifying the influence of general and work-family specific supervisor and organizational support, *Personnel Psychology*, 64: 289-313.
- (48) 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.
  - 2012 Finalist for Rosabeth Moss Kanter award for excellence in Work-Family Research- Top 3 paper out of 2500 work- family papers published in 2011
- (47) 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: 1531 - 1553.
- (46) **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
- (45) **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.
- (44) Litrico, J B. Lee M. D., **Kossek**, E. 2011. Cross-level dynamics between changing organizations and career patterns of reduced-load professionals. *Organization Studies*, 12: 1678 - 1697.
- (43) Lautsch, B. & **Kossek**, E. 2011. Managing a blended workforce: Supervising telecommuters and non telecommuters. *Organizational Dynamics*, 40: 10-17.
- (42) **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.

Feb. 10, 2023

- (41) Lautsch, B., **Kossek**, E. 2009. Supervisory approaches and paradoxes in managing telecommuting implementation, *Human Relations*, 62: 795 - 827.
- (40) Hammer, L., **Kossek**, E., Yragui, and 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.
- (39) **Kossek**, E. and Hammer, L. 2008. Nov. Work/life training for supervisors gets big results, *Harvard Business Review*, p. 36.
- (38) 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: 707- 727.
- (37) **Kossek**, E. Pichler, S.\*, Meece, D., Barratt, M. 2008. Family, friend and neighbor childcare providers and maternal well-being in low-income systems: An ecological social perspective. *Journal of Organizational and Occupational Psychology*, 89: 369-391.
- (36) **Kossek**, E. & Lee, M. 2008. Implementing a reduced-workload arrangement to retain high talent: A case study. *Journal of Managerial Psychology*, 11: 49-64.
- (35) 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).
- (34) Ryan, A. & **Kossek**, E. 2008. Work-life policy implementation: Breaking down or creating barriers to inclusiveness. *Human Resource Management*, 47: 295-310.
- (33) 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: 443- 461.
- (32) 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.
- (31) **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.

Feb. 10, 2023

(30) **Kossek**, E. E., Markel\*, K., & McHugh\*, P. 2003. Increasing diversity as a HR change strategy. *Journal of Organizational Change Management*, 16: 328-352.

(29) **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.

- *Nominee for annual Rosabeth Moss Kanter award for excellence in work family research.*

(28) Palthe, 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: 287-308.

(27) **Kossek**, E. E., Ozeki\*, C., Kosier Wasson\*, D. 2001. Wellness incentives: Lessons learned about organizational change. *Human Resource Planning Journal*, 24: 24-36.

(26) **Kossek**, E. E., Colquitt, J. & Noe, R. 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 award.*
- *One of first papers published in the Academy of Management Journal on Caregiving as a Managerial Issue)*

(25) **Kossek**, E. E., R. Noe, DeMarr, B.\* 1999. Work-family role synthesis: individual, family and organizational determinants. *International Journal of Conflict Resolution*, 10: 102-129. (*Lead article*).

(24) **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.

(23) **Kossek**, E. E. & Ozeki, C.\*1999. Bridging the work-family policy and productivity gap: A literature review. *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 papers.*
- *One of highest cited papers in Community, Work and Family*

(22) Huber, M. S.\* & **Kossek**, E. E. 1999. Community distress and welfare exits: The under-examined factor for families in the United States, *Journal of Community, Work, and Family*, 2 (2): 205-18.

(21) **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.

(20) Roberts, K., **Kossek**, E. E., and Ozeki, C.\* 1998. Managing a global workforce: Challenges, strategies

Feb. 10, 2023

& solutions. *Academy of Management Executive*, 12(4): 93-106.

- (19) **Kossek**, E. E., Ozeki, C.\* 1998. Work- family conflict, policies, and the job-life satisfaction relationship: A review and directions for organizational behavior/human resources research. *Journal of Applied Psychology*, 83: 139- 149. (Lead article; Highly cited seminal article in work family field).
- (18) Cutcher-Gershenfeld, J., **Kossek**, E. E., Sandling, H.\* 1997. Managing multiple concurrent change initiatives: Integrating quality and work/family strategies. *Organizational Dynamics*, (Winter) 25(3): 21-36.
- (17) **Kossek**, E. E. Huber-Yoder, M.\*, Castellino, D.\*, Lerner, J. 1997. The working poor: Locked out of careers and the organizational mainstream? *Academy of Management Executive*. Issue on Careers in the Twenty-first Century, winter: 76-92.
- (16) Klein, E., Astrachan, J., **Kossek**, E. E. 1996. Leadership education: The impact of managerial level and gender on learning. *Journal of Managerial Psychology*, 11(2): 31-40.
- (15) **Kossek**, E. E., Dass\*, P., & DeMarr, B.\* 1994. The dominant logic of employer-sponsored childcare: human resource managers' institutional role. *Human Relations*, 47: 1121-1149.
- (14) **Kossek**, E. E., Young, W.\* , & Gash, D. 1994. Waiting for innovation in the human resources department: Godot implements a human resource information system. *Human Resource Management Journal*, 33 (1): 135-159.
- (13) **Kossek**, E. E., Zonia, S. 1994. The effects of race and ethnicity on perceptions of human resource policies and climate regarding diversity. *Journal of Business and Technical Communication*, 8: 319- 334.
- (12) **Kossek**, E. E., Zonia, S. 1993. Assessing diversity climate: A field study of reactions to employer efforts to promote diversity. *Journal of Organizational Behavior*, 14: 61-81.
- Selected by Journal Editorial Board for Best Paper Award of 1993
- (11) **Kossek**, E. E., DeMarr\*, B., Ross K.\* , and Kollar, M.\* 1993. Assessing employee's elder care needs and reactions to dependent care benefits. *Public Personnel Management Journal*, 24 (4): 617-638.
- (10) **Kossek**, E. E., & Block, R. 1993. The employer as social arbiter: Considerations in limiting involvement with off-the-job behavior. *Journal of Employee Rights & Responsibilities*, VI: 139-56.
- (9) **Kossek**, E. E., Nichol, V.\* 1992. The effects of employer-sponsored child care on employee attitudes and performance. *Personnel Psychology*, 45: 485 - 509, (Lead article).
- (8) Klein, E., Astrachan, J., **Kossek**, E. E. 1992. Affective reactions of managers to leadership education:

Feb. 10, 2023

An exploration of the same gender effect. *Journal of Applied Behavioral Science*, 28: 102-117.

- (7) **Kossek**, E. E., 1990. Diversity in child care assistance needs: Problems, preferences, and work-related outcomes. *Personnel Psychology*, 43(4): 769-791.
- (6) **Kossek**, E. E., 1990. Why many HR programs fail. *Personnel*, N.Y.: American Management Association, May: 50-53.
- (5) **Kossek**, E. E., Grace, P.\* 1990. Taking a strategic view of employee day care assistance: a cost-benefit model. *Human Resource Planning Journal*, 13(3): 189-202.
- (4) Klein, E., Stone, W., Correa, M., Astrachan, J., **Kossek**, E. E., 1989. Dimensions of experiential learning at group relation's conferences. *Social Psychiatry*, 24: 241-248.
- (3) **Kossek**, E. E., 1989. The acceptance of human resources innovation by multiple constituencies. *Personnel Psychology*, 42: 263-281.
- (2) Correa, Mary, Klein, E., Stone, W., Astrachan, J., **Kossek**, E. E., and M. Komarraju. 1988. Reactions to women in authority. *Journal of Applied Behavioral Science*, 24(14): 219-233.
- (1) **Kossek**, E. E., 1987. Human resource management innovation. *Human Resource Management*, 26: 71-92.

## **B. ARTICLES/CHAPTERS IN REFEREED HANDBOOKS & RESEARCH SERIES MONOGRAPHS**

- (18) **Kossek**, E., Lautsch, B., Perrigino\* M., Greenhaus, J., Merriweather, T.\* 2023 (in press) Work-life flexibility policies: Moving from traditional views toward work-life intersectionality considerations. *Research in Personnel and Human Resource Management*, U.K. Emerald Publishing. Vol. 41.
- (17) **Kossek**, E., Odle-Dusseau, H. and Hammer, L. 2018. Family Supportive Supervision around the globe. (K. M. Shockley, W. Shen, and R. C. Johnson (Eds.), *The Cambridge Handbook of the Global Work-Family Interface*, Cambridge Industrial and Organizational Psychology series. , p. 570-596.  
<https://doi.org/10.1017/9781108235556.031>
- (16) Thompson, R.\* & **Kossek**, E. 2018. Workplace flexibility strategies to navigate global expansion. In K. M. Shockley, W. Shen, and R. C. Johnson (Eds), *The Cambridge Handbook of the Global Work-Family Interface*. Cambridge, UK: Cambridge Industrial and Organizational Psychology Series.  
<https://doi.org/10.1017/9781108235556.029> Pp. 533-554.



Feb. 10, 2023

- (15) Hammer, L., Demsky, C., **Kossek**, E & Bray, J. 2016. Work family intervention research. In *Oxford Handbook of Work and Family* Editors, T. Allen & L. Eby. Allen Editors, New York: Oxford. DOI: 10.1093/oxfordhb/9780199337538.013.27
- (14) **Kossek**, E. & Thompson, R.\* 2016. Workplace flexibility: Integrating employer and employee perspectives to close the research-practice implementation gap. In T. Allen & L. Eby, (Eds.). *Oxford Handbook of Work and Family*. (pp. 255-270), New York: Oxford. Doi: 10.1093/oxfordhb/9780199337538.013.19
- (13) Greenhaus, J. & **Kossek**, E. 2014. The contemporary career: A work-home perspective. *Annual Review Organizational Psychology and Organizational Behavior*, (Fred Morgenson, Ed.) 1:18.1 361-388. <https://www.annualreviews.org/doi/10.1146/annurev-orgpsych-031413-091324>
- (12) 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* ( Gatchel RJ & Schultz IZ, Eds.). New York, NY: Springer, pp 323-339.
- (11) **Kossek**, E. E., & Michel\*, J. S. (2011). Flexible work schedules. In S. Zedeck (Ed.), *APA Handbooks in Psychology. APA handbook of industrial and organizational psychology, Vol. 1. Building and developing the organization* (pp. 535-572). Washington, DC, US: American Psychological Association. <http://dx.doi.org/10.1037/12169-017>
- (10) **Kossek**, E. & Van Dyne, L. 2008. Face time matters: Across level model of how work life flexibility influences work performance of individuals and groups. In D. Lero, & K. Korabick, and D. Whitehead, Editors (Ed.), *Work-family Handbook*, (pp. 305-330) . Amsterdam: Elsevier, Ltd.
- (9) 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.
- (8) **Kossek**, E. E. & Friede, A.\* 2006. The Business Case: Managerial Perspectives on Work and the Family, In Pitt-Catsouphes, M., Kossek, E. E., Sweet, S. (Eds.). *The Handbook of Work-Family: Multi-Disciplinary Perspectives, Methods, and Approaches*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press. p. 611-628.
- (7) **Kossek**, E., Sweet, S. & Pitt-Catsouphes, M., 2006. The Insights Gained from Integrating Disciplines, In Pitt-Catsouphes, M., Kossek, E. E., Sweet, S. (Eds). *The Handbook of Work-Family: Multi-Disciplinary Perspectives, Methods, and Approaches*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press. pp. 67-72.

Feb. 10, 2023

(6) Pitt-Catsouphes, M., **Kossek**, E., Sweet, S. 2006. Cultivating Change in Governance and Business Practice, In Pitt-Catsouphes, M., Kossek, E. E., Sweet, S. (Eds). *The Handbook of Work-Family: Multi-Disciplinary Perspectives, Methods, and Approaches*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press pp. 607-610.

(5) Pitt-Catsouphes, M., **Kossek**, E. & Sweet, S., 2006. Charting New Territory: Advancing Multi-Disciplinary Perspectives, Methods, and Approaches in the study of Work and Family, In Pitt-Catsouphes, M., Kossek, E. E., Sweet, S. (Eds). *The Handbook of Work-Family: Multi-Disciplinary Perspectives, Methods, and Approaches*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press pp. 1-16.

(4) Sweet, S. & Pitt-Catsouphes, M., **Kossek**, E., 2006. How Diverse Methodologies Inform Understandings of Work and Family Relations, In Pitt-Catsouphes, M., Kossek, E. E., Sweet, S. (Eds). *The Handbook of Work-Family: Multi-Disciplinary Perspectives, Methods, and Approaches*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press pp. 361-366

(3) **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.

(2) **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.

(1) **Kossek**, E. and Pichler\*, S. 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.

### **C. CHAPTERS/ARTICLES IN BOOKS**

(36) Ollier-Malaterre, A., Allen, T., **Kossek**, E. E., Lu, C., Morandin, G., Pellerin, S., Rostami A., Russo, M. (in press). Technology regulation in the service of sustainable work-life balance, In Peter Kruyen, Stéphanie André, Beatrice van der Heijden, Eds. *Maintaining a Healthy, Sustainable Work-Life Balance Throughout the Life Course: An Interdisciplinary Path to a Better Future*. UK: Edward Edgar New Horizons in Management series

(35) **Kossek**, E., Allen, T. D. & Dumas, T. 2021. Appendix A: Literature review terms and search methodology for "boundaryless work: The impact of Covid-19 on Work-Life Boundary management integration and gendered divisions of labor for academic women in STEMM. In National Academies of Sciences, Engineering, and Medicine; Policy and Global Affairs; Committee on Women in Science,

Feb. 10, 2023

Engineering, and Medicine; Committee on Investigating the Potential Impacts of COVID-19 on the Careers of Women in Academic Science, Engineering, and Medicine; Dahlberg ML, Higginbotham E, editors. Washington (DC): [National Academies Press \(US\)](https://doi.org/10.17226/26061); p.27-46. <https://doi.org/10.17226/26061>. <https://www.ncbi.nlm.nih.gov/books/NBK570975/>

(34) **Kossek, E.**, Wipfli, B., Thompson, R.\* , Brockwood, K. and the Work Family Health Network Writing Team. 2017. The Work, Family & Health Network intervention: Core elements and customization for diverse occupational health contexts, In *Occupational Health Disparities among Racial and Ethnic Minorities: Improving the Well-being of Racial and Ethnic Minorities*,” Editors: Frederick Leong, Donald Eggerth, Daisy Chang, Michael Flynn, Kevin Ford, & Ruben Martinez, APA: Washington: D.C <https://doi.org/10.2307/j.ctv1chrwk5.14> pp. 181-215.

(33) **Kossek, E. E.**, Petty, R. A\*, Michel, J. S.\* , Bodner, T. B., Yragui, N., Perrigino, M.\* , Hammer, L. 2017. Work-Family Subcultures: Workgroup multilevel influences on family supportive supervisor behaviors (Fssb) affecting individual sleep quality and safety performance. In Las Heras, M. Chinchilla, N.. Grau, M. (Eds.) *Work-Family Balance, Technology and Globalization*. U.K.: Cambridge Scholars Publishing. P. 62-85.

(32) **Kossek, E.** 2016. Organizational support and empowerment of diversity in work-life identities. In Roberts, L., Wooten, L., Davidson, M. (Eds.) *Positive organizing in a global society: Understanding and engaging differences for capacity building and inclusion* (pp. 176-184). NY: Taylor & Francis

(31) Westring, A.\* , **Kossek, E.**, Pichler, S.\* & Ryan, A. 2016. Beyond Policy adoption: Factors influencing organizational support for reduced-load work arrangements (G. Baugh & S. Sullivan, Editors), *Research in Careers series. Striving for Balance “Putting Work and Life into Focus*. Information Age, p. 1-24. <https://www.infoagepub.com/products/Striving-for-Balance>

(30) **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. 295-319) In P. Chen and C. Cooper. Editors. Oxford, UK & NY: Wiley-Blackwell.

(29) **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.

(28) **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.

Feb. 10, 2023

(27) 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)

(26) **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.

(25) **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.

(24) **Kossek**, E. & . Misra, K. \* 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.

(23) Block, R., **Kossek**, E. & Malin, M., Holt, A. 2006. The Legal and Administrative Context of Work and Family Policies in the U.S. Canada and the European Union. *Managing the Work-Home Interface*. Routledge, (F. Jones, Burke, R., Westman, M., Editors.)

(22) 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.

(21) **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.

(20) **Kossek**, E., Lautsch, B., Eaton, S. 2005. Flexibility Enactment Theory: Implications of Flexibility Type, Control and Boundary Management for Work-Family Effectiveness, In **Kossek**, E. E. & Lambert, S. Editors. 2005. *Work and Life Integration: Organizational, Cultural and Psychological Perspectives*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press. p. 243-262.

(19) **Kossek**, E. & Lambert, S. 2005. Introduction: Work-Family Scholarship: Voice & Context, In **Kossek**, E. E. & Lambert, S. Editors. *Work and Life Integration: Organizational, Cultural and Psychological Perspectives*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press. p. 3-18.

(18) Lambert, S. & **Kossek**, E. 2005. Established Assumptions and Enduring Challenges in the Work- Life Field, In **Kossek**, E. E. & Lambert, S. Editors. *Work and Life Integration: Organizational, Cultural and Psychological Perspectives*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press. p. 513-532.

Feb. 10, 2023

- (17) Lee, M, MacDermid, S. Dohring, P., **Kossek**, E. 2005. Professionals Becoming Parents: Socialization, Adaptation and Identity Transformation, In Kossek, E. E. & Lambert, S. Editors. *Work and Life Integration: Organizational, Cultural and Psychological Perspectives*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press. p. 287-318.
- (16) 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, Eds.), Information Age Publishing, Inc. Greenwich, Connecticut, pp. 189-222.
- (15) **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.
- (14) **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.
- (13) **Kossek**, E. E. & Block, R. 2000. New Employment Relations: Challenges and Basic Assumptions, In **Kossek**, E. E. & Block, R. N. (Eds.) *Managing Human Resources in the 21st Century: From Core Concepts to Strategic Choice*. Cincinnati: Ohio: Southwestern/ITT Publishing. pp.1.1-1.33.
- (12) Kossek, E. E. 2000. Support of Work/Life Integration: Cultural Issues Facing the Employer, , In Kossek, E. E. & Block, R. N. (Eds.) *Managing Human Resources in the 21st Century: From Core Concepts to Strategic Choice*. Cincinnati: Ohio: Southwestern/ITT Publishing. pp.11.1-11.22. (Includes Work Life Strategy Board Game)
- (11) **Kossek**, E. E., 2000. The Strategic Perspective of Human Resource Management: From Transactions to Transformation, In Kossek, E. E. & Block, R. N. (Eds.) *Managing Human Resources in the 21st Century: From Core Concepts to Strategic Choice*. Cincinnati: Ohio: Southwestern/ITT Publishing. pp. 2.1-2.51.
- (10) **Kossek**, E. E. & Markel, K.\* 2000. Human Resource Leadership: Organizational Roles and Choices, In Kossek, E. E. & Block, R. N. (Eds.) *Managing Human Resources in the 21st Century: From Core Concepts to Strategic Choice*. Cincinnati: Ohio: Southwestern/ITT Publishing. pp. 3.1-3.45.
- (9) Nkomo, S. & **Kossek**, E. E., 2000. Human Resource Issues in Managing Diversity, In Kossek, E. E. & Block, R. N. (Eds.) *Managing Human Resources in the 21st Century: From Core Concepts to Strategic Choice*. Cincinnati: Ohio: Southwestern/ITT Publishing. pp. 9.1-9.22.

Feb. 10, 2023

(8) **Kossek**, Ellen Ernst. 1998. Organizational payback from work/life policies. Competitive refereed learning activity contributed to *Integrating Work and Personal Life: The Wharton Resource Guide*. In S. Friedman, Ed. The Wharton School, University of Pennsylvania.

(7) Klein, E., **Kossek**, E. & Astrachan, J. 1998. The organization woman: Reflections of society in the workplace. In *The Psychodynamics of Leadership*. (E. Klein, F. Gable nick, P. Herr, Editors). Psychosocial Press: Madison, CT, pp. 279-296.

(6) Gash, Debra and **Kossek**, Ellen Ernst. 1990. Understanding end user training as a lever for strategic organizational change, in U. Gautier and L. Garwood (Eds.), *Technological Innovation and Human Resources: End User Training*, New York: de Gruyter, Vol. 2: 229-254.

(5) Kossek, E. E. & Lobel, S. 1996. "Transforming human resource systems to manage diversity: An introduction and orienting framework," In Kossek, E. E. & Lobel, S. (Eds.), *Managing Diversity: Human Resource Strategies for Transforming the Workplace*. pp. 1-19.

(4) Kossek, E. E. & Lobel, S. 1996. "Human resource strategies to support diversity in work and personal lifestyles: Beyond the "family friendly" organization" In Kossek, E. E. & Lobel, S. (Eds.), *Managing Diversity: Human Resource Strategies for Transforming the Workplace*. pp. 221-244.

(3) **Kossek**, E. E. 1996. "Managing diversity as a vehicle for culture change: confronting monocultural dominance at IBM" In *Field Guide*, In Kossek, E. E. & Lobel, S. (Eds.), *Managing Diversity: Human Resource Strategies for Transforming the Workplace, Field Guide* (ISBN 1-57718-128-X) Oxford, England: Blackwell. pp. 49-67.

(2) Kossek, E. E. 1996. "Adapting human resource systems to manage global diversity: The Case of Amoco Production Company In Kossek, E. E. & Lobel, S. (Eds.), *Managing Diversity: Human Resource Strategies for Transforming the Workplace, Field Guide* (ISBN 1-57718-128-X) Oxford, England: Blackwell. (ISBN 1-57718-128-X), pp. 24-44.

(1) **Kossek**, E. E. 1991. The productivity impact of employer-sponsored childcare. In Kossek, E.E., (Ed.) *Child Care Challenges for Employers*. Fort Washington, PA: LRP Press, pp. 165-178.

## **D. BOOKS**

(9) **Kossek**, E. & Lee, K., Eds. 2020 *Creating Gender-Inclusive Organizations: Lessons from Research and Practice to Advance Women Leaders*. Toronto, Canada University of Toronto Press.

<https://doi.org/10.3138/9781487518608>

- Book Reviewed in Personnel Psychology <https://onlinelibrary.wiley.com/doi/10.1111/peps.12486>
- Publisher was notified it was a book commended for quality

Feb. 10, 2023

(8) Gatrell, C., Cooper, C. and **Kossek**, Ellen 2010. *Women and Management*, Cheltenham, UK and Northampton, MA, USA: Edward Elgar Publishing. Two volumes.

(7) **Kossek**, E. & Lautsch, B. 2008. *CEO of Me: Creating a Life That Works in the Flexible Job Age*. Philadelphia: Wharton School Publishing, (Affiliated with Pearson, Prentice Hall), ISBN 9780132349994 (currently under Second printing). Reprinted in Indian subcontinent. Bestseller.

- Book Reviewed in Publishers' Weekly and cited in Washington Post, Chicago Tribune, Martha Stewart's website, and many other U.S. and international publications.

(6) Pitt-Catsoupes, M., **Kossek**, E. E., Sweet, S. Editors. 2006. *The Handbook of Work-Family: Multi-Disciplinary Perspectives, Methods, and Approaches*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press. Foreword by Rosabeth Moss Kanter

- Book Reviewed in *Personnel Psychology* and *Contemporary Sociology*.

(5) **Kossek**, E. E. & Lambert, S. Editors. 2005. *Work and Life Integration: Organizational, Cultural and Psychological Perspectives*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press. Foreword by Linda Stroh.

- Book Reviewed in *Administrative Science Quarterly*, 2006.

(4) **Kossek**, E. E. & Block, R. N. (Eds.) 2000. *Managing Human Resources in the 21st Century: From Core Concepts to Strategic Choice*. Cincinnati: Ohio: Southwestern/ITT Publishing.

(3) **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.

- Book Reviewed in 1997 by Stella Nkomo in *Human Resource Management Journal*

(2) **Kossek**, Ellen Ernst, 1991, *Child Care Challenges for Employers*. (Editor and contributor), Fort Washington, PA: LRP Press, Forward by Dana E. Friedman. (Proceedings of State of Michigan Governor's Conference on Employer-Sponsored Child Care).

- Book reviewed in *Personnel Psychology*, 1992; *American Management Association's HR Focus*, 1992.

(1) **Kossek**, Ellen Ernst, 1989, *the acceptance of human resource innovation: lessons for managers*. Westport, CT: Quorum Books of Greenwood Press. Foreword by Victor H. Vroom.

- Book based on dissertation; Reviewed in *Personnel Psychology*, 1990; *Personnel Administrator*, 1989; *The Worklife Report*, 1989.

Feb. 10, 2023

## **E. BOOK FORWARDS**

- (3) **Kossek**, E. E. 2021. Book forward for Sarker, S. Ahuja M. Navigating work-life boundaries. Insights for distributed knowledge professional. NY: Palgrave MacMillan
- (2) **Kossek**, E. E. 2019. Book Forward. For Anna Mueller, *Upcycle Your Job: The Smart Way to Balance Family Life and Your Career*. UK: Practical Inspiration Publishing.
- (1) **Kossek**, E. Forward. 2015. *Gender and the Work Family Experience*. Maura Mills Editor. NY Springer

## **F. BOOK REVIEWS**

**Kossek**, E. 2022. Book review of Beckman, C. and Mazmanian, M. Dreams of the overworked: Living, working, and parenting in the digital age. *Administrative Science Quarterly*, Vol. 67 (2), p. NP30-NP33. <https://doi.org/10.1177/00018392221076260>

Nieuwenhuis, R., **Kossek**, E. E. 2017. Book review of Work life balance in times of recession, austerity and beyond. In *Community Work and Family*, Vol. 21(1), 106-109. On  
linefirst: <http://www.tandfonline.com/doi/full/10.1080/13668803.2017.1388002>

**Kossek**, E. 2010, June. Book review of *The Influence of Culture on Human Resource Management Processes and Practices* by Dianna Stone and Eugene Stone-Romero, *Administrative Science Quarterly*, 55 (2): p. 344- 346. <https://doi.org/10.2189/asqu.2010.55.2.344>

**Kossek**, Ellen Ernst. *Gender Power, Leadership, & Governance*, by G. Duerst-Lahti & R. Kelly, Ann Arbor: University of Michigan Press, 1995. *Administrative Science Quarterly*, 1999. Vol. 25 (4), p. 232.

**Kossek**, Ellen Ernst. *The Human Side of Factory Automation*, by A. Majchrzak, San Francisco, Jossey-Bass, 1987. In *Academy of Management Executive*, May 1990. Vol. 10(4), p. 378-379.

## **G. REFEREED NATIONAL OR INTERNATIONAL CONFERENCE PAPER PROCEEDINGS**

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

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



Feb. 10, 2023

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

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

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

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

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

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

## **H. COMMISSIONED PAPERS AND TECHNICAL REPORTS FOR U.S. GOVERNMENT, NONPROFITS**

(7) **Kossek, E.E., T. Allen, and T. L. Dumas.** 2021. *Boundaryless Work: The Impact of COVID-19 on Work-Life Boundary Management, Integration, and Gendered Divisions of Labor for Academic Women in STEMM.* Paper commissioned by the Committee on the Impacts of COVID-19 on the Careers of Women in Academic Science, Engineering, and Medicine. National Academies of Sciences.

<https://www.nap.edu/resource/26061/Kossek%20et%20al%20-%20FINAL.pdf>

(6) **Kossek, E.** 2016. The current state of work-life policy and research. Report for the U.S. Office of Personnel Management Research to Practice conference and white paper.

<https://www.ellenkossek.com/s/Kossek-Ellen-Ernst-2016-March-Work-Life-Research-Overview.pdf>

(5) **Kossek, E.** 2015. Flexibility at Work: Human Resource Strategies to Help the Postal Service, Office of Inspector General, U.S. Postal Service, Report number RACR- WP- 004, Leader of research team report.

[https://www.uspsoig.gov/sites/default/files/document-library-files/2015/rarc-wp-15-004\\_flexibility\\_at\\_work-\\_human\\_resource\\_strategies\\_0.pdf](https://www.uspsoig.gov/sites/default/files/document-library-files/2015/rarc-wp-15-004_flexibility_at_work-_human_resource_strategies_0.pdf)

Feb. 10, 2023

(4) **Kossek**, E., Hammer, L., Thompson, R., Burke, L. 2014. *Leveraging Workplace Flexibility: Fostering Engagement and Productivity*. Alexandria VA: SHRM Foundation report.

<http://www.shrm.org/about/foundation/products/pages/leveraging-workplace-flexibility.aspx>

(3) **Kossek**, Ellen E. 2009. *Managing a Diverse Workforce: Aligning and Managing Work/Life Relationships in Organizations*. SHRM Foundation

<http://www.shrm.org/Education/hreducation/Pages/AligningandManagingWorkLife.aspx>

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

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

## **I. OTHER PUBLICATIONS**

(19) **Kossek**, E. E. & Kelliher, C. 2022; Mainstreaming teleworking and gender equality: A double edged sword. <https://www.oecd-forum.org/posts/mainstreaming-teleworking-and-gender-equality-a-double-edged-sword>

(18) **Kossek**, E. & Merriweather, T. 2022. Dismantling Bias Conference Purdue University. West Lafayette, Indiana <https://business.purdue.edu/events/leadership-excellence-and-gender/> in <https://business.purdue.edu/events/leadership-excellence-and-gender/2021/>

(17) **Kossek**, E. March 11, 2020. What Companies need to do to improve working conditions for women. <https://www.brinknews.com/what-companies-need-to-do-to-improve-working-conditions-for-women/>

(16) **Kossek** E. 2020 & Lee, K. *Boundaryless Work: The Impact of COVID-19 on Work-Life Boundary Management, Integration, and Domestic Labor for Women Faculty at Purdue University* report. West Lafayette Indiana.

(15) **Kossek**, E. E. June 24, 2019. Now is the Time to Move the Needle on U.S. Work-family Policies. <https://www.brinknews.com/now-is-the-time-to-move-the-needle-on-u-s-work-family-policies/>

(14) **Kossek** E. & Lee, K. (2019). *Fostering gender and work-life inclusion for faculty in Business Schools and Understudied Contexts: An Organizational Science Lens*. Abstracts from Oct. 1, 2, 2018 Workshop. (#1837920). Workshop abstracts. Purdue University, West Lafayette, IN. Monograph Retrieved from [https://docs.lib.purdue.edu/worklifeinclusion/worklifeinclusion\\_monograph.pdf?ga=2.134145289.606](https://docs.lib.purdue.edu/worklifeinclusion/worklifeinclusion_monograph.pdf?ga=2.134145289.606)

Feb. 10, 2023

[625484.1612795989-1226856506.1587406255](https://docs.lib.purdue.edu/worklifeinclusion/625484.1612795989-1226856506.1587406255)

<https://docs.lib.purdue.edu/worklifeinclusion/>

(13) **Kossek**, E. E. (2019). Exploring an organizational science view on faculty gender and work-life inclusion: Conceptualization, perspectives, and interventions. Abstract of a paper presented at the NSF Workshop: Fostering Gender and Work-Life Inclusion for Faculty in Understudied Contexts: An Organizational Science Lens. (#1837920). Organizers: E. Kossek & K. Lee, Purdue University, West Lafayette, IN. Retrieved from <https://docs.lib.purdue.edu/worklifeinclusion/>

(12) **Kossek**, E. E. and Lee, K. H 2018. 2018. Dismantling Bias Conference Purdue University. West Lafayette,  
<https://business.purdue.edu/events/leadership-excellence-and-gender/2018/abstracts-in-progress.php>

(11) **Kossek**, E., Rupp, D. with Burke, L. and colleagues. 2014, 2015. Purdue Quality of Work Environment Initiative, Focus group and Phase II findings, phase I and phase II reports.

(10) **Kossek**, E. 2009. Portable work: Why Flexibility access is not enough to improve your life. Center for Education of Women Jean Campbell Visiting Scholar research paper. 2009.  
[www.umich.edu/~cew/PDFs/kossek09-1.pdf](http://www.umich.edu/~cew/PDFs/kossek09-1.pdf)

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

(8) **Kossek**, K.E., Berg, P., Nie, M\*, & Distelberg, B.\* 2007. Increasing policy effectiveness: A work-family research agenda. White Papers, *Family Research Initiative*, Michigan State University. East Lansing, Michigan.

(7) **Kossek**, E. & Hammer, L. Michel, J\*, and colleagues. 2008. *Family Supportive Supervisor Behaviors: Implications for Work-Family Safety and Stress*. Based on The National Work, Family and Health Network Pilot Study for U.S. Grocery Industry Store. April 16<sup>th</sup>, 2008. National Institute of Occupational Health and Safety and National Institutional of Child and Health Development.

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

(5) **Kossek**, E. and Lee, M. 2005. Alfred P. Sloan Foundation Study Technical Report. Making Flexibility Work: What Managers Have Learned About Implementing Reduced-Load Work. Michigan State University and McGill University.

Feb. 10, 2023

(3) **Kossek, E. & Friede., M.** 2005. Benchmarking Survey; A Snapshot of Organizational Implementation of Reduced-Load Work. East Lansing: Michigan State University.

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

- Lee, M. & **Kossek, E.** 2004. Crafting Lives that Work: A Six-Year Retrospective on Reduced Load Work in the Careers and Lives of Professionals and Managers. An Alfred P. Sloan Study. McGill University & Michigan State University.

(1) **Kossek, E., Lerner, J., Huber-Yoder, M. & Castellino, D.** 1994. Feedback Report on First Wave of Data Collected March-August 1994 for Mothers and Their Children (9-13) Regarding the Social Contract Initiative. State of Michigan, Department of Social Services. Lansing, Michigan.

## **J. DICTIONARIES/ENCYCLOPEDIAS AND CASES**

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

<http://business.oxfordre.com/view/10.1093/acrefore/9780190224851.001.0001/acrefore-9780190224851-e-52>.

- *Second most viewed Encyclopedia entry in 2019*

**Kossek, E. & Groggins, A.\*** 2015. Work Life Balance. (In David Guest, & David Needle Editors) in Volume 5 Human Resource Management volume of Wiley Encyclopedia of Management.

DOI: 10.1002/9781118785317.weom050079

<https://onlinelibrary.wiley.com/doi/full/10.1002/9781118785317.weom050079>

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

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

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

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

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

Feb. 10, 2023

- Telecommuting Entry. <https://wfrn.org/wp-content/uploads/2018/09/Telecommuting-short-encyclopedia.pdf>
- Contributed to Measuring Payback From Work-Family Programs & Telecommuting Point Counterpoint Teaching Exercise, 2002.

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

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

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

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

## **K. REGISTERED CLINICAL TRIALS AND FIELD EXPERIMENTS FOR NATIONAL REGISTERED STUDIES**

Kossek, E. & Hammer, L. 2022. Family Supportive Supervision and Workplace Assessment Tool. <https://clinicaltrials.gov/ct2/show/NCT05080426>

**Kossek, Ellen Ernst.** 2019. "A Cell Phone Policy Work-Life Change Field Experiment: Comparing Boundary Control Versus Supportive Supervision." AEA RCT Registry. August 07. <https://doi.org/10.1257/rct.4515-1.0>.

## **L. LEADERSHIP DEVELOPMENT TRAINING SOFTWARE, WORKSHOPS, AND PSYCHOLOGICAL ASSESSMENTS**

**Kossek, E. E. & Hammer, L. B.** 2022. Leadership supportive behaviors for family and personal life Training module software, webinar and workshop and behavior tracking tool. (Patented.)

**Kossek, E. E. & Hammer, L. B.** 2022. Leaders and Leaves: Leader support of paid family and sick leaves software., webinar and workshop. (Patent pending.)

**Kossek, E.** Creating a Culture of Well-being and Support. 2015. Leadership and Work-Life Workshop and on-line training. On line class and workshop on flexstyles and leader supportive behaviors. [https://purdue.ca1.qualtrics.com/jfe/form/SV\\_38n9h7OgvNdDeRf?Q\\_JFE=qdg](https://purdue.ca1.qualtrics.com/jfe/form/SV_38n9h7OgvNdDeRf?Q_JFE=qdg)

Feb. 10, 2023

**Kossek, E., Ruderman, M, Hannum K., Braddy, E. 2011. Work Life Indicator: Managing boundaries between work and family. Assessment and Technical Report. Center for Creative Leadership. Greensboro, North Carolina. On line psychological assessment. <https://www.ccl.org/lead-it-yourself-solutions/self-assessments/worklife-indicator/>**

## **GRANTS- AWARDED**

- 2022 Capital Group, Indianapolis, KLA Tenecor, Excelon Baltimore Gas & Electric \$28,000 in sponsor donations for Purdue University, Dismantling Bias Conference.
- 2019-2024 National Institute of Aging, Principal Investigator, Family Supportive Supervisor Training and Workplace Assessment Tool (includes new module on support for using family care & sick leaves \$901,730
- 2019-2021 National Science Foundation, Summer 2019- 2021, Principal Investigator. (Grant, 1922380) Faculty Work-Life Boundary Management, Inclusion, and Women's Career Well-being in the Always-On Workplace: A National Survey. \$335,060; <https://krannert.purdue.edu/research/faculty-work-life/>
- 2018-2021 National Science Foundation, Principal Investigator and Program chair "Workshop: Fostering gender and work-life inclusion for faculty in Business Schools and Understudied Contexts: an Organizational Science Lens - West Lafayette, IN - Oct 1-2, 2018, #1837920 approx. \$48,000 plus \$7,000 from Krannert for \$56,000; <https://krannert.purdue.edu/events/nsf-work-life-workshop/>
- 2015-2017 Russell Sage Foundation, Principal Investigator, Comparing the Effectiveness of Work-Family Interventions: Effects on Supervisors, Employees and Organizations," Principal Investigator, \$136,385
- 2015-2017 NIH - National Institute of Aging, Small Business Technology Transfer Program, Family Supportive Supervisor Training and Workplace Assessment Tool. Principal Investigator, \$201,333 2016 Land of Lakes, Leadership and Breaking Bias conference Purdue University, \$2500
- 2013-2015 Purdue University HR Office, Principal investigator; Purdue Quality of Work Environment Initiative Leadership development and survey project to assess the quality of environment at Purdue among non-faculty staff, \$106,000
- 2013 SHRM Foundation, Commissioned lead writer of report on workplace flexibility, \$5,000
- 2013-2019 U. S. Dept. of Defense, Advisory Board, Portland State University, Study to improve supervisors' veteran's supportive behaviors for State of Oregon Veterans
- 2005-2015 National Institute of Occupational Safety & Health, (NIOSH) & the National Institute of Child Health and Development and Health (NICHD). Co-Principal Investigator and Assoc. Director
- Phase I. Co- Principal Investigator & Center Associate Director, Purdue University (2013-2015) (Michigan State University (2008-2012). National Institute of Occupational Health and Safety. Under-Emphasized Constructs for Evaluating the

Feb. 10, 2023

Health Benefits of Workplace Interventions: Identifying and Fostering Family Supportive Supervisor Behaviors and Considering Family Crossover Effects, 2005-200

- *One of four NIH research centers funded in the U.S. as part of the National Work, Family and Health Network, \$1.4 million, collaboration with Portland State University. We designed a leader work-family support training intervention in the grocery store industry in a quasi-experimental study in Michigan/Ohio.*
- Phase II: 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, Center for Workplace Safety Stress and Health, Publications Committee Chair (2010), and Organizational Intervention and Process Evaluation Team. Work family health study national data archives: <https://www.icpsr.umich.edu/web/DSDR/studies/36158> and Harvard University Population Center <https://projects.ig.harvard.edu/wfhn/home>
- *We use group randomized control methodology and design interventions that seek to change the workplace to improve employees' abilities to meet work and family demands, reduce work-family conflict, thereby improving worker and family health (including children and other dependents).*

2008-2009	Center for Creative Leadership, Principal Investigator, \$10,000
2005-2008	Alfred P. Sloan Foundation, Joint Principal Investigator, The Role of Unions in Fostering Flexibility: Changing Dialogue and Negotiating Change, \$394,827
2007-2008	Michigan State University, Family Research Initiative, and Families and Communities Together, Principal Investigator, \$19,000
2007	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
2002-2004	Alfred P. Sloan Foundation, Co- Principal Investigator, Managing Professionals in New Work Forms \$350,000
2001-2002	Michigan State University, Intramural Interdisciplinary Grant, Principal Investigator, \$13,500
2000-2002	Gerber Foundation, The Michigan Child Care Partnership, Co-Principal Investigator, \$147,000
2001-2000	Reuters International, EDS, ADCO, Principal Investigator, \$9000
1998-1999	Southwestern Publishing, Principal Investigator, \$20,000
1994-1995	Michigan State University, Research Outreach Methodology Grant, Principal Investigator \$54,000
1993-1994	State of Michigan, Department of Social Services federal matching grant from U.S. Department of Health and Human Services, Co-Principal Investigator, \$35,000
1994	General Motors Corporation, North American Operations, Co-Principal Investigator, \$28,000

Feb. 10, 2023

1987-1994	Michigan State University, State of Michigan Research Excellence Fund & Management Policy Studies Fund grants, Institute for Public Policy and Social Research; Co-Principal Investigator & Principal Investigator, \$93,300
1993	Michigan Child Care Clearinghouse, Principal Investigator, \$15,730
1993	CIBER, International Business Conference Travel Funding, & International Linkage Fund, Michigan State University, Principal Investigator & Co – Principal Investigator, \$10,000
1991	Sisters of Mercy Corporation, Farmington Hills, Mich., Principal Investigator, \$1,000
1988-1990	State of Mich. Department of Commerce, Lansing, Mich., Principal Investigator, \$25,800
1990	Michigan State University Foundation, E. Lansing, Mich., Principal Investigator, \$12,000
1990	Michigan State University, Alumni Association and School of Labor and Industrial Relations, Principal Investigator, \$3000
1990	U. S. Dept. of Education, 2 weeks summer salary
1992-1993	Amoco Corp., Chicago, Illinois, Principal Investigator, \$38,000
1988	Michigan Labor - Management Partnership Project and U.S. Department of Labor, Co-Principal Investigator, \$64,000
1988	Lansing Board of Water and Light, Principal Investigator, \$2,500

## **TEACHING**

- Leading Management of Diversity and Inclusion
- Managing Global Human Resources and Organizational Behavior
- Human Resources,
- Organizational Behavior
- Organizational Development and Change
- Have led study abroad in International HR in France multiple times
- Have taught at all levels: undergraduate, Masters in HR, MBA, Ph.D. executive ed.

## **KEYNOTE SPEECHES AND WORKSHOPS FOR EXTERNAL AUDIENCES & CONFERENCES:**

### **ILLUSTRATIVE TOPICS**

- Managing flexibility: What Managers and organizations need to know
- Managing telework, remote and virtual work
- Leadership development on family and work life supportive behaviors
- Leadership support of work-life and boundaries
- Current strategies for advancing women's Career Equality
- Managing Work and Family/Personal Life and Careers
- Micro-aggressions, allyship and bystander awareness
- Managing work life boundaries in the digital age;
- Leadership development for women's networks and women leaders and high potential



Feb. 10, 2023

people of color

- The future of work
- The future of work-family and personal life research and practice
- Advancing women in STEM and Business
- CEO of Me: Creating a Life that Works in the Flexible Job Age
- Creating work life, diverse, and gender inclusive organizations
- Strategic Human Resources
- Dismantling bias for belongingness and inclusion
- Fostering a culture of employee well-being
- Improving faculty climate

## **KEYNOTES, INVITED TALKS, SEMINARS, AND LEADERSHIP DEVELOPMENT WORKSHOPS (SINCE 2000)**

### **2023**

- **University of London Queen Mary, London, U.K.** Invited Distinguished Fellowship Lecture Social Justice keynote Panel, and faculty development workshops on publishing literature reviews, finding a research identity, and seeking funding, April
- **Carnegie Mellon University, Pittsburgh, PA.**, invited faculty research seminar, topic, Work-life inclusion climates and gender in academia- A National Study,
- **IUPUI, Indianapolis**, Next Generation Leadership Development Program. March, DEI center, Diversity Leadership Development seminar, Managing Work- life Boundaries and Well-being: Moving Beyond the Pandemic
- **IUPUI, Indianapolis**, March, Library employees, and library management (separate facilitation sessions): Managing work-life boundaries and flexibility beyond Covid-19
- **Denver Colorado**, Denver Police. Feb., Leadership Family and Work-Life Supportive Supervision.
- **MD Anderson, Houston, Texas**, webinar, Feb., Leadership and Work-Life Supportive Supervision including support for family and sick leaves.

### **2022**

- **Colorado State Univ., Fort Collins, Colorado**, Oct., invited faculty research seminar, Work-life inclusion & gender in academia: A national study.
- **British Academy of Management, U.K.** webinar, Sept., Led continuing education webinar, Managing work-life boundaries during Covid- 19 and beyond
- **University of Bologna, Italy**, invited seminar, July, Pushing the boundaries, Academic Women in STEM's Covid experiences. boundaries in digital age & taught 3 sessions of PhD. Seminar on work-life, diversity and flexibility in the workplace of the future short course
- **Cranfield University, UK**, invited Fulbright funded, seminar, Managing work life boundaries in digital age and the professorite (also gave workshop for HR dept.) and gave research talk on Pushing the boundaries, Academic Women in STEM's Covid experiences.
- **Kingston University, UK**, May, faculty research Managing work life boundaries in digital age and the professorite
- **Purdue University, Krannert School of Management, West Lafayette, Ind.** , March,

Feb. 10, 2023

2022, Dismantling Bias Conference, Conference Organizer and Program Chair

## 2021

- **IUPUI, Indianapolis, Ind.** March, Next Generation Leaders Program. March, Work-life boundaries, Leadership Development seminar
- **Purdue University Engineering and Health Sciences, West Lafayette, Ind.** February, Managing Work-life Boundaries and Well-being: Moving Beyond the Pandemic, Hadley speaker, Managing Work Life Boundaries in the COVID age
- **Purdue University Research Foundation, West Lafayette, Ind.,** Equality in Manufacturing
- Merck Corporation Emerging Markets, Columbia, South America. Webinar, Dec. Managing Flexibility During Covid-19 and Beyond, What Managers Need to Know.
- **The Hill, Wash. D.C.** webinar panelist, Future of Work
- **Purdue University, Krannert School of Management, West, Lafayette, Ind.,** Oct., Doctoral Seminar guest lecture, Qualitative Research Methods
  - **Dion Leadership, Troy, Mich.,** corporate webinar, Employee Well-Being Begins with Work-Life Alignment
- **Purdue University Provost Office of Research, West Lafayette, Indiana,** Oct., Lu Aday Invited Distinguished Lecture, \*The Future of Work-life Leadership & Flexibility,
- **Ultimate Kronos Group,** webinar, The Equity at Work Council Meeting March 2021, Work-life Boundaries and Women in COVID-19's Wake-Up Call for Career Equality
- **Georgia Tech., Atlanta Georgia, Center for Study of Women Science and Technology Invited Distinguished Lecture.** Work-Life Boundaries and Women in Academic STEM: COVID-19's Wake-Up Call for Career Equality.
- **IUPUI, Indianapolis, Indiana,** March, Next Generation Leaders Program. Indianapolis, Ind., Diversity Leadership Development seminar, Managing Work-Life Boundaries,
- **MD Anderson women's network groups, Houston, Texas.** Leadership development webinar, Managing Work -Life Boundaries in the Covid Age
- **Open University Center for Policing, U. K.,** Leadership development webinar, Managing Work -Life Boundaries in the Covid Age.
- **Purdue University, Jane Brock Wilson Center, West Lafayette Ind.,** webinar panelist, Men as Allies.

## 2020

- **IUPUI, Indianapolis, Ind.,** Leadership Development seminar, Next Generation Leaders Program. Indianapolis Managing Work-Life Boundaries.
- **Purdue Policy Research Institute, West Lafayette, Ind.,** Panelist. Covid and Womens' career equality.
- **U.S. National Science Board, NSF,** Wash. DC, webinar panelist, STEM Women during Covid.
- **Digicert, Lehi, Utah.** Women in Tech Group. Managing Work -Life Boundaries in the Covid Age
- **The National Academies of Sciences, Engineering, and Medicine, Wash. DC,** Boundaryless Work: The Impact of COVID-19 on Work-Life Boundary Management, Integration, and Gendered Divisions of Labor for Academic Women in STEM.
- **Purdue University, I-O Psychology Department, West Lafayette, Ind.,** invited seminar, Working Virtually (and not): Implications for Work-Life Inequality, Gendered Boundaries, and Well-being

Feb. 10, 2023

- **Purdue University, Krannert School of Management, West Lafayette, Ind.**, panelist, Covid 19: The Future of Work and Play.
- **George Washington University, Psychology and Management Dept. , Wash., D.C. Invited, Women Faculty Joint IO & Management Dept. Speaker**, An Organizational Science View on Women's Career Equality & Work-Life Inclusion: Integrating Perspectives to Advance Research and Practice Innovation , also met with women faculty to discuss career and gender equality in roundtable lunch
- **University of Alabama Culverhouse College of Business, Crimson Conference on Work and Family. Tuscaloosa, Alabama, Keynote speaker**, Exploring an Organizational Science View on Gender, Careers, & Work-Life Inclusion: Conceptualization, Perspectives, and Interventions
- **Purdue University, OBHR Work in progress brown bag, West Lafayette, Ind.** Boundary perspective on Flexibility
- **Purdue University, SHRM chapter. West Lafayette, Ind.**, Led Work-Life Bucket analysis workshop. **2019**
- **Kings College London UK**, invited research seminar, Nov. 2019, Taking Hold through Aligned Versus Subversive Customization: Identifying A Work-Life Intervention's Adoption and Abandonment
- **Association for Psychological Science annual conference, Wash., D.C.**, Invited panel: Work and Life: Developmental Perspective on Jobs, Family and Well-being symposium. Presenter: Organizational Interventions to Support Diversity in Job and Work-Life Demands over the Life Course
- **The University of Chicago, Chicago, Illinois**, April, Undergraduate class guest Lecture. Work Equality
- **The University of Bologna, Bologna, Italy, - All University Visiting Scholar lecture**, March, Work-Life Leadership
- **The University of Bologna, Bologna, Italy**, March, three guest lectures at undergraduate, Masters and Ph.D. levels. Women's Leadership and Career Equality
- **The University of Rome, Italy**, April, Invited research seminar, Work-Life Leadership
- **IE Business School Madrid, Spain**. March, Invited research seminar. Does Manager Work-Life Training Matter
- **Stockholm University, Swedish Institute for Social Research, Sweden**, April, invited seminar, Caring for the Elderly on and Off the Job **2018**
- **The University of Minnesota, Carlson School of Business. Minneapolis, MN**. Oct. Invited research seminar. Leadership support training- moderating effects of job control on effectiveness.
- **Purdue Global Women's Network, Chicago, Illinois**. Inaugural Global Women's conference., Plenary speaker, Managing work-life boundaries.
- **The University of Kentucky, Health Centers , Lexington, Kentucky**, Keynote Leadership development conference. Wellness in the workplace.
- **The Mental Health Association of Erie County, Buffalo, NY**, Conference Keynote, Mental Health in the Workplace, and led workshop Managing Work Life Boundaries in the digital age.
- **Purdue University, West Lafayette, Ind.**, designed & co-led Faculty Workshops, Be a Better Ally on Micro-aggressions and bystander awareness
- **IUPUI, Indianapolis, Provost Office Women's Center, Indianapolis, Ind. Keynote speaker, University-wide women's conference**. Managing Work-Life Boundaries in the Digital Age

Feb. 10, 2023

- **Purdue University, Krannert School of Management, West Lafayette, Ind. Gender and Leadership Excellence Symposium, Conference Organizer and Program Chair**
- **NSF Workshop, Purdue University, Krannert School of Management, West Lafayette, Ind. Workshop organizer and program chair.** Fostering gender and work life inclusion for faculty in under-studied contexts: An organizational science lens

## 2017

- **University of Pittsburgh, Katz School of Business, Pittsburgh, PA.,** invited research seminar, Work-Life boundary control for front line employees
- **Illinois Institute of Technology, Lewis College Roundtable, Chicago, Illinois,** Technology Policy and Access, Invited Speaker
- **Purdue University, College of Veterinarian Medicine, West Lafayette, Ind., Annual Alumni Conference Keynote luncheon speaker,** Work-Life Leadership, Managing Self & Others
- **Purdue University, College of Veterinarian Medicine, West Lafayette, Ind.,** workshop leader for veterinarian medical residents, Work-Life Boundaries and Well-being
- **IESE Business School, Barcelona, Spain, Keynote speaker,** International Conference on Women and Leadership
- **Birbeck College, London, UK, Keynote Speaker, Alex Rodgers Memorial Lecture**
- **ZEW, Leibniz Centre for European Economic Research, Mannheim, Germany Keynote Speaker,** Managing Flexibility in the Digital Age
- **Academy of Management, HR Doctoral Consortium, Atlanta, GA, Keynote distinguished speaker,** Work-Life Research in the Human Resources Field: A Personal and Scholarly View
- **Northeastern University Business School, Boston, Mass.,** Invited Research Seminar: Work-Family/Life Research and Interventions: A Look Back and Forward
- **Northeastern University Business School, Boston, Mass.,** Invited Panelist, Advancing Women in Leadership, Entrepreneurship and Policy

## 2016

- **University of Illinois, Champaign- Urbana, Illinois, School of Industrial Relations and labor relations, invited research seminar,** Opting Out or Pushed Out: Integrating Perspectives and Interventions on Women's Career Equality
- **Michigan State University Provosts' and Work and Family Office, East Lansing, Michigan, University. Keynote Conference Speaker,** Workplace Flexibility: What Leaders Need to Know & Managing Work Life Boundaries workshop
- **Purdue University Women in Science and Business inaugural conference, West Lafayette, Ind.,** Managing Work-Life Boundaries
- **Purdue University Pre-tenure Conference for women, Provosts' Office, West Lafayette, Ind.,** Work-Life Boundaries workshop
- **Purdue University, Krannert School of Management, West, Lafayette, Ind.,** Staff development day luncheon speaker. Work Life boundaries workshop.
- **US Office of Personnel Management, Wash., DC, -** Work-Life policy papers Captain Strategic HR conference.

Feb. 10, 2023

- **Gender and Leadership Excellence Symposium, Purdue University, Krannert School of Management, West Lafayette, Ind. Conference Organizer and Program Chair and agile careers presentation.**
- **Indiana State University, Terre Haute, Ind. Led Work-life support workshop for dept. chairs & Provosts office.**
- **Purdue University, Krannert School of Management, Brock-Wilson Center, West Lafayette, Ind. Presenter Gender Equality Panel.**
- **Middlesex College, London, UK, Invited Keynote Work-Life Interventions ERRC series.**
- **Purdue Pretenure conference for women, Provosts office, West Lafayette, Indiana, Managing Work Life Boundaries workshop and luncheon Speaker**
- **2015**
- **EGOS Small Group Conference, Vienna, Austria Invited Keynote ,Presenter work-life leadership and Work-Life Boundaries**
- **Purdue University, Krannert Brown Bag series on Health, West Lafayette, Ind., Work- Family and Health Interventions**
- **British Occupational Health Society Conference, York, UK, Invited keynote, Work and family in organizations**
- **Kings College, London, Invited research seminar. Work and family in organizations.**
- **Harvard Business School, Gender and Challenging Conventional wisdom conference. Boston, Mass. Teaching Managers about Managing Work-Life Boundaries**
- **Bucknell University, Bucknell, PA, Women at Bucknell, Work –Life Boundaries Workshop Keynote**
- **University of Cincinnati, Cincinnati, Ohio ADVANCE grant several day guest speaker. Keynote on workplace flexibility, Led workshops on dual career couples and faculty work life balance and work-life boundaries**
- **U.S. Postal Service, Office of Inspector General, Arlington, VA, Flexibility at Work, Human Resource Strategies to Help the Postal Service**
- **Purdue University, Presidents’ Alumni Back to School events, West Lafayette, Ind. Managing Work-Life Boundaries in the Digital Age**

#### **2014**

- **Northern Trust, Chicago, Illinois, Agile Careers, Purdue Krannert School of Management Alumni event, Women making it Work, Organizer and Speaker, Women’s Leadership Panel**
- **Indiana State University, Terre Haute, Indiana, Led Faculty and Staff Workshop, Work-Life Integration: Flexibility in the Workplace and Work-Life Boundaries**
- **Purdue University, Presidents’ Back to School events, West Lafayette, Ind., Managing Work-Life Boundaries in the Digital Age**
- **Purdue University Pre-tenure conference for women, Provosts office, West Lafayette, Indiana, Led workshop, Managing Work life boundaries in the digital age**
- **SHRM National Conference, Orlando, Florida, Work Life Leadership**
- **Work Family Researchers Network conference, NY, NY Presidential Keynote and presented at various symposiums**
- **Oregon Health Sciences, Portland, Oregon, Presenter Work-life interventions**

Feb. 10, 2023

- **Stockholm University , Sweden, Inaugural work-family conference Keynote**
  - **University of Umea, Sweden, Invited speaker, work and family**
  - **London School of Economics, UK, Invited seminar, and taught PhD seminar for week long visit, March**
  - **Michigan Industrial Organizational Psychology Association, Novi, Michigan, Invited Speaker on Managing Boundaries and Implementing telework**
  - **Purdue University, Dept. of Social Psychology, Invited seminar, Work Schedulers**
  - **Wharton Work-Life Show, Stew Freidman Host, Philadelphia, PA Sirius Radio speaker on work-family research**
- 2013**
- **Indiana and Purdue University medical school, Indianapolis, Ind. Invited Speaker, ADVANCE grant, Medical faculty chairs workshop on flexible careers and policies, and work life workshop for medical faculty,**
  - **Purdue University, Krannert School of Management, Entrepreneurial Bootcamp for Disabled Veterans, Managing Work-life issues**
  - **NIH Work Family Health Network Meeting Portland State University, Portland, Oregon, Fall , Presenter.**
  - **NIH Work Family Health Network Meeting, Wash, DC. RTI International, spring, Presenter**
  - **Queens College, HR Work Life Conference , Charlotte, North Carolina,. Invited keynote speaker**
  - **British Occupational Health Society, London, UK, Invited International Webinar, CEO of Me**
  - **Purdue University, Pre-tenure Conference for women, West Lafayette, Ind., Dinner Keynote**
  - **SHRM Workplace Flex conference, San Francisco, CA. Presenter**
  - **Boston College Kanter Award Webinar, Boston, Mass., Best Paper finalist webinar**
  - **IESE International Work Family Conference, Barcelona Spain, Keynote on workplace interventions.**
  - **Women in Business Conference, Krannert School of Management, West Lafayette, Ind., Invited speaker**
  - **The New School, NY, NY, Center for Public Scholarship, Food and Immigrant Life Conference, Migrant women labor invited keynote speaker**
  - **SIOP Women Fellows Dinner, Rice University, Houston Texas, Invited speaker**
  - **Association for Work-Life Progress Conference, Baltimore, MD, The Work Life Indicator Workshop**
  - **Purdue University, Krannert School of Management, Work life Indicator workshop for University Information Systems Directors from across U.S.**
  - **Purdue University, Agricultural faculty dept. retreat on diversity, Presenter and Facilitator.**
  - **British Psychological Society Occupational Health Annual Conference, Chester, UK. Keynote speaker.**
  - **LOF magazine, (Dutch version of Working Mother), Zeist, Netherlands, Keynote speaker & corporate workshop facilitator.**
  - **Cusanuswerk, Women's Leadership Developmental Program for High Potential Women in Germany, Berlin, Germany, Invited Workshop leader,**
  - **Purdue University, Pre-tenure Conference for Women, Provosts office Managing work- life boundaries.**

Feb. 10, 2023

- **National Conference of Society for Vascular Medicine, Minneapolis, MN, Invited Keynote on work life and welling** , also spoke at Women in Vascular Medicine Breakfast
- **Kings College, London, UK.,Management Dept.**, Invited research Speaker, Moving from a variable centered to a person- centered approach to work-family boundary management, & Invited Speaker, Customized work in organizations, Executive Learning Board

## 2012

- **Purdue University, Krannert School of Management, invited research seminar on work-life and health interventions** & led workshop managing boundaries in the digital age
- **University of Indiana Office for Women's Affairs, Bloomington, Indiana, Invited speaker and author**, Book Club meeting honoring 40<sup>th</sup> anniversary, March
- **Inaugural Work-Family conference, Indiana State University, Terre Haute, Ind., Invited keynote speaker**, March
- **Booz Allen, National work-family webinar for the Flex Forum**, March
- **Origami Corp., Keynote and Trainer** work-family boundary management, Feb.
- **Michigan State University, East Lansing, Michigan, Invited Speaker, Scholarship as Public Intellectual**, , Feb.
- **American Psychological Association, Institute for Academic Feminist Psychologists, San Antonio, Texas, Invited Keynote**, Jan.
- **EDHEC Business school, French Grand Ecole, Lille France**, Taught graduate students International HRM, Health & Safety, and Labor & Ethics modules, December

## 2011

- **French Government Centre d'analyse stratégique of French Prime Minister, Paris, France, Invited Seminaire** "Equality men/woman, November (delivered virtually)
- **Society for Human Resource Management/Families and Work Institute, Work Life Focus, Wash., DC. Research Round Up**, Invited Speaker, What Does the Research Tell Us About Organizational Effectiveness and Workplace Flexibility, November
- **Indiana University Office for Women's Affairs, Bloomington, Indiana, Invited Keynote** Speaker, Best Practices in Work Life Policies and Programming,
- **Institute of Medicine within the National Academies of Sciences, U.S. Department of Homeland Security, Workforce Resiliency Workshop, Wash., D.C.**, Invited Speaker, November
- **Michigan State University NIOSH Symposium on Occupational Health Disparities Among Racial and Ethnic Minorities, East Lansing, Michigan**, Invited Speaker, Sept.
- **University of South Australia, Adelaide, Australia, Invited speaker**, Connecting rigorous research with relevant business needs, August,
- **International conference on work and family, IESE, Barcelona, Spain, Keynote**, July
- **British Psychological Society, Occupational Health Work-life consulting Group, London, UK**, Keynote, May
- **Work-life Cross-national Conversations Conference, University of Rouen, Paris France**, Keynote, May
- **U.S. Women's Bureau and Secretary of Labor National Dialogue on Workplace Flexibility, Opening session Presenter, Chicago Illinois**, April

Feb. 10, 2023

- **Cornell University, Michigan State, Rutgers Cross- University Doctoral Seminar webinar**, Professor and Presenter
- **DTE Chief Officer Group, Executive Offsite Retreat**, Corporate Services Group, Lead Facilitator, October
- **Hubble Space Institute, Baltimore, Maryland**, Keynote, Hard Science, Soft Skills, March
- **Case Western Reserve University, Cleveland, Ohio**, Work-Life in Academia Speaker, March
- **Cleveland Clinic, Cleveland, Ohio**, Managing Work-Life Boundaries in Medicine, March
- **The Employers Association**, Speaker, Targeted HR: Implementing Organizational Interventions, March
- **U.S. Secretary of Labor, National Dialogue on Workplace Flexibility**, Pasadena CA,
- **Work-Life Summit, Alliance for Work-Life Professionals, Baltimore, MD**, Imaginarium Speaker, Feb.
- **Grand Traverse County Employees, Traverse City, Mich.**, Martin Luther King Day Speaker, 2010
- **Executive Roundtable on Work-Life Flexibility, SHRM Foundation**, Wash., DC., Panelist
- **University of California, Hastings, San Francisco, CA, Kellogg Foundation Advisory meeting**, Working poor and work-life flexibility, July and Advisor, Work-Life Flexibility for Hourly Workers, University of California Hastings, Kellogg Foundation Report,
- **State conference of Michigan Health Care recruiters , Lansing, Michigan, Keynote**, CEO of Me: Creating a Life that Works in the Flexible Job Age, September
- **Ministry of Manpower and National Work-Life Harmony conference, Singapore**,
- **Singapore Ministry of Manpower, Singapore**, Managing Flexstyles train the trainer, workshop Lead Facilitator, August
- **National Work Life Harmony Conference and Ministry of Manpower Civil Service, Singapore CEO of Me: Creating a Life That Works in the Flexible Job Age, Keynote**, and speaker, Creating a Culture of Flexibility: What Managers Need to Know, August
- **Aequus Partners, Sydney, Australia**, Speaker, Managing Flexibility, HR Roundtable, University of South Australia, July
- **Bob Hawke Keynote Lecture, Adelaide, Australia** , Creating a Life that Works in the Flexible Job Age, July
- **University of South Australia, Adelaide, Australia**, Speaker, Multi-level Modelling in Work Life Research, July
- **University of South Australia, Adelaide, Australia**, Teaching workshop on Managing Flexstyles:, July
- **Athens Greece, Athens, University of Economics and Business International Human Resources in Europe, Keynote** Reconciling Work and Personal Life:, May
- **Michigan State University College of Medicine Mentor Program, Workshop leader**, Managing Flexstyles: What Doctors and Academics Need to Know
- **The Work-Life Conference Board Conference, Wash., DC** , Speaker, Work-Life Flexibility and Health and Well-Being:
- **Boston College Work and Family Roundtable, Chicago, Illinois** , Speaker, Increasing Supervisor Support of Work and Family, April,



Feb. 10, 2023

- **Michigan State University Cyclotron Dept.** , Workshop leader, Managing Flexstyles; What Academics Need to Know
- **Michigan's Next Great Companies: Economic Development Summit, Lansing, Michigan**, Speaker, National Work Family Health Network
- **Texas A & M, Provosts Office College Station, Texas**, Speaker, CEO of Me: What Academics Need to Know., Feb.

## 2009

- **Michigan State University Women in Business Student Association, East Lansing, Michigan**, Work-Life Michigan State University Women in Business Student Association Leadership Conference : Managing Flexstyles to Become CEO of Your Life
- **The Aspen Institute Webinar , Aspen, Colorado**, Teaching graduate students about the working poor.
- **George Meany Center in Washington, D.C.** Ran a national conference for union leaders in Wash., D.C Work-Family Flexibility in Unionized Organizations: Results from a National Study at the
- **24 and more, International conference on increasing female labor force participation, Amsterdam, Netherlands, Dutch Government Task Force Part Time**, CEO of Me: How women and men can exert more control over their working lives, Keynote speaker,
- **Michigan State University Faculty Development Workshop., East Lansing, Michigan**, How to Become the CEO of your Working Lives: What Academics Need to Know,
- **U.S. Congressional Briefing, Wash, DC** , National Work-Family Health Network speaker, Oct.
- **Center for Creative Leadership Greensboro, NC**. Managing Flexstyles, December.
- **Michigan State University East Lansing, Michigan,, Dept. of I-O psychology research seminar**, Embedded Leadership and work –family conflict,
- **Kauffman Lecture. Keynote, University of Indiana South Bend, Ind., Women Work and Family in the Flexible Job**, Nov.
- **Chicago's 101 Best and Brightest and Brightest Companies to Work For Conference**, Chicago, Illinois, Emotions in the workplace: “For, speaker
- **Specialty Librarian's Association National Meeting, Wash. DC. Keynote**, How to Become the CEO of Your Life, June
- **World at Work, Seattle**, Speaker, Managing Flexibility: What Managers Need to Know,, June
- **Human Resource and Education Center, Michigan State University Webinar on CEO of Me: Managing Flexstyles** , Spring
- **Center for Education of Women, University of Michigan**, The Cultures of Flex:, March
- **IOOB National Doctoral Student Conference, Chicago, Keynote**, February

## 2008

- **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

Feb. 10, 2023

- **Boston University, Boston, Mass, Management Dept**, invited research presentation presentation, “Where does the Work Go and Why?: Managers Roles in Implementing New Ways of Working
- **MIT, Cambridge, Mass. Organizational Studies Group**, Invited research colloquium, MIT, Nov.
- **Michigan State University, Dept. of Education Conference, East Lansing, Michigan, Keynote**, Work-life and The Changing Professorate, , Sept.
- **Institute of Chartered Accountants of British Columbia, Vancouver, Keynote**, Work-life Balance Day, Oct.
- **Center for Creative Leadership, Greensboro, NC, International podcast** on CEO of Me, Oct.
- **Consumers Powers, Michigan, Michigan Executive Leadership Meeting**, Speaker, Implementing New Ways of Working. Fall
- **National Association of Women Lawyers National Podcast , Connect Listen and Learn**. May
- **Accenture., Webinar**, CEO of Me, Creating a Life that Works in the Flexible Job Age.
- **Cranfield University, UK**, Faculty and Doctoral research seminar, New Ways of Working and Work-Family Health Network:, June.
- **Medtronic, Minneapolis, MN**, Managing Your Flexstyles Training Workshop, Minneapolis, Minn. July 2008
- **Kellogg’s Corp., Battle Creek, Michigan**, Women’s Leadership Network, CEO of Me: Managing Flexstyles, Oct. 2
- **National I-O- OB PH.D. Conference,. Chicago Illinois Institute of Technology, Chicago, Illinois, Keynote**, General and Family Specific Workplace Social Support for Effectiveness On and Off the Job: Current Research and Future Directions
- **World at Work Total Rewards Conference, Philadelphia**, CEO of Me: Managing Flexstyles and Work-Life Relationships, May 2008
- **International Work Psychology Conference Work, Well-being and Performance, University of Sheffield, Sheffield U.K Keynote**, The State of Work and Family Research. June
- **University of Sheffield, U.K.**, Work and Life Academic Challenges- Doctoral consortium presentation& paper presentation A Meta-Analysis of Supervisor and Work Family Support, and Managing Your Work-Life Relationships. Work, Well-being and Performance: New Perspectives for the Modern Workplace, Sheffield, UK, June
- **New York University Business School Doctoral student and faculty symposium**, invited research seminar, The National Work Family Health Network: May
- **City of New York Baruch University, and Women’s Opt in Program. Speaker**, CEO of Me: Creating a Life that works in the Flexible Job Age, May
- **Michigan State University Faculty Folk, University Club, East Lansing, Michigan**, CEO of Me: Managing your Flexstyles, April.
- **The Conference Board and Families and Work Institute Conference , Atlanta, Georgia**, How We Live and Work Today: An Individual Perspective on Talent Management. March
- **Annual Conference of College and University Work Family Association Raleigh, North Carolina**, CEO of Me: Helping Employees Create a Life that Works by Managing Flexstyles, March
- **NIOSH Work, Stress and Health Conference, Washington, D.C.**, Work, Family, and Health Network, Presenter, Research Findings: Multi-methods, Multi-Interventions, Multi-Industry,, March

Feb. 10, 2023

- **Kings College, London, HRM Learning Board** and scholarly colloquium Speaker, April

#### **2007**

- **Penn State Work and Family in Organizations Symposium, State College, PA, Keynote** Speaker October
- **Dow Chemical Corp., Midland, Mich.,** Speaker, Managing Reduced Load and New Ways of Working for Professionals, October
- **State of Michigan College and University Personnel State Meeting,** Speaker, Making Flexibility Work, October
- **IESE Presenter, Barcelona, Spain,** Presenter, Supervisor Support of Work and Family, July
- **50<sup>th</sup> Anniversary of School of Labor & Industrial Relations, Alumni Meeting,** East Lansing, Michigan, Making Flexibility Work September,
- **Boston College Work and Family Roundtable, San Diego, California,** Speaker. May
- **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,** Speaker, March.
- **National Work Family Network, NIH including NICHD,** Washington DC March
- **Wayne State University, Detroit, Michigan I-O Psychology Faculty and Ph.D. Students,** invited research seminar, Crafting Lives That Work

#### **2006**

- **Simon Fraser University Canada,** Research Seminar for Doctoral student and Faculty, Managing Work-Life and Health,
- **American Council of Education, East Lansing, Michigan,** , Customized Work in Organizations for High Talent Retention,
- **50<sup>th</sup> Anniversary Conference, School of Labor & Industrial Relations,** East Lansing, Michigan Human Resources Role in Organizational Change,
- **Leading Edge Consortium SIOP Practitioners Conference, Charlotte, North Carolina.** Speaker, Managing High Talent
- **Work and Family Network, Washington, DC and Portland, Oregon,** speaker
- **The Conference Board Diversity and Work and Family Conference. New York, New York.** Speaker Managing New Ways of Working and Inclusion, June.
- **State of New Hampshire Society for HRM., Manchester, New Hampshire. Speaker,** Managing Multiculturalism and Diversity in a Global World and Human Resources Role in Organizational Change sessions
- **I-O Psychology, Michigan State University. East Lansing Michigan,** Research seminar, Crafting Lives That Work, April.

#### **2005**

- **Central Michigan University. IO Psychology Dept., Mount Pleasant, MI.** Research seminar, Work and Family in Organizations.
- **Albion College, Albion, MI.,** Research seminar, Diversity, Work and Family in Employment.
- **International Teleconference Management Education Session.** Achieving Success on Your Own Terms: The Reduced-Hours Work Arrangement for Professionals. Work Life Harmony International

Feb. 10, 2023

Management Education Session, Oct.

- **Michigan State University, East Lansing, Michigan, Provost's Office of Faculty & Organizational Development, Keynote speaker**, Creating a Culture of Flexibility in Academia: A Win/Win for Individuals, their Families and the Institution
- **Flexibility. Working Time for Working Families: Europe and the United States.** Conference sponsored by American University Law School and the Friedrich Ebert Foundation Washington, D. C. Invited Discussant
- **IESE Business School. Barcelona, Spain** Managing Dual Centric Employees. Keynote Speech to Spanish Foreign Press.
- **Wharton Business School Careers Conference, University of Pennsylvania.** Philadelphia, Pa, Crafting Lives that Work. Paper presentation
  - **National Press Club, Washington, D.C. Press Release of Alfred P. Sloan Study Individual Phase:** Crafting Lives that Work, Feb.
- **The Conference Board of Europe, Copenhagen, Denmark. Speaker**, The Business Case for Work and Family. International meeting on Diversity and Work and Family, Oct.
  - **LG Korean Management Top Executive Program., Michigan State University, East Lansing, Michigan, Speaker** on Strategic Human Resource Management. Program on humanistic globalization, May.

#### 2004

- **Hitachi, Tokyo, Japan. Speaker on Current Issues in Employment Policy for Women**, International Employees & Strategic HRM meeting, May
- **Workplace strategies and Interventions for Improving Health and Well-Being Conference, National Institute of Child Development. Baltimore, MD.** Employer performance: Theoretical and empirical linkages to workplace human resource strategies for improving health, work-family integration & well-being. Speaker on the employer perspective on links between work-life policies and employment.

#### 2003

- **Leadership Conference YMCA CEOs, Novi, Michigan, Invited Keynote**, Management and Decision Making, June.
- **NIH Conference on Workforce-Worker Mismatch. Wash, D.C. Invited Speaker**, Employer Work-Family Policies, June
- **Work and Family Theory & Practice Conference Organizer Center for Creative Leadership Greensboro, North Carolina,,** Presenter on Portable Work , May
- **Brandeis & Boston University Work and Family Journalism Conference, Boston, Mass.,** Participant, (also 2002)
- **Industrial Organizational Psychology and Human Resources & Labor Relations Departments. Michigan State University, East Lansing, Michigan,** Portable Work Antecedents and Outcomes Research in progress presentations, April
- **Indiana & Purdue University, Indianapolis, Indiana, Invited Keynote, Work and Family: A Review and Directions for Future Research**, Lily Auditorium, March

Feb. 10, 2023

- **Diversity Corporate Roundtable, Center for Women and Work, Rutgers University New Brunswick, New Jersey**, Managing Diversity and Multiculturalism: New Approaches for the New Millennium, Feb.
- **Ohio State University, Columbus, Ohio,. Conference on Human Resource Issues in Small Fast Growth Firms**, Entrepreneurship in Trucking Firm: Is it better to be an owner or employee? Feb.

**2002**

- **Hitachi, Ltd. Tokyo, Japan, 2002, June**, 360 Degree Appraisals: Developmental and Performance Based Approaches,
- **Central University, IO Psychology Dept, Mount Pleasant, Michigan**. Invited research seminar.
- **The University of Michigan Ross School of Business. Ann Arbor, Mich., 2002, May**, Organizational Behavior invited research seminar

**2001**

- **Rockefeller Foundation, Scholarly Conference on the Inclusive Workplace. Bellagio Italy**. Presenter of Welfare to work employment strategies.
- **Rutgers University School of Human Resources and Management. New Brunswick, NJ**, Invited research seminar. Caregiving Decisions, climate, and work-family outcomes.
- **Hitachi Institute for Management Development ,Tokyo, Japan, 2001, June**, Managing Organizational Change in the New Economy,.
- **School of Labor & Industrial Relations, Michigan State University, , East Lansing, Michigan, Third Annual Women's Conference**, Strategies for Success: Building an Agenda for Working Women, East Lansing, Michigan, 2001.Feb. Leader of workshops on Work-Family Policies and Organizational Culture Change Linkages.

**2000**

- **Hitachi Institute for Management Development ,Tokyo, Japan, 2000, June**, Human Resources Role in Managing Organizational Change in the New Economy,.
- **Pennsylvania State University Lecture Series on Work & Family, State College, Pennsylvania, Invited speaker**, Nov. Rebroadcast on local public television network.
- **Michigan State University Graduate School of Labor & Industrial Relations Alumni Day., Conference, Invited speaker** East Lansing, Michigan, Oct.
- **University of Michigan Business School Alumni Day Conference, Ann Arbor, Michigan, Oct.**, Panel on Work & Family in the New Economy.
  - **Arthur Anderson Conference on Organizational Change ,Giessen, Germany, Sept.** Presenter
  - **Warwick University. Birmingham, England, Sept. 2000, June, 2001.** HR Leadership and Roles in Organizational Change, Lecturer Local Government Leadership Development Program
  - **Big Ten Work-Family Administrators Conference.** Ann Arbor, Michigan, 2000, May, Caregiving Decisions, Climate and Performance (Keynote)
  - **Ann Arbor IT Consortium ,Ann Arbor, Michigan, 2000, Feb.**, Top Ten Ways to Attract (and Keep) Talent in Hi-Tech Growth Industries (Keynote)

Feb. 10, 2023

## **REFEREED SCHOLARLY CONFERENCE PAPERS AND PRESENTATIONS- SINCE 2000**

### **ACADEMY OF MANAGEMENT ANNUAL MEETINGS**

#### **Academy of Management, 2022- Seattle**

- Panelist. Enduring Gender Biases in Academia, Understanding Experiences, Challenges and Solutions, Professional Development Workshop.
- Organizer and Panelist, Faculty Covid-19 Experiences and Work-life inclusion: Future Flexibility and Equality Insights, Professional Development Workshop.
- Panelist and facilitator, Promoting employee well-being in remote work symposium.
- Paper presenter, Revisiting work-nonwork boundary management: Lessons from the pandemic for the future.
- Paper presenter. New adversities, new strategies? How to create a better world through adverse times.

#### **Academy of Management, 2021 – Virtual due to Pandemic (Boston)**

- Interventions in Organizational Research: Lessons Learned, Best Practice, Future Research Directions, Panelist
- Remote Work and Women’s Career Equality: How to Move ahead without failing behind. Organizer and Presenter
- Bridging the Divide Between Rigorous Research and Relevance to Society Presenter
- Management and Organization Cognitions Division, Work-Life Facilitator

#### **Academy of Management, 2020 – Virtual due to Pandemic**

- Live Synchronous Organizer and Paper Presenter (only 10% of papers selected): Broadening our Sight: Under-emphasized Perspectives on workplace Flexibility.
- Live Synchronous Panelist (Only 10% of submissions selected) Virtual Work and Women’s Well-being: A Double - Edged Sword?
- Facilitator Positive Organizational Perspective on Diversity and Inclusion

#### **Academy of Management, 2019- Boston**

- PDW Organizer and Speaker, Fostering Work-Life Inclusive Business Schools: Improving Organizational Science & Women’s Equality
- All Academy Symposium speaker panelist: What Has Changed? Barriers and Facilitators to Women's Career Advancement in the 21st Century
- Changing Organizations for a Changing Workforce: Improving Work-Life Implementation and Adaptation (Author Presenter and Organizer)
- Presenter sustainable Careers symposium
- Virtual work and well-being Symposium speaker

#### **Academy of Management, 2018- Chicago**

- Presented in three paper symposia on work and family and personal life in organizations.

#### **Academy of Management, 2017- Atlanta**

- Invited Keynote HR doctoral consortium
- PDW Translating research to practice
- Paper presenter 3 research symposia:

Feb. 10, 2023

- Advancing Methods in Work-Life Research: Illustrative Studies, Lessons, and Future Challenges
- At the Interface of Positive Psychology and Work-Life Balance
- Research Positive Psychology and Work life balance

**Academy of Management, 2015- Vancouver**

- PDW, Changing the Work-Life Conversation in the Academy
- Paper presenter three symposiums (topics:)
  - occupational resilience
  - workplace flexibility and organizational stratification
  - work-life interventions

**Academy of Management, 2014- Philadelphia**

- PDW Workshop Work Life Balance in the Academy
- Presenter three symposiums on flexibility and work and family

**Academy of Management, 2013- Lake Buena Vista, Florida**

- Symposiums on Gender and Flexibility, International HRM, and Discussant on Technology Symposium, Panelist, translating research to practice

**Academy of Management, 2012- Boston**

- Invited Presenter, Organizational Behavior Doctoral Program
- Invited Mentor, 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
- Discussant Work, Family and Health Symposium

**Academy of Management, 2011- San Antonio**

- Invited Facilitator, 2011, Organizational Behavior Doctoral Consortium
- Invited Speaker, Gender and Diversity in Organizations Doctoral Consortium
- Invited Facilitator, Current and Future Inclusion Efforts in the Academy of Management
- Author and Presenter, Work-life effectiveness efforts by the line, Linkages to group job context and individual effectiveness
- Author and Presenter, Diversity in work-family role alignment styles, theoretical and empirical perspectives

**Academy of Management, 2010 - Montreal**

- Flexible on Flexibility: Managerial and organizational support of work-life flexibility as pockets of change. 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, presenter
- Managing Flexstyles: Exploring Linkages between personal preferences for self-regulation of work-life flexibility and work-family outcomes. Presenter in symposium on the Individual Experience of Flexibility

Feb. 10, 2023

- Organizational Change for the Working Poor, In Positive Organizational Scholarship Symposium, co-author.

#### **Academy of Management, 2009 -Chicago**

- Paradoxes of Implementing Work-life flexibility policies: Emerging research theory and practice
- 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,
- Managing flexstyles and work-life relationships: A teaching development workshop.
- Career construction: A new look, paper author.
- Careers in the rough research development workshop
- Gender and Diversity in Organizations Doctoral consortium faculty presenter.
- . Organizational behavior and the working poor: Leadership and work group context linkages to work, family and health in low-income settings.

#### **Academy of Management, 2008- Anaheim**

- The questions we don't ask: Work-family issues among low-income families, symposium presenter
- Gender and Diversity in Organizations Doctoral Consortium, Presenter.

#### **Academy of Management, 2007- Philadelphia**

- Managing work and life over your academic career, Gender and Diversity in Organizations, Doctoral Consortium, Presenter
- Implementing Flexibility in Unionized Environments: Adding a Collective Voice Perspective to Work-Life Research, Presenter and author. In National Academy of Management Symposium (Chair), Implementing Flexibility across contexts: Research Gaps and Future Directions.
- Managing motivation: Implications for work-life research, In New directions in motivation symposium, Presenter and author
- Supervisor support of work and family, presenter and author, in Work Family and Health All-Academy, Symposium (Kossek, Chair)

#### **Academy of Management, 2006- Atlanta**

- Teaching about Managing Work-Family-Life Integration as a leadership competency. Professional Development workshop sponsored by HR Division, GDO and Careers, Organizer and Presenter.
- Crafting Lives That Work: What Happens to Professionals Careers When They Choose to Work Less, Symposium Exploring Linkages Between SHRM, Work-Life Strategy, and New Ways of Working for Professionals In The Opt Out Revolution, Paper presenter and author.

#### **Academy of Management, 2005- Honolulu**

- Symposium chair. A New Vision of Work and Family: Management Practices Embracing a Dual Agenda.. Paper presenter and author: Supervising Telecommuting and the Work-Family Dual Agenda. & paper **author Mapping of Career and Family Life Processes.**
- Paper presenter and author. Managing Acculturative Stress and Work-Family Resources:



Feb. 10, 2023

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.)

- Paper presenter and author. Kossek, E., Pichler, S., Barratt, M., Meece, D. Work-family Conflict in Low-Income Systems: The Critical Role of Parent-Provider Relationships. In Symposium Managing Work-Family Balance in the 21st Century: Do Informal Work Practices Help or Hinder Employees Managing Work-Family Balance

#### **Academy of Management, 2004- New Orleans**

- Presenter. 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.
- Symposium presenter and author. Boundaries between work and home: An integrated look at basic research and applied knowledge.
- Van Dyne, L., Kossek, E. & Lobel, S. Co-author. Being there: Face time, flexible work arrangements, and helping in work groups

#### **Academy of Management, 2003- Seattle**

- Eaton, S. C., Lautsch, B. Kossek, E. Presenter and author. 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.

#### **Academy of Management, 2002- Denver**

- Presenter. Managing work-life integration as a new faculty member. HR Doctoral Consortium.
- Chair, Gender and Diversity in Organizations Annual Business Meeting.
- Panel Presenter to Management Education Division Preconference: Publishing Texts in Human Resources & Organizational Behavior
- 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
- Discussant, Invisible diversities in the workplace: Exploring and integrating hidden identities Symposium
- Presenter and author. Bargaining with the baby, Paper presented in Work and home as competing and complementary domains. Showcase symposium.

#### **Academy of Management, 2001- Wash., D.C.**

- Symposium paper presenter and author. Competing perspectives on antecedents of well-being of welfare to work mothers with young children: Computer use as an indicator of job quality. Presented in Gender, Information Technology & Organizations Symposium

#### **Academy of Management, 2000- Toronto**

- Discussant for OB and HR Symposium on Work and Family in a New Age
- Paper Presenter on Symposium on Integrating Organizational Behavior and HR Perspectives on Work and Family, HR & OB Divisions
- Presenter. Innovative Teaching. HR Junior Faculty Consortium

Feb. 10, 2023

- Presenter. Effective Research Collaborations, HR Doctoral Consortium
- Symposium chair and paper presenter: Work and employment modes of human resource architectures: linkages to organization subcultures.

## **SOCIETY FOR INDUSTRIAL & ORGANIZATIONAL PSYCHOLOGY- ANNUAL MEETINGS SINCE 2000**

### **SIOP 2021- Virtual**

- Kossek, E. 2021. Ignite Invited Presentation, on teleworking and flexibility. EB Igniting SIOP's Top Ten Workplace Trends With I-O Thought Leaders (Special Event - 112933) Chairs, Amanda Woller; Caitlin A. Demsky; Kelly A. Cave; Shalyn Stevens

### **SIOP 2018- Chicago**

- Work Family Measurement Symposium Organizer & Chair
  - Characteristics of Work-life Boundary Management Scales across Countries. Presenter
  - Livingston, Pichler, Kossek Psychological Equivalence in work-family Research

### **SIOP 2016 - Anaheim, CA.**

- Crain, T. L., Hammer, L. B., Kossek, E. E., & Johnson, R. C. Work-family interventions: Lessons from the Work, Family, & Health Study.

### **SIOP 2014- Honolulu**

- Co-author on multiple work-family health network papers presented

### **SIOP 2014- Houston**

- Presenter, Giving workers what they want: RESPECT panel
- Co-author on multiple work-family health network papers presented

### **SIOP 2011- Chicago**

- Presenter and Author, Implications of Work-Life Flexibility for Managers: Practices, Pitfalls, and Prospects
- Presenter and Author, Work-Family Research is Atheoretical?: Not Anymore: Advances in Boundary Theory
- Presenter, Work-Family Research, The Crossroads
- Co-author, One Brick at a Time, Cultural Context Effects at Work

### **SIOP 2010- Atlanta**

- Co-author. Work-family social support and Work-family conflict: A meta-analysis

### **SIOP 2009- New Orleans**

- Discussant. Predictors and moderators of stress effects: Insights from applied findings.
- Author and presenter. Implementing a reduced workload arrangement to retain professional employees: Learning from a case study.
- Author and presenter. An embedded leadership and work group context perspective on work- family
- Co-author Spousal crossover of job demands and control on health.

### **SIOP 2008- San Francisco**

- Multilevel Modeling in Work-Family Research: An Exploration of Cross-Level Relationships, author and presenter In Symposium: Implementing Strong Research Designs in the Work-

Feb. 10, 2023

Family Interface

- Family Supportive Supervisor Behaviors and Cardiovascular Disease coauthor of paper in Symposium Work-Family Affective Experiences that Reduce Conflict and Improve Health

**SIOP 2007- New York City**

- Contextualizing Workplace Supports for Family: An Integrative Meta- Analysis of Direct and Moderating Linkages to Work-Family Conflict Paper presenter as part of the Symposium Social Support, Leadership and Work-Family Outcomes
- Congruence and Dissonance in National and Organization Cultures Linkages to Career Derailment Experiences of Transnational and Local National Leaders
- Panelist. Marginalized Workers Symposium.
- Discussant. Child Outcomes related to work and family symposium.
- Facilitator, work and family network symposium

**SIOP 2006- Dallas**

- Identifying Family Supportive Supervisory Behaviors for Work and Family Low Income Workers' Work and Family Needs. Symposium on Diversity in Work and Family

**SIOP 2005- Los Angeles**

- Discussant, two symposiums on work and family.

**SIOP 2004- Chicago**

- Boundary management strategy Paper Presenter and Chair of Symposium Individual Differences and Work-Family
- Telework and work- family conflict. Quasi-experimental design, Author and Paper presenter
- Work and Family: New research directions symposium, discussant

**SIOP 2002-Toronto**

- Trickle organizational demographic change in sex and race composition: Shaping ambiguous group social climates for diversity. Presenter and author of paper part of symposium: Defining, measuring, and creating a positive climate for diversity

**SIOP 2001- San Diego**

- 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

**Industrial and Labor Relations Research Association**

- 2016, Minneapolis: Filling the Holes, Work Schedulers, Best Papers from the Special Issue on Employment Relations and Health Care Symposium Minneapolis
- 2012, 2008, Berg and Kossek. Managing Flexibility in Unionized Environments.
- 2007, New Orleans, Work life voice: Managing flexibility in unionized environments
- Managing Workplace Flexibility, May 2006

**Invited Participant at Work and Family and/or Gender Conferences**

- White House Summit on Women in Business Schools, Wash., DC, August, 2015
- White House Summit on Working Families, Wash., DC, June 2014
- Stanford Clayman Institute Conference on Redesigning Work, Palo Alto, CA, 2013

Feb. 10, 2023

- Harvard Business School Conferences on Challenging Conventional Wisdom on Gender in Organizations, Boston, Mass., 2013- present
- Center for Equitable Growth, Wash, DC, Feb. 2015, 2017

#### **Alfred P. Sloan Foundation Conferences on Work and Family**

- Alfred P. Sloan Workplace Flexibility Conference, 2010 Wash. DC
- MIT, Boston, Mass. 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. 2008.
- Speaker, Flexibility Panel Session, Alfred P. Sloan Foundation, New York New York
- Massachusetts Institute of Technology. Sloan Work & Family Annual Meeting. Cambridge, MA, 2004. Invited participant.
- Los Angeles, 2003. May, Discussant, Sloan Foundation Annual Work and Family Meeting, UCLA.
- Lee, M., MacDermid, S., Dohring, P. & Kossek E. 2002. Presenter. Convergence and divergence in identity transformation among new parents in alternative work arrangements.
- New York, New York. 2003, Nov., Workplace Flexibility Panel. Alfred P. Sloan Foundation.
- Sloan Foundation Managing Time Conference, New York, New York, 2002. Nov., , Discussant on Work and Family and Job Design, New York Cornell Club
- 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

#### **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

#### **Other Refereed Competitive Conference Presentations (most recent listed first)**

- **Human Relations 75<sup>th</sup> anniversary conference**, Bayes School of Business London, U.K. Too busy to think? STEM Academic Professionals in the U.S. and U.K. April, 2023, with Clare Kelliher
- **Total Worker Health NIH Conference**, Wash., DC;. Kossek et al., Oct. 2022. A Cell Phone Policy Work-Life Change Randomized Field Study: Exploring Competing Employer and Front Line Worker Perspectives on Increasing Control over the Work-nonwork Boundary
- **Work-Family Researcher Network conference, New York, NY., 2022**, Presented paper on work-family interventions for a better world on a cell phone boundary control field experiment, presented a paper on work scheduling in nursing homes in a Kanter nominated best paper session, and spoke on a junior faculty pre-development workshop.
- **Work -Family Researcher Network conference.** 2020, Virtual meeting. Author meets critic panelist on book, Parents Who Lead

Feb. 10, 2023

- **The University of Chicago, Science of Diversity Initiatives conference, Chicago, Ill.** 2019, Work Life Interventions and Gender Inclusion
- **European Occupational Health Psychology Conference. Lisbon, Portugal,** 2018, Work-life intervention paper presenter on panel.
- **EGOS, Copenhagen Denmark, Conference presentation.** 2017, Where does the work go and why? Legitimizing new career forms & strategies for reducing professional workloads in organizations
- **International Work Family Conference, Catholic University Milan, Italy,** 2017, presenter on four sessions, Multi-level issues on multi-level perspectives on contemporary work-life challenges, author meets critic book panel, work-life in economically challenged times, and teaching on work-life concepts
- **International work and family conference, IESE, Barcelona, Spain** 2016, presenter of paper Filling the holes: Work schedulers
- **International Work and Family Conference, Malmo, Sweden** 2016, Doctoral symposium presenter and paper presenter on work life leadership development
- **Employment Relations in Health Care Conference. Rutgers University.** 2015. March 12-14. New Brunswick, New Jersey. Kossek, E., Piszczek, M., McAlpine, K., Burke, L., Hammer, L. Filling the Holes: Work Schedulers as Control and Support in Health Care Organizations.
- **Wharton People and Work Conference,** Philadelphia, PA, Kossek et al. 2013. Work Schedulers: Support and Control in Organizations;
- **Population Association of America.,** New Orleans, April 2013, The Work Family and Health Network Organizational Intervention.
- **Positive Organizational Scholarship Ten-year Conference, The University of Michigan, Ann Arbor,** Michigan, Presenter, Jan.
- **European Association of Work and Organizational Psychology.** Maastricht, The Netherlands. 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.
- **NIOSH National conference on occupational safety and health,** May, 2011, Author, co-worker social support and Work-family stress.
- **International Conference on Community, Work & Family,** Tampere, Finland, May 2011. Presenter and author, Cross-level relationships in manager and organizational support of customized work
- **International Work and Family conference Barcelona. Spain,** Presenter Cross-level effects of reduced load work and cross level effects of supervisor and organizational support for work and family, 2009
- **National Institute for Occupational Safety and Health ,** Bethesda, MD, Sept. 2007. Work Life Symposium, Hammer, L. Kossek, E., Anger, W., & Zimmerman, K. Evaluation of a Supervisor Support Training Intervention to Affect Worker Health
- **Eastern American Sociological Society Meetings,** Philadelphia, PA. ,Eaton, S., Kossek, E. Lautsch, B. 2003, March. Managing from a distance
- **College and University Work and Family Association,** Philadelphia, PA: University of Pennsylvania Kossek, E. & Van Dyne, L. 2003, March. Face time matters,.
- **Eastern Academy of Management International Meetings,** Porto Portugal. Lobel, S. & Kossek, E. 2003,

Feb. 10, 2023

June. Managing human resources to value workplace diversity.

- **Biannual meeting of the Society for Research in Child Development**, Tampa, 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.
- **National Conference on Human Development**, Charlotte, NC. 2002, April., Meece, D., Kossek, E. E., Barratt, M., Hawkins, D. K., Cragun, J.. The complexity of infant care arrangements among low-income non-migrant families and migrant farm working families

## **OTHER INTERNATIONAL AND NATIONAL EXTERNAL ADVISORY BOARDS & PUBLIC SERVICE**

2021	European Work and Organizational Psychology, International Advisory Board Committee Member for 2021 Conference Glasgow, Scotland
2016-2021	International Advisory Board, Work and Equalities Institute, University of Manchester, U.K.
2019-present	Science of Diversity Advisory Board (SODI) University of Chicago
2005-2220	Advisory Board, International Center for Work and Family, University of Navarra IESE Business School, Barcelona, Spain
2014	International Scientific Review Board member, NWO, Netherlands Organization for Scientific Research, The Hague, Feb.
2013-2018	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
2003-2017	Board of Directors, and/or Camp Advisory Board, State of Michigan YMCA Camp Hayowenta- Arbutus
2016	White House Labor Management Advisory Board on Behavioral Policy White Paper
2011-2015	Advisory Board, Center for Diversity and Inclusion, University of San Diego
2010-2013	Research Scientific Advisory Board, Rouen School of Business, France
2005-2007	Alfred P. Sloan Task Sloan Network Task Force on Web Supported Work-Family Learning Communities
2003-2006	National Academy of Management Board of Governors, Chair of Academy Division and Interest Group Review Committee, Member Financial Strategies, and Ethics Committees
2000-2006	Sloan Boston College Work and Family Network Teaching Resources Advisory Board & Virtual Think Tank Member on Teaching Across Disciplines
1995-2005	National College & University Work/Family Association Research Advisory Board
2003-2005	Founding co- Editor, Sloan Work and Family Encyclopedia
2000-2004	Hitachi Ltd. Institute of Management Development Advisory Board, Tokyo

Feb. 10, 2023

- 1990s Wharton Business School, the University of Pennsylvania, Merck Work/Life Roundtable Board
- 1998-1999 Research Consultant, Down River Corporation Board of Directors
- 1993-1995 Research Consultant, State of Michigan Department of Social Services
- 1993 Selection Committee Member, The Michigan Employer Child Care Challenge, Invited by the Honorable Lynn Banks, Michigan House
- 1989-1990 Advisory Consultant, State of Michigan Governor's Task Force on Employer-sponsored Child Care: The Michigan Child Care Initiative
- 1990 Program Co-Chair of First Governor's Conference on Employer-Sponsored Child Care - State of Michigan
- 1992 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
- 1989 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

### **EDITORIAL AND REVIEWING PROFESSIONAL SERVICE**

- 2023 RRBM Best Dissertation Committee
- 2022-present Special Issue Editor, Organizational Behavior & Human Decision Processes
- 2013-present Editorial Board Member, *Behavioral Science and Policy*
- 1998-2018 Board Member, *Human Resource Management*
- 2018 Special Issue Editor, Women's Career Equality, *Human Resource Management*
- 2006-2013 Editorial Board Member and Special Issue Editor on Work Life and Organizational Change, *Human Relations*
- 2012-2013 Special issue Editor, National Context in Work-Life Research, European Management Journal Editorial
- 2002-2011 Consulting Editorial Board Member, *Journal of Applied Psychology*
- 2006-2007 Editorial Board Member, *Academy of Management Journal of Management Education and Learning*
- 1999-2007 Editorial Board Member, *Journal of Organizational Behavior*
- 2002, 2004 Ralph Alexander Best Dissertation Award Committee Member, HR Division
- 1995-2003 Consulting Editorial Board Member, *Journal of Applied Behavioral Science*
- 2003 SIOP Best Doctoral Annual Meeting Paper Committee
- 1997-2001 Editorial Board Member & Book Review Editor, *Human Resource Planning Journal*
- Ad Hoc Reviewer for:* *Academy of Management Review*  
*Academy of Management Journal*  
*Administrative Science Quarterly*  
*Personnel Psychology*  
*Organizational Science*

Feb. 10, 2023

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

### **OTHER REVIEWING**

- Reviewer, NSF grants- periodic.
- Tenure and promotion external reviewer for faculty candidates at approximately 70 universities
- Reviewer, Veteran's awards for Best Employer Support, Families and Work Institute
- 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
- 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),
- Reviewer, Best Doctoral Dissertation Award & Best Division Paper Award, HR Division, National Academy of Mgt.,
- Reviewer, Dissertations, National Industrial Relations Research Association Meetings
- Served on the Education and Training Committee of the Society for Industrial and Organizational Psychology, American Psychological Association,
- Reviewer for National Meetings of Society of Industrial/Organizational Psychology
- Reviewer for Rosabeth Moss Kanter Best paper on Work Family Research

### **MENTORED STUDENTS ON EDUCATIONAL 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, Ford Motor Company, Asia and Pacific Office (India & China focus)
  - Yazaki, International HRM Global Leadership Development,
- Michigan State University Office of International Students, Hitachi Ltd., ADCO Corp., - State YMCA Camp of Michigan, multiple years
- General Electric OEM Sales,, - General Motors Small Cars Plant, Michigan Dept. of Corrections, and Camp Courageous of Iowa, - General Motors, Alcoa, Office of Military Affairs, Sparrow Hospital - Ford Motor Company, Corporate Strategic HR Planning Dept. HR



Feb. 10, 2023

Scenario Planning, - Chrysler Corporation, Use of Assessment Centers for Engineers, Project on Innovative Employment Relations,- Sparrow Hospital,- Bill Laimbeer Paper Supplier, - Pizza Hut, - Eaton Corp., - APV Corp., a subsidiary of Baker-Perkins,- Monsanto Corp. - Pepsi Corp.,

## **Media**

- Regularly quoted by state, national, and international media and research in U.S., U.K., Australia, Singapore, China, India, & Germany. Quoted nationally in the Atlantic, New York Times, Forbes, Fast Company, Brink57 of Atlantic, 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, SIOF, Portugal national press, NPR, Chicago Tribune, Dallas papers, San Francisco Chronicle, Newhouse Newspapers, Associated Press, The Boston Globe, the National Associated Press, Detroit News, Detroit Free Press, The Los Angeles Times, Working Mother, Parents, Psychology Today, Self, Prevention, Fitness Wall Street Journal. Magazines, Martha Stewart and Jugglazine websites. Australia blog website. Australia Public Broadcasting, Singapore Press, UK Press, Harvard Business Review, Rolling Stone ,
- 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 Wharton program, Asian Business Television
- 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.
- Google Time Out participant for Time Magazine on workplace flexibility
- Podcast This is Purdue Your work and your necessities during Covid 19 <https://www.purdue.edu/newsroom/podcast/2020/your-work-and-your-necessities-during-covid-19.html>

## **SUPERVISORY EXPERIENCE AND RESEARCH CENTER DIRECTOR EXPERIENCE**

- Purdue University, 2013- present

## **DISSERTATION OR GUIDANCE COMMITTEES AND STUDENT SUPPORT OR POST DOC 2000 -PRESENT**

- Rohan Crawley, Bridge Program Summer, 2021 (OB/HR, Management)
- Lindsay Mechem Rosokha, Advisory Committee, Purdue University, (OB/HR- Management)
- Ben Pratt, NSF Graduate Assistantship Purdue University
- Temi Wright, Purdue University, Dissertation Committee, (Communications), Purdue University

Feb. 10, 2023

- Hongzhi Chen, 2015, Purdue University chair, 606, (OB/HR- Management)
- Christina Collins, Purdue University, Dissertation Committee (Family Studies) ,
- Catherine Zhao, Purdue University, Chair 606 (OB/HR)
- Matt Perrigino, Purdue University, advisory committee and dissertation committee (OB/HR- Management)
- Morgan Wilson, University of Illinois, Chicago
- Matt Piszczek, Michigan State University (OB/HR)
- Young Hee Kang, Michigan State University, Chair (OB/HR)
- Jessica Keeney, Michigan State University (I- O psychology)
- Kaumudi Misra Michigan State University (OB/HR)
- Paul Artale, Michigan State University (Education)
- Davina Potts, Michigan State University (Education)
- Brian Distelberg, Michigan State University, Human and Family Ecology
- Ryan Petty, Michigan State University (OB/HR)
- Shaun Pichler, Michigan State University (OB/HR)
- Cynthia Ozeki, Michigan State University, Chair (OB/HR)
- Beverly DeMarr, Michigan State University, Chair (OB/HR)
- Victor Nichol, Michigan State University, Chair, (OB/HR)
- Melissa Huber-Yoder, Michigan State University, Community Psychology, co-Chair (OB/HR)
- Jennifer Palthe, Michigan State University, Chair. (OB/HR)
- Kyoko, Kato, OB/HR, Michigan State University, Advisory and Competency Committee, (OB/HR)
- Na Wei, Michigan State University, (Education)
- Somvadee Chaiyave, Michigan State University, (Criminal Justice)
- Christy Brandt, Michigan State University, (Psychology)
- Thakoon Nimsombun, Michigan State University, (Criminal Justice)
- David Sam, Michigan State University, (Education)
- Joe LaLopa, Michigan State University, (Parks and Recreation)
- Deborah Winters, Michigan State University, (Dept. of Management)
- Donna Shafter, Michigan State University, (Education)
- Kathy Sielke, Michigan State University, (Education)
- Joy Grier, Michigan State University, (Human and Family Ecology)
- Wen Jeng Lin, Michigan State University, (OB/HR)
- Joe Martocchio, Michigan State University (OB/HR)
- Domini Castellino, Michigan State University, (Psychology)
- Darlene Gambil, Management, University of Pittsburgh
- Kelli Schutte, Michigan State University, (Education)

## **SERVICE TO THE UNIVERSITY**

Feb. 10, 2023

### **Purdue University Level**

- Lou Aday Award selection committee, Purdue University 2022
- Distinguished Professor appointment committee, Engineering, 2022
- Work-Life Boundaries in the Covid Age, Hadley Lecture Purdue University, Feb. 2021
- Purdue Research Foundation, Equity in Manufacturing, 2021 panelist
- Vice provost Office customized work-life items development, Coache Survey, 2021
- Conducted survey and wrote university on work-life issues for women in STEM, Purdue University Provost's office, 2020
- Elected Faculty Senate, 2017-2020
- Faculty Inclusion and Diversity Advancement Initiative, 2017 - 2020
- University Equality and Diversity Committee, 2017- 2020
- Chair, University wide diversity and inclusion strategy subcommittee, 2017 - 2018
- Chair, Breaking Bias, Research to Practice Conference Series Organizing committee 2016 - present; <https://krannert.purdue.edu/events/leadership-excellence-and-gender/>
- Reviewed Butler nominations for Outstanding Purdue Women alum and visiting scholar and participated in selection of new Butler chair.
- Executive Education Workshops for Jane Brock Wilson Center, Faculty retreats
- Faculty Development Workshops for Veterinarian School, Junior Faculty Pretenure conference
- Guest lecture and workshops for Women in Entrepreneurship Class, Women in Management,
- Work-Life Boundaries leadership development workshops for faculty and administrators and alumni

### **Daniels School of Business Level**

- Ran Diversity research to practice conference 2022
- Chaired presentation of P & T case and second speaker for another case, 2022
- Chaired presentation of candidate for assoc. dean role 2022
- Chaired Economics Prof. Appointment committee 2021
- OBHR PhD recruitment and Bridge summer Program, 2021
- DEI Dean's Fellow search interview participant
- Men as Allies Panel speaker, Brock Wilson Student club, Jan. 2021
- OB/HR Tenure Faculty Search Committee, fall, 2021
- OB/HR Faculty Search Committee, Recruitment 2021
- Diversity Committee, 2021 - present
- Management Executive Committee, 2020-
- Brock Wilson center case competition judge. 2020,
- Search committee Chaired Review Committee, 3<sup>rd</sup> year review Assistant Professor 2020
- Member, Innovation, Research and Teaching Committee
- Member search committee Tenure track assistant and associate professor, 2020-2021

Feb. 10, 2023

- Member Search Committee Visiting Professor, 2020
- Chaired review committee for University Distinguished Professor Promotion, 2020
- Member or Chair performance review and promotion, or search committees 2018, 2020
- Chaired review committee for Promotion & tenure case from Associate to Full Professor, 2017
- Chair, Work in Progress Research Brown Bag Committee- OB/HR dept. 2017- present
- Ph.D. Committee member, HR/OB 2013-2017, 2019, 2020
- Co- organizer Jane Brock Wilson gender Case competition, 2017 – present
- Member Doctoral student committees, 2014-present
- Initiated and ran OB/HR distinguished scholars award seminar (brought in Chris Shalley; Amy Edmondson; David Mayer, Sandy Wayne)
- Digital Footprint committee
- Search committees, tenured professor, Professor of Practice Search or CTL committee member for Jane Brock Wilson Center, HR/OB, 2013, 2015, 2016
- Run OB/HR distinguished scholar speaker series, 2016- present
- Dean's Grants task force, 2016
- Ph.D. Committee member, HR/OB 2013-present
- Leader Quality of Work Environment Improvement initiative for entire university non-faculty staff (nearly 9000 employees) 2013- 2016.
- Facilitator diversity retreat for Entomology Dept., 2013
- Guest lecture in various Purdue and Krannert conferences and classes from women in business, to IS directors, to pre-tenure conferences 2013- present
- Member, Krannert Diversity committee 2013- 2014
- Member, Krannert Grade Appeal Committee, 2014-2105

## **SELECTED OTHER ORGANIZATIONAL EXPERIENCE AND EMPLOYMENT**

### **Co-Founder, Work Life Help, LLC, Start Up, 2013- present**

- Leads organizations to translate evidence-based research into leadership development, training, survey assessment, & organizational change practice
- 2015-2023 recipient Small Business Technology Transfer grant National Institute of Aging
- Research report for Inspector General U.S. Postal Service

### **Work Life Sustainability, LLC, Organizational Consultant, Leadership Development 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

Feb. 10, 2023

Corp., Michigan State University, Indiana University, Indiana State University, University of Michigan, Michigan State University, Case Western Reserve, Texas A & M, American Psychological Association, Queens College, University of Cincinnati, Bucknell, Valparaiso University, Oregon Health Sciences, Country of Bermuda Ombudsman, Ford Motor Corporation, IUPUI Medical School, University of Kentucky Health Center; IUPUI Leadership Development Program; Mental Health Association of Erie

**Singapore Government, Ministry of Manpower and Civil Service, Singapore, August 2010**

- Designed and lead training workshops for employees and managers on implementing and managing work-life boundaries and flexible work arrangements
- Designed and lead train the trainer workshops on managing flexstyles for country
- Keynote, National Work-Life Conference

**Center for Creative Leadership, Greensboro, North Carolina, 2009-2012**

- Worked on a team to conduct research, design and validate and publish online leadership assessment to develop managerial training on work-life boundary e- styles of leaders (Work Life Indicator)

**Hitachi Ltd., Tokyo, Japan, 2000-2004**

- Designed and conducted executive education on HR Role in managing organizational change & 360 Performance Appraisal and served on management education board

**IBM Corporate Headquarters, Armonk, N.Y., 1984-1985**

- HR associate/intern, International EEO and Personnel Research

**United Nations Association, New York, New York, 1983**

- Research Assistant for Executive Director

**General Telephone & Electronics (GTE) Corp., Geneva, Switzerland & Stamford, CT, 1981-83**

- Administrator, Placement & Development, & Human Resources Associate
- Identified as High Potential HR Employee with 3 leadership development assignments (Area Personnel Office Europe, Corp. Compensation/Benefits, Telephone Operations)
- Supervisory experience, reported to Directors for all assignments

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

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

**1976-1979 internships during undergraduate university**

- U. S. Commission of Civil Rights, research intern, Wash. D.C.

Feb. 10, 2023

- 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