

Paula Caligiuri, Ph.D.

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Academic Employment History

2008-present	Professor, Human Resource Management <i>Rutgers University, School of Management and Labor Relations</i>
2001-present	Director, Center for Human Resource Strategy <i>Rutgers University, School of Management and Labor Relations</i>
2001-2008	Associate Professor, Human Resource Management <i>Rutgers University, School of Management and Labor Relations</i>
2003-2006	Co-Director, Executive Master in HR Leadership Program in Europe <i>Rutgers University and SDA Bocconi (Milan, Italy)</i>
2003-2005	Visiting Professor <i>Università Bocconi (Milan, Italy)</i>
1995-2001	Assistant Professor, Human Resource Management <i>Rutgers University, School of Management and Labor Relations</i>
1990-1995	Research Assistant and Predoctoral Lecturer <i>Penn State University, Department of Psychology</i>

Academic Degrees

August, 1995	Ph.D., Industrial/Organizational Psychology The Pennsylvania State University (State College, PA)
August, 1992	M.S., Industrial/Organizational Psychology The Pennsylvania State University (State College, PA)
May, 1989	B.A., Psychology Canisius College (Buffalo, NY)

Scholarship

Public Recognition of Scholarship

Listed among the top 50 most prolific authors in the field of International Business according to a 2005 study conducted by Michigan State University.

Refereed Journal Articles

Caligiuri, P., Tarique, I. & Jacobs, R. (in press). Selecting international assignees. Human Resource Management Review.

Tarique, I. & Caligiuri, P. (in press). Effectiveness of in-country cross cultural training: Role of cross-cultural absorptive capacity. International Journal of Training and Development.

Colakoglu, S., Tarique, I., & Caligiuri, P.M. (in press). MNC subsidiary staffing strategy and performance: A differentiated fit perspective. International Journal of Human Resource Management.

Stahl, G., Chua, C.H., Caligiuri, P., Cerdin, J.L., & Taniguchi, M. (2009). Predictors of turnover intentions in learning-driven and demand-driven international assignments: The role of repatriation concerns, satisfaction with company support, and perceived career advancement opportunities. Human Resource Management, 48 (1), pp. 89-109.

Caligiuri, P. & Tarique, I. (2008). Predicting effectiveness in global leadership activities. Journal of World Business, 11(5).

Colakoglu, S., & Caligiuri, P.M. (2008). Cultural distance, expatriate staffing, and subsidiary performance: The case of U.S. subsidiaries of multinational corporations. International Journal of Human Resource Management, 19, 223-239.

Caligiuri, P.M., & Colakoglu, S. (2007). A strategic contingency approach to expatriate assignment management. Human Resource Management Journal, 17, pp. 393-410.

Caligiuri, P.M. (2006). Developing global leaders. Human Resource Management Review, 16, 219-228.

Stahl, G. & Caligiuri, P.M. (2005). The relationship between expatriate coping strategies and expatriate adjustment, Journal of Applied Psychology, 90 (4), pp. 603-616.

Caligiuri, P. M., Lazarova, M., & Zehetbauer, S. (2005). Top managers' national diversity and boundary spanning: Attitudinal indicators of a firm's internationalization. Journal of Management Development, 23 (9) pp 848-859.

Caligiuri, P. M., & Phillips, J. (2003). An application of self-assessment realistic job previews to expatriate assignments. International Journal of Human Resource Management, 14 (7), 1102-1116.

Joshi, A., LaBianca, G., & Caligiuri, P. M. (2002). Getting along long distance: Understanding conflict in a multinational team through network analysis. Journal of World Business, 37 (4), 277-292.

Caligiuri, P. M., & Lazarova, M. (2002). The influence of social interaction and social support on female expatriates' cross-cultural adjustment. International Journal of Human Resource Management, 13 (5), 1-12.

Caligiuri, P.M., & DiSanto, V. (2001). Global competence: What is it -- and can it be developed through global assignments? Human Resource Planning Journal, 24 (3), 27-38.

Lazarova, M. & Caligiuri, P.M. (2001) Psychological contract and repatriate intentions to turnover. Journal of World Business, 36 (4), 389-402.

Caligiuri, P. M., Phillips, J., Lazarova, M., Tarique, I., & Burgi, P. (2001). Expectations produced in cross-cultural training programs as a predictor of expatriate adjustment. International Journal of Human Resource Management, 12 (3), 357-372.

Caligiuri, P. M. (2000). The Big Five personality characteristics as predictors of expatriate success. Personnel Psychology, 53, 67-88.

Caligiuri, P. M. (2000). Selecting expatriates for personality characteristics: A moderating effect of personality on the relationship between host national contact and cross-cultural adjustment. Management International Review, 40 (1), 61-80.

To be reprinted in (2007), The International Library of Essays on Business and Management: International Human Resource Management, H. Hutchings and H DeCieri (Eds.).

Caligiuri, P. M. & Day, D.V. (2000). Effects of self-monitoring on technical, contextual, and assignment-specific performance: A study of cross-national work performance ratings. Group and Organization Management, 25 (2), 154-175.

Caligiuri, P. M., Jacobs, R. J. & Farr, J. L. (2000). The attitudinal and behavioral openness scale: Scale development and construct validation. International Journal of Intercultural Relations, 24, 27-46.

Caligiuri, P. M. (1999). The ranking of scholarly journals in the field of international human resource management. International Journal of Human Resource Management, 10 (3), 515-519.

Caligiuri, P. M. & Tung, R. L. (1999). Male and female expatriates' success in masculine and feminine countries. International Journal of Human Resource Management, 10 (5), 763-782.

Caligiuri, P.M., Joshi, A., & Lazarova, M. (1999). Factors influencing the adjustment of women on global assignments. International Journal of Human Resource Management, 10 (2) 163-179.

Caligiuri, P.M. & Cascio, W. (1998). Can we send her there? Maximizing the success of Western women on global assignments. Journal of World Business, 33 (4), 394-416.

Stroh, L.K., & Caligiuri, P. M. (1998). Increasing global competitiveness through effective people management. Journal of World Business, 33 (1), 1-16.

Caligiuri, P.M., Hyland, M., Joshi, A., & Bross, A. (1998). A theoretical framework for examining the relationship between family adjustment and expatriate adjustment to working in the host country. Journal of Applied Psychology, 83 (4), 598-614.

Stroh, L. K., & Caligiuri, P.M. (1998). Strategic human resources: A new source for competitive advantage in the global arena. International Journal of Human Resource Management, 9 (1), 1-17.

Caligiuri, P. M. & Stroh, L.K. (1995). Multinational corporation management strategies and international human resource practices: Bringing IHRM to the bottom line. International Journal of Human Resource Management, 6 (3), 494-507.

Books

Poelmans, S. & Caligiuri, P. (2008). Harmonizing Work, Family, and Personal Life in Organizations, Cambridge University Press.

Caligiuri, P. & Lepak, D. (in preparation). Global Dimensions of Human Resources Management: Global Mobility of People and Jobs, Blackwell Publishing.

Book Chapters

Caligiuri, P. & Sinha, R. (2009). Self-assessment and self-development of global leaders. Invited chapter in Mitch Rothstein and Ron Burke (Eds.), Self-Management and Leadership Development, Edward Elgar Ltd

Caligiuri, P. & Paul, K. B. (in press). Selection in multinational organizations (Chapter 34). Refereed book chapter in James L. Farr and Nancy T. Tippins (Eds.), Handbook of Employee Selection. Lawrence Erlbaum Associates, Inc. Publishers.

Caligiuri, P. & Tarique, I. (in press). Developing managerial and organizational cross-cultural capabilities. Invited book chapter in Cary Cooper and Ron Burke (Eds.), The Peak Performing Organization. Routledge Publishers.

Caligiuri, P.M. & Tarique, I. (2006). International assignee selection and cross-cultural training and development. Refereed book chapter in I. Björkman and G. Stahl (Eds.), Handbook of Research in International Human Resource Management, Edward Elgar Publishing, London.

Caligiuri, P. M. (2006). Performance measurement in a cross-national context: evaluating the success of global assignments. Refereed book chapter in W. Bennett, D. Woehr, & C. Lance (Eds.) Performance Measurement: Current Perspectives and Future Challenges, Lawrence Erlbaum Associates, Inc. Publishers.

Van Vianen, A. E. M., De Pater, I.E., & Caligiuri, P. M. (2005) Expatriate Selection: A Process. Refereed book chapter in A. Evers, O. Smit-Voskuyl, & N. Anderson (Eds.), The Handbook of Personnel Selection, Blackwell: Oxford

Caligiuri, P.M. & Lazarova, M. (2005). Work-life balance and the effective management of global assignees. Refereed book chapter in S. Poelmans (Ed.) Work and Family: An International Research Perspective, Lawrence Erlbaum Associates. Inc. Publishers.

Caligiuri, P.M., Lazarova, M., & Tarique, I. (2005). Training, learning and development in multinational organizations. Invited chapter in Scullion, H. & Linehan, M. (Eds.) International Human Resource Management : A Critical Text. Palgrave Macmillan.

Tarique, I. & Caligiuri, P. M. (2004). Training and development of international staff. Invited chapter in Harzing and Van Ruysseveldt (Eds.) International Human Resource Management, Sage Publications.

Lazarova, M. & Caligiuri, P. M. (2004). Repatriation and knowledge management. Invited chapter in Harzing and Van Ruysseveldt (Eds.) International Human Resource Management, Sage Publications.

Caligiuri, P. M., & Lazarova, M. (2001). Strategic repatriation policies to enhance global leadership development. Invited chapter in M. Mendenhall, T. Kuehlmann, & G. Stahl (Eds.) Developing Global Business Leaders: Policies, Processes, and Innovations, Chapter 14, pp. 243-256. Quorum Books.

Caligiuri, P. M., Hyland, M., & Joshi, A. (1998). Families on global assignments: Applying work/family theories abroad. Invited chapter in A. Rahim (Ed.) Current Topics in Management, Volume 3, pages 313-328. Greenwich, CT: JAI Press.

Caligiuri, P. M. (1997). Assessing expatriate success: Beyond just "being there." Invited chapter in Z. Aycan (Ed.) Expatriate Management: Theory and Practice (Vol. 4). Greenwich, CT: JAI Press.

Caligiuri, P. M. (1994). The international orientation scale. In D. Marcic & S. Puffer (Eds.), International Management (pp. 157-169). St. Paul, MN: West Publishing Company.

Reprinted: In D. McFarlin & W. Sweeney (Eds.), International Management: Trends, Challenges and Opportunities (pp. 255-257). Cincinnati, OH: South-Western College Publishing Company - 1995.

In D. Nelson & J. Quick (Eds.), Organizational Behavior: Foundations, Realities, and Challenges, 3rd Edition (pp. 59-62). Cincinnati, OH: South-Western College Publishing Company - 1995.

Rao, C. R. & Caligiuri, P. M. (1993). Scaling of ordinal categorical data. Refereed chapter in C. M. Cuadras & C. R. Rao (Eds.), North-Holland Series in Statistics and Probability: Vol. 7. Multivariate Analysis: Future Directions II (pp. 97-112). Amsterdam, Netherlands: Elsevier Science Publishers B. V.

Rao, C. R. & Caligiuri, P. M. (1993). Analysis of ordered categorical data through appropriate scaling. Refereed chapter in C. R. Rao (Ed.), Handbook of Statistics: Vol. 9. Computational Statistics (pp. 521-533). Amsterdam, Netherlands: Elsevier Science Publishers B. V.

Non-Refereed Journal Articles

Roehling, M., Boswell, W., Caligiuri, P., Feldman, D., Graham, M., Guthrie, J. Morishima, M. & Tansky, J. (2005). The Future of HR Management: Research Needs and Directions. Human Resource Management. 44(2) pp.207-216.

Caligiuri, P. M. & Cascio, W. (2000). Sending women on global assignments: Challenges, Myths and Solutions. World at Work Journal, 9 (2), 34-41.

Caligiuri, P.M. (1999). Strategic Expatriate Selection Systems: Getting the right people, in the right assignment, at the right time. International HR, 25 (4), 1-5.

Stroh, L. K., & Caligiuri, P. M. (1999). Global competitiveness depends on effective people management. Chemtech, February, 14-21.

Works in Progress

Caligiuri, P.M., Colakoglu, S., Cerdin, J-L., & Kim, M.S. (under review) Examining Cross-Cultural and Individual Differences in Predicting Employer Reputation as a Driver of Employer Attraction. Under review with the International Journal of Cross-Cultural Management.

Johnson, J., Caligiuri, P., & Jacobs, R. (under review). Facilitating international assignee success through organizational support: The moderating role of gender and marital status. Under review with Journal of World Business.

Hippler, T. & Caligiuri, P. (under review) Revisiting the construct of expatriate adjustment: Implications for theory and measurement. Under review with Journal of World Business.

Caligiuri, P.M., Colakoglu, S., & Foo, S.C., & Zhang, Y. Using online cross-cultural training to improve the adjustment and performance of Japanese expatriates in the U.S. Data collection in progress.

Academic Conference Presentations

Caligiuri, P.M. & Tarique, I. (2008, July). International Experience and the Development of Successful Global Leaders. Paper accepted for presentation at the 2008 Academy of International Business. Milan, Italy.

Caligiuri, P. (2008, August). Challenges in Implementing Global Mobility Practices for Increasing Work-Life Balance of Expatriates. Paper accepted for presentation at the 2008 Academy of Management Annual Meeting. Anaheim, California.

Chua, C.W., Stahl, G., Caligiuri, P., Cerdin, J-L., & Taniguchi, M. (2008, August). Predictors of Turnover Intentions in Learning-Driven and Demand-Driven International Assignments. Paper accepted for presentation at the 2008 Academy of Management Annual Meeting. Anaheim, California. Paper will be included in the Best Paper Proceedings.

Caligiuri, P. & Johnson, J. (2007, July). Expatriate and spousal support practices to increase work-life balance and performance. Paper presented at The II International Conference for Work and Family, Barcelona, Spain.

Colakoglu, S., Caligiuri, P.M., & Cerdin, J.L. (2006, August). Cultural convergence and divergence in career anchors: Evidence from 13 countries. Paper presented at the Academy of Management meeting, Atlanta, GA.

Martin-Rios, C. & Caligiuri, P. (2005, August). Transfer of international executive performance management systems in European and U.S. MNCs. Paper presented at the Academy of Management meeting, Honolulu, HI.

Caligiuri, P. (2005, August). Conceptualizing and measuring "global competencies." Professional Development Workshop presented at the Academy of Management meeting, Honolulu, Hawaii.

Caligiuri, P. & Colakoglu, S. (2005, August). A strategic contingency approach to expatriate assignment management. Paper presented at the Academy of Management meeting, Honolulu, HI.

Caligiuri, P., & Lazarova, M. (2004, July). Work-life balance and the effective management of global assignees. Paper presented at the Academy of International Business conference, Stockholm, Sweden.

Caligiuri, P. (2003, April). Work/Life Balance and Boundaryless Careers: Can Organizations Steady the Scale? Paper presented at the European Academy of Management meeting, Milan, Italy.

Tarique, I. & Caligiuri, P. (2002, August). Effectiveness of in-country cross-cultural training: Role of cross-cultural absorptive capacity. Paper presented at the Academy of Management meeting, Denver, CO.

Caligiuri, P. & Tarique, I. (April, 2002) Cross-cultural implications for instructional design, delivery, and evaluation. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Caligiuri, P. M., Lazarova, M., & Tarique, I. (2001, August). The performance goals of expatriate assignments: Using assignment categories to determine selection, cross-cultural training, and repatriation practices. Paper presented at the Academy of Management meeting, Washington, D.C.

Caligiuri, P. M., Tarique, I., & Lazarova, M. (2001, August). Strategic international human resources from a training and development perspective. Paper presented at the Academy of Management meeting, Washington, D.C.

Mendenhall, M., Caligiuri, P., & Tarique, I. (2001, October). Assessing and managing culture in mergers and acquisitions. Paper presented at the conference on Managing Culture and Human Resources in Mergers and Acquisitions, Thurnau, Germany.

Caligiuri, P., Lazarova, M., & Zehetbauer, S. (2001, June). Top managers' national diversity and boundary spanning: Attitudinal indicators of a firm's internationalization. Paper presented at the Seventh Conference on International Human Resource Management, Barcelona, Spain.

Lazarova, M. & Caligiuri, P. (2001, April). The influence of social interaction and social support on female expatriates' cross-cultural adjustment. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Caligiuri, P. M., Phillips, J., Lazarova, M., & Tarique, I. (2000, August). The theory of met expectations applied to expatriate adjustment: The role of cross-cultural training. Paper presented at the Academy of Management meeting, Toronto, Canada.

Lazarova, M., & Caligiuri, P. M. (2000, August). Strategic repatriation and global assignee retention. Paper presented at the Academy of Management meeting, Toronto, Canada.

Caligiuri, P. M., & DiSanto, V. (2000, April). Malleable versus immutable: What individuals can develop from a global leadership development program. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Caligiuri, P. M. (1999, October). Developing global competence from a global leadership development program: Myth versus reality. Paper presented at the European Institute Expatriation Workshop, Madrid, Spain.

Joshi, A. & Caligiuri, P. M. (1999, August). Social contact in a geographically-distributed team: A social network perspective. Paper presented at the Academy of Management meeting, Chicago, IL.

Caligiuri, P.M., & Joshi, A. (1998, August). Women as expatriates. Paper presented at the Academy of Management meeting, San Diego, CA. (This symposium was selected as a Showcase Symposium.)

Caligiuri, P.M. (1998, August). Criterion development and measurement in a cross-cultural context: Evaluating the success of global assignments. Paper presented at the Academy of Management meeting, San Diego, CA.

Caligiuri, P.M. & Tung, R. L. (1998, August). Are masculine cultures female-friendly? Male and female expatriates' success in countries differing in work value orientations. Paper presented at the International Congress of the International Association for Cross-Cultural Psychology: The Silver Jubilee Congress, Bellingham, WA.

Caligiuri, P.M. (1998, June). Evaluating the success of global assignees. Paper presented at the Sixth Conference on International Human Resource Management, Paderborn, Germany.

Caligiuri, P.M., Joshi, A., & Lazarova, M. (1998, April). Blazing trails on foreign soil: Women on global assignments. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Caligiuri, P.M., McCormick, M., & Joshi, A. (1997, August). Predictors of family adjustment and expatriate performance in cross-national settings. Paper presented at the Academy of Management meeting, Boston, MA.

Caligiuri, P.M., McCormick, M., & Joshi, A. (1997, July). A theoretical framework for examining the relationship between family adjustment and expatriate performance. Paper presented at the International Conference on Advances in Management, Toronto, Ontario.

Caligiuri, P.M. & Cascio, W. (1997, April). Can we send her there? A theoretical framework for predicting the outcome of female expatriate assignments. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis.

Caligiuri, P.M. (1996, August). Validity evidence for the behavioral openness scale as a measure to predict expatriate adjustment. Paper presented at the Fifth Annual International Conference on Work Values and Behavior, Montreal, Canada.

Caligiuri, P.M. (1996, August). Individual characteristics related to expatriate success. Paper presented at the Academy of Management meeting, Cincinnati, OH.

Caligiuri, P.M. & Day, D.V. (1996, April). Self-monitoring and performance evaluation in cross-national work settings. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Stroh, L.K. & Caligiuri, P.M. (1996, August). The strategic restructuring of global HR for the next decade. Paper presented at the Academy of Management meeting, Cincinnati, OH.

Caligiuri, P. M., Farr, J., & Jacobs, R. (1995, April). Beyond just being there: Defining success in expatriate assignments. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Caligiuri, P. M. & Stroh, L.K. (1995, May). Multinational corporation management strategies and international human resource practices: Bringing IHRM to the bottom line. Paper presented at the International Industrial Relations Association 10th World Congress, Washington, DC.

Caligiuri, P. M. (1994, April). Strategic staffing of foreign subsidiaries in multinational companies. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

Farr, J., Mathieu, J., & Caligiuri, P. M. (1994, July). Multi-level factors affecting the relationship between job perceptions and satisfaction. Paper presented at the meeting of the International Congress of Applied Psychology, Madrid, Spain.

Caligiuri, P.M. (1993, May). A multi-level approach to predicting expatriate adjustment. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Caligiuri, P. M. (1992). Optimal scoring of ordered categories for use in multivariate analysis. Paper presented at the Seventh International Conference on Multivariate Analysis, State College, PA.

Caligiuri, P.M. (1992, November). Validity evidence for the International Orientation Scale as a predictor of expatriate adjustment. Paper presented at the meeting of the First International Conference on Expatriate Management, Kowloon, Hong Kong.

Vance, R. J., Caligiuri, P. M., Farr, J. L., Shankster, L. J. and Tesluk, P. E. (1992). Relationship of experience to job ability ratings. Paper presented at the Academy of Management meeting, Las Vegas, Nevada.

Academic Invited Keynote Presentations

2008, September. Keynote address for the 6th Annual Conference on International Strategy and Cross-cultural Management in Barcelona, Spain. Keynote entitled “Developing Cultural Agility”.

2007, June. Keynote address for the 7th Australian Industrial and Organizational Psychology Conference in Adelaide, Australia. Keynote entitled “Developing Global Business Leaders”.

Non-Academic Invited Presentations

- Keynote speaker for many professional (non-academic) organizations including:
 - Society for Human Resource Management (SHRM)
 - National Council for Research on Women (NCRW)
 - Overseas Human Resource Development Group (OHRDG)
 - Organization Resources Counselors (ORC)
 - Employee Relocation Council (ERC)
 - Drug, Chemical & Allied Trades Association (DCAT)
 - Expatriate Technology Forum (ETF)
 - Association for Human Resources Management in International Organizations (AHRMIO)
 - The Conference Board
 - International Personnel Association (IPA)
 - Singapore Regional Human Resources Association
 - Indonesian Training and Development Association
 - Association for International Relations (Rutgers University)
- Executive-level workshop facilitator for several organizations including:
 - American Express
 - Alcatel
 - AXA
 - BMW

- Johnson & Johnson
- Electronic Data Systems
- EDS Relocation
- GAP
- Merck
- Janssen Research Foundation
- Relocation Resources International
- FedEx

Service

Service to Rutgers and the HR Community

- Director of the Center for HR Strategy (CHRS)
 - Since 2002, have raised over 1 million dollars in unrestricted funds through annual corporate memberships
 - Since 2001, have recruited a 25-member Board of Advisors (most are Senior Vice Presidents of Human Resources from Fortune 500 firms) with an anticipated 30 members by Spring 2008 (annual revenue \$360,000)
 - Since 2004, funded 7 Rutgers HR faculty members' research proposals
 - Since 2002, advised over 40 master's-level HR students conducting research projects in CHRS members firms through the CHRS Student Research Fellows Program (student receive course credit for research project work)
 - Since 2001, organized about 20 HR Excellence Workshops for senior HR practitioners showcasing the Rutgers HR faculty members' research.
 - In Spring 2008, will begin to fund a PhD student's assistantship to work directly with CHRS on funded research projects
 - Helped increase visibility and build professional reputation for the Rutgers HR Department among senior HR executives

- Co-Director of the European Executive Master of HR Leadership (from 2004 through 2006)
 - In 2003 and 2004, helped to recruit an Advisory Board of about 22 European Senior Vice Presidents of Human Resources
 - In 2004 and 2005, helped to recruit a total of 20 students into the European EMHRL program (equating to about 1 million euros or 1.3 million US dollars)
 - In 2004 and 2005, managed the educational delivery of the program and supervised the administrative staff
 - Helped increase visibility and build professional reputation for the Rutgers HR Department in Europe

- Other Service/Contributions to HR Department
 - Served on numerous department-level committees including the Peer Evaluation Committees for merit pay recommendations, Ph.D. qualifying exam committees, and HR faculty search committees.

 - Spoke at a variety of department-related events including the Master of Human Resource Management (MHRM) new student orientations and the student SHRM chapter conferences.

- Other Service/Contributions to School of Management and Labor Relations (SMLR)
 - Served on numerous SMLR-level committees including the Planning/Administration Committee, Rules, Nominations and Review Committee, and the PhD Policy Committee.

 - Spoke at a variety of SMLR events including SMLR alumni meetings and the NJ State Advisory Council meetings.

Service to Profession

- Editorship and Editorial Board Memberships
 - Guest Editor (with Hugh Scullion and David Collings), Special Issue of Journal of World Business on Global Talent Management (expected 2009)
 - Editorial Board, Journal of World Business, 2008 - present
 - Editorial Board, International Journal of Human Resource Management, 2001-present
 - Editorial Board, Human Resource Planning Journal, 1998-present
 - Editorial Board, Human Resource Management, 1999-2008
 - Editorial Board, Journal of Organizational Behavior, 2002-2008
 - Editorial Board, Journal of International Business Studies, 2003-2007
 - Associate Editor, Human Resource Management, 2003-2006
 - Editorial Board, Career Development International, 1999-2003
 - Ad Hoc Reviewer for numerous management journals, including Administrative Science Quarterly, Personnel Psychology, Journal of World Business, Journal of Applied Psychology, Academy of Management Journal,
 - Reviewer for numerous professional conferences, including the Academy of Management, Society for Industrial and Organizational Psychology, American Psychological Association, Conference on International HRM, 1996 - present
- Professional Service/Committees
 - Research Advisor, Traqs Consulting, 2005-present
 - Research Advisor, RW-3, 2005-present
 - Research Advisor, Universum Communications, 2005-present
 - Research Advisor, The Conference Board, Research project on Global Leadership, 2001-2003
 - Research Advisor, Catalyst, Research project on Women in Global Leadership Roles, 1998-2000
 - Member, Committee on HR Division's Membership, Academy of Management, 2001-2003
 - Member, SIOP Taskforce on International Affairs, 1999-2001
 - Member, International Affairs Committee, Academy of Management HR Division, 1998-2003
 - Member, Scholarly Achievement Award Committee, Academy of Management, 1998

Teaching

Courses Taught at the Graduate and Executive-Levels

- Accessing Data for Decisions (Master)
- Managing the Global Workforce (Master)
- Global Human Resource Management (Master and Executive)
- Research Methods (Master and will teach at the PhD-level in Fall 2007)

Courses Taught at the Undergraduate-Level

- Human Resource Management (Università Bocconi)
- Management of Human Relations (Rutgers, School of Business)
- Personnel Selection and Testing (Penn State, Department of Psychology)

Academic Guest Lectures

- Guest-lecturer for several universities' Masters and PhD-level HR/OB courses including:
 - University of Colorado-Denver (USA)
 - Penn State University (USA)
 - INSEAD (France)
 - Università Bocconi (Italy)
 - Università di Bologna (Italy)
 - Università di Roma (Italy)
 - Cranfield University (UK)
 - Vienna University of Economics and Business Administration (Austria)
 - University of Vaasa (Finland)
 - Universidad Carlos III de Madrid (Spain)
 - Université de Paris, Gestion Sorbonne (France)
- Lecturer for Executive Education courses at Cornell University and the University of Michigan.

Master's and Doctoral Theses Supervised

- Doctoral Dissertations
 - Saba Colakoglu (began in 2007)- primary advisor
 - Ibraiz Tarique (completed May, 2005) - primary advisor
 - Mila Lazarova (completed May 2003) - primary advisor
 - Greg Robinson (SUNY–Albany; completed May 2003) - committee member
 - Judith Phillips (University of S. Australia; completed May 2002) - primary advisor
 - Aparna Joshi (completed February, 2002) - committee member
 - MaryAnne Hyland (completed August, 1999) - committee member
- Master's Theses
 - Saba Colakoglu (completed May 2006) - primary advisor
 - Carlos Martin (completed May 2005) - primary advisor
 - Ibraiz Tarique (completed May, 2001) - primary advisor
 - Mila Lazarova (completed May, 2000) - primary advisor
 - Aparna Joshi (completed May, 1999) - primary advisor

Professional Affiliations

- *Academy of Management*, member
- *Academy of International Business*, member
- *American Psychological Association*, member
- *Society for Industrial and Organizational Psychology*, member