

Steven M. Director, Ph.D.

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FULL-TIME POSITIONS

2002 – present: Professor, Department of Human Resource Management,
School of Management and Labor Relations, Rutgers University.

2000 – 2002: Chair, Department of Human Resource Management,
School of Management and Labor Relations, Rutgers University.

1990-1999 Associate Dean,
School of Management and Labor Relations, Rutgers University.

1990-1994: Professor and Director of the Ph.D. program
in Industrial Relations and Human Resources.

1982-1984, & 1987-1989: Chair, Department of Industrial
Relations and Human Resources, Rutgers University.

1984-1985, & 1986-1987: Director of Graduate Program in
Industrial Relations and Human Resources, Rutgers University.

1979-1985: Director of Rutgers University Center for Human
Resources. Principal Investigator for over \$4 million in grants.

1977 to 1978: Brookings Institution Staff Associate
in Employment Policy.

1974 to 1979: Assistant Professor, School of Labor and
Industrial Relations, Michigan State University

RECENT UNIVERSITY-LEVEL SERVICE

2004 to 2005: Co-Chair along with the University Vice President for
Information Technology of the Committee to Develop a Strategic
Plan for Computing and Information Technology at Rutgers University

2003 to 2004: Chair of the Search Committee charged with
identifying and recommending candidates for the newly created position
of Rutgers University Vice President for Information Technology

2001 to 2003: Chair, New Brunswick Computer Advisory Committee charged with providing recommendations on computer policy to the University Vice President for Academic Affairs and the Director of Rutgers Computing Services.

1999 to 2001: Chair, Academic Computing Advisory Committee charged with recommending to the University Vice President for Academic Affairs on the allocation of 3 million dollars per year of student computer fee funds.

OTHER PROFESSIONAL EXPERIENCE

Consultant to U.S. and state government agencies, major corporations and unions, National Science Foundation, National Academy of Sciences, and expert witness in court cases dealing with labor economics.

GRANTS

2002 to 2005: Principal Investigator under grant from Society for Human Resource Management to develop and publish on a monthly basis a new leading indicator of national employment change.

Principal Investigator for over four million dollars in grants from the U.S. Department of Labor and the New Jersey Department of Labor to conduct research on public employment and training programs and to provide training for the federal, state and local government officials who administer these programs.

Principal Investigator under 1.2 million dollar grant from the IBM Corporation to study the use of computers in Human Resource Management.

Principal Investigator (along with Charles Fay and Mark Huselid) for \$65,000 grant from Human Resources Systems Professionals to study the effect of public policy on corporate human resource costs.

EDUCATION

Ph.D. 1974 Northwestern University School of Management
M.B.A. 1970 Northwestern University School of Management
B.B.A., 1969 Emory University

SELECTED PUBLICATIONS

"SHRM / Rutgers LINE: Leading Indicator of National Employment Change"
Produced monthly beginning in February, 2004.

"Unemployment Insurance During Periods of Low Unemployment", in
James Chelius (ed.), The New Jersey Economy, 1990.

Strategic Planning for Human Resources, Pergamon Press, 1985.

"Corporate Involvement in Public Employment and Training Programs" in
James Chelius (ed.), The New Jersey Economy, 1988.

"Wage and Benefit Cost Analysis" in R. Beatty and C. Fay (eds.),
Compensation Sourcebook, Human Resource Development Press, 1988.

"The Effect of Requiring Unemployment Insurance Recipients to
Register with the Public Employment Service" Journal of Risk
and Insurance 1988 (with F.J. Englander)

"Making Unemployment Insurance Tax Rates More Responsive to the Size
of the UI Trust Fund", report to Assembly Majority Office,
General Assembly of New Jersey, December, 1987.

Benefit Levels, Enforcement Stringency, and the Level of Initial Claims for
Unemployment Insurance" Southern Economic Journal, March 1986 (with
F.J. Englander)

"Public Support for Vocational Education: Are the Funding
Procedures Consistent with the Program Objectives?" report to the
New Jersey Council on Vocational Education, June 1986.

"The Probability of Placement by the Public Employment Service" Policy
Studies Journal, April, 1984. (with F.J. Englander)

"The Value of ESARS to Employment Counselors", Journal of
Employment Counseling, December, 1983.(with P. Moeller and
F.J. Englander)

"The Effect of Alternative Forms of Private Sector Participation in C.E.T.A.,"
National Commission for Employment Policy, December, 1983.

"Evaluating the Employment Service: Do Placement Rates Make a
Difference?," Thrust: The Journal of Employment and Training,
April, 1984. (with F.J. Englander)

"Errors in Variables and Articles," Evaluation Review, April, 1982.

"Examining Potential Bias in Manpower Training Evaluations," in Reanalyzing Program Evaluations, R.F. Boruch (ed.), Jossey Bass Publishers, 1981.

"Underadjustment Bias in the Evaluation of Manpower Training," Evaluation Quarterly, May, 1979.

"Delivery of C.E.T.A. Services," in W. Mierngoff (ed.), Employment and Training Programs, National Academy of Sciences, 1978.

"Discrimination within Internal Labor Markets," Industrial Relations, October, 1975.(with F.H. Cassell and S.I. Doctors)

"Racial Differences in Blue Collar Turnover Rates," Industrial Relations, October, 1976. (with S.I. Doctors)

"Black Employment in the Chicago Labor Market," in S.I. Doctors (ed.) Whatever Happened to Minority Economic Development? Holt, Rhinehart, and Winston, 1974. (with S.I. Doctors)

"Do Business School Students Really Care About Social Responsibility?," Business and Society Review, Spring, 1972.

"Who Uses Social Criteria in Institutional Investing?," Business and Society Review, Summer, 1972. (with S.I. Doctors)

"Black Pride, Inc" in S. Doctors (ed.) Whatever Happened to Minority Economic Development, Holt Rhinehart Winston, 1974.