

**Chester S. Spell**  
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### **Education**

Ph.D. Georgia Institute of Technology, Management (Organizational Behavior), 1996

B.I.E. Georgia Institute of Technology, Industrial Engineering (highest honor), 1987

### **Current Academic Appointment**

Associate Professor Rutgers University, School of Business-Camden (2006-)

Coordinator for HRM/OB (2005-)

### **Previous Academic Appointments**

Assistant Professor Rutgers University, School of Business-Camden (2002-2006)

Assistant Professor Washington State University, Department of Management and Decision Sciences (1999-2002)

Senior Lecturer University of Waikato, Department of Strategic Management & Leadership (1998- 1999)

Lecturer University of Waikato, Department of Strategic Management & Leadership (1997-1998)

Instructor Shorter College (1995-1996)

Graduate Research Assistant Georgia Institute of Technology, College of Management (1990-1996)

### **Refereed Journal Publications**

Spell, C. & Bezrukova, K. (forthcoming). A Question of balance? Women, men and high performance organizations. Forthcoming in volume 23 of the French review of social sciences "Travail, Genre et Société."

Haar, J. & Spell, C. (forthcoming). How does distributive justice affect work attitudes? The moderating effects of autonomy. *The International Journal of Human Resource Management*.

- Haar, J. & Spell, C. (2008). Predicting Total Quality Management in New Zealand: The Moderating Effect of Organizational Size. *Journal of Enterprise Information Management*, 21, 162-178.
- Spell, C. & Arnold, T. (2007). A multi-level analysis of organizational justice climate, structure and employee mental health. *Journal of Management*, 33, 724-751.
- Spell, C., & Arnold, T. (2007). An appraisal perspective of justice, structure, and job control as antecedents of psychological distress. *Journal of Organizational Behavior*, 28, 729-751.
- Haar, J., & Spell, C. (2007). Factors affecting employer adoption of drug testing in New Zealand. *Asia Pacific Journal of Human Resources*, 45, 200-217.
- Haar J., & Spell C. (2006). Coping with the dark side. *Monash Business Review*, 2(3), 6–6.
- Arnold, T. & Spell, C. (2006). The relationship between justice and benefits satisfaction. *Journal of Business and Psychology*. 20, 599-620.
- Spell, C. & Blum, T. (2005). The adoption of workplace substance abuse programs: Strategic Choice and institutional perspectives. *Academy of Management Journal*, 48, 1125-1142.
- Haar, J. Spell, C. O'Driscoll, M. (2005). Exploring work-family backlash in a public organization. *International Journal of Public Sector Management*, 18, 604-614.
- Haar, J., Spell, C., O'Driscoll, M. (2005). Organizational Justice and Work-Family Policies: Predicting the Fairness of Policies and Users. *South Pacific Journal of Psychology*, 16(1), 30-39.
- Haar J.M., Spell C., O'Driscoll M. (2004) The Backlash Against Work/Family Benefits: Evidence from New Zealand. *Compensation & Benefits Review*, 36(1), 26-34.
- Haar, J. & Spell, C. (2004). Program Knowledge and Value of Work-Family Practices and Organizational Commitment. *International Journal of Human Resource Management*, 15, 1044-1055.
- Haar, J. & Spell, C. (2003). The Influence of Media Attention Towards Family-Friendly Practices: Was New Zealand's Paid Parental Leave a Family-Friendly Fashion Whose Time Had Come? *The New Zealand Journal of Human Resources Management*, 3, 1-23.
- Haar, J. M., Spell, C., O'Driscoll, M., & Dyer, S. (2003). Examining the Relationship Between Work-Related Factors and Work-Family-Related Factors on Work-Family Conflict. *The Journal of Applied Management and Entrepreneurship*. 8(3), 98-114.
- Haar, J. & Spell, C. (2003). Where is the justice? Examining work-family backlash in New

- Zealand: The potential for employee resentment. *The New Zealand Journal Of Industrial Relations*, 28(1), 59-73.
- Chaudhuri, A. Chakrabarty, G. & Spell, C. (2002). Information structure and contractual choice in franchising. *Journal of Institutional and Theoretical Economics* 158, 638-663.
- Guthrie, J., Spell, C., & Nyamori, O. (2002). Correlates and consequences of high involvement work practices: the role of competitive strategy. *International Journal of Human Resource Management*. 13, 183-197.
- Haar, J. & Spell, C. S. (2001). Examining Work-Family Conflict Within a New Zealand Local Government Organization. *The New Zealand Journal Of Human Resources Management*, 1(1), 1-21.
- Spell, C. Management Fashions: Where do they come from, and are they old wine in new bottles? (2001). *Journal of Management Inquiry*, 10,358-37.
- Chaudhuri, A., Ghosh, P., & Spell, C. (2001). A location based theory of franchising. *Journal of Business and Economic Studies*, 7, 54-67.
- Spell, C. & Blum, T. (2001). Organizational adoption of pre-employment drug testing. *Journal of Occupational Health Psychology*, 6. 114-126.
- Spell, C. (2001). Organizational technologies and human resource management. *Human Relations*, 54, 235-255.
- Spell, C., & Blum, T. (2000) Getting ahead: Organizational practices that set boundaries around mobility patterns. *Journal of Organizational Behavior*, 21: 299-314.
- Spell, C. (1999). Where do management fashions they come from, and how long do they stay? *Journal of Management History*, 5,334-348.
- Shane, S., & Spell, C. (1998). Factors for new franchise success. *Sloan Management Review*, 39, 43-50.
- Spell, C. (1997). The evolution of rights disputes and grievance procedures: A comparison of New Zealand and the U.S. *California Western International Law Journal*: 28,199-208.
- Blum, T., Milne, S., & Spell, C. (1996). Workplace characteristics and health care cost containment practices. *Journal of Management*, 22, 675-702.
- Blum, T., Fields D., Milne, S., & Spell, C. (1992). Drug testing in the workplace: A review of research and a survey of worksites. *Journal of Employee Assistance Research*, 1, p. 315-349.

## **Book Chapters**

Haar, J. & Spell, C. Contemporary Issues In HRM: Work-Family Policies (2003). In *Human Resource Management: Challenges and Future Directions*. (R. Wiesner and B. Millett, eds.) pp.44-56. Sydney: Jacaranda Wiley.

Blum, T., Fields, D., Milne, S., & Spell, C. (1994). The interrelationships of drug testing with other human resource management practices and organizational characteristics. In *Drug Testing in the Workplace* (S. Macdonald and P. Roman, eds.) pp. 279-302. New York: Plenum Press.

## **Conference Presentations and Proceedings**

Bezrukova, K. & Spell, C. (2009). Fighting Conflict: Violent Splits or Healthy Divides? 22nd Annual Meeting of the International Association for Conflict Management. Kyoto, Japan.

Bezrukova, K. & Spell, C., & Spell, C.J. (2009). Sidekick to a Star: The effects of faultlines on behavioral health and performance in baseball teams. INGRoup conference. Colorado Springs, CO.

Haar, J., & Spell, C. (2009). Distributive and Procedural Justice, Collectivism and Job Satisfaction: A Study from Tanzania. Academy of Management Meeting, Chicago, IL.

Spell, C. (forthcoming). The mental health implications of working in a lunar settlement. Proceedings of the Rutgers Symposium on Lunar Settlements.

Spell, C. & Perry, J. (2008). Getting involved: Employer monitoring of employee health. Academy of Management Meeting, Anaheim, CA.

Spell, C. & Perry, J. (2008). Fairness, evaluation, and psychological well-being. Academy of Management Meeting, Anaheim, CA.

Haar, J. & Spell, C. (2007, August). How does distributive justice affect work attitudes? The moderating effects of autonomy. Academy of Management Meeting, Philadelphia, PA.

Spell, C. (2007, June). The mental health implications of working in a lunar settlement. Rutgers Symposium on Lunar Settlements, New Brunswick, NJ.

Haar, J. & Spell, C. (2006, August). Work-Family Satisfaction and Job Attitudes: the Macromotive Effect. Academy of Management Meeting, Atlanta, GA.

- Bezrukova, K, & Spell, C. (2006, August). Faultlines in Diverse Workgroups: Reconsidering the Justice-Psychological Distress Relationship. Academy of Management Meeting, Atlanta, GA.
- Haar, J.M. & Spell, C.S. (2006, July). What brings about organizational change? Predicting drug testing adoption In New Zealand and the moderating effect of organizational size. European And Mediterranean Conference On Information Systems, Alicante, Spain.
- Haar, J.M. & Spell, C.S. (2006, July). Drug testing adoption in New Zealand and the moderating effect of organizational size. European and Mediterranean Conference on Information Systems, Alicante, Spain.
- Haar, J. M. & Spell, C. S. (2005, July). Predicting strategic intent of New Zealand firms: Structures and processes of prospector, defender and analyzer enterprises. Enterprise and Innovation Research Conference, Hamilton, New Zealand.
- Haar, J. M. & Spell, C. S. (2004, December). New Zealand employer responses to institutional pressures towards employee drug testing. Australia and New Zealand Academy of Management, Dunedin, New Zealand.
- Arnold, T. and Spell, C. (2004, August). Closed Organizational Culture and the Relationship Between Justice and Benefits Satisfaction. Academy of Management Meetings, New Orleans, LA.
- Haar, J.M.& Spell, C. (2004, August). Work family conflict and challenge and hindrance stressors using support organizations part of a Symposium on Work-family practies: A pragmatic perspective. Academy of Management Meetings, New Orleans, LA.
- Haar, J.M.& Spell, C. (2004, August). Moderating Employee Attitudes about Work Family Practices. Academy of Management Meetings, New Orleans, LA.
- Spell, C. (2003, August). The Relationship Between Discourse in Print Media and Adoption of Workplace Substance Abuse Programs. Academy of Management Meetings, Seattle, WA.
- Haar, J. M., Spell, C., O'Driscoll, M., & Dyer, S. (2003, August). Managing Work-Family Conflict: Examining Individual Responses and Use of Organizational Practices. Academy of Management Meetings, Seattle, WA.
- Haar, J. & Spell, C, & Dyer, S. (2002, November). Work-Family Benefits and Work Commitment. Proceedings of the Southern Management Association, (pp. 69-73),Atlanta.
- Haar, J. & Spell, C., & Dyer, S.(2002, November). Examining the relationship between work-family conflict and work-family practice use. Proceedings of the Southern Management Association, (pp. 64-68),Atlanta.
- Haar, J. & Spell, C. (2002, August). Examining the relationship of work factors, satisfaction and

- work-family practice use with work-family conflict. Academy of Management Meetings, Denver, CO.
- Haar, J. & Spell, C. (2002, February). Using the norm of reciprocity to test the benefits associated with work-family policy use and employee attitudes. Association of Industrial Relations Academics of Australia and New Zealand, Queenstown, New Zealand.
- Haar, J. & Spell, C. (2002, February). Examining work-family backlash among local government employees in New Zealand. Association of Industrial Relations Academics of Australia and New Zealand, Queenstown, New Zealand.
- Haar, J. & Spell, C. (2001, December). Attitudes towards male and female users of work-family policies. Australian and New Zealand Academy of Management Meeting, Auckland, New Zealand.
- Haar, J. & Spell, C. (2001, December). Examining the relationship between work-family conflict and employee attitudes within a local government organization. Australian and New Zealand Academy of Management Meeting, Auckland, New Zealand.
- Haar, J., Spell, C., & Dyer, S. (2001, November). Using work-family practices and attitudes towards the organization: a study of New Zealand public sector employees. Southern Management Association Meeting, New Orleans, LA.
- Spell, C. (2001, August). The relationship between discourse in print media, government goals, and adoption of workplace substance abuse programs. Academy of Management Meetings, Washington D.C.
- Spell, C., Joyce, T., & Stivers, B. (2000, August) Knowledge management and non-financial performance. Proceedings of the Association of Management/International Association of Management Meetings, San Antonio.
- Haar, J., & Spell, C. (1999, December) Where did New Zealand's paid parental leave come from: a family-friendly fashion whose time has come? 1999 ANZAM Conference, Hobart, Australia.
- Spell, C. (1998, August). Where do management fads come from, and how long do they stay? Academy of Management Meetings, San Diego.
- Donald, D., & Spell, C. (1998, February) Let's keep it out of court: Informal dispute resolution in New Zealand Industrial relations. Presented at the 1998 AIRAANZ Conference, Wellington, New Zealand.
- Spell, C. (1997, November) Core Technologies and human resource practices. In the Proceedings of the Southern Management Association (pp.116-118), Atlanta.
- Spell, C. (1997, July). A configurational approach to understanding relationships between human

resource management and technology. In the Proceedings of the International Employee Relations Association Conference, Coogee Bay, Sydney, Australia.

Shane, S., & Spell, C. (1997, March) Agency Costs, Search Costs, Transactions Costs, Managerial Limits to Firm Growth and New Franchisor Survival 1984-1994. In the Proceedings of the 1997 Society of Franchising Conference, Orlando.

Spell, C. & Blum, T. (1996, August) Pre-employment drug testing: Weapon in the War on Drugs or response to the institutional environment? Presented at the Academy of Management Meetings, Cincinnati.

Spell, C. (1995, August). Configurations of core technologies, skills and human resource practices. In the Proceedings of the Information Technology Management Group, Association of Management Conference, (pp 161- 169) Vancouver.

Spell, C. & Blum, T. (1995, August). Internal promotion and barriers to management: Relationships with organizational factors. In the Proceedings of the Human Resource Management Group, Association of Management Conference, (pp 142- 151) Vancouver.

Blum, T., Milne, S., & Spell, C. (1994, August). Organizational characteristics as predictors of health care cost containment practices. Presented at the Academy of Management Meetings, Dallas.

Spell, C. & Blum, T. (1993, November). Mobility within the organization: Effects of technology and other organizational factors. In the Proceedings of the Southern Academy of Management Meetings, Atlanta.

Spell, C. (1993, April) Technology and the workforce: Effects on personnel staffing practices, In Design for Competitiveness: Proceedings of the International Conference on Technology Management, (pp 745-776) Denver.

Blum, T., Milne, S., Spell, C., Goodman, J., Bennett, N., & Roman, P. (1992, November). Describing the presence of health related human resource management practices: Organizational and environmental factors. In the Proceedings of the Southern Academy of Management Meetings, (pp. 222-225) New Orleans.

#### Research Grants

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|-----------|---|
| 2005-2006 | Rutgers School of Business Research Grant: Adoption of flexible benefit plans   |
| 2004-2005 | Research Council Grant, Rutgers University: Management and Employee Mental Health   |
| 2002-2003 | Rand Fellowship Grant from The Walter Rand Institute for Public Affairs: "The Role of Employers in the Mental Health of Employees." |
| 2001-2002 | Seed grant from Washington State Office of Research: "Work-family employee benefits and employee attitudes and behaviors"           |
| 1998-1999 | Received grant from Waikato Management School to study HRM practices in   |

- New Zealand. Directed project and training research assistants in household survey and organizational level survey.
- 1990-1996 In addition to grants received as principal investigator, also served as Graduate Research Assistant, Georgia Institute of Technology working under Terry Blum, on a longitudinal survey of human resource directors supported by a National Institute on Health grant. Development of instrument items, field work including on site interviews. Direction of student assistants in data collection.

### Research in Progress

- Bezrukova, K., & Spell, C. & Perry, J. Coping with injustice: faultlines and mental health in diverse workgroups. Second –round revise and resubmit at Personnel Psychology.
- Spell, C. & Bezrukova, K. Sidekick to a Star: The role of faultiness in performance and behavioral health of major league baseball teams. Data collection underway. Target publication: Administrative Science Quarterly.
- Spell, C. & Perry, J. A theory of employer intrusion. Under revision.
- Spell, C., Perry, J. & Bezrukova, K. Fairness, evaluation and employee psychological well-being across three nations. Under revision.
- Haar, J., Spell, C. and Mtunda, P. Distributive and procedural justice, collectivism and job satisfaction: A study from Tanzania.
- Bezrukova, K., Spell, C., & Haar, J. Social availability and alcohol use by employees. Currently developing survey instruments. Seeking funding for collection in U.S.

### Other Professional Employment

- 2006 Diversified Foam Products, Pennsauken, New Jersey. Provided direction on how to conduct valid interviews of job applicants. Guidance on psychological testing and other selection procedures.
- 1997 Fletcher Challenge Forests, Auckland, New Zealand. Consultation project on drug and alcohol policy for 1400 employee company.
- 1996 Cole School of Business, Kennesaw College. Consulted on data analysis and methodology for comparative research project on U.S. and Canadian firm strategies.
- 1987-1988 Test Engineer, Norfolk Naval Shipyard, Portsmouth, VA. On site direction of testing procedures in naval nuclear power plant. Supervised plant operations.

## Teaching Activities

### Courses Taught:

Employee Health and Well-being, Semester-long seminar as part of Business Leader Development Program (Rutgers)  
HRM, Organizational Behavior, Compensation (Rutgers, undergraduate and MBA)  
HRM, Compensation, Organizational Behavior, General Management. (Washington State, undergraduate and MBA)  
HRM, Compensation, and Research methodology (Waikato, undergraduate and MBA)  
Research methods and Operations research (Shorter, undergraduate)  
Organizational Behavior, Organizational Theory, Statistics, Operations research (Georgia Tech, undergraduate)

### Other Teaching Achievements

Cited for excellence in teaching by graduating seniors at Georgia Tech.  
Distance education in classes taught at Washington State University.  
Developed two new graduate courses in strategic HRM and compensation management at University of Waikato. Advised graduate theses for management and psychology majors, MBA and doctoral students.  
Doctoral Dissertations chaired: Jarrod Haar, University of Waikato (2002).  
Master's Thesis Committees:  
George Smith, Department of Psychology, Rutgers University (ongoing)  
Jamie Perry, Department of Psychology, Rutgers University (2008).  
External examiner for numerous MBA students at University of Waikato, Washington State University.  
Most recent: Pauline Mtunda, University of Waikato (2007).

### Published Teaching Note

Spell, C. 1994. Managing Diversity. In Northcraft, G., and Neale, P. Teaching Tools for Organizational Behavior: A Management Challenge (2nd Edition), pp. 59-60. Fort Worth: Dryden.

### Invited Lectures

The case for Business: Employee Mental Health and Psychological Well-being. Santa Clara University. May 12, 2009.

Feeling well, being well and the company you keep: Group splits and psychological well-being. Claremont Graduate University, March 6, 2009.

Diversity and faultlines among professional sports teams. Santa Clara University, Department of Psychology. January 22, 2009.

Justice, Behavioral Health and Psychological Well-being. California State University, San Bernardino, November 24, 2008.

Behavioral Health and Organizational Justice. California State University, Fullerton. November 17, 2008.

Employee Mental Health and Psychological Well-being. Santa Clara University. November 4, 2008.

#### Appearances in Print and Broadcast Media

“Workers use of amphetamines increasing” The Courier Post, May 5, 2003.

“Let’s make a deal! Business is in full swing on South Jersey golf courses” South Jersey Business and High Living, May 2004, p. 29-33.

Commentary on Downshifting and Work Family balance on “The 10’o’clock News” WPHL TV, September 3, 2004.

“Don’t downsize the compassion” Philadelphia Inquirer, October 24, 2004, p. E1.

“Analysts skeptical of Bush message” Daily Targum, February 2, 2006.

“Business rumors die slowly after spreading on the Web” Press of Atlantic City, March 13, 2006.

“Show us the holiday bonus” NJ Biz, December 11, 2006, p. 3.

“Some question benefits of health care proposal” Gloucester County Times, January 24, 2007.

“Bush's healthcare proposal....what does this mean to us?” Commentary on KNX Los Angeles The Business Hour with Frank Mottek, January 24, 2007.

“Control issues: Sense of injustice at work can stress you out” Rutgers Magazine, Spring 2007, p. 31.

Interview about New Jersey’s Proposed Paid Family leave legislation, KYW1060 Philadelphia, May 30, 2007.

“Moon jobs will tax mental health of workers: Science Daily, June 22, 2007.

<http://www.sciencedaily.com/releases/2007/06/070622115215.htm>

also published on Phys.org June 22, 2007, Medical Science News June 27, 2007.

Interview on Mental health implications of working on the moon, KYW1060 Philadelphia, June 22, 2007.

Working on the Moon. Astrobiology Magazine, June 27, 2007.

<http://www.astrobio.net/news/index.php?name=News&file=article&sid=2377>

“Considering employee morale—on the moon”. Focus on Faculty, BizEd, September/October 2007, p. 54.

“Spaced out. Professor considers employees’ desolate working environments” Philadelphia Inquirer, October 7, 2007, p. G1.

“Implications of Wall Street financial crisis for employee mental health” Interview on KNIX and Gloucester County Times, October 2008.

“How much is a CEO Really worth?” Asbury Park Press, April 1, 2009.

[www.app.com/apps/pbcs.dll/article?AID=/20090401/BUSINESS/90401020&s=d&page=2](http://www.app.com/apps/pbcs.dll/article?AID=/20090401/BUSINESS/90401020&s=d&page=2).

“Baseball team dynamics and diversity” Interviewed on the Joe Bartlett Show, WOR radio, Oct 10, 2009.

“Business lessons from ball-team studies” Philadelphia Inquirer, Nov. 1, 2009.

[http://www.philly.com/inquirer/business/homepage/20091031\\_Business\\_lessons\\_from\\_ball-team\\_studies.html](http://www.philly.com/inquirer/business/homepage/20091031_Business_lessons_from_ball-team_studies.html)

Service and Other Activities

Service to the School of Business

Coordinator, HRM/OB area, 2005-present, Rutgers –Camden School of Business

Co-chair, Teaching Awards Committee, Rutgers School of Business-Camden, 2008

Research Award Committee, Rutgers School of Business-Camden, 2008

MBA Task Force, Rutgers School of Business, Camden, 2008-2009.

Search Committee, Health Care Management Senior Scholar, 2008

Presentation at MBA Open House, Spring 2008

Coordinated Search for new HRM/OB faculty, 2007-2008.

“Working on the Moon and other tough jobs” Sample Class, Rutgers Open House, November 10, 2007.

Rutgers Open House, Sample Class on Organizational Behavior, Fall 2006.

Good Works Committee, Rutgers-Camden School of Business.

Chair, Panel discussion on “A Woman’s work is...” Part of Women’s History Month, Rutgers

University, March 2004.

### Service to the Profession

Reviewer for:

Academy of Management Journal, Human Relations, Journal of Management Studies, Applied Psychology: An International Review, International Journal of Manpower, Asia-pacific Journal of Human Resources

PDW Chair, 2008-2009, Management History Division, Academy of Management

Co-Organizer for Multi-disciplinary (School of Business, Psychology, Public Affairs) Research Seminar, Rutgers-Camden, 2005-2008.

Reviewer for International Conference on Conflict Management, Kyoto, Japan, 2009.

Session Chair, Management History Division, Academy of Management Meetings, 2000.

Reviewer, Organization and Management Theory Division, Academy of Management Meetings, 1995, 1996, 1999-2003.

Reviewer, Health Care Management Division, Academy of Management Meetings, 2005-2007

Reviewer, Management History Division, Academy of Management Meetings, 1998, 2000-2007.

Reviewer, International Management Division, 1998 Southern Management Association Meetings, New Orleans.

Discussant, Management History Division, Academy of Management Meetings, 1998, 2003, 2005.

Representative-at-large, International Employment Relations Association (Australia), 1997-98.

Session Chair, 1997 IERA Conference, Sydney, Australia.

Reviewer, Northcraft, G.B. and Neale, M.A. Organizational Behavior: A Management Challenge (2nd Edition).

Reviewer, 1992 Southwest Academy of Management Meetings.

### Other Activities

Rutgers New Faculty Traveling Seminar, 2005.

Judge for the Strategic Management Case Competition, University of Waikato, 1997-1999.

Participant in the Doctoral Consortium, Technology and Innovation Management Division, 1993

Academy of Management Meetings, Atlanta, GA

Participant in workshop on structural equation modeling techniques directed by P. Horan, University of Georgia, Spring 1993.

Participant in the Doctoral Consortium, Human Resource Management Division, 1994 Academy of Management Meetings, Dallas, TX

#### Honors and Awards

Superior Achievement Award for Teaching, Rutgers School of Business-Camden, 2007.

Superior Achievement Award for Research, Rutgers School of Business-Camden, 2006.

Rand Faculty Fellowship, The Walter Rand Institute for Public Affairs, 2002-2003.

Best Doctoral Paper, Human Resource Management/Careers/Conflict Management track, 2002 (November) Southern Management Association Meetings. Haar, J., Spell, C., & Dyer, S. Work-Family Benefits and Work Commitment

Best Paper Award, Organization Management Division, for Knowledge Management and Non-financial Performance. 2000 Association of Management Meetings.

Tower Award, Georgia Institute of Technology, 1996.

President's Fellowship, School of Management, Georgia Institute of Technology, 1991-1994.

Gamma Beta Pi, Honor and Service Society

Tau Beta Pi, National Honor Society for Engineers.

Alpha Pi Mu, National Honor Society for Industrial Engineers.

#### Professional Associations

Academy of Management

American Psychological Association

Society of Human Resource Management

Sloan Industry Foundation Affiliate

