

VITA

MATTHEW J. STOLLAK

Associate Professor of Business Administration

St. Norbert College

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De Pere, WI 54115

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Twitter: <http://twitter.com/#!/akabruno>

Blog: <http://truefaithhr.blogspot.com/>

EDUCATION

Ph.D.

Conferred: 1994

Major: Human Resource Management

Cognates: Organizational Behavior

Labor Economics

Institute of Labor and Industrial Relations

University of Illinois at Urbana-Champaign

Champaign, Illinois

Thesis: *Evaluation of Employee Assistance
Programs: A Study of Preferences Based
On the Multiple Constituency Approach*

M.M.H.S.

Conferred: 1990

Major: Employee Benefits

Florence Heller Graduate School for Advanced Social Welfare

Brandeis University

Waltham, Massachusetts

B.A.

Conferred: 1989

Majors: Urban Community Policy Problems

Economics

James Madison College

Michigan State University

East Lansing, Michigan

EMPLOYMENT HISTORY

- August, 2011 –
Present *Associate Professor*, St. Norbert College
Department of Business Administration
- August, 2002 –
August, 2011 *Assistant Professor*, St. Norbert College
Department of Business Administration
- September, 2000 –
July, 2002 *Assistant Professor*, Mississippi State University
Department of Management & Information Systems
- September, 1997 --
August, 2000 *Visiting Assistant Professor*, Mississippi State University
Department of Management & Information Systems
- January, 1995 --
July, 1997 *Visiting Assistant Professor*, Ohio University,
Department of Management Systems.
- September, 1994 --
December, 1994 *Research Assistant*, Michigan State University,
Ergonomics Research Laboratory.
- January, 1993 --
December, 1993 *Research Assistant*, University of Illinois at Urbana-Champaign,
Institute of Labor and Industrial Relations.
- January, 1991 --
December, 1992 *Teaching Assistant*, University of Illinois at Urbana-Champaign,
Institute of Labor and Industrial Relations.
- August, 1990
December, 1990 *Research Assistant*, University of Illinois at Urbana-Champaign.
Institute of Labor and Industrial Relations.

JOURNAL PUBLICATIONS

- Stollak, M.J., Vandenberg, A., Felhofer, N., and Sutherland, P. (2014). How social media is influencing the job search process. *Journal of Management and Marketing Studies*, Vol. 15 (<http://aabri.com/manuscripts/141817.pdf>)

Stollak, M.J., Vandenberg, A., Steiner, K., and Richards, J. (2011). Students budgeting and spending behaviors: A comparative study. *Journal of Behavioral Studies in Business*, Vol. 3 (<http://aabri.com/manuscripts/10670.pdf>)

Stollak, M.J., Vandenberg, A., & Resch, M. (2011). Does it Balance? Exploring Family and Careers in Accounting. *Journal of Behavioral Studies in Business*, Vol. 3. (<http://www.aabri.com/manuscripts/10527.pdf>)

Vandenberg, A., Stollak, M.J., McKeag, L., and Obermann, D. (Oct. 2010). GPS in the Classroom: Using Rubrics to Increase Student Achievement. *Research in Higher Education Journal*, Vol. 9. (<http://www.aabri.com/manuscripts/10522.pdf>)

Stollak, M.J. & Stollak, G.E. (early Winter 2009). A Critical Analysis Approach to Teaching Human Resource Management. *Western Journal of Human Resource Management*

Chin, W. W., Salisbury, W. D., Pearson, A. W. and Stollak, M. J. (Dec. 1999). Perceived cohesion in small groups: Adapting and testing the perceived cohesion scale in a small group setting. *Small Group Research*, 30(6), 751-766.

Balgopal, P.R., & Stollak, M.J. (1992). The Structure and Functions of Employee Assistance Programs in Higher Education. *Employee Assistance Quarterly*, 8, 89-103.

Balgopal, P.R., & Stollak, M.J. (1992). Employee Assistance Programs: Implications for Higher Education. *Employee Assistance Quarterly*, 7, 101-118.

CONFERENCE PROCEEDINGS

Stollak, M.J., Vandenberg, A., Felhofer, N., and Sutherland, P. (2014). How social media is influencing the job search process. *Proceedings of the 2014 Academic and Business Research Institute Conference*. Orlando, FL. January 2-4.

Stollak, M.J., Vandenberg, A., Zeni, J., and Scribner, K.J. (2012). The impact of social media policies on the staffing and socialization process. *Proceedings of the 2012 Academic and Business Research Institute Conference*, Orlando, FL, January 5-7.

Stollak, M.J., Vandenberg, A., Burklund, A., and Weiss, S. (2011). Getting Social: The Impact of Social Networking Usage on Grades Among College Students. *Proceedings of the 2011 American Society of Business and Behavioral Sciences*, Las Vegas, NV, Feb. 24-26.

Stollak, M.J., Vandenberg, A., Steiner, K., and Richards, J. (2010). Students budgeting and spending behaviors: A comparative study. *Proceedings of the 2010 Academic and Business Research Institute Conference*, Orlando, FL, September 23-25. (<http://www.aabri.com/OC2010Manuscripts/OC10089.pdf>)

McKeag, L., Vandenberg, A., Stollak, M.J., and Obermann, D. (2010). GPS in the classroom: Using rubrics to increase student achievement. *Proceedings of the 2010 American Society of Business and Behavioral Sciences*, Las Vegas, NV, February 17-20.

Salisbury, W. D., Stollak, M. J., Peyrefitte, J., and Chin, W. W. (1999). Robbing Peter to pay Paul part II: Restrictiveness and cohesiveness in large groups using Group Support Systems. *Proceedings of the 1999 Association for Information Systems Americas Conference, Group-Supported Collaboration Mini-Track*, Milwaukee, WI, August 13-15.

Salisbury, W.D., & Stollak, M.J. (1999). Process restricted AST: An assessment of group support systems appropriation and meeting outcomes using participant perceptions. In De, P. and DeGroos, J.I. (Eds.), *Proceedings of the International Conference on Information Systems*, Charlotte, NC, December 12-15, 29-39.

Stollak, M.J. (1999) Evaluation of employee assistance programs: A study of the preferences based on the multiple constituency approach. *Proceedings of the 1999 Southern Management Association*.

BOOKS

Stollak, M.J. (ed.). (2014). *The 8 Man Rotation – A Look at Sports and HR: The 2013 Season*

Stollak, M.J. (ed.). (2013). *The 8 Man Rotation – A Look at Sports and HR: The 2012 Season*

Stollak, M.J. (ed.). (2012). *The 8 Man Rotation – A Look at Sports and HR: The 2011 Season*

Stollak, M.J. (ed.). (2011). *The 8 Man Rotation: A Look At Sports and HR*.

BOOK CHAPTERS

Stollak, M.J. (2013). “Social Media and the Employee Value Proposition.” In, “*Where the Rubber Meets the Road: Applying HR Technology to Solve Real-world Problems*,” LBi Software and the Starr Conspiracy http://www.lbisoftware.com/hrtechnology-eb-landing.html?s=social&utm_campaign=ebook

Stollak, M.J. (2010). Making a Contribution. In B. McCall (ed.). *What We Teach/How We Learn*. <http://rethinkhr.org/wp-content/uploads/2010/10/Learning-Ebook-What-We-Teach-How-We-Learn-ReTHinkHR.pdf>

Stollak, M.J. (2003). A multiple constituent view of employee assistance programs. In G.R. Ferris & M.R. Buckley (eds.). *Human Resource Management: Perspectives, Context, Functions, and Outcomes* (4th ed.). Upper Saddle River, NJ: Prentice-Hall.

Stollak, M.J., & Martocchio, J.J. (1996). A multiple constituent view of employee assistance programs. In G.R. Ferris & M.R. Buckley (Eds.). *Human Resource Management: Perspectives, Context, Functions, and Outcomes* (3rd ed.). Boston: Allyn & Bacon.

TEXTBOOK ANCILLARY MATERIALS

Manager and author of ancillary materials for J.J. Martocchio's *Strategic Compensation: A Human Resource Systems Approach* (1997). New York: Prentice-Hall, Inc. Components include instructor's resource guide and test bank.

OTHER WRITINGS

Stollak, M.J. <http://truefaithhr.blogspot.com/> (285 blogposts; 86,403 pageviews)

Stollak, M.J. (2013). "Eight Things Not To Do At #SHRM13." SHRM – We Know Next Blog <http://www.weknownext.com/blog/eight-things-not-to-do-at-shrm13>

Stollak, M.J. (2013). "What Should A Recent Grad Do If He/She Hates The Job Immediately" SHRM – We Know Next Blog. <http://www.weknownext.com/blog/what-should-a-recent-grad-do-if-heshe-hates-the-job-immediately>

Stollak, M.J. (2013). "On Base Rate of Success." SHRM – We Know Next Blog <http://www.weknownext.com/blog/on-base-rate-of-success>

Stollak, M.J. (2012). "There You Are, Norton...the People, Try and Lick That," The Buzz on HR. <http://www.thebuzzonhr.com/2012/12/18/meet-john-doe-hr-lessons/>

Stollak, M.J. (2012). "Learned Helplessness," Creative Chaos HR <http://www.victoriomilian.com/2012/05/learned-helplessness.html>

Stollak, M.J., & Schnorr, P. (2006). Evaluation of Student Opinion of Teaching (SOOT) Perceptions: A Study of the Purpose and Usefulness of the SOOT Process. *Institutional Effectiveness*, 6(3), 1-6.

Schnorr, P., & Stollak, M.J. (2006). SOOT Ratings Vary by Context & Gender. *Institutional Effectiveness*, 6(2), 1-6.

Stollak, M.J. (2003). College relations committee introduced HR games, student chapter toolkit. Society for Human Resource Management: Alexandria, VA. (http://shrm.org/hrnews_published/articles/features/CMS_006659.asp#P-8_0)

Stollak, M.J., Meier, A., Wagner-Marsh, F., Wyrick, C, and the College Relations Committee. (2003). The student chapter toolkit: A guidebook for working with student chapters. Society for Human Resource Management: Alexandria VA. (<http://shrm.org/students/StudentChapterToolkit.pdf>)

Baird, K.E., & Stollak, M.J. (2001). SHRM's student members are tomorrow's HR leaders. *HR News*, 20(7), 8.

Stollak, M.J. (1998). Improving employee retention. *Mississippi Furniture Forum*, 3(1), 3.

PROFESSIONAL PRESENTATIONS

Stollak, M.J., Vandenberg, A., Felhofer, N., and Sutherland, P. (2014). How social media is influencing the job search process. Presented at the 2014 Academic and Business Research Institute Conference. (Best Paper of Track)

Stollak, M.J., Vandenberg, A., Zeni, J., and Scribner, K.J. (2012). The impact of social media policies on the staffing and socialization process. Presented at the 2012 Academic and Business Research Institute Conference.

Stollak, M.J., Vandenberg, A., Steiner, K., and Richards, J. (2011). Students budgeting and spending behaviors: A comparative study. Presented at the 2011 Celebrating Student and Faculty/Staff Collaborations, St. Norbert College.

Stollak, M.J., Vandenberg, A., Burklund, A., and Weiss, S. (2011). Getting Social: The Impact of Social Networking Usage on Grades Among College Students. Presented at the 2011 American Society of Business and Behavioral Sciences Conference.

Stollak, M.J., Vandenberg, A., Steiner, K., and Richards, J. (2010). Students budgeting and spending behaviors: A comparative study. Presented at the 2010 Academic and Business Research Institute Conference

Vandenberg, A., Stollak, M.J., McKeag, L., and Obermann, D. (2010). GPS in the Classroom: Using Rubrics to Increase Student Achievement. Presented at 2010 Celebrating Student and Faculty/Staff Collaborations, St. Norbert College.

Vandenberg, A., Stollak, M.J., McKeag, L., and Obermann, D. (2010). GPS in the Classroom: Using Rubrics to Increase Student Achievement. Presented at the 17th Annual Meeting of the American Society of Business and Behavioral Sciences

Stollak, M.J., Vandenberg, A., & Resch, M. (2008). Does it Balance? Exploring Family and Careers in Accounting. Presented at the 2008 Business and Economics Institute Conference (*Best Paper Award winner*)

Stollak, M.J., & Lison, M.L. (2008). SHRM Student Chapter Relations Challenges & Solutions. Presented at the 22nd Annual Wisconsin State SHRM Conference in Green Bay, WI.

Stollak, M.J., & Whitney C.M. (2008). Examining Employer and Applicant Expectations of the Recruiting Process in Northeast Wisconsin. Presented at 2008 Celebrating Student and Faculty/Staff Collaborations, St. Norbert College.

Stollak, M.J. (2007). The College Relations Challenge. Presented at the 21st Annual Wisconsin State SHRM Conference in La Crosse, WI.

- Stollak, M.J., and Schnorr, P. (2007). Evaluation of Student Opinion of Teaching (SOOT) Perceptions: A Study of the Purpose and Usefulness of the SOOT. Presented at the 2007 Annual Meeting of the Midwest Sociological Society
- Schnorr, P., and Stollak, M.J. (2007). Variation in Student Evaluations: Differences Based on Gender, Class Size and General Education Courses. Presented at the 2007 Annual Meeting of the Midwest Sociological Society.
- Stollak, M.J. (2005). The College Relations Challenge. Presented at the 19th Annual Wisconsin State SHRM Conference in Milwaukee, WI.
- Stollak, M.J. (2004). The College Relations Challenge. Presented at the 18th Annual Wisconsin State SHRM Conference in Appleton, WI.
- Stollak, M.J. (2004). The College Relations Challenge. Presented at the Wisconsin SHRM Leadership Conference in Madison, WI.
- Stollak, M.J. (2004). The Chapter is Built, Now What? Presented at the 2004 Annual SHRM Conference in New Orleans, LA.
- Stollak, M.J. (2003). The Nuts and Bolts of Compensation. Presented at the 2003 Mississippi Society for Human Resource Management Conference in Hattiesburg, MS.
- Stollak, M.J. (2003). Working With and Developing Excellence in Student SHRM Chapters. Presented at the 2003 Mississippi Society for Human Resource Management Conference in Hattiesburg, MS
- Stollak, M.J. (2002). Working With and Developing Excellence in Student SHRM Chapters. Presented at the 2002 Mississippi Society for Human Resource Management Conference in Hattiesburg, MS
- Stollak, M.J. (2002). "Working with Student Chapters." Presented at the 2002 Area IV Leadership Conference in Austin, TX.
- Frink, D.D., & Stollak, M.J. (1997) The relationship of control and perceptions of threats or opportunities regarding organizational politics on the perceptions of organizational politics-job stress relationship. Presented at the 57th Annual Meeting of the Academy of Management in Boston, MA.

WORK IN PROGRESS

- Stollak, M.J. & McFarlane, T. (Spring 2015). The Social HR Playbook (in progress)
- Stollak, M.J. (Spring 2015). Turnover and Turnovers: Performance Implications of Changing the Top Management Team (data collection stage)

Vandenberg, A. Stollak, M., & Haen, J. (Spring 2015). A New Examination of Business Ethics in the Classroom (data collection stage)

PROFESSIONAL ACTIVITIES

Book Manuscript Reviewing

Martocchio, J.J. (2003). *Employee benefits*. Upper Saddle River, NJ: Prentice-Hall.

Martocchio, J.J. (1998). *Strategic compensation: A human resource management approach*. (1st Ed.) Upper Saddle River, NJ: Prentice-Hall.

Nkomo, S.M., Fottler, M.D., & McAfee, B.D. (1996). *Applications in human resource management*. (3rd Ed.) Cincinnati, OH: South-Western.

Schuler, R.S., & Buller, P.F. (1996). *Cases in management, organizational behavior and human resource management*. (5th Ed.) St. Paul, MN: West Publishing.

Professional Association Service

2014 Wisconsin SHRM State Conference Planning Committee – Communications/Website (December 2013 – December 2014)

SHRM College Relations Advisory Group (June, 2013 – present)

Social Media Director, WI SHRM State Council (January, 2011 – December 2012)

2011 Wisconsin SHRM State Conference Planning Committee – Communications/Website (December 2010 – December, 2011)

2010 Wisconsin SHRM State Conference Planning Committee – Exhibits (Dec. 2009 – December, 2010)

2009 Wisconsin SHRM State Conference – Co-Chair (January, 2009 – December 2009)

District Director – WI SHRM State Council (January, 2009 – December, 2010)

Past-President – Green Bay Area SHRM (January, 2008 – December 2009)

2008 Wisconsin SHRM State Conference Planning Committee – Exhibits (December 2007 – December 2008)

Foundation Director – Wisconsin SHRM State Council (January, 2006 – December, 2008)

2007 Wisconsin SHRM State Conference Planning Committee – Programming (Dec. 2006 – Dec. 2007)

President – Green Bay Area SHRM (June, 2006 – December, 2007)

President-Elect – Green Bay Area SHRM (January, 2006 – June, 2006)

SHRM Foundation Undergraduate HR Program Directory Informal Advisory Board (February, 2004 – September, 2004)

National HR Games Advisory Team Member – Society for Human Resource Management (April, 2003 – present)

College Relations Director – Wisconsin SHRM State Council (August, 2002 – December, 2005)

Area III Board College Relations Director – Society for Human Resource Management (August, 2002 – December, 2003)

Area III Representative – National College Relations Committee – Society for Human Resource Management (August, 2002 – December, 2003)

Vice-President – Golden Triangle Human Resource Association (Jan. 2002 – August, 2002)

Technology Advocate – Mississippi SHRM State Council (June 2001 – August, 2002)

Area IV Representative – National College Relations Committee – Society for Human Resource Management (November 2000 – August, 2002)

Web Site Manager – Golden Triangle Human Resource Association (January, 2002 – August, 2002)

College Relations Director – Mississippi SHRM State Council (January 2000 – August, 2002)

Treasurer – Golden Triangle Human Resource Association (January 1999 – Dec. 2001)

PROFESSIONAL AFFILIATIONS

Academy of Management

Society for Human Resource Management

Green Bay Area Chapter – Society for Human Resource Management

Wisconsin Society for Human Resource Management State Council

AWARDS, GRANTS

2014 – Top 100 Employee Engagement Experts Online (<http://kevinkruse.com/top-100-employee-engagement-experts-online/>)

2014 - Best Paper of Track – Academic and Business Research Institute Conference

2013 – SNC SHRM named one of 10 (out of 450) Outstanding Student Chapters

2013 – Named Next Official Blogger for SHRM

2012 – Named Fistful of Talent Top 25 Talent Management Blogger (#23):
<http://fistfuloftalent.com/2012/03/fot-v-8-0-talent-management-power-rankings-top-25-blogs-fot25.html>

2012 – Named #11 of Radical Events Top 50 HR Digital Influencers
(<http://www.twylah.com/stnorbert/tweets/180031485758287872>)

2012 – Named #11 of the 100 Best Web Resources for Managers
(<http://www.phdinmanagement.org/management-resources.html>)

2012 – Awarded Sabbatical for Fall 2012 by St. Norbert College

\$1,000 Collaborative Grant (2011) by the St. Norbert Collaborative: Center for Undergraduate Research to study the Impact of Social Media Policies on the Staffing and Socialization Process,

2011 – Awarded promotion to Associate Professor by St. Norbert College

2010 Green Bay Area SHRM Career Achievement Award

2009-2010 Clarence P. Bleser Endowed Chair in Business Application

\$500 Faculty Development Fund Award (2010) for the SNC Office of Faculty Development for expenses related to attending and presenting at the AABRI Conference

\$1,750 Summer Grant Award (2009) to develop a course in Labor Relations from the SNC Office of Faculty Development

2008 Best Paper Award - Business Economics Institute Conference

2007 Green Bay Area SHRM Chapter Member of the Year

2006-2007 Top Ten SHRM Student Chapter – SNC Society for Human Resource Management

2006 SHRM Student Chapter Advisor of the Year (\$1,000 award)

2006 – Awarded tenure by St. Norbert College

Superior Merit Award (2004-20131) - SNC Society for Human Resource Management

\$5,620 Grant (2005) from the SNC Office of Institutional Effectiveness to conduct an analysis of systematic bias in SOOTs.

\$1,750 Summer Grant Writing Award (2005) from the SNC Office of Advancement Sponsored Programs

\$500 Faculty Development Fund Award (2002, 2003, 2005, 2006, 2007, 2009) for the SNC Office of Faculty Development for expenses related to attending and presenting at the SHRM Leadership Conference

2004 North Central Region HR Games Champion – SNC Society for Human Resource Management

2003 HR Games National Champions – SNC Society for Human Resource Management

2003 Area III HR Games Champion – SNC Society for Human Resource Management

2003 Wisconsin HR Games Champion – SNC Society for Human Resource Management

2002 HR Games National Runner-Up – MSU Society for Human Resource Management

2002 Area IV HR Games Champion – MSU Society for Human Resource Management

2002 Top Ten Student Chapter – MSU Society for Human Resource Management

Certified as a Senior Professional in Human Resources by the Society for Human Resource Management, 2002; recertified 2008.

Finalist – 2004 Society for Human Resource Management Student Advisor of the Year

Finalist – 2002 Society for Human Resource Management Student Advisor of the Year

Finalist – 2000 Society for Human Resource Management Student Advisor of the Year

Finalist – Thomas W. Hinckle Undergraduate Teacher of the Year Award, 2000, 2001

Certified as a Professional in Human Resources by the Society of Human Resource Management, 1999; recertified 2002

University of Illinois Distinguished Fellowship

TEACHING EXPERIENCE

Human Resource Management
 Organizational Behavior
 Organizational Theory
 Compensation
 Labor Relations and Collective Bargaining
 Advanced Management
 Foundations of Management
 Quantitative Business Analysis/Statistics for Business and Economics
 Human Resource Issues

CONSULTING

Suncoast Enterprises, Jackson, MS (March, 2000). Conducted training seminar on managing and motivating employees.

Hemphill Construction, Jackson, MS (March, 2000). Conducted training seminar on managing and motivating employees.

Peoples Bank, Athens, Ohio (July, 1995). Conducted training seminar on how to conduct performance appraisal interviews.

Developmental Services Center, Champaign, Illinois (1993 - 1994). Conducted, analyzed, and presented results of an employee attitude survey.

COLLEGE AND UNIVERSITY SERVICE

St. Norbert College

Chair, Search Committee for Management Professor (May, 2014 – present)
 Search Committee for Career Services Director (February, 2014 – present)
 Search Committee for Religious Studies Professor (September, 2013 – December, 2013)
 Chair, Search Committee for Management Professor (June, 2013 –December, 2013)
 Chair, Search Committee for Management Professor (June, 2011- January, 2012)
 Leadership Studies Advisory Committee (January, 2011 – May, 2011)
 Task Force on Alcohol (June, 2009 – May, 2012)
 Faculty Mediation Committee (August, 2007 – May, 2012, August 2013 - present)
 Leadership Studies Advisory Committee (August, 2007 – August, 2010)
 Search Committee for Math Professor (October, 2007 – January, 2008)
 Curriculum and Educational Policy Committee (appointed) (August, 2006 – August, 2010)
 Harassment Resource Committee (August, 2005 – present)
 Benefits Advisory Committee (August, 2004 – May, 2008, August 2009 – May, 2012)
 Faculty Advisor, CCHams student organization (October, 2004 – August, 2010)
 Merit Pay Compensation Task Force (April, 2004 – present)
 Search Committee for Accounting Professor (August, 2007 – December, 2007)

Search Committee for Career Services – Internship Director (April, 2007 – May, 2007)
 Search Committee for Math Professor (February, 2007 – May, 2007)
 FYE Mentor (August, 2006 – present)
 Search Committee for Management Professor (June, 2005 – December, 2005)
 Search Committee for Marketing Professor (June 2005 – December, 2005)
 Social Science Advisory Board (August, 2005 – August, 2007)
 Business Career Conference Co-Chair (Fall 2005, Fall 2006)
 Academic Accommodations Review Panel (August, 2004 – August, 2010, August 2013 - present)
 Board of Trustee Investment Committee (August, 2004 – May, 2006)
 Fellowship Committee (August, 2003 – May, 2006)
 Communications Board Committee (August, 2003 – June, 2005)
 St. Norbert College Career Day Chair (February, 2003 – October, 2003)
 Sixth Annual International Business and Economics Conference Chair (IBEC) (October, 2002 – February, 2003)
 Faculty Advisor, Society for Human Resource Management student chapter (August, 2002 – present)

Mississippi State University

University Committees/Service

Trainer for SHRM Certification (Fall, 2001)

College of Business and Industry Committees/Service

Degree Assessment Committee (2000-2002)

Faculty Advisor, Society for Human Resource Management student chapter (September 1999 – August 2003)

Ohio University

College of Business Committees/Service

Student Continuous Improvement Team (CIT) (September, 1996 – July, 1997)
 Undergraduate Curriculum and Content Evaluation CIT (March, 1996 - June 1996)
 Diversity Committee (April, 1995 – July, 1997)
 Human Resource Management Interest Group (January, 1995 – July, 1997)
 Ad Hoc Faculty Advisor, Society for Human Resource Management student chapter (January, 1995 – July, 1997)

PROFESSIONAL PRACTITIONER EXPERIENCE

Polaroid Corporation, Cambridge, MA, Summer, 1990.

Counseling Department Intern. Developed and established criteria to evaluate counseling department activities and policies.

Michigan Office of Services to the Aging, Lansing, MI, September, 1988 - May, 1989.

Administrative Assistant. Provided research support for Area Agencies of Aging. Developed operating criteria for Area Agencies of Aging.

COMMUNITY AND PUBLIC SERVICE

Invited Addresses

“What HR Can Learn From the Television Industry.” Facilitator at the 6th HREvolution Conference, Las Vegas, NV, October 2013.

“What the CEO Wants.” Facilitator at the 5th HREvolution Conference, Chicago, IL, October 2012.

“The State of HR Education and Transitioning Students to Practitioners.” Invited address (with co-presenter John Nykolaisyzn) at the 4th HREvolution Conference, Las Vegas, NV, October, 2011

“Pop Culture, Politics, & HR.” Invited address (with co-presenter Laurie Ruettimann) at the 3rd HREvolution Conference, Atlanta, GA, April, 2011.

“Social Media & HR.” Invited address to the Central Wisconsin SHRM, Wausau, WI, March 2011.

“Social Media and Professional Chapters.” Invited panelist at the SHRM Leadership Conference, Alexandria, VA, November 2010.

“Advising Advisors: How to Get Your Students to Graduate School.” Invited panelist at the SNC Teaching & Learning Workshop, De Pere, WI, November 2009.

“Romance in the Workplace.” Invited address to the Junior Knights and Days, De Pere, WI, February, 2008.

“How SOOTs Vary by Context & Gender.” Invited address to the SNC President’s Commission on Women, De Pere, WI, April, 2007

“How SOOTs Vary by Context & Gender.” Invited address at the SNC Teaching & Learning Workshop, De Pere, WI, February, 2007.

“Syllabus Construction – Strategies & Reflection.” Invited panelist at the 2007 New Faculty Orientation, De Pere, WI, August, 2007.

“Syllabus Construction – Strategies & Reflection.” Invited panelist at the 2006 New Faculty Orientation, De Pere, WI, August, 2006.

“*Human Resource Games.*” Invited address to the Chippewa Valley SHRM (the Eau Claire chapter of the Society for Human Resource Management), Eau Claire, WI, December, 2004.

“*Students + Advisors + Professionals = A Successful Chapter.*” Invited panelist at the 2003 National SHRM Conference, Orlando, FL, June, 2003.

“*Human Resource Games.*” Invited address to the Green Bay SHRM Association (local chapter of the Society for Human Resource Management), Green Bay, WI, December, 2002.

“*Managing Problem Employees.*” Invited address to the Golden Triangle Human Resources Association (local chapter of the Society for Human Resource Management), Columbus, MS, August, 2001.

“*Managing Problem Employees.*” Invited address to the Mississippi State Agri-Business Institute, Mississippi State, MS, August, 2001.

“*The Importance of Human Resource Management.*” Invited address to the Mississippi State Human Resources Department, Mississippi State, MS, July 2000.

“*Salary Surveys.*” Invited address to the Golden Triangle Human Resources Association (local chapter of the Society for Human Resource Management), Columbus, MS, March 2000

MISCELLANEOUS

Featured in the Fall 2013 St. Norbert College Magazine, “People Matter” (<http://www.snc.edu/magazine/2013fallwinter/peoplematter.html>)

Item writer and reviewer for the SHRM Assurance of Learning Exam

Appeared on “HR Happy Hour” BlogTalkRadio show in February 13, 2013 to talk about the release of the 2012 Season of “The 8 Man Rotation” (<http://www.stitcher.com/podcast/hr-happy-hour-blog-talk-radio-feed/episode/21673077>)

Appeared on “HR Happy Hour” BlogTalkRadio show on April 7, 2011 to talk about the release of “The 8 Man Rotation” and Sports and HR (<http://www.blogtalkradio.com/steve-boese/2011/04/08/hr-happy-hour--episode-94--the-8-man-rotation>)

Appeared on “Drive Thru HR” BlogTalkRadio show on November 16, 2010 to highlight the SHRM Leadership Conference (<http://www.blogtalkradio.com/drivethruhr/2010/11/16/drivethruhr-show-130--10-minute-spotlight-with-dr->)

Appeared on “Drive Thru HR” BlogTalkRadio show on October 4, 2010 to highlight the WI SHRM State Conference (<http://www.blogtalkradio.com/drivethruhr/2010/10/04/drivethru-hr-show-112--talent-what-hr-will-evolve>)

Planned and organized the 1st annual WI SHRM Make A Difference Day

Named 1st member of the SHRM Blog Squad to cover the 2010 SHRM Annual Conference.
Served on blog squad 2010-present.

Participant in the 2009-2010 Norbertine Heritage Tour, De Pere, WI

Appeared on “HR Happy Hour” BlogTalk Radio show on May 13, 2010 to discuss Sports and HR
(<http://www.blogtalkradio.com/steve-boese/2010/05/14/hr-happy-hour--episode-45--social-recruiting-sports-and-upside>)

Planned and organized the WI SHRM State Leadership Conference (2009, 2010)

Appeared on FOX11 News on February 11, 2008 regarding all the winning lottery tickets sold on the “Miracle Mile” in Fond du Lac.

Participant in the 2007-2008 Study Group on Vocation, De Pere, WI.

Appeared on NBC26 News, Green Bay/Appleton on May 7, 2007 regarding Packer tickets odds.
Story later was quoted on ABC National News and ESPN Sportcenter.

Reviewer: Conference submissions - HR Division – Academy of Management Conference (2002, 2003, 2004, 2005, 2006)

Conference submissions – Management, Spirituality, and Religion Division – Academy of Management Conference (2003, 2004, 2005, 2006)

Judge: 2001, 2005, 2006 National HR Games; 2005-2012 Wisconsin HR Games

Participant: 2009 – 2013 HREvolution UnConference

Participant: 2002 – 2012 Wisconsin State Leadership Conference

Participant: 2002 – 2013 Wisconsin State HR Conference

Participant: 2001 – 2013 Annual SHRM National Conference

Participant: 2000 - 2011 National Leadership Conference, Alexandria, VA

Participant: 1996 OB/HR New Faculty Consortium, Cincinnati, OH

Planned and organized the HREvolution Unconference (2011, 2012, 2013, 2014)

Planned and organized the Wisconsin State Student HR Conference and HR Games (2003, 2004, 2005)

Planned and organized the North Central Region HR Games Competition (2003, 2004, 2005, 2006)