

Curriculum Vita, February, 2009

JOHN W. BOUDREAU

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Faculty Positions

2004 – Present	Professor of Management & Organizations, Marshall School of Business, University of Southern California
2004-Present	Research Director and Research Scientist, Center for Effective Organizations, University of Southern California
2003-2004	Visiting Professor of Management & Organizations and Visiting Research Director, Center for Effective Organizations, Marshall School of Business, University of Southern California
2002 to 2004	Professor of Human Resource Studies, ILR School, Cornell University
1996 to 2003	Director, Center for Advanced Human Resource Studies, School of Industrial and Labor Relations, Cornell University
2001-2002	Founding Director and Visiting Executive, Sun Microsystems Human Resources R&D Laboratory
1993 – 1995	Director, Central Europe Human Resource Education Initiative
1994, 1995	Visiting Professor, Charles University, Prague, Czech Republic and Comenius University, Bratislava, Slovakia
1989 to 1992	Department Chair, Personnel and Human Resource Studies, School of Industrial and Labor Relations, Cornell University
1987 to 2002	Associate Professor of Human Resource Studies, ILR School, Cornell University
January to May, 1988	Faculty-in-Residence with Eastman Kodak Company. Served as an internal consultant in human resource planning, automation, compensation, staffing and program evaluation.
1981 to 1987	Assistant Professor of Personnel and Human Resource Studies, ILR School, Cornell University

Education

- Ph.D. Purdue University, December 1981. "A Conceptual Model of Employee Movement Utility"
Major: Industrial Relations
Minor: Research Methodology
Minor: Organizational Behavior/Personnel
- MSIA Purdue University, May, 1978 Major: Industrial Administration
- BBA New Mexico State University, December, 1976 Major: Management

University Classroom Teaching

Competitive Advantage Through People (MBA Elective), 2004 – present

Performance Management and Motivation (MBA Elective), 2005 – Present

Strategic HR Metrics (upper-level undergraduate and graduate level) 1983-2003. Students learn how to measure sustainable strategic advantage, financial performance, intellectual and human capital, and the efficiency and effectiveness of the human resource function through classroom activities and “live cases” in which student teams work with human resource executives in leading companies to design measurement systems.

Human Resource Management and Global Electronic Information: Topical Research Skills. (upper-level undergraduate and graduate level) 1997-2002. Students learn skills in using library and on-line data bases to answer topical questions in HR, with questions submitted by actual HR managers in leading organizations, and student reports provided to actual organizational representatives. (First class of its kind, updated in 2001 to reflect new developments in internet HR)

HR Information Systems (undergraduate and graduate level), 1993 to 1996.

Staffing and Employee Utilization (graduate and advanced undergraduate levels). 1981 to 1995.

Design and Administration of Training (advanced graduate and undergraduate level) 1993 to 1994.

Human Resource Management at Charles University (Prague) and Comenius University (Bratislava) in cooperation with local University faculty. 1993 to 1994.

Introduction to Personnel/Human Resource Management (graduate and undergraduate levels). 1981 to 1992.

Personal Computer Applications to Human Resource Management (graduate level, first course of its kind). 1983 to 1992.

Books

Lawler, E.E., III & Boudreau, J.W. (in press). *Achieving strategic excellence*. Palo Alto, CA: Stanford University Press.

Cascio, W.F. & Boudreau, J.W. (2008). *Investing in People*. Upper Saddle River, NJ: Pearson.

Books (Continued)

Boudreau, J.W. & Ramstad, P.M. (2007). *Beyond HR: The New Science of Human Capital*. Boston, MA: Harvard Business School Publishing.

Lawler, E.E., III, Boudreau, J.W. & Mohrman, S. (2006). *Achieving strategic excellence*. Palo Alto, CA: Stanford University Press.

Wright, P., L. Dyer, J. Boudreau & G. Milkovich (eds.) (1999). *Strategic human resources management in the twenty-first century*. Supplement 4 to G.R. Ferris (ed.) *Research in personnel and human resource management*. Stamford, CT: JAI Press.

Milkovich, G. T. & Boudreau, J. W. (1988, 1991, 1994, 1997). *Personnel/human resource management: A diagnostic approach* (5th, 6th, 7th and 8th ed.). Homewood, IL: Richard Irwin, Inc. Also published in Spanish, Korean and Czech.

Published Articles and Chapters

Cascio, W.F. & Boudreau, J.W. (in press). Supply-Chain Analysis Applied to Staffing Decisions. In Sheldon Zedeck (ed.). *Handbook of Industrial and Organizational Psychology*. Washington D.C.: American Psychological Association Books.

Lawler, E. E. III & Boudreau, J.W. (in press). Pay at the top. *WorldatWork Magazine*.

Lawler, E. E. III & Boudreau, J.W. (in press). HR as a strategic partner: What makes it happen? *People and Strategy*.

Boudreau, J.W. (in press). Allstate's "good hands" approach to talent management. In R. Silzer and B. Dowell (eds). *Talent Management*. Washington, D.C.: Society for Industrial and Organizational Psychology.

Boudreau, J.W. & Ramstad, P.M. (in press). Beyond HR: Extending the paradigm through a talent decision science. In J. Storey, D. Ulrich and P. Wright (eds.), *Routeledge companion to strategic human resource management*. London, UK: Routeledge.

Dunford, B.B., Oler, D. & Boudreau, J.W. (2008) Underwater Stock Options and Voluntary Executive Turnover: A Multi-Disciplinary Perspective Integrating Behavioral and Economic Theories. *Personnel Psychology*, 61, 687-726.

Benson, G.S., Levenson, A. & Boudreau, J.W. (2006). Informal developmental experiences and career success: A study of qualitative differences in work experience. *Academy of Management Best Paper Proceedings*. August.

Lawler, E.E. III & Boudreau, J.W. (2006). HR Support for Corporate Boards. *Human Resource Planning Journal*. 29

Boudreau, J.W. & Ramstad, P.M. (2006). Talentship and Human Resource Measurement and Analysis: From ROI to Strategic Organizational Change. *Human Resource Planning Journal*, 29.

Boswell, W.R, Boudreau, J.W. & Tichy, J. (2005). The Relationship Between Employee Job Change and Job Satisfaction: The Honeymoon-Hangover Effect. *Journal of Applied Psychology*, 90 (5) 882-890.

Published Articles and Chapters (Continued)

- Boudreau, J.W. & Ramstad, P.M. (2005). Talentship and the Evolution of Human Resource Management: From “Professional Practices” To “Strategic Talent Decision Science” *Human Resource Planning Journal*. 28 (2) 17-26.
- Boudreau, J.W. & Ramstad, P.M. (2005). Talentship, Talent Segmentation, and Sustainability: A New HR Decision Science Paradigm for A New Strategy Definition. *Human Resource Management*. 44 (2) 129-136.
- Boudreau, J.W. & Ramstad, P.M. (2005). Where is your pivotal talent? *Harvard Business Review*. April, 83 (4) 23-24.
- Boudreau, J.W. & Ramstad, P.M. (2005). Talentship, Talent Segmentation, and Sustainability: A New HR Decision Science Paradigm for A New Strategy Definition. In Lossey, M., Ulrich, D. & Meisinger, S. (eds.), *The Future of HR: 50 Thought-Leaders Call for Change*. New York: Wiley.
- Lawler, E.E III, Levenson, A. & Boudreau, J.W. (2004). HR metrics and analytics – uses and impacts. *Human Resource Planning Journal*. 27 4 p. 27-35.
- Dunford, B.B., Boudreau, J.W. & Boswell, W.R (2005). Out-of-the-money: the impact of underwater stock options on executive job search. *Personnel Psychology* 58 (1) 67-102.
- Bingham, J.B., Boswell, W.R. & Boudreau, J.W. (2005). The relation between job demands and job search among high level executives in the U.S. and Europe. *Group and Organization Management*.
- Boswell, W.R., Boudreau, J.W. & Dunford, B.B (2004). The outcomes and correlates of job search objectives: Searching to leave or searching for leverage? *Journal of Applied Psychology*, 89, 1083-1091.
- Boudreau, J.W. (2004). Organizational Behavior, Strategy, Performance and Design in *Management Science*. *Management Science*. 50 (11) 1463–1476.
- De Cieri, H. & Boudreau, J.W. (2003). Global human resource metrics. In J. Scott, J. Edwards & N. Raju (Eds.) *The human resources program evaluation handbook*, Thousand Oaks, CA: Sage, pp.493-513.
- Sturman, M. C, Trevor, C.O, Boudreau, J.W. & Gerhart B. (2003). Is it worth it to win the talent war? Evaluating the utility of performance-based pay. *Personnel Psychology*, 56, (4), 997-1035.
- Boudreau, J.W. & Ramstad, P.M. (2003). Tapping the full potential of HRIS: Shifting the HR paradigm from service delivery to a talent decision science. Chapter 2 in *Heads Count*. Pleasanton CA: PeopleSoft. 69-88.
- Boudreau, J.W., Hopp, W., McClain, J.O., & Thomas, L.J. (2003). On the interface between operations and human resources management. *Manufacturing and Service Operations Management*, 5 (3) 179-202.
- Boudreau, J.W., Ramstad, P.M. & Dowling, P.J. (2003). Global talentship: Toward a decision science connecting talent to global strategic success. In W. Mobley and P. Dorfman (Eds.). *Advances in Global Leadership* (Volume 3). JAI Press/Elsevier Science, 63-99.

Published Articles and Chapters (Continued)

- Boudreau, J.W. & Ramstad, P.M. (2003). Strategic HRM measurement in the 21st century: From justifying HR to strategic talent leadership. In *HRM in the 21st Century*, Marshall Goldsmith, Robert P. Gandossy & Marc S. Efron (eds.), 79-90. New York: John Wiley
- Boudreau, J.W. (2003). Strategic knowledge measurement and management. In S.E. Jackson, M. Hitt and A.S. DeNisi (eds.). *Managing knowledge for sustained competitive advantage*. San Francisco: Jossey-Bass/Pfeiffer, pp. 360-396.
- Boudreau, J.W. & Ramstad, P.M. (2003). Strategic I/O psychology and the role of utility analysis models. In W. Borman, D. Ilgen and R. Klimoski (eds.). *Handbook of Psychology*, (Vol. 12, "Industrial and Organizational Psychology", Chapter 9, 193-221). New York: Wiley.
- Boswell, W.R., & Boudreau, J.W. (2001). How leading companies create, measure, and achieve strategic results through "line of sight." *Management Decision*, 39, 851-859.
- Boswell, W.R. & Boudreau, J.W. (2001). Separating the Developmental and Evaluative Performance Appraisal Uses. *Journal of Business & Psychology* 16 (3) 391-412.
- Boudreau, J.W., Dunford, B. B., & Ramstad, P. M. (2001). The human capital impact on e-business: The case of encyclopedia Britannica. In N. Pal & J.M. Ray (Eds.) *Pushing The Digital Frontier*, Chapter 10, pp. 192-221. New York: Amacom.
- Boudreau, J.W., Boswell, W.R., Judge, T.J. & Bretz, R.D. (2001). Personality and cognitive ability as predictors of job search among employed managers. *Personnel Psychology*. 54, 25-50.
- Boudreau, J.W., Boswell, W.R. & Judge, T.J. (2001). Effects of personality on executive career success in the U.S. and Europe. *Journal of Vocational Behavior*, 58, 53-81.
- Boswell, W.R., & Boudreau, J.W. (2000). Employee satisfaction with the performance appraisals and appraisers: The role of perceived appraisal use. *Human Resource Development Quarterly*. 11, 283-299.
- Cavanaugh, M.A., Boswell, W.R., Roehling, M.V. & Boudreau, J.W. (2000). An empirical examination of self-reported work stress among U.S. managers. *Journal of Applied Psychology*. 85, 65-74.
- Schultz, K., Juran, D. & Boudreau, J.W. (1999) The Effects of Low-Inventory on the Development of Productivity Norms. *Management Science*, 45, (12), 1664-1678.
- Boudreau, J.W. & Ramstad, P.R. (1999). Human resource metrics: Can measures be strategic? In P. Wright, L. Dyer, J. Boudreau & G. Milkovich (eds.) *Strategic human resources management in the twenty-first century*. Supplement 4 to G.R. Ferris (ed.) *Research in personnel and human resource management*, 75-98. Stamford, CT: JAI Press.
- Boudreau, J.W. (1998). Strategic human resource management measures: Key linkages and the PeopleVANTAGE model. *Journal of Human Resource Costing and Accounting*. 3, (2), Autumn, 21-40.
- Schultz, K. L., Juran, D. C., Boudreau, J. W., McClain, J. O., & Thomas, L. J. (1998). Modeling and worker motivation in JIT production systems. *Management Science*, December, 44, (12), Part 1 of 2, 1595 - 1607.

Published Articles and Chapters (Continued)

- Boudreau, J.W. & Ramstad, P.R. (1997). "Measuring Intellectual Capital: Learning from Financial History." *Human Resource Management*, 36, 3, pp. 343-356.
- Trevor, C., Gerhart, B., & Boudreau, J. W. (1997). "Voluntary Turnover and Job Performance: Curvilinearity and the Moderating Influences of Salary Growth, and Promotions." *Journal of Applied Psychology*, 82, 1, pp. 44-61.
- Boudreau, J.W. (1996 a). "Building Intellectual Capital through Partnership--The Center for Advanced Human Resource Studies at Cornell University. Guest Editor, special issue of *Human Resource Management*, 35, 3, pp. 263-267.
- Boudreau, J.W. (1996 b). "The Motivational Impact of Utility Analysis and HR Measurement." *Journal of Human Resource Costing and Accounting*, 1, 2, pp. 73-84.
- Sturman, M.C., Boudreau, J.W., and Corcoran, R. (1996). Why Do Employees Keep Choosing the High-Premium Health Care Plan? An Investigation of the Financial Consequences and Logic of Employee Health Care Plan Selections. *Human Resource Management*, 35, 3, pp. 317-342.
- Rudin, J.P. & Boudreau, J.W. (1996). Information Acquisition in Promotion Decisions. *Human Relations*, 49, 3, pp. 313-327.
- Boudreau, J. W. (1995). HRIS: Exploiting its real potential. *HRMonthly* The Australian Human Resources Magazine. pp. 8-13.
- Judge, T.J., Cable, D.M., Boudreau, J.W., and Bretz, R.D. (1995). An Empirical Investigation of the Determinants of Executive Career Success. *Personnel Psychology*, 48, pp. 485-519.
- Bretz, R.D., Boudreau, J.W. & Judge, T.J. (1994). Job search behavior of employed managers. *Personnel Psychology*, 47, 2, pp. 275-302. (1995 Scholarly Achievement Award, HR Division of the Academy of Management).
- Judge, T.J., Boudreau, J.W. & Bretz, R.D. (1994). Job and life attitudes of male executives. *Journal of Applied Psychology*, 79, 5, pp. 762-782.
- Boudreau, J.W., Sturman, M. & Judge, T. (1995). Utility analysis: What are the "black boxes", and do they affect decisions. In N. Anderson & P. Herriott (eds.) *Handbook of Selection and Assessment*. London: John Wiley & Sons.
- Boudreau, J. W., Broderick, R., & Pucik, V. (1994). Just Doing Business: Human Resource Information Systems in the Global Organization. Chapter 21 in P.C. Deans and K. R. Karwan (eds.), *Global information systems and technology: Focus on the organization and its functional areas*. Harrisburg, PA: Idea Group Publishing.
- Boudreau, J. W. (1992). HRIS: Adding value or just cutting costs? *HR Monthly*. May, 8-13.
- Broderick, R. & Boudreau, J. W. (1992). Human resource management, information technology, and the competitive edge. *Academy of Management Executive*. 6, May, 7-17.
- Boudreau, J. W. & Berman, R. (1991). Using performance measurement to evaluate strategic human resource management decisions: Eastman Kodak's experience with profit sharing. *Human Resource Management Journal*, 30 (3) 393-410. Published in November, 1992.

Published Articles and Chapters (Continued)

- Broderick R. & Boudreau, J. W. (1991). The evolution of computer use in human resource management: Interviews with ten leaders. *Human Resource Management Journal*, 30 (4), 485-508. (Published in November, 1992)
- Boudreau, J. W. (1991). Utility analysis for decisions in human resource management. In M. D. Dunnette & L. M. Hough (Eds.) *Handbook of Industrial and Organizational Psychology*, (2nd ed.), Vol. 2. Palo Alto: Consulting Psychologists Press, pp. 621-745.
- Boudreau, J. W. (1990). "Cost-Benefit" Analysis Applied to Personnel/Human Resource Management Decisions: Answers to Common Questions, and a Case-Study Application. *Asia-Pacific Human Resource Management*, November, 28 (4) 70-79.
- Boudreau, J. W. (1989). Selection utility analysis: A review and agenda for future research. In M. Smith & I. Robertson (Eds.) *Advances in personnel selection and assessment*, pp. 227-258. London: John Wiley and Sons, Ltd.
- Boudreau, J. W. (1988). Utility analysis. In L. Dyer (Ed.) *Human resource management: Evolving roles and responsibilities*. Vol. 1, *ASPA/BNA Handbook of Human Resource Management*, pp. 1-125--1-186. Washington, D.C.: Bureau of National Affairs.
- Florin-Thuma, B. C. & Boudreau, J. W. (1987). Performance feedback utility in a small organization: Effects on organizational outcomes and managerial decision processes. *Personnel Psychology*, 40, 693-713.
- Smith, C. L. & Boudreau, J. W. (1987). Education: Masters of the HR universe. *Computers in Personnel*, 1, Summer, 35-39.
- Rich, J. R. & Boudreau, J. W. (1987). Effects of variability and risk in utility analysis: An empirical test and simulation. *Personnel Psychology*, 40, 55-84.
- Boudreau, J. W. & Rynes, S. L. (1987). Giving it the old college try. *Personnel Administrator*, 32, March, 78-85.
- Rynes, S. L. & Boudreau, J. W. (1986). College recruiting in large organizations: Practice, evaluation and research implications. *Personnel Psychology*, 39, 729-757. (Featured article).
- Boudreau, J. W. & Berger, C. J. (1985a) Decision-theoretic utility analysis applied to employee separations and acquisitions. *Journal of Applied Psychology* [Monograph], 70, 581-612. (1986 New Concept Award, Organizational Behavior Division, Academy of Management).
- Boudreau, J. W. & Berger, C. J. (1985b). Toward a model of employee movement utility. In K. M. Rowland & G. R. Ferris (Eds.), *Research in personnel and human resource management*, 31-53. Greenwich, Conn.: JAI Press.
- Boudreau, J. W. & Rynes, S. L. (1985). Role of recruitment in staffing utility analysis. *Journal of Applied Psychology*, 70, 354-366.
- Boudreau, J. W. (1984). Decision theory contributions to HRM research and practice. *Industrial Relations*, 23, 198-217.

Published Articles and Chapters (Continued)

- Boudreau, J. W. (1983a). Economic considerations in estimating the utility of human resource productivity improvement programs. *Personnel Psychology*, 36, 551-576.
- Boudreau, J. W. (1983b). Effects of employee flows on utility analysis of human resource productivity improvement programs. *Journal of Applied Psychology*, 68, 396-407.
- Berger, C. J., Olson, C. A. & Boudreau, J. W. (1983). The effects of unions on work-related values, perceived rewards, and job satisfaction. *Organizational Behavior and Human Performance*, 32, 289-324.

Cases/Software/Reports

- Cascio, W.F. & Boudreau, J.W. (in press). *Investing in People: Software applications*. Hosted on the Society for Human Resources Management website.
- Boswell, W.R. & Boudreau, J.W. (2001). "Employee Line of Sight: Investigating the Importance of Strategic Alignment" California Strategic Human Resource Partnership (CSHRP) technical report. San Jose, California. Center for Advanced Human Resource Studies Working Paper #01-06.
- Boudreau, J.W., Broderick, R., & Ruiz-Quintanilla, S.A. (1996). *Breaking the Code*. Sponsor meeting New York City, May 1, 1996.
- Boudreau, J.W., Gasser, L., Rudy, J. & Kamenicek, J. (1995). Central Europe Human Resource Education Initiative: Phase I Final Report. Funded by the Andrew W. Mellon Foundation.
- Snobrova, G. & Boudreau, J.W. (1994). Human Resource Management at CZ Strakonice Inc. This case study was prepared as part of the Central Europe Human Resource Education Initiative, funded by the Andrew W. Mellon Foundation, and also by the Mario Einaudi Center for International Studies at Cornell University.
- Boudreau, J.W., Dyer L.D. & Rynes S.L. (1992). *Utility Analysis Models for Personnel Decision Making*. Virginia: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Boudreau, J. W. & Milkovich, G. T. (1988). *Personal Computer Exercises in personnel/human resource management*. Plano, TX: Business Publications, Inc.

Presented and Proceedings Papers

- Benson, G., Levenson, A. & Boudreau, J.W. (2006). Informal development experience and career success. *Academy of Management Best Paper Proceedings*. August.
- Dunford, B.B. & Boudreau, J.W. (2004). Behavioral Economics Perspective on Stock Option Value and Voluntary Executive Turnover. Presented at the National meeting of the Academy of Management, New Orleans, August.
- Boswell, W.R., Boudreau, J.W. & Tichy, J. (2003). "The Relationship Between Employee Job Change and Job Satisfaction: The Honeymoon-Hangover Effect." Presented at the National meeting of the Academy of Management, Seattle, August.
- Sturman, M.C., Boudreau, J.W., Trevor, C. & Gerhart, B. (2003). "Is it Worth it to Win the Talent War? Evaluating the Utility of Performance-Based Pay." Presented at the National meeting of the Academy of Management, Seattle, August.

Presented and Proceedings Papers (Continued)

- Boswell, W.R., Boudreau, J.W. & Dunford, B.B. (2003). "The Relation between Job Demands and Job Search." Presented at the National meeting of the Society for Industrial and Organizational Psychology, Orlando, April.
- Dunford, B.B, Boudreau, J.W. & Boswell, W.R. (2002). "When Stock Options Fail to Motivate: Attribution and Context Effects on Stock Price Expectancy." Presented at the National meeting of the Academy of Management, Denver, August.
- Boswell, W.R., Boudreau, J.W. & Dunford, B.B. (2002). "You're Nobody 'til Somebody Loves You': The Use of Job Search for Bargaining Leverage." Presented at the National meeting of the Academy of Management, Denver, August.
- Boswell, W.R., Boudreau, J.W. & Dunford, B.B. (2002). "The Relationship Between Job Search Objectives and Job Search Behavior" Presented at the Society for Industrial and Organizational Psychology, Toronto, April.
- Boudreau, J.W. & Ramstad, P.M. (2001). "Using Research Models as Practical Decision Guides: Necessary and Sufficient Conditions as a Bridge Between Science and Practice in HRM" Presented in the symposium, "The Gap Between Science and Practice in HRM: Sources of the Problem and Potential Remedies." Presented at the National meeting of the Academy of Management, San Diego, August.
- Dunford, B.B., Boudreau, J.W. & Boswell, W.R. (2001). The Dark Side of Stock Options: Downside Risk and Employee Separation. Presented at the National meeting of the Academy of Management, San Diego, August. Winner of the Best Student Paper, Human Resources Division.
- Boswell, W.R. & Boudreau, J.W. (2000). Predictors of executive job search across national boundaries. Presented at the Society for Industrial and Organizational Psychology, New Orleans, April, 2000.
- Moynihan, L., Boswell, W.R., & Boudreau, J.W. (2000). The influence of job satisfaction and organizational commitment on turnover intentions of employed managers. Presented at the Society for Industrial and Organizational Psychology, New Orleans, April, 2000.
- Boswell, W.R. & Boudreau, J.W. (1999). Employee satisfaction with the performance appraisal and the appraiser: The role of perceived appraisal use. Presented at the National Meeting of the Academy of Management, August, 1999.
- Boswell, W.R., Judge, T.J. & Boudreau, J.W. (1999). Executive career success in the U.S. and Europe: Effects of Personality. Presented at the National Meeting of the Academy of Management, August.
- Boudreau, J.W. & Basefsky, S. (1999). HR online research and reporting skills: New alliances between library sciences, information technology and human resources education. Panel participant, "The New Frontier of Electronic Media and Teaching: Agents, Collaborations, and Partnerships." Innovative Teaching in HR and IR Conference, Atlanta, June, 1999.
- Boudreau, J.W., Cavanaugh, M. & Wright P. (1999). Linking students and executives in the classroom through live cases. Innovative Teaching in HR and IR Conference, Atlanta, June, 1999.

Presented and Proceedings Papers (Continued)

- Boudreau, J.W., Boswell, W.R., Judge, T.J. & Bretz, R. (1998). Effects of personality, cognitive ability, stress and fit on job search and separation among employed managers. Presented at the National Meeting of the Academy of Management, San Diego, CA, August, 1998.
- Boswell, W.R. & Boudreau, J.W. (1998). Separating the multiple uses of performance appraisal; clarity out of confusion Presented at the National Meeting of the Academy of Management, San Diego, CA, August, 1998.
- Boswell, W., Cavanaugh, M., Roehling, M. & Boudreau, J.W. (1998). Job demands and stress as predictors of executive job search. Presented at the 13th Annual SIOP Conference, Dallas, TX.
- Schultz, K. Juran, D. & Boudreau, J.W. (1998). Effects of JIT on the development of productivity norms. Presented at the National Meeting of the Academy of Management, San Diego, CA, August, 1998.
- Boudreau, J.W. (1997). "HR Metrics and Strategy." Presented at the Strategic Human Resource Management Conference on October 3-4, 1997, Ithaca, NY.
- Schultz, K.L. , Juran, D.C., Boudreau, J.W., McClain., J. & Thomas, L. J. (1996). *Work Group Performance in Lean Manufacturing Systems: Which WIP Worries Workers?* Decision Science Institute Proceedings, 1996 also Working paper #96-02, Cornell University, S. C. Johnson Graduate School of Management, 1996.
- Juran, D.C., Schultz, K.L., Boudreau, J.W., McClain., J. & Thomas, L. J. (1996). *Stochastic Modeling and Simulation of Work Group Performance in Lean Manufacturing Systems: the Role of Personality*, Management Science and Operations Management Conference Proceedings, 1996, also Working paper 96-01 Cornell University, S. C. Johnson Graduate School of Management, 1996.
- Najjar, M. & Boudreau, J.W. (1996). *Teaching the Bear New Tricks: A Comparison of Behavior Modeling and Lecture Based Training Programs in Russia*. Academy of Management National Meeting, Cincinnati, August.
- Boudreau, J. W. (1996). *The Motivational Impact of Utility Analysis and HR Measurement*. Presented in the Symposium: "Utility Theory as a Decision-Making Tool" Society of Industrial and Organizational Psychology. Eleventh Annual Conference. San Diego, April.
- Boudreau, John. (1995). *Future Utility Analysis Research: Continue, but Expand the Cognitive and Strategic Focus*. National Meeting of the Academy of Management, August, Vancouver, Canada.
- Boudreau, John. (1995). *"So What?": HR Measurement as A Change Catalyst*. National Meeting of the Academy of Management, August, Vancouver, Canada.
- Trevor, C., Gerhart, B., & Boudreau, J. W. (1995). *Voluntary Turnover and Job Performance: Curvilinearity and the Moderating Influences of Salary Growth, Promotions, and Labor Demand*. National Meeting of the Academy of Management, August, Vancouver, Canada.
- Judge, T., Cable, D., Boudreau, J.W., & Bretz, R.D., Jr. (1994). *Determinants of Executive Career Success*. National Meeting of the Academy of Management, August, Dallas. One of four submissions nominated for the 1994 Addison-Wesley Best Paper Award.

Presented and Proceedings Papers (Continued)

- Sturman, M. & Boudreau, J.W. (1994). *Employee Health Insurance Decisions in a Flexible Benefits Environment*. National Meeting of the Academy of Management, August, Dallas. Center for Advanced Human Resource Studies Working Paper #94-05.
- Boudreau, J. W. (1990). *"Cost-Benefit" Analysis Applied to Personnel/Human Resource Management Decisions: Answers to Common Questions, and a Case-Study Application*. Institute for Personnel Management, Asia-Pacific Conference, Auckland, New Zealand, September 12-14.
- Boudreau, J. W. (1989). *Building a PC-Based Human Resource Management Curriculum at the School of Industrial and Labor Relations*. Proceedings of the Forty-Second Annual Meeting, pp. 441-453. Madison, WI: Industrial Relations Research Association.
- Boudreau, J. W. (1987). *Selection Utility Analysis: A Review and Agenda for Future Research*. International Conference on Advances in Selection and Assessment, University of Manchester Institute of Science and Technology, Buxton, United Kingdom, May.
- Rynes, S. L. & Boudreau, J. W. (1986). *College recruiting in large corporations: Relationships between practices and effectiveness*. Academy of Management, National Meeting, Chicago.

Grants and Contracts Awarded

2001	\$100,000 Verizon Foundation	Boudreau-Broderick-Stepp CAHRS Executive Relations
2000	\$100,000 GTE Foundation	Boudreau-Broderick CAHRS Executive Relations
1999-2001	\$4,800, Lee Hecht Harrison, Inc.	Boudreau -Established in 1999 the Lee Hecht Harrison Best Student Paper Award in Emerging Issues in Human Resource Management. In 2000, this became an ongoing annual grant for student writing excellence at Cornell University.
1999	\$200,000 GTE Foundation	Boudreau-Broderick CAHRS Executive Relations
1999-1993	\$10,000, California Strategic HR Partnership \$400,000 Mellon Foundation	Boswell-Boudreau "Line-of-Sight" Research "Central Europe Human Resource Education Initiative" (Director).
1991	\$230,000 IBM Corp.	"The Future of Automated Personnel Decision Systems" (Principal Investigator with George T. Milkovich and Martin Wells).
1987	\$980,000 U.S. Army Basic Research Institute	"Development of Utility Models for Manpower and Personnel Decision Making, and Investigation of Their Effects on Decision Processes and Outcomes." (Principal Investigator, with Lee Dyer and Sara Rynes).

Grants and Contracts Awarded (Continued)

- 1986 \$15,000 Eastman Kodak Research Foundation. "Applying Cost-Benefit Analysis to Training Planning, Decision Making and Evaluation."
- 1985 \$3,000 Hatfield Committee to Enhance Undergraduate Economic Education
"Development of Personal Computer Models and Classroom Exercises for Teaching the Economic Utility of Human Resource Management Decisions."
- 1984 \$1.5 million IBM Corporation "ILR-IBM Personal Computer Education Project" (coordinator). in computing equipment, software and support.

Invited Presentations/Professional Workshops

- "Have Strategic HR Metrics Evolved?" Washington, DC. Infohrms National Conference. October 2008.
- "Strategic HR Partnership with Impact" New York, NY. HSM World Business Forum. September 2008.
- "Getting Strategic About Talent" Concord, NC. North Carolina Society for HR Management, September, 2008
- "Strategic Human Capital Analysis for Non-HR Leaders" Ireland. Irish Management Institute. September, 2008.
- "Bridging Micro and Macro HR: Emerging Theoretical and Empirical Research" Academy of Management International Conference. Anaheim, CA. August 2008.
- "Strategic Human Resource Management" Academy of Management International Conference. Anaheim, CA. August 2008.
- "Strategic Human Capital Analysis for Non-HR Leaders" Pebble Beach, CA. nGenera Senior Executive Concours. August, 2008.
- "Breakthroughs in Talent Management: Applying a Talentship Decision Science." New York. Society for Industrial and Organizational Psychology. April, 2007
- "HR At the Tipping Point." Human Resource Planning Society. Miami FL, April, 2007
- "HR Metrics: Beyond the Numbers" Society for Human Resource Management. April, 2007
- "Talent Decisions for Strategic Leaders" National Fluid Power Association. Palm Springs, CA. February 2007.
- "The Evolution of Talent Strategy" Human Resources Planning Society, Boston Affiliate. September 2006.
- "Strategic Talent Decisions for Business Leaders". U.S. Navy, Monterey, CA, 2005-2007
- "The New HR Strategic Decision Science." Human Resource Planning Society. Miami, FLA. April, 2005.

Graduate Student Thesis Committees

- Benjamin D. Dunford (Ph.D. 2004). Executives out of the money. The impact of underwater stock options on voluntary turnover.
- Wendy R. Boswell (Ph.D., 2000). "Aligning Employees With The Organization's Strategic Objectives: Out Of "Line Of Sight", Out Of Mind," Chair *One of two Honorable Mention winners of the 2001 Best Dissertation Competition of the Industrial Relations Research Association (IRRA).*
- Jan Tichy (MS, 1999). "Making Decisions about Investment in Human Resource Practices: Examining the Mechanism of HR Practices' Effect on Organizational Performance," Chair
- Lakeita Henriques (MPS, 1998) "Evolution of Public-Sector Human Resource Management in the Jamaican Civil Service," Chair
- Eveline Kuhn (MPS, 1998) "Use of HR Metrics Among Large Swiss Multinational Corporations," Chair
- Michael C. Sturman (Ph.D., 1997). "Computerized Data Aggregation for Modeling Human Resource Impact". Chair.
- Wendy R. Boswell (MS. 1997). "Effects of Separating Performance Appraisal Evaluation from Coaching". Chair.
- Kenneth Schultz (Ph.D., 1997). "Group and Individual Processes in Low-Inventory Work Systems", Committee Member
- David Juran (Ph.D., 1997). "Role of Personality in Low-Inventory Work Systems", Committee Member
- Gabriela Snobrova (MPS, 1996). "International Issues in Human Resource Management". Thesis Advisor.
- Michelle Krazmien (MS, 1996). "Effects of Behavioral Modeling Training for Russian Hotel Employees: A Field Experiment". Committee member.
- Michael C. Sturman (MS, 1995). "Predicting Decision Quality & Satisfaction of Employee Health Care Selection Decisions in a Flexible Benefits Environment." Committee Member
- Sofia M. Buitrago (MPS, 1995). "Global HRIS, 2 Case Studies. Committee Member
- Joel P. Rudin (Ph.D., 1989). "Judgment & Choice in Personnel Selection." Chair.
- Timothy Buckley (MS, 1989) "Confidence As Social Influence: A Study of the Advisor-Judge Relationship." Advisor
- Ling-Juan Joann Chang (MS, 1989). "Objective Measures of Alternative Job Opportunities & Voluntary Turnover." Advisor
- Joel P. Rudin (MS, 1987), "Predictors of Perceived Success in Five Aspects of College Recruiting." Chair.
- Beth C. Florin (MS, 1985). "Utility Analysis: Some New Applications." Chair.
- Joseph R. Rich (MS, 1986). "Variance & Risk in Utility Analysis: A Case Study" Chair.

University, Department and School Committees (University of Southern California)

Departmental Recruiting Committee
 Tenure Review Committee
 Research Committee

Personnel Committee
 Department Chair Committee

University, Department and School Committees (Cornell University)

Academic Standards Committee (Chair)
 Ad Hoc Promotion and Reappointment
 Committees (Chair)
 Affirmative Action Committee (Chair)
 Project Ezra Committee
 Departmental Recruiting (Chair)

Research, Publications, and Library Committee
 Strategic Planning Committee--Outreach
 Undergraduate Program Committee (Chair)
 University Research Council
 University Appeals Panel
 CAHRS Research Policy Committee

Professional Activities and Service to the Field

Executive Board Member, Human Resources Planning Society (2008-Present)
 Board Member, WorldatWork (2004 – 2008)
 Board member, Human Resources Planning Society (2003 – 2008)
 Conference co-Chair 2006 Annual meeting of the Human Resources Planning Society
 Trustee, National Academy of Human Resources Foundation (2002 – present)

Department Editor, Organizational Behavior, Performance, Strategy and Design, *Management Science*
 (2003 – 2007)

Senior Editor for *Manufacturing and Service Operations Management* (2001 – Present).

Editorial Board member for *International Journal of Selection and Assessment* (2001 – Present),
Personnel Psychology (1986 through 1999), *Journal of Applied Psychology* (1986 - 1999),
Personnel Journal (1987-1989), *Human Resource Management* (1995 – present).

Reviewer for: *Journal of Applied Psychology*, *Personnel Psychology*, *Academy of Management Journal*,
Academy of Management Review, *Industrial and Labor Relations Review*, *Organizational
 Behavior and Human Decision Processes*, National Science Foundation, *Industrial Relations*,
Human Resource Planning, *The Leadership Quarterly*, *Journal of Management*, and *Journal of
 Occupational Psychology*.

Chair and Co-Chair, Academic Board of Advisors, California Strategic Human Resource Partnership
 (1996-2001)

Board of Advisors, Primlearning.com (2000-2002)
 Board of Research Advisors, Global Research Consortium (1999-2002)
 Board of Advisors, Brassring.com (1998-present)

Founder and coordinator of HRNET, the largest international electronic discussion network, under the
 auspices of the Human Resources Division of the Academy of Management (1992-1999)

Board of Advisors, Saratoga Institute (1996-2001)
 Advisory Board for the Conference on Innovative HR/IR Teaching (1997-1999)
 SIOP Executive Committee Chair of Ad Hoc Committee on Electronic Communications. (1995 - 1996).

Professional Activities and Service to the Field (Continued)

Elected to the Executive Committee of the Personnel and Human Resource Management Division of the Academy of Management (1987-1989, and 1990-1992).

Member of the Electronic Communication Committee of the Executive Committee of the Personnel and Human Resource Management Division of the Academy of Management (1992-1999)

Chair of the 1991 Scholarly Achievement Award Committee for the Personnel and Human Resource Management Division of the Academy of Management.

Project Coordinator for the ILR-IBM Personal Computer Education Project (designing and coordinating the development of a Personal Computer Teaching Laboratory, a Personal Computer Applications to HRM course, and ongoing computer application development activities with students and faculty), 1984-1990, involving over \$1.5 million in computing equipment, software and support.

Professional Affiliations

Academy of Management
Industrial Relations Research Association
American Psychological Association
Society for Industrial and Organizational Psychology, Inc.
INFORMS

Executive Education

2003 – Strategic Partnership with Impact. Center for Effective Organizations
Present

2003 - Strategic HR Measurement and Analytics. Center for Effective Organizations.
Present

2005 - Human Capital Strategy Analysis for C-Suite Leaders. Carlson Executive Education. University
2008 of Minnesota.

2005 - Strategic Human Capital Decisions for Mission Leaders. United States Navy
2007

2005 - Strategy Acceleration Through Talent Segmentation. Northrop-Grumman Corporation and
Pepsico

2005 - The Future of HR Measurement. Center for Effective Organization, University of Southern
2007 California

2005 - Talentship and the Emerging Decision Science for Human Resource Management. Center for
Effective Organization, University of Southern California

2004 - The New Paradigm for Line Manager Human Capital Decisions. International Center for
Leadership in Finance, and University of Southern California

2004 - HR and the Bottom Line. American Express and Cornell University
2007

Executive Education (Continued)

2002 - Managing for Impact. Cornell University Executive Education
2004

2002 “Strategic Human Resource Measurement” SK incorporated and Center for Advanced Human Resource Studies

Action Research and Consulting

Allergan, American Express, Baxter Health, Boeing, British American Tobacco, Capital One, Corning, Citigroup, Dell Computer, U.S. Federal Reserve Bank, Frito-Lay, Gap, GE, Hartford Financial Services, Mattel, Merck, Microsoft, Northrop Grumman, Novartis, Payless, Pemco, PepsiCo, Royal Bank of Canada, Shell, Schering-Plough, Scotia Bank, Sun, Towers-Perrin, Unicru, Unilever, Unisys, U.S. Navy, U.S. Office of Personnel Management, United Nations, Varian, Williams-Sonoma, and other organizations ranging from early-stage to global multi-nationals.

Awards and Honors

2000 Inducted as Fellow of the National Academy of Human Resources (NAHR) – executives, policy-makers, and academics who have "distinguished themselves through leadership in the field of human resources"

2001 Best Graduate Student Paper (Benjamin Dunford), HR Division of the Academy of Management

1996 General Mills Award for Exemplary Graduate Instruction, ILR School, Cornell University

1997 Service Award, Human Resources Division of the Academy of Management, as founder and coordinator of HRNET.

1995 Human Resources Division of the Academy of Management "Scholarly Achievement Award" - Presented to the best published contribution of the prior year, as judged by a panel of experts from the Division (for "Job Search Behavior of Employed Managers" - Bretz, Boudreau, & Judge).

1986 Organizational Behavior Division of the Academy of Management "New Concept Award" - Presented annually to a published work based on its contribution to the advancement of theory and/or method in organizational behavior research (for "Decision-Theoretic Utility Analysis Applied to Employee Separations and Acquisitions", with Chris J. Berger).

1986 Distinguished Service Award from the Personnel and Human Resource Management Division of the Academy of Management.