Ellen Ernst Kossek, Ph.D.
Distinguished Scholar in Management, Organizational Behavior & Industrial Organizational Psychology
Email: ekossek@purdue.edu Google Scholar

PROFESSIONAL **OVERVIEW & SCHOLARLY IMPACT**

- Eminent leader, scholar, mentor, and educator on future of work issues such as work-family-life conflict, job quality and intensification, resilience, work-life boundaries, remote work, flexibility policies, schedules, and health and productivity in the management, organizational behavior, industrial-organizational psychology fields. Research focused on leadership & organizational change, human resource innovation, the advancement of gender, multi-cultural values, and workforce inclusion in the employment relationship for fostering well-being at work and home

- Elected Fellow of Academy of Management, American Psychological Association, Society of Industrial Organizational Psychology; Ranked since 2021 in top 2% globally among business faculty Elsevier/Stanford for significant research contributions to social sciences

- Keynote speaker in over a dozen countries

- Widely cited in leading academic journals (Over 41,000 Google scholar citations as of Nov. 2026 with 86 h-index); Author of multiple books; research work featured in the New York Times, Wall Street Journal, NPR, the Economist, Financial Times, Harvard Business Review

- Co-investigator or primary investigator on 34 million $ in grants (NSF, NIH, Russell Sage, Gerber, Sloan) funding innovative research to advance leadership, policy and organizational cultures supporting positive outcomes at work and home for employees and employers; Includes funding for a NIH clinical trial evaluating the effects of original software to foster supervisor support of accessing paid sick and family leave policies

- Recipient of competitive awards/fellowships for research quality, innovation, mentoring, and scholarly impact from the Academy of Management DEI Division (Sage Scholarly Achievement award & Mentoring award); Work Family Researchers Network (Ellen Galinsky Generative Researcher award & Lifetime achievement award) & from Stanford Univ. &, Fulbright

- Held many academic leadership and service roles: Research Director of Butler Center; Chair of School Ph.D. Program Committee; President, Division Chair or Board of Governors service to AOM, WFRN; Appointed NSF Board of Visitors reviewer of Organization Science Division; National Academy of Science Committees: Appointed to College Level Promotion & Tenure Dean's Committees; Chaired many search, promotion, and PhD. committees; Organizer of international conferences on digitalization of work & life & advancing inclusion and equality

- Significant editorial board experience: Journal of Applied Psychology, HRM, Human Relations, Behavioral Science and Policy, In press special issue for Organization Science on remote work

EDUCATION

1987 Ph.D., **Yale University**, Organizational Behavior, New Haven, CT
Dissertation: The Acceptance of Human Resource Management Innovation

1986 M.A., **Yale University**, Organizational Behavior, New Haven, CT
- Mellon grant research stipend to develop nonprofit leadership cases
- Yale University doctoral fellowship & IBM personnel research internships

1981 M.B.A., **University of Michigan**, Ann Arbor, Michigan
- Human Resources/Organizational Behavior
- Certificate of Interdisciplinary Specialization in Labor & Industrial Relations
- Graduate research assistant to Director, Division of Research, Business School
- Japan Society MBA Summer Fellowship in International Human Resources & Labor Relations section- Hitachi Ltd., Tokyo, Japan
- Upon graduation, worked 2 years for GTE Corp. (precursor to Verizon) in a high-potential rotational HR development program reporting to Directors at the Area Personnel Office-Europe (Geneva, Switzerland) & Corporate HQ (Stamford, CT)

1979 B.A. **Mount Holyoke College**, South Hadley, MA
- Psychology & Complex Organizations interdisciplinary program, *cum laude*
- Outstanding graduating psychology student award
- Internships at John Deere, HR (Dubuque, Iowa); Cornell University, Women & Work (NY, NY); U.S. Congressman Mike Blouin (Wash., D.C.), U.S. Equal Opportunity Commission (Wash., D.C.) & County Probation Office (Dubuque, Iowa)

ACADEMIC POSITIONS, VISITING SCHOLAR, FELLOWSHIPS & CENTER AFFILIATIONS

University of St Andrews **St Andrews. Scotland**
Business School
2026-2027 Senior Global Fellow

University of Pittsburgh **Pittsburgh, PA, USA**
Katz School of Business
2026-2027 Distinguished Scholar –several periodic visits
David Berg Center for Ethics & Leadership & Ethics & Center for Health Care Management

EDHEC Business School **Lille, France**
2026- present Network member, International Network on Digital Society

Stanford University **Stanford, CA, USA**
Center for Advanced Study of the Behavioral Sciences
2025 -2026 VMWare Women's Leadership Lab CASBS Residential Fellow

Queen Mary, University of London **London, U.K.**
2025 spring Center for Research on Equality & Diversity, School of Business & Management
2023 April Distinguished Visiting Fellow, Institute for Humanities and Social Sciences, Center for Research on Equality and Diversity
- Led several workshops for faculty and doctoral students to develop their research on remote and hybrid work and/or publishing literature reviews in leading management journals
- Featured speaker in public events on flexibility backlash and the future of flexibility

University of Sussex **Brighton, U.K.**
Digital Futures at Work Research Centre (Digit)
2026- present External Associate Fellow

Kings College Business School **London, U.K.**
2024 Nov. Distinguished Visiting Scholar
- Led several workshops for faculty and doctoral students to develop their research on remote and hybrid work and/or publishing in leading business translational journals
- Keynote speaker at public event on The Future of Work-Life Boundaries and Flexibility
- Served as External Reviewer for dissertation on careers in extreme professions
- Met with doctoral students and faculty individually on their research

2015, 2016 Visiting Scholar, Management
- Presented research seminars and met with faculty and students on their research

Purdue University **West Lafayette, IN. USA**
Daniels School of Business Administration

College of Health and Human Sciences

2026- present Scientific Advisor, Susan Bulkeley Butler Center for Leadership Excellence
2025- present Distinguished Family Scholar & Leadership , Center for Families
2013-present Courtesy Faculty Associate, Department of Psychological Sciences
2025- present Basil S. Turner, Distinguished Professor of Management, (Emerita)
2021-2024 Basil S. Turner Distinguished Professor of Management (Endowed Chair)
2013 – 2021 Basil S. Turner Professor of Management (Endowed Chair)
2013-2020 Research Director, Susan Bulkeley Butler Center for Leadership Excellence
2013-2015 Research Fellow, & Gender Case co-organizer, Brock Wilson Center
2013-2015 Assoc. Director, NIH Center for Work-family Stress & Health
2015- 2024 Affiliate, Center for Families, Policy Research Institute, Center for Aging
2016-2024 Founder and Chair, Research to Practice Conferences
- The Digitalization of Work & Life, Managing People and Organizations Up Close & at a Distance (2024)
- Shifting Diversity Equity & Inclusion Paradigms for Workplaces of the Future (2022)
- Dismantling Bias (2018)
- Gender and Leadership Excellence in Organizations Symposium (2016)

University of Bologna, Management and Economics **Bologna, Italy**
2022, summer Visiting Scholar, Management & Economics
- Taught 3-week PhD seminar on work-life & diversity

2019, March University Visiting Scholar Fellowship, Management & Economics
- Guest Lectured in Ph.D. , Masters in HR and Undergraduate Business classes
- Gave University-wide research seminar

Cranfield University **Cranfield, U.K.**
2022, spring U.S.- U.K. Fulbright Specialist Scholar Fellowship
- Collaborated with faculty member on U.K.-U.S. comparative research project on STEM faculty

- Presented research seminar and met with faculty and students on their research

Michigan State University **East Lansing, MI, USA**
School of Labor & Industrial Relations

2013-present University Distinguished Professor, Human Resources & Labor Relations (Emerita)
2009- 2013 University Distinguished Professor Labor and Industrial Relations
1999-2009 Professor, Human Resources & Labor Relations
1993-1999 Associate Professor, Human Resources & Labor Relations
1987-1993 Assistant Professor, Human Resources & Labor Relations
2009-2012 Chair, Ph.D. Program Committee
2005-2012 Assoc. Director, Center for Work-Family Stress & Health
2007-2012 Courtesy appointment, School of Business
1997-2012 Research affiliate, Institute for Public Policy & Social Research; Institute for Children, Youth & Family, Center on Gender in Global Context

The University of Michigan **Ann Arbor, MI, USA**
2009 spring Jean Campbell Fellowship, Center for Education of Women
1994-1995 Visiting Scholar, Institute for Social Research

University of Quebec in Montreal (UQAM) **Montreal, Quebec, Canada**
2021-2026 Affiliated Scholar with International Network on Technology, Work & Family

University of South Adelaide **Adelaide, Australia**
2010, January Visiting Scholar Fellowship, Work-Life & Human Resource Centers

Center for Creative Leadership **Greensboro, NC, USA**
2008-2009 Visiting Fellowship to develop leadership assessment: Flexstyles/Work-life Indicator

Harvard Business School **Boston, MA, USA**
2008, fall Visiting Scholar

University of Warwick, Univ. of Manchester (UMIST) **Warwick & Manchester, U.K.**
2000 fall Visiting Scholar, Alcoa Fellowship to globalize curriculum

RESEARCH INTERESTS

- Remote & Hybrid Work, Workplace Flexibility, AI, Work-Life Boundaries, Digitalization of Work & Life
- Work-Family/Work-Life Policies, Practices and Cultures across the life course
- Work time agency
- Child And Elder Care Precarity & Unpaid Family Labor
- Gender and Work-Life Equality
- Diversity, Equity and Inclusion
- Career Well-being, Resilience, and Work-Life Boundaries
- Leadership and Organizational Interventions & Field Experiments to Foster Human Resource Innovation & Enhance Job Quality (and quality of life) across Occupations
- Future of Work & Employment

HONORS, AWARDS, DISTINGUISHED SERVICE

2026 **Work Family Research Network: WFRN Lifetime Achievement Award** "recognizing extraordinary scholars who have made enduring contributions to the work-family community."

2025 **Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research**
Kossek, E., Porter, C., Rosokha, L. , Wilson, K., Rupp, D., Law-Penrose, J. 2024. Advancing work–life supportive contexts for the "haves" and "have nots": Integrating supervisor training with work–life flexibility to impact exhaustion or engagement. *Human Resource Management*, 63: 397-411. https://doi.org/10.1002/hrm.22207

2023-2024 **U.S. National Academies of Sciences Expert Committee** to write Report on Policies and Practices for Family Caregivers working in STEMM Science, Technology, Engineering, Mathematics, Medicine

2023 **Title IX Distinguished Service award for the Advancement of Gender Equity in Education**, Purdue University (ceremony, 2023, awarded 2022)

2022 Academy of Management Gender and Diversity in Organizations Division **Janet Chusmir Distinguished Service Award**

- Recipient has made outstanding contributions to the Academy of Management Gender & Diversity in Organizations Division & personally served as a mentor and role model to others in the field

2021 **Lu Ann Aday Award- Highest award in humanities/social sciences** at Purdue University

- Recognizes Purdue University faculty member who has made a recent major impact on their field in the humanities and social sciences

2021 **Appointed to U.S. National Science Foundation (NSF) Board of Visitors to review the Social, Behavioral and Economic Sciences Directorate,** Division of Social and Economic Sciences, Science of Organizations Program

2021 **Flexibility Excellence award**, Global Institute of Flexible Systems Management, New Delhi, India

- Recognizes an academic worldwide who has promoted the concept of flexibility

2020-2021 **Women in Science and Technology Distinguished Lecture award- Georgia Tech. Univ**.

- Honors outstanding contributors to understandings of and positive impacts for women, science and technology

2021 **Nominee, Rosabeth Moss Kanter Award for Excellence in Work-Family Research**
Kossek, E., Rosokha, L*, & Leana, C. 2019. Work schedule patching in healthcare: Exploring implementation approaches. *Work and Occupations*. https://doi.org/10.1177/0730888419841101

2020- present Recognized as a **top 2 % scientist globally** in Business & Management- Elsevier/Stanford

2018-present Elected **Fellow** to Academy of Management (top 1% of AOM members): Recognition for making significant contributions to management science and practice

2002-present Elected **Fellow** to American Psychological Association

- Recognition that an individual's work has had national impact on the field of psychology beyond a local, state or regional level

2001-present Elected **Fellow** to Society of Industrial-Organizational Psychology

- Recognition for making meaningful and sustained and unusual impact on the field of industrial and organizational psychology

2009, 2021 Awarded **University Distinguished Professor Rank** at two major U.S. Public Universities (Purdue University, Michigan State University) in two disciplines (Business/Management, Labor & Industrial Relations)

2020 **Ellen Galinsky Work-Family Generative Researcher Award** (with Leslie Hammer)

- Recognizes a work-family researcher or research team who have/has contributed break-through thinking to the work-family field via theory, measures, &/or data sets that led to expansive application, innovation, & diffusion, including the sharing of *research* opportunity in the spirit of open science

2014-2020 **Distinguished Faculty Teaching Awards**, Krannert School of Management, Purdue U.

- Class: Leading Management of Diversity& Inclusion in Organizations 2020, 2016 2015, 2014
- Class: Managing Global Human Resources and Organizational Behavior 2020, 2018-17, 2015, 2014

2019 **Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research**
Wilson, K. Baumann, H., Matta, F., Illes, R. & **Kossek**, E. 2018. Misery loves company: An investigation of couples' inter-role conflict congruence, *Academy of Management Journal*. 61: 2-1-25. doi: 10.5465/amj.2016.0395

2018 **Top Ten Extraordinary Contributor to Work Family Research Award from Work Family Research Network** for:

- Overall contribution to Work Family Research
- Publishing (academic metrics, reputation among scholars)
- Mentoring future work family scholars
- Dissemination of work-family research
- Service to the field
- Landmark contributions to the field

2017 **GLOBE Highly Commended Best Paper Recognition Award**
Kossek, E., Huang, J., Piszczek, M., Fleenor, J., Ruderman, M. 2017. Rating expatriate leader effectiveness in multisource feedback systems: Cultural distance and hierarchical effects. *Human Resource Management,* 56, 1: 151–172. DOI:10.1002/hrm.21763.

2016-2017 **Academic Leadership Program Fellow**, Big Ten Academic Alliance
One of five fellows selected for year -long program from Purdue University

2015 **Winner, Rosabeth Moss Kanter Award for Excellence in Work-Family Research**
Kelly, E., Moen, P., Oakes, M., Okechukwu, C., Hammer, L., Kossek, E., King, R., Hansen, G., Mierzwa, f. & Casper, L. 2014. Changing work and work-family conflict: Evidence from the Work, Family, and Health Network, *American Journal of Sociology, 1-32,* DOI: 10.1177/0003122414531435

2014 **Work Life Legacy Award,** Families and Work Institute, NY, NY
Awarded to recognize leadership in helping to build or advance the Work Life Movement

2014 **Web of Science recognition** for having three journal articles ranked in the top 115 most cited papers out of 16034 published between 2010 -2014 in Psychology Applied category:

- Kossek, E., Pichler, S. , Bodner, T. & Hammer, L. 2011. Workplace social support and work-family conflict: meta-analysis clarifying the influence of general and work-family specific supervisor and organizational support*, Personnel Psychology,* 64: 289-313.
- Hammer, L. B., Kossek, E. E., Bodner, T., Anger, K. & Zimmerman, K. 2011. Clarifying work-family intervention processes: The roles of work-family conflict and family supportive supervisor behaviors, *Journal of Applied Psychology.* 96 (1), 134-150.
- Kossek, E. E., Baltes, B. B., & Matthews, R. A. 2011. How work-family research can finally have an impact in the workplace, *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4: 352- 369.

2013-2014 **First Elected President, Work-Family Researchers' Network**

2012 **Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research**
Hammer, L. B., Kossek, E. E., Bodner, T., Anger, K. & Zimmerman, K. 2011. Clarifying work-family intervention processes: The roles of work-family conflict and family supportive supervisor behaviors, *Journal of Applied Psychology.* 96 (1), 134-150.

2008 **Winner, Sage Scholarly Achievement Award, Academy of Management, Gender & Diversity in Organizations Division**

- Award for making significant scholarly contributions to advance understanding of gender and diversity in organizations.

2004 **Nominee, (Honorable Mention), Rosabeth Moss Kanter Award for Excellence in Work-Family Research**
Kossek, E. E., Huber, M., & Lerner, J. 2003. Sustaining economic and psychological well-being of mothers on public assistance: individual deficit and social structural accounts. *Journal of Vocational Behavior*, 62: 155-175.

2003-2006 Elected Representative to **Board of Governors, Academy of Management**

1997-2002 **Elected Division Chair, Gender & Diversity in Organizations Division, Academy of Management** (AOM) 2001-2002; Program Chair; 2000-2001, Preconference Chair,1999-2000; Doctoral Consortium Chair (1997-1998)

2001 **Nominee, (Honorable Mention), Rosabeth Moss Kanter Award for Excellence in Work-Family Research**
Kossek, E. E., Colquitt, J. & Noe, R. 2001. Caregiving decisions, well-being and performance: The effects of place and provider as a function of dependent type and work-family climates. *Academy of Management Journal*, 44 (1): 29-44.

1999 **Nominee, Rosabeth Moss Kanter Award for Excellence in Work-Family Research**
Kossek, E. E. & Ozeki, C. 1999. Bridging the work-family policy and productivity gap: A literature review. *Journal of Community, Work, and Family,* 2 (1): 7-32.

1993 **Winner, Journal of Organizational Behavior, Best Paper of the Year**
Kossek, E. E., Zonia, S. 1993. Assessing diversity climate: A field study of reactions to employer efforts to promote diversity. *Journal of Organizational Behavior*, 14: 61-81.

AWARDED FELLOWSHIPS

2026-2027 Distinguished Scholar, University of Pittsburgh, Stipend from David Berg Center for Ethics & Leadership & Ethics & Center for Health Care Management
2026-2027 Senior Global Fellow, University of St Andrews
2025-2026 VMWare Women's Leadership Lab & CASBS Fellowship, Stanford University
2024 Distinguished Scholar Fellowship, Kings College
2024 Center for Research on Equity and Diversity, Queen Mary, Univ. of London
2023 Institute for Humanities and Social Sciences Distinguished Fellowship, Queen Mary University of London
2022 U.S. Fulbright Scholar Specialist Award to the United Kingdom (Cranfield University)
2009 Jean Campbell Fellowship, The University of Michigan
1983-1987 Yale University doctoral fellowship
1980 Japan Society Foundation, MBA Fellowship, Hitachi, Tokyo

EDITORIAL BOARDS

2024-present Lead Special Issue Editor, *Organization Science*
- *Remote and Hybrid Work: Transforming People and Organizations in a New Era*

2024- present Associate Editor, *Human Resource Management*

	Supervising Editor, *Human Resource Management* Special Issue: The Ripple Effect: HRM and Social Cohesion Beyond the Workplace
2022-2024	Lead Special Issue Editor, *Organizational Behavior & Human Decision Processes* o *Allyship, Advocacy and Social Justice to Support Equality for Marginalized Groups in the Workplace*
2013-present	Editorial Board Member, *Behavioral Science and Policy, (*Organization Science)
1998-2018	Editorial Board Member, *Human Resource Management*
2018	Lead Special Issue Editor, *Human Resource Management* o Women's Career Equality & Leadership in Organizations: Creating an evidence-based positive change,
2006-2013	Editorial Board Member, *Human Relations*
2008-2010	Lead Special Issue Editor, *Human Relations* o *Work Life and Organizational Change: Moving Work-Life from the Margins to the Mainstream*
2012-2013	Special issue co-Editor, *European Management Journal* o *National Context in Work-Life Research*
2002-2011	Editorial Board Member, *Journal of Applied Psychology*
2006-2007	Editorial Board Member*, Academy of Management Journal of Management Education and Learning*
1999-2007	Editorial Board Member, *Journal of Organizational Behavior*
1995-2003	Editorial Board Member, *Journal of Applied Behavioral Science*
1997-2001	Editorial Board Member & Book Review Editor, *Human Resource Planning Journal*
Misc. Years:	Ad Hoc Reviewer for: *Academy of Management Review,* *Academy of Management Journal* *Administrative Science Quarterly* *Personnel Psychology* *Organizational Science* *Human Resource Management Review* *Journal of Management* *Organizational Behavior & Human Performance* *Social Science Review* *Psychological Reports* *Journal of Vocational Behavior* *Journal of Applied Psychology* *Journal of Occupational Health and Psychology*

SCHOLARLY PUBLICATIONS

*****= *doctoral student (current or former) or post doc*

Work in Progress for Peer-reviewed Journal Submission- Working Papers

Kossek, E. Allen, T. Brossoit, R. Bodner, T. Stiehl, E. Expanding perspectives on control over the work-life boundary: A randomized field experiment comparing a cell phone policy change and supportive supervision on employee and supervisor experiences

Kossek, & Kelliher, C. Too busy to think?: Eroding work-life boundaries and career well-being for UK- US STEM academics in the corporatized university

Kossek, E. Piszczek*, M. Allen, T. Bodner, T. Misisco*, A. Pratt* B., Same occupation and work group, different profiles of work-life inclusive climate experiences: Towards person-centered theorizing

Kossek, E. Piszczek*, M. Allen, T. Bodner T. Work-life boundaries and boundaryless work across STEM and non-STEM research faculty disciplines: Implications for job quality

Kossek, E. Rosokha*, L. Kessinger, R. Ladge L. Why is it challenging to implement work-life initiatives: How managers enact customization labor

Kossek, E., Misra, K.*, Eisenberg, J. & Gettings, E.* A work group perspective on implementation climate for work-life flexibility

Bear, J., **Kossek**, E. & Lautsch, B. Dual caregiving stigma: The role of care precarity in marginalization of employed caregivers.

Articles Under Journal Review and/ or Revision:

Kossek, E., Alge, B. Gibbs, J., Griffith, T. & Hill, S. Call published 2025 (Special Issue Editors). Introduction in press for 2027. Remote and Hybrid Work: Transforming People and Organizations for a New Era. *Organizational Science* https://pubsonline.informs.org/page/orsc/calls-for-papers

Ollier Malaterre, A., Desjardins, C., Yang, H., Chung, H., **Kossek,** E., Kost, D., Jaga, A. (author alphabetical order after Yang). Family digital labor across contexts: A curated discussion building theory from experiences (Second revise and resubmit to *Journal of Management Inquiry*)

Kossek, E. Perrigino, M.* Chen, H.*, Kolkot-Blamey, P. Integrating macro & micro perspectives on boundary control to enact work-family roles: Considering dependent care-to-work time allocation and well-being in tight-loose cultures. (Proposal under review at Human Relations for April 2027 submission)

Szkudlarek, B., Lee, E. De Cieri, H., Connelly, C, **Kossek**, E. E.(Supervising Editor), Special Issue: The ripple effect: HRM and social cohesion beyond the workplace Guest Editors, *Human Resource Management* (FT 50 Journal). https://onlinelibrary.wiley.com/pb-assets/assets/1099050X/cfp/CFP-Social-Cohesion-1713012075373.pdf

Published/In press- Refereed Journals

Kossek, E. McAlpine, K. & Beauregard, A. In press for 2027. Work-family conflict: The origins, growth, and future of a core challenge of modern work**.** *Annual Review of Organizational Psychology & Organizational Behavior,* (F. Morgeson, Editor**).** Vol 14. *(Highest impact factor publication outlet in management).*

Kossek, E. E., Allen, S. J., Lawson, K. M., Hammer, L.B., Bodner, T., Xu, J. Holladay, C. L., Herron, A. W., Cavanaugh, K. J., Perry, M. 2026. "Offering paid sick and family leave is not enough: Leave supportive supervisor behavior training improves policy use, health and work outcomes**,** *Journal of Applied Psychology,* (FT50 Journal) 111(10), 1405–1426. https://doi.org/10.1037/apl0001395 (FT50 journal)
NIH Pub Med Link: https://pmc.ncbi.nlm.nih.gov/articles/PMC13390771/ (Registered NIH clinical trial)

Free software developed and tested in the study:https://centers.purdue.edu/cff/research/supervisor-support-trainings/

Li, Y., Liu, H., Huang, Z., **Kossek**, E. Wang, M. Ji, Y. & Liu, S.. 2026. Cultivating a climate for work-life inclusion by implementing human resource practices: Reducing work centrality stigma to enhance gender equality, *Academy of Management Journal*, (FT50 Journal) https://journals.aom.org/doi/10.5465/amj.2023.0979 (FT50 journal)

Kossek, E. E., Yu, A. Pichler, S. Xu. J. 2026. Employee age and the work–family interface: A meta-analysis and framework integrating life span and life course perspectives. *Human Resource Managem*ent, 65, 1: 39–62. https://doi.org/10.1002/hrm.70007. (FT50 journal).

Kossek, E. E., Vaziri, H., Perrigino, M. B., Lautsch, B. A., Pratt, B. R., & King, E. B. (2025). Reenvisioning family-supportive organizations through a diversity, equity, and inclusion perspective: a review and research agenda. *Journal of Management*, *51*(6), 2520-2548. (FT50 Journal). https://doi.org/10.1177/01492063241310149 (FT50 Journal)

Bailyn, L.,* Bear, J. B., Beckman, C. M., Carboni, I., Clair, J., De Vos, A., Dokko, G., Fletcher, J. K., Hall, D. T. (Tim), Harrington, B., Goldin, C., Kelly, E. L., Kossek, E. E., Lovejoy, M., Mazmanian, M., Ramarajan, L., Reid, E. M., Rothbard, N. P., Stone, P., … Wittman, S. (2025). The Crisis of Care: A Curated Discussion. *Journal of Management Inquiry*, *34*(4), 351-377. https://journals.sagepub.com/doi/10.1177/10564926241311511 (*alphabetical order)

Aguinis, H.,* Ashcroft, K., Benschop. Y. Blancero, D. Cheng, C., Cornelius, N., Davidson. M., Ford, D. L, Hebl, M., King, E. B., Hennekam, S., Holmes, O., Konrad, A., **Kossek**, E. E. , Ozbligin, M., Powell, G., Pullen, A., Roberts, L., Roberson, Q., Stone, D. Syned, J. , Williamson, I. Syed, J., 2025.
Editorial: Voices from the Academy: A Response to President Donald Trump's Anti-DEI Policies. *Equality, Diversity & Inclusion.: 2, 151-157.* https://doi.org/10.1108/EDI-03-2025-550 (*alphabetical order)

Kossek, E. Ladge, J. Little, L. Washington, L. Loyd, D., Tinsley, C. 2024. Introduction to the Special Issue: Allyship, advocacy, and social justice to support equality for marginalized groups in the workplace. *Organizational Behavior and Human Decision Processes,* 183, 104336. (FT50 Journal) https://doi.org/10.1016/j.obhdp.2024.104336

Kossek, E., Porter, C.*, Rosokha, L. *, Wilson, K., Rupp, D., Law-Penrose, J.* 2024. Advancing work–life supportive contexts for the "haves" and "have nots": Integrating supervisor training with work–life flexibility to impact exhaustion or engagement. *Human Resource Management*, 63: 397-411. https://doi.org/10.1002/hrm.22207 (FT50 Journal)

- **Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research**

Kossek, E., Buzzanell, P., Wright*, B, Batz-Barbarich*, C., Moors, A. Sullivan, C. , Kokini, K., Hirsch, A. Maxy*, K., Nikalje, A.*, 2024. Implementing diversity training targeting faculty micro-aggressions & Inclusion: Practical insights and initial findings. *Journal of Applied Behavioral Science*, *60*(1), 50-86. DOI: 10.1177/00218863221132321
youtube journal video for research translation: https://www.youtube.com/watch?v=D8DVgthxk3g

Kossek, E. Perrigino*, M., & Lautsch, B. 2023. Work-life flexibility policies from a boundary control and implementation perspective. A review and research framework. *Journal of Managemen*t, 49 (6): 2062-2108. DOI: 10.1177/01492063221140354 (FT50 Journal)

Kossek, E., Perrigino*, M., Russo, M., & Morandin, G. 2023. Missed connections between the leadership and work-life fields: Work-life supportive leadership for a dual agenda. *Academy of Management Annals*, 17, 1: 181-217.https://doi.org/10.5465/annals.2021.0085 (FT50 Journal)

- **Noted as top 10 most read and cited paper in 2023 in AOM Annals**

Villamor*, I., Hill, S., **Kossek,** E. & Foley, K. * 2023. Virtuality at work: A double-edged sword for women's career equality. *Academy of Management Annals*, 17: 1: 113-140 , (FT50 journal) *https://journals.aom.org/doi/abs/10.5465/annals.2020.0384*

- Companion translational article in AOM insights; Virtual Work Offers Pros and Cons for Women's Careers *https://journals.aom.org/doi/10.5465/annals.2020.0384.summary*
- **Noted as top 10 most read paper in 2023 in AOM Annals**

Pellerin, S.*, Ollier-Malaterre, A., **Kossek**, E. E., Afota, M., Cousineau, L., Lavoie, C., Leon, E., Beham, B. Morandin, G. Russo, M., Jaga, A., Ma, J., Lu, C., Parent-Rocheleau. X. 2023 The right to disconnect. *Stanford Social Innovation Review*, Winter: pp. 40-45. https://ssir.org/articles/entry/the_right_to_disconnect

Livingston, B., Pichler, S.*, **Kossek**, E. E., Thompson, R.* & Bodner, T. 2022. An alpha, beta and gamma approach to evaluating occupational health organizational interventions: Learning from the measurement of work-family conflict change. *Occupational Health Science,* 6 :513–543 .https://doi.org/10.1007/s41542-022-00122-y

Kossek, E. & Kelliher, C. 2022. Making flexibility more I-deal: Advancing work-life equality collectively, *Group and Organization Management*, *48*(1), 317-349. https://doi.org/10.1177/10596011221098823

Kossek, K. Dumas, T. Piszczek* M. & Allen, T. 2021. Pushing the boundaries: A qualitative study of how STEM women adapted to disrupted work-nonwork boundaries during the COVID-19 pandemic. *Journal of Applied Psychology*, 106(11), 1615–1629. https://doi.org/10.1037/apl0000982 (FT50 Journal)

- Paper selected for recognition for on Responsible Research in Business and Management Honor Roll honoring credible science in business and management of use to society. https://www.rrbm.network/

Kossek, E., Perrigino*, M., & Gounden-Rock*, A., 2021. From ideal workers to ideal work for all: A review integrating the careers and work-family literatures. *Journal of Vocational Behavior, 26*, 103504+ https://doi.org/10.1016/j.jvb.2020.103504

Perrigino*, **Kossek**, Thompson*, Bodner T. 2021. How do changes in family role status impact employees? An empirical investigation" *Journal of Humanities and Applied Social Sciences*, 4(5), 393-409.https://doi.org/10.1108/JHASS-04 2021-0075

Kossek, E. E & Lee, K. H. 2020. Why work-life inclusion matters for women's career equality and what to do about it. *Organizational Dynamics Vol. 51 (2),* 100818+ https://www.sciencedirect.com/science/article/pii/S009026162030070X

Kossek, E. E., & Lee, K.-H. 2020. The coronavirus & work–life inequality: Three evidence-based initiatives to update U.S. work–life employment policies. *Behavioral Science & Policy*. Retrieved from https://behavioralpolicy.org/journal_issue/covid-19/

Kossek E. E. & Ollier- Malaterre, A 2019. Desperately seeking sustainable careers: Redesigning professional jobs for the collaborative crafting of reduced-load work. *Journal of Vocational Behavior, 117, p. 103315*. https://doi.org/10.1016/j.jvb.2019.06.003

Kossek, E., Rosokha, L*, & Leana, C. 2019. Work schedule patching in healthcare: Exploring implementation approaches. *Work and Occupations*, https://doi.org/10.1177/0730888419841101

- Also available on PubMed.gov. https://pmc.ncbi.nlm.nih.gov/articles/PMC8623715/
- **Nominated for Rosabeth Moss Kanter Award for Excellence in Work-Family Research**

Kossek, E. E., Thompson, R. J.*, Lawson, K. M., Bodner, T. Perrigino, M.*, Hammer, L. B., Buxton, O. M., Almeida, D. M., Moen, P., Hurtado, D., Wipfli, B., Berkman, L. F., Bray, J. W. 2019. Caring for the elderly at work and home: Can a randomized organizational intervention improve psychological health? *Journal of Occupational Health Psychology,* 24:1 36-54. http://dx.doi.org/10.1037/ocp0000104

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Russo, M., Ollier-Malaterre, A., **Kossek,** E. E., Ohana, M. 2018. Boundary management permeability and relationship satisfaction in dual-earner couples: The asymmetrical gender effect. *Frontiers in psychology*. 13: 1723 doi: 10.3389/fpsyg.2018.01723

Kossek, E. & Buzzanell, P. 2018. Women's career equality and leadership in organizations: Creating evidence-based positive change. Editor's introduction to Special Issue, *Human Resource Management, 57(4):* 813-822. https://onlinelibrary.wiley.com/doi/abs/10.1002/hrm.21936 (FT50 Journal)

- **Top ten percent most downloaded paper in HRM journal in 2019**

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Kossek, E. & Lautsch, B. 2018. Work-life flexibility for whom? Occupational status and work-life inequality in upper, middle, and lower-level jobs. *Academy of Management Annals,* 12: 1: 5-36. https://doi.org/10.5465/annals.2016.0059

- **Selected as lead article.** Companion article AOM Insights: https://journals.aom.org/doi/full/10.5465/annals.2016.0059.summary
- *Highly cited paper on work-life inequality and flexible working*

Wilson, K. Baumann, H., Matta, F., Illes, R. & **Kossek**, E. 2018. Misery loves company: An investigation of couples' inter-role conflict congruence, *Academy of Management Journal*, 61: 2- 1-25.doi: 10.5465/amj.2016.0395. (FT50 Journal)

- **Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research**

DePasquale, N., Mogle, J., Zarit, S.H., Okechukwu, C.A., **Kossek,** E.E., & Almeida, D.M. (2018). The family time squeeze: Perceived family time adequacy buffers work strain in certified nursing assistants with multiple caregiving roles. *The Gerontologist, 58*(3), 546-555 https://academic.oup.com/gerontologist/article/58/3/546/2884443 (Also available on PubMed.gov)

Kossek, E., Su, R & Wu, L.* 2017. "Opting-Out" Or "Pushed-Out"? Integrating perspectives on women's career equality for gender inclusion and interventions. *Journal of Management*, 43: 228–254. (FT50 Journal)

- *Highly cited paper on women's career equality in organizations*

Stiehl, E., **Kossek,** E., Leana, C., & Keller, Q. 2017. A multilevel model of care flow: Examining the generation and spread of care in organizations. *Organizational Psychology Review*, 8: 1, 31-69 https://doi.org/10.1177/2041386617740371

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Aguinis, H., Davis, G., Detert, J. R., Glynn, M. A., Jackson, S., Kochan, T., **Kossek,** E. E., Leana, C., Lee, T., Morrison, E., Pearce J., Pfeffer, J., Rousseau, D., Sutcliffe K. 2016. Using organizational science research to address U.S. federal agencies management and labor needs. *Behavioral Science Policy*. Wash, DC: Brookings *2*: 67–76.

Marino M., Killerby M., Lee S., Klein L.C., Moen P., Olson R., **Kossek** E., King R., Erickson L., Berkman L.F., Buxton, O. 2016. The effects of a cluster randomized controlled workplace intervention on sleep and work-family conflict outcomes in an extended care setting. *Sleep Health,* 2: 297-308. (Also available on PubMed.gov)

Kossek, E. Pisczcek*, M., McAlpine*, K., Hammer, L. Burke L. 2016. Filling the holes: Work schedulers as job crafters of employment practice in long-term health care. *Industrial and Labor Relations Review,* 69: 4: 961-990. DOI: 10.1177/0019793916642761. (Also available on PubMed.gov)

Hammer, L.B., Johnson, R.C., Crain, T.L., Bodner T., **Kossek** E.E., Davis, K.D., Kelly, E.L., Buxton, O.M., Karuntzos, G., Chosewood, C., Berkman, L. 2016. Intervention effects on safety compliance and citizenship behaviors: Evidence from the Work, Family, and Health Study. *Journal of Applied Psychology*, 101: 190-208. (Also available on PubMed.gov) (FT50 Journal)

Kossek, E., E. & Perrigino*, M., 2016. Resilience: A review using a grounded integrative occupational approach. *Academy of Management Annals,* 10: 1: 729-797, DOI: 10.1080/19416520.2016.1159878

- *Highly cited paper in the study of resilience from an occupational view*

Okechukwu, C. A., Kelly, E., Bacic, J., DePasquale, N., Hurtado, D., **Kossek**, E., & Sembajwe, G. 2016. Supporting employees' work-family needs improves health care quality: Longitudinal evidence from long-term care. *Social Science and Medicine,* 157: 111- 119. doi: 10.1016/j.socscimed.2016.03.031 *(*Also available on PubMed.gov)

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- *Highly cited paper on the study of careers and work-life linkages*

Crain, T. L., Hammer, L. B., Bodner, T., **Kossek**, E. E., Moen, P., Lilienthal, R., & Buxton, O. M. 2014. Work-family conflict, family-supportive supervisor behaviors (FSSB), and sleep outcomes. *Journal of Occupational Health Psychology,* 19: 2, 155–167

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Kelly, E., Moen, P., Oakes, M., Okechukwu, C., Hammer, L., **Kossek**, E., King, R., Hansen, G., Mierzwa, f. & Casper, L. 2014. Changing work and work-family conflict: Evidence from the Work, Family, and Health Network, *American Journal of Sociology, 1-32,* DOI: 10.1177/0003122414531435

- **Winner of Rosabeth Moss Kanter Award for Excellence in Work-Family Research**
- *Highly cited paper in the work-life intervention field*

Kossek, E., Hammer, L., Kelly, E. & Moen, P. 2014. Designing organizational work, family & health change initiatives. *Organizational Dynamics,* 43: 53-63.

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Hall, T., **Kossek,** E., Briscoe, J., Pichler*, S., Lee, M. 2013. Nonwork relative to career orientations: A multi-dimensional measure. *Journal of Vocational Behavior,* 83: 539-550.

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- *Highly cited paper on work-life boundaries*

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- *Highly cited paper on supervisor and employer workplace social support and work-family conflict*

Hammer, L. B., **Kossek,** E. E., Bodner, T., Anger, K. & Zimmerman, K. 2011. Clarifying work-family intervention processes: The roles of work-family conflict and family supportive supervisor behaviors, *Journal of Applied Psychology.* 96 (1), 134-150. (FT50 Journal)

- **Finalist for Rosabeth Moss Kanter award for excellence in Work-Family Research**
- *Highly cited paper on supervisor work-family interventions and family support*

Lee, M, **Kossek,** E., Hall, D., Litrico, J. 2011. Entangled strands: A process perspective on the evolution of careers in the context of personal, family, work, and community life, *Human Relations*, 64: 1531-1553. (FT50 Journal)

Kossek, E. E., Baltes, B. B., & Matthews, R. A. 2011, How work-family research can finally have an impact in the workplace, *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4:352- 369.

- *Highly cited seminal article in work-family field*

Kossek, E. E., Baltes, B. B., & Matthews, R. A. 2011, Innovative ideas on how Work-Family research can have more impact. *Industrial and Organizational Psychology: Perspectives on Science and Practice,* 4: 426-432.

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Lautsch, B. & **Kossek**, E. 2011. Managing a blended workforce: Supervising telecommuters and non telecommuters. *Organizational Dynamics, 40*: 10-17.

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- *Highly cited paper on in the work-family field*

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Hammer, L., **Kossek**, E., Yragui, and N. Bodner, T., Hansen, G. 2009. Development and validation of a multi-dimensional scale of family supportive supervisor behaviors, (FSSB), *Journal of Management,* 35: 837-856. (FT50 Journal)

- *Highly cited paper on supervisor support for family*

Friede, A.*, **Kossek**, E., Lee, M., & MacDermid, S. 2008. Human resource manager insights on creating and sustaining successful reduced-load work arrangements**,** *Human Resource Management, 47*: 707- 727. (FT50 Journal)

Kossek, E. Pichler, S.*, Meece, D., Barratt, M. 2008. Family, friend and neighbor childcare providers and maternal well-being in low-income systems: An ecological social perspective. *Journal of Organizational and Occupational Psychology,* 89: 369-391.

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- *Highly cited paper in the work-family field*

Ryan, A. & **Kossek**, E. 2008. Work-life policy implementation: Breaking down or creating barriers to inclusiveness. *Human Resource Management, 47: 295-310*. (FT50 Journal)

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Kossek, E., Lautsch, B., & Eaton, S. 2006. Telecommuting, control, and boundary management: correlates of policy use and practice, job control, and work-family effectiveness. J*ournal of Vocational Behavior, 68,* 347-367.

- *Highly cited seminal paper in the telework/remote work and work-life boundaries*

Kossek, E. E., Markel*, K., & McHugh*, P. 2003. Increasing diversity as a HR change strategy. *Journal of Organizational Change Management*, 16: 328-352.

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- **Nominee, Rosabeth Moss Kanter Award for Excellence in Work-Family Research**

Palthe, J.* & **Kossek**, E. 2003. The role of organizational subcultures and employment modes in the translation of hr. strategy into HR practice. *Journal of Organizational Change Management*, 16: 287 -308.

Kossek, E. E., Ozeki*, C., Kosier Wasson*, D. 2001. Wellness incentives: Lessons learned about organizational change. *Human Resource Planning Journal*, 24: 24-36.

Kossek, E. E., Colquitt, J. & Noe, R. 2001. Caregiving decisions, well-being and performance: The effects of place and provider as a function of dependent type and work-family climates. *Academy of Management Journal*, 44 (1): 29-44. (FT50 Journal)

- **Nominated (Honorable Mention) for Rosabeth Moss Kanter award for Excellence in Work-family Research**
- *One of first papers published in the Academy of Management Journal on caregiving as a management issue*
- *Highly cited seminal paper in the work-family field*

Kossek, E. E., R. Noe, DeMarr, B.* 1999. Work-family role synthesis: individual, family and organizational determinants. *International Journal of Conflict Resolution*, 10: 102-129. **(Lead article).**

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Kossek, E. E. & Ozeki, C.*1999. Bridging the work-family policy and productivity gap: A literature review. *Journal of Community, Work, and Family,* 2 (1): 7-32. ***(Lead article.)***

- **Nominated for Rosabeth Moss Kanter award for excellence in work-family research.**
- *Highly cited paper in the work- family field & one of highest cited papers in Community, Work and Family*

Huber, M. S.* & **Kossek**, E. E. 1999. Community distress and welfare exits: The under-examined factor for families in the United States, *Journal of Community, Work, and Family*, 2 (2): 205-18.

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- *Lead article***;** *Highly cited seminal article in work family field.*

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Kossek, E. E., Young, W.*, & Gash, D. 1994. Waiting for innovation in the human resources department: Godot implements a human resource information system. *Human Resource Management Journal*, 33 (1): 135-159. (FT50 Journal)

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Kossek, E. E., Zonia, S. 1993. Assessing diversity climate: A field study of reactions to employer efforts to promote diversity. *Journal of Organizational Behavior*, 14: 61-81.

- **Winner, Selected by Journal Editorial Board for Best Paper Award of 1993**
- *Seminal and highly cited paper in the organizational diversity climate field*

Kossek, E. E., DeMarr*, B., Ross K.*, and Kollar, M.* 1993. Assessing employee's elder care needs and reactions to dependent care benefits. *Public Personnel Management Journal*, 24 (4): 617-638.

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Kossek, E. E., 1987. Human resource management innovation. *Human Resource Management*, 26: 71-92. (FT50 Journal)

Other Publications

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Kossek, E. E. , Hill, S. N., Villamor, I. , Lautsch, B., Perrigino, M.* 2025. Does returning to the office support your company's strategy? *Harvard Business Review.* https://hbr.org/2025/02/does-returning-to-the-office-support-your-companys-strategy? . (FT50 Journal).

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- *Article selected for two 2023 HBR books reprints, HBR 10 Must Reads 2023: The Definitive Ideas of the Year from Harvard Business Review and HBR Guide to Managing Flexible Work.*

Kossek, E., Wilson, K. & Rosokha, L.* 2020. What working parents need from their managers *Harvard Business Review*. https://hbr.org/2020/11/what-working-parents-need-from-their-managers (FT50 Journal)
    - Accompanying **Podcast** distributed by Apple; Google, Spotify.
    - **Related podcast to above article: Kossek,** E. E. Managing Working Parents During the Pandemic. *Harvard Business Review*. https://hbr.org/podcast/2020/11/managing-working-parents-during-the-pandemic

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Kossek, E. E. 2021. Book forward for Sarker, S. Ahuja M. *Navigating work-life boundaries. Insights for distributed knowledge professionals*. NY: Palgrave MacMillan

Kossek, E. E. 2019. Book Forward. for Anna Mueller, Upcycle *Your Job: The Smart Way to Balance Family Life and Your Career*. UK: Practical Inspiration Publishing.

Kossek, E. Forward. 2015. *Gender and the Work Family Experience*. Maura Mills Editor. NY Springer

Published: Commissioned Papers for Government & Nonprofits & Research Reports

Experiences of Advancing Aspiring and Experienced Women Leaders in STEM. 2025. (Organization blinded.)

National Academies of Sciences, Engineering, and Medicine. 2024. *Supporting Family Caregivers in STEMM: A Call to Action*. Washington, DC: The National Academies Press. https://doi.org/10.17226/27416. Expert Committee Panel writer.

Kossek E. 2020 & Lee, K. Boundaryless Work: The Impact of COVID-19 on Work-Life Boundary

Management, Integration, and Domestic Labor for Women Faculty at Purdue University report. West Lafayette Indiana.

Kossek, E.E., T. Allen, and T. L. Dumas. 2021. *Boundaryless Work: The Impact of COVID-19 on Work-Life Boundary Management, Integration, and Gendered Divisions of Labor for Academic Women in STEMM*. Paper commissioned by the Committee on the Impacts of COVID-19 on the Careers of Women in Academic Science, Engineering, and Medicine. National Academies of Sciences. https://www.nap.edu/resource/26061/Kossek%20et%20al%20-%20FINAL.pdf

Kossek. E. 2016. The current state of work-life policy and research. Report for the U.S. Office of Personnel Management Research to Practice conference and white paper. https://www.ellenkossek.com/s/Kossek-Ellen-Ernst-2016-March-Work-Life-Research-Overview.pdf

Kossek. E. 2015. Flexibility at Work: Human Resource Strategies to Help the Postal Service, Office of Inspector General, U.S. Postal Service, Report number RACR- WP- 004,Leader of research team report. https://www.uspsoig.gov/sites/default/files/document-library-files/2015/rarc-wp-15-004_flexibility_at_work-_human_resource_strategies_0.pdf

Kossek, E., Rupp, D. with Burke, L. and colleagues. 2014, 2015. Purdue Quality of Work Environment Initiative, Focus group and Phase II findings, phase I and phase II reports.

Lee, M. & **Kossek,** E. Crafting Lives that work. 2006, May. Dialogue on Work and Family. Sloan Work and Family Electronic Newsletter. www.bc.edu/wfnetwork http://wfnetwork.bc.edu/The_Network_News/11/newsletter.shtml

Kossek, E., Hammer, L., Thompson, R., Burke, L. 2014. *Leveraging Workplace Flexibility: Fostering Engagement and Productivity*. Alexandria VA: SHRM Foundation report. http://www.shrm.org/about/foundation/products/pages/leveraging-workplace-flexibility.aspx

Kossek, Ellen E. 2009. Managing a Diverse Workforce: Aligning and Managing Work/Life Relationships in Organizations. SHRM Foundation http://www.shrm.org/Education/hreducation/Pages/AligningandManagingWorkLife.aspx

Kossek, E. 2009. Portable work: Why Flexibility access is not enough to improve your life. Center for Education of Women Jean Campbell Visiting Scholar research paper. 2009.www.umich.edu/~cew/PDFs/kossek09-1.pdf

Kossek, K.E., Berg, P., Nie, M.*, & Distelberg, B.* 2007. Increasing policy effectiveness: A work-family research agenda. White Papers, *Family Research Initiativ*e, Michigan State University. East Lansing, Michigan.

Kossek, E. and Lee, M. 2005. Alfred P. Sloan Foundation Study Technical Report. Making Flexibility Work: What Managers Have Learned About Implementing Reduced-Load Work. Michigan State University and McGill University.

Kossek, E. & Friede., M. 2005. Benchmarking Survey; A Snapshot of Organizational Implementation of Reduced-Load Work. East Lansing: Michigan State University.

Lee, M. & **Kossek**, E. 2004. Crafting Lives that Work: A Six-Year Retrospective on Reduced Load Work

in the Careers and Lives of Professionals and Managers. An Alfred P. Sloan Study. McGill University & Michigan State University.

Kossek, E. & Hammer, L. Michel, J*, and colleagues. 2008. *Family Supportive Supervisor Behaviors: Implications for Work-Family Safety and Stress.* Based on The National Work, Family and Health Network Pilot Study for U.S. Grocery Industry Store. April 16th, 2008. National Institute of Occupational Health and Safety and National Institutional of Child and Health Development.

Block, Richard, Cutcher-Gershenfeld, J. **Kossek**, Ellen Ernst, Moore, M., Gash, D., McHugh, P., Gilles, A. 1991. *Innovative Labor Management Practices in Small Firms*. Report to the U. S. Department of Labor.

- **Kossek**, Ellen Ernst. *Labor-Management Innovation at Nagel Paper Company*. 1989. Case Study for the Labor-Management Innovations in Small Firms Project of the State of Michigan Dept. of Commerce.

Kossek, E., Lerner, J., Huber-Yoder, M. & Castellino, D. 1994. Feedback Report on First Wave of Data Collected March-August 1994 for Mothers and Their Children (9-13) Regarding the Social Contract Initiative. State of Michigan, Department of Social Services. Lansing, Michigan.

Published: Book Reviews

Kossek, E. 2022. Book review of Beckman, C. and Mazmanian, M. Dreams of the overworked*:* Living, working, and parenting in the digital age. *Administrative Science Quarterly,* Vol. 67 (2), p. NP30-NP33. https://doi.org/10.1177/00018392221076260

Nieuwenhuis, R., **Kossek**, E. E. 2017. Book review of Work life balance in times of recession, austerity and beyond. In *Community Work and Family,* Vol. 21(1), 106-109 :http://www.tandfonline.com/doi/full/10.1080/13668803.2017.1388002

Kossek, E. 2010, June. Book review of The *Influence of Culture on Human Resource Management Processes and Practices* by Dianna Stone and Eugene Stone-Romero*, Administrative Science Quarterly*, 55 (2): p. 344- 346**.** https://doi.org/10.2189/asqu.2010.55.2.344

Kossek, Ellen Ernst. *Gender Power, Leadership, & Governance*, by G. Duerst-Lahti & R. Kelly, Ann Arbor: University of Michigan Press, 1995. *Administrative Science Quarterly*, 1999. Vol. 25 (4), p. 232.

Kossek, Ellen Ernst. *The Human Side of Factory Automation*, by A. Majchrzak, San Francisco, Jossey-Bass, 1987. In *Academy of Management Executive*, May 1990. Vol. 10(4), p. 378-379.

Published: Registered Clinical Trials & National Registered Studies

Kossek, E. & Hammer, L. 2022. Family Supportive Supervision and Workplace Assessment Tool. https://clinicaltrials.gov/ct2/show/NCT05080426

Kossek, Ellen Ernst. 2019. "A Cell Phone Policy Work-Life Change Field Experiment: Comparing Boundary Control Versus Supportive Supervision." AEA RCT Registry. August 07. https://doi.org/10.1257/rct.4515-1.0.

Published: Leadership Development Training Software, Workshops/Teaching Materials, And Psychological Assessments

Kossek, E. E. & Hammer, L. B. 2022. Leadership supportive behaviors for family and personal life Training module software**,** webinar and workshop and behavior tracking tool**.**
Kossek. E. E. & Hammer, L. B. 2022. Leaders and Leaves: Leader support of paid family and sick leaves software., webinar and workshop. https://centers.purdue.edu/cff/research/supervisor-support/

Kossek, E. Creating a Culture of Well-being and Support. 2015. Leadership and Work-Life Workshop and on-line training. On line class and workshop on flexstyles and leader supportive behaviors.
https://purdue.ca1.qualtrics.com/jfe/form/SV_38n9h7OgvNdDeRf?Q_JFE=qdg

Kossek, E., Ruderman, M, Hannum K., Braddy, E. 2011. Work Life Indicator: Managing boundaries between work and family. Assessment and Technical Report. Center for Creative Leadership. Greensboro, North Carolina. On line psychological assessment. https://www.ccl.org/lead-it-yourself-solutions/self-assessments/worklife-indicator/

GRANTS- AWARDED

2023-2025	Purdue University Competitive Provosts grant to support writing of book $10,000
2022	Capital Group, Indianapolis, KLA Tenecor, Excelon Baltimore Gas & Electric $28,000 in sponsor donations for Purdue University, Dismantling Bias Conference.
2019-2024	National Institute of Aging, Principal Investigator, Family Supportive Supervisor Training and Workplace Assessment Tool (includes new module on support for using family care & sick leaves $901,730; https://business.purdue.edu/research/fsst/
2019-2013	National Science Foundation, Summer 2019- 2021, Principal Investigator. (Grant, 1922380**)** Faculty Work-Life Boundary Management, Inclusion, and Women's Career Well-being in the Always-On Workplace: A National Survey. $335,060; https://krannert.purdue.edu/research/faculty-work-life/
2018-2021	National Science Foundation, Principal Investigator and Program chair "Workshop: Fostering gender and work-life inclusion for faculty in Business Schools and Understudied Contexts: an Organizational Science Lens - West Lafayette, IN - Oct 1-2, 2018, #1837920 approx. $48,000 plus $7,000 from Krannert for $56,000; https://krannert.purdue.edu/events/nsf-work-life-workshop/
2015-2017	Russell Sage Foundation, Principal Investigator, Comparing the Effectiveness of Work-Family Interventions: Effects on Supervisors, Employees and Organizations," Principal Investigator, $136,385
2015-2017	NIH - National Institute of Aging, Small Business Technology Transfer Program, Family Supportive Supervisor Training and Workplace Assessment Tool. Principal Investigator, $201,333
2016	Land of Lakes, Leadership and Breaking Bias conference Purdue University, $2500
2013-2015	Purdue University HR Office, Principal investigator; Purdue Quality of Work Environment Initiative Leadership development and survey project to assess the quality of environment at Purdue among non-faculty staff, $106,000
2013	SHRM Foundation, Commissioned lead writer of report on workplace flexibility, $5,000
2013-2019	U. S. Dept. of Defense, Advisory Board, Portland State University, Study to improve supervisors' veteran's supportive behaviors for State of Oregon Veterans
2005-2015	National Institute of Occupational Safety & Health, (NIOSH) & the National Institute of Child Health and Development and Health (NICHD). Co-Principal Investigator and Assoc. Director

- Phase I. Co- Principal Investigator & Center Associate Director, Purdue University (2013-2015) (Michigan State University (2008-2012). National Institute of Occupational Health and Safety. Under-Emphasized Constructs for Evaluating the Health Benefits of Workplace Interventions: Identifying and Fostering Family Supportive Supervisor Behaviors and Considering Family Crossover Effects, 2005-200
- One of four NIH research centers funded in the U.S. as part of the National Work, Family and Health Network, $1.4 million, collaboration with Portland State University. We designed a leader work-family support training intervention in the grocery store industry in a quasi-experimental study in Michigan/Ohio.
- Phase II: Developing Study Designs to Evaluate the Health Benefits of Workplace Policies and Practices. National Work Family Health Network (Consortium member of approx. $30 million grant shared with network), 2008-2015, Center for Workplace Safety Stress and Health, Publications Committee Chair (2010), and Organizational Intervention and Process Evaluation Team. Work family health study national data archives: https://www.icpsr.umich.edu/web/DSDR/studies/36158 and Harvard University Population Center https://projects.iq.harvard.edu/wfhn/home
- We used group randomized control methodology and interventions that were designed to change the workplace to improve employees' abilities to meet work and family demands, reduce work-family conflict, thereby improving worker and family health (including children and other dependents).

2008-2009 Center for Creative Leadership, Principal Investigator, $10,000

2005-2008 Alfred P. Sloan Foundation, Joint Principal Investigator, The Role of Unions in Fostering Flexibility: Changing Dialogue and Negotiating Change, $394,827

2007-2008 Michigan State University, Family Research Initiative, and Families and Communities Together, Principal Investigator, $19,000

2007 Work and Family Theory Conference Lead Organizer and Fundraiser, (Center for Creative Leadership, Greensboro, North Carolina, SC Johnson Corporation, Whirlpool Corporation, Eli Lilly Corporation, Booz Allen Corporation, School of Labor & Industrial Relations Alcoa Fund, and Families and Communities Together), total of approximately $50,000

2002-2004 Alfred P. Sloan Foundation, Co- Principal Investigator, Managing Professionals in New Work Forms $350,000

2001-2002 Michigan State University, Intramural Interdisciplinary Grant, Principal Investigator, $13,500

2000-2002 Gerber Foundation, The Michigan Child Care Partnership, Co-Principal Investigator, $147,000

2001-2000 Reuters International, EDS, ADCO, Principal Investigator, $9000

1998-1999 Southwestern Publishing, Principal Investigator, $20,000

1994-1995 Michigan State University, Research Outreach Methodology Grant, Principal Investigator $54,000

1993-1994 State of Michigan, Department of Social Services federal matching grant from U.S. Department of Health and Human Services, Co-Principal Investigator, $35,000

1994 General Motors Corporation, North American Operations, Co-Principal Investigator, $28,000

1987-1994 Michigan State University, State of Michigan Research Excellence Fund & Management Policy Studies Fund grants, Institute for Public Policy and Social Research; Co-Principal Investigator & Principal Investigator, $93,300

1993 Michigan Child Care Clearinghouse, Principal Investigator, $15,730

1993 CIBER, International Business Conference Travel Funding, & International Linkage Fund, Michigan State University, Principal Investigator & Co – Principal Investigator, $10,000

1991 Sisters of Mercy Corporation, Farmington Hills, Mich., Principal Investigator, $1,000

1988-1990 State of Mich. Department of Commerce, Lansing, Mich., Principal Investigator, $25,800

1990	Michigan State University Foundation, E. Lansing, Mich., Principal Investigator, $12,000
1990	Michigan State University, Alumni Association and School of Labor and Industrial Relations, Principal Investigator, $3000
1990	U. S. Dept. of Education, 2 weeks summer salary
1992-1993	Amoco Corp., Chicago, Illinois, Principal Investigator, $38,000
1988	Michigan Labor - Management Partnership Project and U.S. Department of Labor, Co-Principal Investigator, $64,000
1988	Lansing Board of Water and Light, Principal Investigator, $2,500

WEBSITES FOR RESEARCH PROJECTS IN PROGRESS AND CHAIRED CONFERENCES

- 2024 Conference Chair: Inaugural Digitalization of Work and Life Conference
  https://business.purdue.edu/events/digitalization-of-work-and-life/
- NSF study on Faculty Career Well-being, Boundaryless Careers and Work-Life Inclusion
  https://business.purdue.edu/research/faculty-work-life/
- NIH study on Family Supportive Supervisor Training and Workplace Assessment Tool
  https://business.purdue.edu/research/fsst/
- NSF workshop on fostering gender and work life inclusion for faculty in under-studied contexts: An organizational science lens
  https://business.purdue.edu/events/nsf-work-life-workshop/
- Conference Chair, 2016, 2018, 2022 Dismantling Bias Research to Practice Conference Series
  Dismantling Bias Conference Series - Purdue Business
  https://docs.lib.purdue.edu/cgg/
  also: https://business.purdue.edu/events/leadership-excellence-and-gender/

TEACHING

- Leading Management of Diversity and Inclusion
- Leading Global Organizations and Human Resources
- Human Resources Strategies and Decisions
- Organizational Behavior
- Organizational Development and Change
- Have led study abroad in International HR in France multiple times
- Have taught at all levels: undergraduate, Masters in HR, MBA, Ph.D. Executive Ed.

KEYNOTE SPEECHES AND WORKSHOPS FOR EXTERNAL AUDIENCES & CONFERENCES: ILLUSTRATIVE TOPICS

- Future of Work: Creating Meaning, Well-being and Productivity
- Managing Flexibility: What Managers & Organizations Need to Know
- Managing Remote and Hybrid Work
- Leadership Development on Family and Work Life Supportive Behaviors
- Leadership and Team Support of Work-Life Boundaries
- Effective Change Strategies for Advancing Women's Career Equality
- Managing Work and Family/Personal Life And Careers
- Micro-Aggressions, Allyship and Bystander Awareness
- Managing Work-Life Boundaries in the Digital Age
- Leadership Development for Women's Networks

- Leadership Development for High Potential Women and People of Color
- Advancing Women in STEM and Business
- Strategic Human Resources
- Fostering a Culture of Employee Well-Being
- Improving Faculty Climate for Inclusion

Selected Endowed Keynotes, Invited Seminars, Public Talks, and Workshops (Since 2000)

2027

- **Keynote for Judy O. Berry Honorary Endowed Lecture Series**: The Employer Role in Managing Risk & Resilience in Children and Families, Dept. of Psychology, University of Tulsa, Oklahoma (September, 2027)
- **Cambridge University Judge School of Business** seminar

2026

- **Norwegian Business School, Oslo, Norway**, Organizational Field Experiments and Interventions, (Nov)
- **The University of Pittsburgh Katz School of Business**, Pittsburgh, PA; Organizational Field Experiments and Interventions, (Sept.)
- **Work-Family Researchers Network Conference**, Montreal, Global Plenary on Care and Work, Lifetime Achievement award (several papers: Kanter best paper award finalist, panel on fathers, Panel on boundary control) & Preconference workshop for UQUAM Center on Digitalization of Work and Life (June)
- **Purdue University, Center for Working Well Inaugural Conference** (May)
- **Stanford University Human Centered AI Center,** Kickoff conference, and Research Post Conference workshop (May)
- Future of Work Initiative, **University of California Berkeley Haas School of Business** and **Healthy Workplaces Center** (April) **Stanford University, Center for Advanced Study of the Behavioral Sciences CASBS Fellow seminar** (April)
- **Stanford University**, CASBS seminar, Democratizing Flexibility
- **Stanford University, Feminist Group Seminar, Center for Advanced Study of the Behavioral Sciences** (April)
- **University of California Berkeley**, Faculty work-life microclimates and well-being, Institute of Personality and Social Research (IPSR) (March)
- **Purdue University Rosabeth Moss Kanter Best Paper award Finalist webinar** (March)
- **San Jose State University, National Science Foundation Workshop,** Lucas College of Business, Keynote Speaker**,** Rethinking Work in an Unbounded World: Challenges and Opportunities for Individuals and Teams (March)
- **Stanford University,** VMWare Women's Leadership Lab, Seminar Q & A on Conducting Intervention and Organizational Change Research with doctoral students (January)

2025

- **Stanford University**, Entrepreneurial Resilience and Start up Workshop Kickoff speaker, Center for Work Technologies and Organization (December)
- **U.K. seminar**, Imperial College London, Offering Paid Sick and Family Leave is Not Enough: Supportive Supervisor Training Improves Policy Use, Health and Work Outcomes (October)
- **Harvard University,** Kennedy School, webinar, Leadership supportive work life interventions, Harvard Women & Public Policy Research Seminar (October)
- **Fermi Large Area Telescope Global, Work-Life for Scientists webinar, (**2025 Sept.)

- **Work-family Researchers Network Virtual International Plenary- The Year's Best Work-Family Research; Award Finalists Present their Research** (Sept.)
- **Oxford University**, Said School of Business, Women' Network Luncheon Speaker (April)
- **Purdue University, Moderator,** Kanter Award Best paper of the year (April)
- **Purdue University and National Academy of Sciences,** Supporting STEMM Academic Faculty STEMM Caregivers (April)
- **University of Edinburgh, Scotland,** Seminar. (March)
- **Birmingham University, UK,** Seminar, & Participant 4-10 Work week workshop (March)
- **University of Bath, Seminar,** Future of Work Center (March)
- **Queen Mary University of London,** Flexibility Backlash Panel **(**March) & PhD. seminar (Feb.)

2024

- **Kings College Londo**n, Distinguished University Fellowship Keynote Lecture. Work-life Boundaries, Flexibility & Equality in the Hybrid Age
- **Kings College. London**, Workshop: How to Publish Research Translational Work in Business and Management Journals
- **Ovarian Cancer Charity**, Australia, Managing Work-life Boundaries for Well- being.
- **IUPUI ,Indianapolis, Ind.,** Leadership Development seminar, Next Generation Leaders Program. Indianapolis Managing Work-Life Boundaries
- **University of Quebec at Montreal,** International Network on Technology, Work & Family Digitalization Workshop Presenter
- **Work-Family Researchers Network, Big Ideas Speaker**
- **Purdue University Digitalization of Work and Life Conference.** Conference Welcome and Led Panel on Remote and Hybrid work and the Corporate Response.
- **Purdue University, College of Veterinarian School Women's Faculty Development Meeting.** Work-Life Boundaries and Well-being in the Hybrid Era.
- **University of North Carolina, Charlotte, Inaugural Speaker**, Opening of Center for Leadership Science
- **Purdue University Work in Progress Brown Bag**, Development and Validation of the Effectiveness of an Intervention Designed to Increase Supervisor Support for Family and Medical Leaves

2023

- **Rutgers University**, New Brunswick, NJ. Center for Women in Business; **Conference on Women in Hybrid and Remote Work** Invited Speaker
- **University of Sussex**, UK; **Digit;** Digital Futures at Work Research Centre; The Digitization of Work: Linkages to Flexible Working and Work-Life Equality
- **Royal Holloway University** , U.K. CHRONOS (Centre for Critical and Historical Research on Organisation and Society , Faculty Work-Life Boundaries, Control, and Well-being in the Neoliberal University
- **South Korean Government Minister of Gender and Family Equality**. Korean Gender Equality Forum, Advancing Gender Equality in a low Birth Rate Economy ; Enhancing Women's Career Equality: Integrating Inclusion, Bias and, Work-Life Strategies
- **Association of Business School Professionals Alumni Conference,** Managing Work-Life Boundaries in the Hybrid Age; conference of top 30 U.S. business schools, Purdue Univ., West Lafayette, Indiana
- **University of St. Gallen Switzerland**, PhD and Junior Faculty Workshop: Conducting Literature Reviews for Top Tier Journals
- **Academy of Management International Webinar,** Invited Faculty Panelist on Employee Engagement with President of SHRM
- **Brookings Institute, Wash. DC.** Invited panelist on the Future of Remote work

- **University of London Queen Mary, London, U.K. Invited Distinguished Fellowship Lecture** Series in April
    - Social Justice keynote Panel, sponsored by Center for Research in Equality and Diversity
    - Faculty development workshop on publishing literature reviews,
    - PHD Masterclass on finding a research identity
    - Panel : Seeking research funding
- **Carnegie Mellon University, Pittsburgh, PA.,** invited faculty research seminar, topic, Work-life inclusion climates and gender in academia- A national study
- **IUPUI, Indianapolis**, Next Generation Leadership Development Program. March, DEI center, Diversity Leadership Development seminar, Managing Work- life Boundaries and Well-being: Moving Beyond the Pandemic
- **IUPUI, Indianapolis**, March, Library employees, and library management (Separate facilitation sessions): Managing work-life boundaries and flexibility beyond Covid-19
- **Denver Colorado**, Denver Police. Feb., Leadership Family and Work-Life Supportive Supervision.
- **MD Anderson, Houston, Texas**, **Cleveland State University, Cleveland Ohio** webinars Feb. June, Leadership and Work-Life Supportive Supervision including support for family and sick leaves.
- Invited participant, **Harvard Business School Race Gender & Equity Initiative**, Boston, Mass.
- Invited workshop participant and presenter, **University of Konstanz, Germany,** Diversity and Inclusion workshop

2022

- **Colorado State Univ., Fort Collins, Colorado**, Oct., invited faculty research seminar, Work-life inclusion & gender in academia: A national study.
- **British Academy of Management, U.K.** webinar, Sept., Led continuing education webinar, Managing work-life boundaries during Covid- 19 and beyond
- **University of Bologna, Italy**, invited seminar, July, Pushing the boundaries, Academic Women in STEM's Covid experiences. boundaries in digital age & taught 3 sessions of PhD. Seminar on work-life, diversity and flexibility in the workplace of the future short course
- **Cranfield University, UK,** invited Fulbright funded, seminar, Managing work life boundaries in digital age and the professorite (also gave workshop for HR dept.) and gave research talk on Pushing the boundaries, Academic Women in STEM's Covid experiences.
- **Kingston University, UK**, May, faculty research Managing work life boundaries in digital age and the professorite
- **Purdue University, Krannert School of Management, West Lafayette, Ind**. , March, 2022,Dismantling Bias Conference, Conference Organizer and Program Chair
- Invited participant, **Harvard Business School Race, Gender, & Equity Initiative,** Boston, Mass**.**

2021

- **IUPUI, Indianapolis, Ind.** March, Next Generation Leaders Program. March, Work-life boundaries , Leadership Development seminar
- **Purdue University Engineering and Health Sciences, West Lafayette, Ind.** February, Managing Work- life Boundaries and Well-being: Moving Beyond the Pandemic, Hadley speaker, Managing Work Life Boundaries in the COVID age
- **Purdue University Research Foundation , West Lafyette, Ind.,** Equality in Manufacturing
- Merck Corporation Emerging Markets, Columbia, South America. Webinar, Dec. Managing Flexibility During Covid-19 and Beyond, What Managers Need to Know.
- **The Hill, Wash. D.C**. webinar panelist, Future of Work
- **Purdue University, Krannert School of Management, West, Lafayette, Ind.,** Oct., Doctoral Seminar guest lecture, Qualitative Research Methods

- **Dion Leadership**, Troy ,Mich., corporate webinar, Employee Well-Being Begins with Work-Life Alignment
- **Purdue University Provost Office of Research, West Lafayette, Indiana,** Oct., Lu Aday **Invited Distinguished Lecture**,*The Future of Work-life Leadership & Flexibility,
- **Ultimate Kronos Group,** webinar, The Equity at Work Council Meeting March 2021, Work-life Boundaries and Women in COVID-19's Wake-Up Call for Career Equality
- **Georgia Tech., Atlanta Georgia, Center for Study of Women Science and Technology Invited Distinguished Lecture**. Work-Life Boundaries and Women in Academic STEM: COVID-19's Wake-Up Call for Career Equality.
- **IUPUI, Indianapolis, Indiana**, March, Next Generation Leaders Program. Indianapolis, Ind., Diversity Leadership Development seminar, Managing Work-Life Boundaries,
- **MD Anderson women's network groups, Houston, Texas**. Leadership development webinar, Managing Work -Life Boundaries in the Covid Age
- **Open University Center for Policing, U. K.**, Leadership development webinar, Managing Work -Life Boundaries in the Covid Age.
- **Purdue University, Jane Brock Wilson Center, West Lafayette Ind.,** webinar panelist, Men as Allies.

2020

- **IUPUI ,Indianapolis, Ind.,** Leadership Development seminar, Next Generation Leaders Program. Indianapolis Managing Work-Life Boundaries
- **Purdue Policy Research Institute, West Lafayette, Ind**.. Panelist. Covid and Women's career equality.
- **U.S. National Science Board, NSF**, Wash. DC, webinar panelist, STEM Women during Covid.
- **Digicert, Lehi, Utah**. Women in Tech Group. Managing Work -Life Boundaries in the Covid Age
- **The National Academies of Sciences, Engineering, and Medicine ,Wash. DC,** Boundaryless Work: The Impact of COVID-19 on Work-Life Boundary Management, Integration, and Gendered Divisions of Labor for Academic Women in STEMM.
- **Purdue University, I-O Psychology Department , West Lafayette, Ind**., invited seminar, Working Virtually (and not): Implications for Work-Life Inequality, Gendered Boundaries, and Well-being
- **Purdue University, Krannert School of Management, West Lafayette, Ind**., panelist, Covid 19: The Future of Work and Play.
- **George Washington University, Psychology and Management Dept. , Wash., D.C. Invited, Women Faculty Joint IO & Management Dept. Speaker**, An Organizational Science View on Women's Career Equality & Work-Life Inclusion: Integrating Perspectives to Advance Research and Practice Innovation , also met with women faculty to discuss career and gender equality in roundtable lunch
- **University of Alabama Culverhouse College of Business, Crimson Conference on Work and Family. Tuscaloosa, Alabama, Keynote speaker**, Exploring an Organizational Science View on Gender, Careers, & Work-Life Inclusion: Conceptualization, Perspectives, and Interventions
- **Purdue University, OBHR Work in progress brown bag, West Lafayette, Ind**. Boundary perspective on Flexibility
- **Purdue University, SHRM chapter. West Lafayette, Ind.,** Led Work-Life Bucket analysis workshop.
- Invited participant, **Harvard Business School Race Gender & Equity Initiative,** Boston, Mass.

2019

- **Kings College London UK,** invited research seminar, Nov. 2019, Taking Hold through Aligned Versus Subversive Customization: Identifying A Work-Life Intervention's Adoption and Abandonment
- **Association for Psychological Science annual conference, Wash., D.C**., Invited panel: Work and Life: Developmental Perspective on Jobs, Family and Well-being symposium. Presenter: Organizational Interventions to Support Diversity in Job and Work-Life Demands over the Life Course
- **The University of Chicago, Chicago, Illinois**, April, Undergraduate class guest Lecture. Work Equality
- **The University of Bologna, Bologna, Italy, - All University Visiting Scholar lecture**, March, Work-Life Leadership

- **The University of Bologna, Bologna,** Italy, March, three guest lectures at undergraduate, Masters and Ph.D. levels. Women's Leadership and Career Equality
- **The University of Rome, Italy**, April, Invited research seminar, Work-Life Leadership
- **IE Business School Madrid, Spain**. March, Invited research seminar. Does Manager Work-Life Training Matter
- **Stockholm University, Swedish Institute for Social Research, Sweden**, April, invited seminar, Caring for the Elderly on and Off the Job
- Invited participant, **Harvard Business School Race Gender & Equity Initiative,** Boston, Mass.

2018

- **The University of Minnesota, Carlson School of Business. Minneapolis, MN**. Oct. Invited research seminar. Leadership support training- moderating effects of job control on effectiveness.
- **Purdue Global Women's Network, Chicago, Illinois**. Inaugural Global Women's conference., Plenary speaker, Managing work-life boundaries.
- **The University of Kentucky, Health Centers , Lexington, Kentucky,** Keynote Leadership development conference. Wellness in the workplace.
- **The Mental Health Association of Erie County, Buffalo, NY**, Conference Keynote, Mental Health in the Workplace, and led workshop Managing Work Life Boundaries in the digital age.
- **Purdue University, West Lafayette, Ind**., designed & co-led Faculty Workshops, Be a Better Ally on Micro-aggressions and bystander awareness

IUPUI, Indianapolis, Provost Office Women's Center, Indianapolis, Ind. Keynote speaker, **University-wide women's conference**. Managing Work-Life Boundaries in the Digital Age

Purdue University, Krannert School of Management, West Lafayette, Ind. Gender and Leadership Excellence Symposium, Conference Organizer and Program Chair

NSF Workshop, Purdue University, Krannert School of Management, West Lafayette, Ind. Workshop organizer and program chair. Fostering gender and work life inclusion for faculty in under-studied contexts: An organizational science lens

Invited participant, **Harvard Business School Race Gender & Equity Initiative,** Boston, Mass.

2017

- **University of Pittsburgh, Katz School of Business, Pittsburgh, PA**., invited research seminar, Work-Life boundary control for front line employees
- **Illinois Institute of Technology, Lewis College Roundtable, Chicago, Illinois,** Technology Policy and Access, Invited Speaker
- **Purdue University, College of Veterinarian Medicine, West Lafayette, Ind., Annual Alumni Conference Keynote luncheon speaker**, Work-Life Leadership, Managing Self & Others
- **Purdue University, College of Veterinarian Medicine, West Lafayette, Ind.,** workshop leader for veterinarian medical residents, Work-Life Boundaries and Well-being
- **IESE Business School, Barcelona, Spain,** Keynote speaker, International Conference on Women and Leadership
- **Birbeck College, London, UK,** Keynote Speaker**, Alex Rodgers Memorial Lecture**
- **ZEW, Leibniz Centre for European Economic Research, Manaheim, Germany.** Keynote Speaker, Managing Flexibility in the Digital Age
- **Academy of Management, HR Doctoral Consortium, Atlanta, GA**, Keynote distinguished speaker, Work-Life Research in the Human Resources Field: A Personal and Scholarly View
- **Northeastern University Business School, Boston, Mass.,** Invited Research Seminar: Work-Family/Life Research and Interventions: A Look Back and Forward
- **Northeastern University Business School, Boston, Mass**., Invited Panelist, Advancing Women in Leadership, Entrepreneurship and Policy
- Invited participant, **Harvard Business School Race Gender & Equity Initiative, Boston, Mass**.

2016

- **University of Illinois, Champaign- Urbana, Illinois, School of Industrial Relations and labor relations,** invited research seminar**,** Opting Out or Pushed Out: Integrating Perspectives and Interventions on Women's Career Equality
- **Michigan State University Provosts' and Work and Family Office, East Lansing, Michigan, University. Keynote Conference Speaker,** Workplace Flexibility: What Leaders Need to Know & Managing Work Life Boundaries workshop
- **Purdue University Women in Science and Business inaugural conference, West Lafayette, Ind.,** Managing Work-Life Boundaries
- **Purdue University Pre-tenure Conference for women, Provosts' Office, West Lafayette, Ind.,** Work-Life Boundaries workshop
- Purdue University, Krannert School of Management, West, Lafayette, Ind., Staff development day luncheon speaker. Work Life boundaries workshop.
- **US Office of Personnel Management, Wash., D.C.,** Work-Life policy papers Captain Strategic HR conference.
- **Gender and Leadership Excellence Symposium, Purdue University, Krannert School of Management, West Lafayette, Ind.** Conference Organizer and Program Chair and Agile careers presentation**.**
- **Indiana State University, Terre Haute, Ind.** Led Work-life support workshop for dept. chairs & Provosts office.
- **Purdue University, Krannert School of Management, Brock-Wilson Center, West Lafayette, Ind.** Presenter Gender Equality Panel.
- **Middlesex College, London, UK,** Invited Keynote Work-Life Interventions ERRC series.
- Purdue Pretenure conference for women, Provosts office, West Lafayette, Indiana, Managing Work Life Boundaries workshop and luncheon Speaker
- Invited participant, **Harvard Business School Race Gender & Equity Initiative, Boston, Mass.**

2015

- **EGOS Small Group Conference, Vienna, Austria,** Invited Keynote, Presenter work-life leadership and Work-Life Boundaries
- **Purdue University, Krannert Brown Bag series on Health,** West Lafayette, Ind., Work- Family and Health Interventions
- **British Occupational Health Society Conference, York, UK,** Invited keynote, Work and family in organizations
- **Kings College, London,** Invited research seminar. Work and family in organizations.
- **Harvard Business School, Gender and Challenging Conventional wisdom conference. Boston, Mass**. Teaching Managers about Managing Work-Life Boundaries
- **Bucknell University, Bucknell, PA, Women at Bucknell,** Work –Life Boundaries Workshop Keynote
- **University of Cincinnati, Cincinnati, Ohio ADVANCE grant,** several day guest speaker. Keynote on workplace flexibility, Led workshops on dual career couples and faculty work life balance and work-life boundaries
- **U.S. Postal Service, Office of Inspector General, Arlington, VA,** Flexibility at Work, Human Resource Strategies to Help the Postal Service
- **Purdue University, Presidents' Alumni Back to School events, West Lafayette, Ind**. Managing Work-Life Boundaries in the Digital Age

2014

- **Northern Trust, Chicago, Illinois,** Agile Careers, Purdue Krannert School of Management Alumni event, Women making it Work, Organizer and Speaker, Women's Leadership Panel
- **Indiana State University, Terre Haute, Indiana,** Led Faculty and Staff Workshop, Work-Life Integration: Flexibility in the Workplace and Work-Life Boundaries

- **Purdue University, Presidents' Back to School events, West Lafayette, Ind**., Managing Work-Life Boundaries in the Digital Age
- **Purdue University Pre-tenure conference for women, Provosts office, West Lafayette, Indiana,** Led workshop, Managing Work life boundaries in the digital age
- **SHRM National Conference, Orlando, Florida**, Work Life Leadership
- **Work Family Researchers Network conference, NY, NY** Presidential Keynote and presented at various symposiums
- **Oregon Health Sciences, Portland, Oregon**, Presenter Work-life interventions
- **Stockholm University, Sweden,** Inaugural work-family conference Keynote
- **University of Umea, Sweden**, Invited speaker, work and family
- **London School of Economics, UK,** Invited seminar, and taught PhD seminar for week-long visit, March
- **Michigan Industrial Organizational Psychology Association, Novi, Michigan**, Invited Speaker on Managing Boundaries and Implementing telework
- **Purdue University, Dept. of Social Psychology**, Invited seminar, Work Schedulers
- **Wharton Work-Life Show, Stew Freidman Host, Philadelphia, PA Sirius Radio speaker** on work-family research

2013

- **Indiana and Purdue University Medical School, Indianapolis, Ind. Invited Speaker,** ADVANCE grant, Medical faculty chairs workshop on flexible careers and policies, and work life workshop for medical faculty,
- **Purdue University, Krannert School of Management,** Entrepreneurial Bootcamp for Disabled Veterans, Managing Work-life issues
- **NIH Work Family Health Network Meeting Portland State University**, Portland, Oregon, Fall, Presenter.
- **NIH Work Family Health Network Meeting, Wash, DC. RTI International, spring,** Presenter
- **Queens College, HR Work Life Conference** , **Charlotte, North Carolina**,. Invited keynote speaker
- **British Occupational Health Society, London, UK, Invited International Webinar**, CEO of Me
- **Purdue University, Pre-tenure Conference for women, West Lafayette, Ind**., Dinner Keynote
- **SHRM Workplace Flex conference, San Francisco, CA**. Presenter
- **Boston College Kanter Award Webinar, Boston, Mass**., Best Paper finalist webinar
- **IESE International Work Family Conference, Barcelona Spain,** Keynote on workplace interventions**.**
- **Women in Business Conference, Krannert School of Management**, **West Lafayette, Ind**., Invited speaker
- **The New School, NY, NY, Center for Public Scholarship,** Food and Immigrant Life Conference, Migrant women labor invited keynote speaker
- **SIOP Women Fellows Dinner, Rice University, Houston Texas**, Invited speaker
- **Association for Work-Life Progress Conference, Baltimore, MD,** The Work Life Indicator Workshop
- **Purdue University, Krannert School of Management,** Work life Indicator workshop for University Information Systems Directors from across U.S.
- **Purdue University, Agricultural faculty dept.** Retreat on diversity, Presenter and Facilitator.
- **British Psychological Society Occupational Health Annual Conference, Chester, UK.** Keynote speaker**.**
- **LOF magazine, (Dutch version of Working Mother), Zeist, Netherlands,** Keynote speaker & corporate workshop facilitator.
- **Cusanuswerk, Women's Leadership Developmental Program for High Potential Women in Germany**, **Berlin, Germany**, Invited Workshop leader,
- **Purdue University, Pre-tenure Conference for Women**, Provosts office Managing work- life boundaries.
- **National Conference of Society for Vascular Medicine, Minneapolis, MN**, Invited Keynote on work life and welling, Also spoke at Women in Vascular Medicine Breakfast
- **Kings College, London, UK. Management Dept**., Invited research Speaker, Moving from a variable centered to a person- centered approach to work-family boundary management, & Invited Speaker, Customized work in organizations, Executive Learning Board

- Invited participant, **Harvard Business School Race Gender & Equity Initiative,** Boston, Mass.

2012

- **Purdue University, Krannert School of Management,** invited research seminar on work-life and health interventions & led workshop managing boundaries in the digital age
- **University of Indiana Office for Women's Affairs, Bloomington, Indiana,** Invited speaker and author, Book Club meeting honoring 40th anniversary, March
- **Inaugural Work-Family conference, Indiana State University, Terre Haute,** Ind., Invited keynote speaker, March
- **Booz Allen, National work-family webinar for the Flex Forum**, March
- **Origami Corp., Keynote and Trainer** work-family boundary management, Feb.
- **Michigan State University, East Lansing, Michigan,** Invited Speaker, Scholarship as Public Intellectual, , Feb.
- **American Psychological Association, Institute for Academic Feminist Psychologists, San Antonio, Texas,** Invited Keynote, Jan.
- **EDHEC Business school, French Grand Ecole, Lille France**, Taught graduate students International HRM, Health & Safety, and Labor & Ethics modules, December

2011

- **French Government Centre d'analyse stratégique of French Prime Minister, Paris, France, Invited Seminaire** "Equality men/woman, November (delivered virtually)
- **Society for Human Resource Management/Families and Work Institute, Work Life Focus, Wash., DC. Research Round Up**, Invited Speaker, What Does the Research Tell Us About Organizational Effectiveness and Workplace Flexibility, November
- **Indiana University Office for Women's Affairs, Bloomington, Indiana, Invited Keynote** Speaker, Best Practices in Work Life Policies and Programming,
- **Institute of Medicine within the National Academies of Sciences, U.S. Department of Homeland Security, Workforce Resiliency Workshop, Wash., D.C**., Invited Speaker, November
- **Michigan State University NIOSH Symposium on Occupational Health Disparities Among Racial and Ethnic Minorities, East Lansing, Michigan**, Invited Speaker, Sept.
- **University of South Australia, Adelaide, Australia,** Invited speaker, Connecting rigorous research with relevant business needs, August.
- **International conference on work and family, IESE, Barcelona, Spain, Keynote**, July
- **British Psychological Society, Occupational Health Work-life Consulting Group**, London, UK, Keynote, May
- **Work-life Cross-national Conversations Conference, University of Rouen, Paris France**, Keynote, May
- **U.S. Women's Bureau and Secretary of Labor National Dialogue on** Workplace **Flexibility,** Opening session Presenter, Chicago Illinois, April
- **Cornell University, Michigan State, Rutgers Cross- University Doctoral Seminar online seminar,** Professor and Presenter
- **DTE Chief Officer Group, Executive Offsite Retreat**, Corporate Services Group, Lead Facilitator, October
- **Hubble Space Institute, Baltimore, Maryland**, Keynote, Hard Science, Soft Skills, March
- **Case Western Reserve University, Cleveland, Ohio**, Work-Life in Academia Speaker, March
- **Cleveland Clinic, Cleveland, Ohio,** Managing Work-Life Boundaries in Medicine, March
- **The Employers Association**, Speaker, Targeted HR: Implementing Organizational Interventions, March
- **U.S. Secretary of Labor, National Dialogue on Workplace Flexibility,** Pasadena CA,
- **Work-Life Summit, Alliance for Work-Life Professionals, Baltimore, MD,** Imaginarium Speaker, Feb.
- **Grand Traverse Country Employees, Traverse City, Mich**., Martin Luther King Day Speaker,

2010

- **Executive Roundtable on Work-Life Flexibility, SHRM Foundation,** Wash., DC., Panelist, 2010

- **University of California, Hastings, San Francisco, CA, Kellogg Foundation Advisory meeting**, Working poor and work-life flexibility, July and Advisor, Work-Life Flexibility for Hourly Workers, University of California Hastings, Kellogg Foundation Report,
- **State conference of Michigan Health Care recruiters, Lansing, Michigan, Keynote,** CEO of Me: Creating a Life that Works in the Flexible Job Age, September
- **Ministry of Manpower and National Work-Life Harmony conference, Singapore,**
- **Singapore Ministry of Manpower, Singapore**, Managing Flex styles train the trainer, workshop Lead Facilitator, August
- **National Work Life Harmony Conference and Ministry of Manpower Civil Service, Singapore CEO of Me: Creating a Life That Works in the Flexible Job Age, Keynote,** and speaker**,** Creating a Culture of Flexibility: What Managers Need to Know, August
- **Aequus Partners, Sydney, Australia,** Speaker, Managing Flexibility, HR Roundtable, University of South Australia, July
- **Bob Hawke Keynote Lecture, Adelaide, Australia**, Creating a Life that Works in the Flexible Job Age, July
- **University of South Australia, Adelaide, Australia**, Speaker, Multi-level Modelling in Work Life Research, July
- **University of South Australia, Adelaide, Australia**, Teaching workshop on Managing Flexstyles: July
- **Athens Greece, Athens, University of Economics and Business International Human Resources in Europe, Keynote** Reconciling Work and Personal Life, May
- **Michigan State University College of Medicine Mentor Program, Workshop leader**, Managing Flexstyles: What Doctors and Academics Need to Know
- **The Work-Life Conference Board Conference, Wash., DC**, Speaker, Work-Life Flexibility and Health and Well-Being:
- **Boston College Work and Family Roundtable, Chicago, Illinois**, Speaker, Increasing Supervisor Support of Work and Family, April,
- **Michigan State University Cyclotron Dept.**, Workshop leader, Managing Flexstyles; What Academics Need to Know
- **Michigan's Next Great Companies: Economic Development Summit, Lansing, Michigan,** Speaker, National Work Family Health Network
- **Texas A & M, Provosts Office College Station, Texas**, Speaker, CEO of Me: What Academics Need to Know., Feb.

2009

- **Michigan State University Women in Business Student Association, East Lansing, Michigan**, Work-Life Michigan State University Women in Business Student Association Leadership Conference: Managing Flexstyles to Become CEO of Your Life
- **The Aspen Institute Webinar, Aspen, Colorado,** Teaching graduate students about the working poor.
- **George Meany Center in Washington, D.C**. Ran a national conference for union leaders in Wash., D.C Work-Family Flexibility in Unionized Organizations: Results from a National Study at the
- **24 and more, International conference on increasing female labor force participation, Amsterdam, Netherlands, Dutch Government Task Force Part Time**, CEO of Me: How women and men can exert more control over their working lives, Keynote speaker,
- **Michigan State University Faculty Development Workshop., East Lansing, Michigan**, How to Become the CEO of your Working Lives: What Academics Need to Know,
- **U.S. Congressional Briefing, Wash, DC**, , National Work-Family Health Network speaker, Oct.
- **Center for Creative Leadership Greensboro, NC**. Managing Flexstyles, December.
- **Michigan State University** East Lansing, Michigan,, Dept. of I-O psychology research seminar, Embedded Leadership and work –family conflict,

- **Kauffman Lecture. Keynote, University of Indiana South Bend, Ind**., Women Work and Family in the Flexible Job, Nov.
- **Chicago's 101 Best and Brightest and Brightest Companies to Work For Conference**, Chicago, Illinois, Emotions in the workplace: "For, speaker
- **Specialty Librarian's Association National Meeting, Wash. DC. Keynote**, How to Become the CEO of Your Life, June
- **World at Work, Seattle,** Speaker, Managing Flexibility: What Managers Need to Know,, June
- **Human Resource and Education Center, Michigan State University** Webinar on CEO of Me: Managing Flexstyles , Spring
- **Center for Education of Women, University of Michigan**, The Cultures of Flex:, March
- **IOOB National Doctoral Student Conference, Chicago,** Keynote, February

2008

- **The Conference Board Work Life and Diversity Council at Palisades, the IBM Management Development Center in New York,** About the National Work-Family and Health Network and Adult Learning
- **Boston University, Boston, Mass, Management Dept**, invited research presentation, "Where does the Work Go and Why?: Managers Roles in Implementing New Ways of Working
- **MIT, Cambridge, Mass. Organizational Studies Group**, Invited research colloquium, MIT, Nov.
- **Michigan State University, Dept. of Education Conference, East Lansing, Michigan, Keynote**, Work-life and The Changing Professorate, Sept.
- **Institute of Chartered Accountants of British Columbia, Vancouver, Keynote,** Work-life Balance Day, Oct.
- **Center for Creative Leadership, Greensboro, NC, International podcast** on CEO of Me, Oct.
- **Consumers Powers, Michigan, Michigan Executive Leadership Meeting**, Speaker, Implementing New Ways of Working. Fall
- **National Association of Women Lawyers National Podcast , Connect Listen and Learn**. May
- **Accenture., Webinar,** CEO of Me, Creating a Life that Works in the Flexible Job Age.
- **Cranfield University, UK,** Faculty and Doctoral research seminar, New Ways of Working and Work-Family Health Network:, June.
- **Medtronic, Minneapolis, MN**, Managing Your Flexstyles Training Workshop, Minneapolis, Minn. July 2008
- **Kellogg's Corp., Battle Creek, Michigan**, Women's Leadership Network, CEO of Me: Managing Flexstyles, Oct. 2
- **National I-O- OB PH.D. Conference,. Chicago Illinois Institute of Technology, Chicago, Illinois, Keynote**, General and Family Specific Workplace Social Support for Effectiveness On and Off the Job: Current Research and Future Directions
- **World at Work Total Rewards Conference, Philadelphia**, CEO of Me: Managing Flexstyles and Work-Life Relationships, May 2008
- **International Work Psychology Conference Work, Well-being and Performance, University of Sheffield, Sheffield U.K Keynote**, The State of Work and Family Research. June
- **University of Sheffield, U.K**., Work and Life Academic Challenges- Doctoral consortium presentation& paper presentation A Meta-Analysis of Supervisor and Work Family Support, and Managing Your Work-Life Relationships. Work, Well-being and Performance: New Perspectives for the Modern Workplace, Sheffield, UK, June
- **New York University Business School Doctoral student and faculty symposium**, invited research seminar, The National Work Family Health Network: May
- **City of New York Baruch University, and Women's Opt in Program. Speaker**, CEO of Me: Creating a Life that works in the Flexible Job Age, May

- **Michigan State University Faculty Folk, University Club, East Lansing, Michigan,** CEO of Me: Managing your Flexstyles, April.
- **The Conference Board and Families and Work Institute Conference , Atlanta, Georgia**, How We Live and Work Today: An Individual Perspective on Talent Management. March
- **Annual Conference of College and University Work Family Association Raleigh, North Carolina**, CEO of Me: Helping Employees Create a Life that Works by Managing Flexstyles, March
- **NIOSH Work, Stress and Health Conference, Washington, D.C.,** Work, Family, and Health Network, Presenter, Research Findings: Multi-methods, Multi-Interventions, Multi-Industry, March
- **Kings College, London, HRM Learning Board a**nd scholarly colloquium Speaker, April

2007

- **Penn State Work and Family in Organizations Symposium, State College, PA, Keynote** Speaker October
- **Dow Chemical Corp., Midland, Mich.**, Speaker, Managing Reduced Load and New Ways of Working for Professionals, October
- **State of Michigan College and University Personnel State Meeting,** Speaker, Making Flexibility Work, October
- **IESE Presenter, Barcelona, Spain**, Presenter, Supervisor Support of Work and Family, July
- **50th Anniversary of School of Labor & Industrial Relations, Alumni Meeting**, East Lansing, Michigan, Making Flexibility Work September,
- **Boston College Work and Family Roundtable, San Diego, California**, Speaker. May
- **Lisbon, Portugal, Keynote speech to Portuguese Press and Leading Country Employers** on Work-Family and Health, March 2007
- **Deloitte and Touche Partners Meeting, Ritz Carleton, Lisbon Portugal**, Speaker, March.
- **National Work Family Network, NIH including NICHD**, Washington DC March
- **Wayne State University, Detroit, Michigan I-O Psychology Faculty and Ph.D. Students**, invited research seminar, Crafting Lives That Work

2006

- **Simon Fraser University Canada**, Research Seminar for Doctoral student and Faculty, Managing Work-Life and Health
- **American Council of Education, East Lansing, Michigan**, , Customized Work in Organizations for High Talent Retention,
- **50th Anniversary Conference, School of Labor & Industrial Relations**, East Lansing, Michigan Human Resources Role in Organizational Change,
- **Leading Edge Consortium SIOP Practitioners Conference, Charlotte, North Carolina**. Speaker, Managing High Talent
- **Work and Family Network, Washington, DC and Portland, Oregon,** Speaker
- **The Conference Board Diversity and Work and Family Conference. New York, New York**. Speaker Managing New Ways of Working and Inclusion, June.
- **State of New Hampshire Society for HRM., Manchester, New Hampshire. Speaker,** Managing Multiculturalism and Diversity in a Global World and Human Resources Role in Organizational Change sessions
- **I-O Psychology, Michigan State University. East Lansing Michigan**, Research seminar, Crafting Lives That Work, April.

2005

- **Central Michigan University. IO Psychology Dept., Mount Pleasant, MI.** Research seminar, Work and Family in Organizations.
- **Albion College, Albion, MI.,** Research seminar, Diversity, Work and Family in Employment.

- **International Teleconference Management Education Session**. Achieving Success on Your Own Terms: The Reduced-Hours Work Arrangement for Professionals. Work Life Harmony International Management Education Session, Oct.
- **Michigan State University, East Lansing, Michigan, Provost's Office of Faculty & Organizational Development, Keynote speaker**, Creating a Culture of Flexibility in Academia: A Win/Win for Individuals, their Families and the Institution
- **Flexibility. Working Time for Working Families: Europe and the United States.** Conference sponsored by American University Law School and the Friedrich Ebert Foundation Washington, D. C. Invited Discussant
- **IESE Business School. Barcelona, Spain** Managing Dual Centric Employees. Keynote Speech to Spanish Foreign Press.
- **Wharton Business School Careers Conference, University of Pennsylvania**. Philadelphia, Pa, Crafting Lives that Work. Paper presentation
  - **National Press Club, Washington, D.C. Press Release of Alfred P. Sloan Study Individual** Phase: Crafting Lives that Work, Feb.
- **The Conference Board of Europe, Copenhagen, Denmark. Speake**r, The Business Case for Work and Family. International meeting on Diversity and Work and Family, Oct.
- **LG Korean Management Top Executive Program., Michigan State University, East Lansing**, Michigan, Speaker on Strategic Human Resource Management. Program on humanistic globalization, May.

2004

- **Hitachi, Tokyo, Japan. Speaker on Current Issues in Employment Policy for Women**, International Employees & Strategic HRM meeting, May
- **Workplace strategies and Interventions for Improving Health and Well-Being Conference, National Institute of Child Development. Baltimore, MD.** Employer performance: Theoretical and empirical linkages to workplace human resource strategies for improving health, work-family integration & well-being. Speaker on the employer perspective on links between work-life policies and employment.

2003

- **Leadership Conference YMCA CEOs, Novi, Michigan, Invited Keynote**, Management and Decision Making, June.
- **NIH Conference on Workforce-Worker Mismatch. Wash, D.C. Invited Speaker**, Employer Work-Family Policies, June
- **Work and Family Theory & Practice Conference Organizer Center for Creative Leadership Greensboro, North Carolina,**, Presenter on Portable Work , May
- **Brandeis & Boston University Work and Family Journalism Conference, Boston, Mass**., Participant, (also 2002)
- **Industrial Organizational Psychology and Human Resources & Labor Relations Departments. Michigan State University, East Lansing, Michigan,** Portable Work Antecedents and Outcomes Research in progress presentations, April
- **Indiana & Purdue University, Indianapolis, Indiana, Invited Keynote, Work and Family: A Review and Directions for Future Research**, Lily Auditorium, March
- **Diversity Corporate Roundtable, Center for Women and Work, Rutgers University New Brunswick, New Jersey**, Managing Diversity and Multiculturalism: New Approaches for the New Millennium, Feb.
  - **Ohio State University, Columbus, Ohio,. Conference on Human Resource Issues in Small Fast Growth Firms**, Entrepreneurship in Trucking Firm: Is it better to be an owner or employee? Feb.

2002

- **Hitachi, Ltd. Tokyo, Japan,** 2002, June, 360 Degree Appraisals: Developmental and Performance Based Approaches,
- **Central University, IO Psychology Dept**, Mount Pleasant, Michigan. Invited research seminar.

- **The University of Michigan Ross School of Business. Ann Arbor, Mich**., 2002, May, Organizational Behavior invited research seminar

2001

- **Rockefeller Foundation, Scholarly Conference on the Inclusive Workplace. Bellagio Italy**. Presenter of Welfare to work employment strategies.
- **Rutgers University School of Human Resources and Management. New Brunswick, NJ,** Invited research seminar. Caregiving Decisions, climate, and work-family outcomes.
- **Hitachi Institute for Management Development ,Tokyo, Japan,** 2001, June, Managing Organizational Change in the New Economy,.
- **School of Labor & Industrial Relations, Michigan State University, , East Lansing, Michigan, Third Annual Women's Conference,** Strategies for Success: Building an Agenda for Working Women, East Lansing, Michigan, 2001.Feb. Leader of workshops on Work-Family Policies and Organizational Culture Change Linkages.

2000

- **Hitachi Institute for Management Development ,Tokyo, Japan,** 2000, June, Human Resources Role in Managing Organizational Change in the New Economy,.
- **Pennsylvania State University Lecture Series on Work & Family, State College, Pennsylvania, Invited speaker,** Nov. Rebroadcast on local public television network.
- **Michigan State University Graduate School of Labor & Industrial Relations Alumni Day., Conference, Invited speaker** East Lansing, Michigan, Oct.
- **University of Michigan Business School Alumni Day Conference, Ann Arbor, Michigan**, Oct., Panel on Work & Family in the New Economy.
- **Arthur Anderson Conference on Organizational Change ,Giessen, Germany**, Sept. Presenter
- **Warwick University. Birmingham, England**, Sept. 2000, June, 2001. HR Leadership and Roles in Organizational Change, Lecturer Local Government Leadership Development Program
- **Big Ten Work-Family Administrators Conference**. Ann Arbor, Michigan, 2000, May, Caregiving Decisions, Climate and Performance (Keynote)
- **Ann Arbor IT Consortium ,Ann Arbor, Michigan,** 2000, Feb., Top Ten Ways to Attract (and Keep) Talent in Hi-Tech Growth Industries (Keynote)

SELECTED REFEREED SCHOLARLY CONFERENCE PAPERS AND PRESENTATIONS- SINCE 2000

ACADEMY OF MANAGEMENT ANNUAL MEETINGS

Academy of Management- 2025 Copenhagen

- Professional Development Workshop Training Leaders and Employees for Hybrid and Virtual Work: Interactive and Experiential Activities
- Professional Development Workshop Organizer and Presenter: OB Research Roundtables Forum
- Symposium Panelist: Reimagining Remote Work: New Theoretical Perspectives
- Symposium Panelist: Family-Supportive Supervisor Behaviors: Advancing the Nomological Network Panelist: Fatherhood at Work: New Frontiers of Work-Family Research

Academy of Management- 2024 Chicago

- Professional Development Workshop Facilitator: Sustainable Careers Future Research
- Professional Development Workshop Organizer and Presenter: Teaching Managers about Remote and Hybrid Work
- Organizer and Presenter: Symposium on Boundary Management Experiments
- Symposium Presenter on Novel Research in Diversity Equity and Inclusion

- Panelist and Organizer: Workplace flexibility and remote work beyond the pandemic: Cross-national perspectives

Academy of Management, 2023- Boston

- Presenter, **Collectives at a Crossroads: Time, Space and World-Building, Professional Development workshop**
- Paper author and presenter, U.S. Faculty Work-Life Inclusive Climates in the Overwork University: in Exploring Gendered Profiles in Gender Equality: Why Aren't We There Yet and What Are the Costs? Symposium
- Paper author and presenter, Paper presenter on boundary control randomized control experiment, Theorizing the Intersection of Time and Control symposium
- Discussant, Integrating the Study of Voice and Allyship in Organizations symposium

Academy of Management, 2022- Seattle

- Panelist. Enduring Gender Biases in Academia, Understanding Experiences, Challenges and Solutions, Professional Development Workshop
- Organizer and Panelist, Faculty Covid-19 Experiences and Work-life inclusion: Future Flexibility and Equality Insights, Professional Development Workshop
- Panelist and facilitator, Promoting employee well-being in remote work symposium
- Paper presenter, Revisiting work-nonwork boundary management: Lessons from the pandemic for the future
- Paper presenter. New adversities, new strategies? How to create a better world through adverse times

Academy of Management, 2021 – Virtual due to Pandemic (Boston)

- Interventions in Organizational Research: Lessons Learned, Best Practice, Future Research Directions, Panelist
- Remote Work and Women's Career Equality: How to Move ahead without failing behind. Organizer and Presenter
- Bridging the Divide Between Rigorous Research and Relevance to Society Presenter
- Management and Organization Cognitions Division, Work-Life Facilitator

Academy of Management, 2020 – Virtual due to Pandemic

- Live Synchronous Organizer and Paper Presenter (only 10% of papers selected): Broadening our Sight: Under-emphasized Perspectives on workplace Flexibility.
- Live Synchronous Panelist (Only 10% of submissions selected) Virtual Work and Women's Well-being: A Double - Edged Sword?
- Facilitator Positive Organizational Perspective on Diversity and Inclusion

Academy of Management, 2019- Boston

- PDW Organizer and Speaker, Fostering Work-Life Inclusive Business Schools: Improving Organizational Science & Women's Equality
- All Academy Symposium speaker panelist: What Has Changed? Barriers and Facilitators to Women's Career Advancement in the 21st Century
- Changing Organizations for a Changing Workforce: Improving Work-Life Implementation and Adaptation (Author Presenter and Organizer)
- Presenter sustainable Careers symposium
- Virtual work and well-being Symposium speaker

Academy of Management, 2018- Chicago

- Presented in three paper symposia on work and family and personal life in organizations.

Academy of Management, 2017- Atlanta

- Invited Keynote HR doctoral consortium
- PDW Translating research to practice
- Paper presenter 3 research symposia:

- Advancing Methods in Work-Life Research: Illustrative Studies, Lessons, and Future Challenges
- At the Interface of Positive Psychology and Work-Life Balance
- Research Positive Psychology and Work life balance

Academy of Management, 2015- Vancouver

- PDW, Changing the Work-Life Conversation in the Academy
- Paper presenter three symposiums (topics:)
  - occupational resilience
  - workplace flexibility and organizational stratification
  - work-life interventions

Academy of Management, 2014- Philadelphia

- PDW Workshop Work Life Balance in the Academy
- Presenter three symposiums on flexibility and work and family

Academy of Management, 2013- Lake Buena Vista, Florida

- Symposiums on Gender and Flexibility, International HRM, and Discussant on Technology Symposium, Panelist, translating research to practice

Academy of Management, 2012- Boston

- Invited Presenter, Organizational Behavior Doctoral Program
- Invited Mentor, Gender and Diversity Doctoral Consortium
- Symposium Chair and Presenter Work-Family Resources in Organizations: New Theory and Perspectives, Co-author on Paper on Work Schedulers in Organizations, and a multi-level paper theory paper on Work –family policies
- Presenter paper on Leadership and work-family micro-climates in symposium
- Discussant Work, Family and Health Symposium

Academy of Management, 2011- San Antonio

- Invited Facilitator, 2011, Organizational Behavior Doctoral Consortium
- Invited Speaker, Gender and Diversity in Organizations Doctoral Consortium
- Invited Facilitator, Current and Future Inclusion Efforts in the Academy of Management
- Author and Presenter, Work-life effectiveness efforts by the line, Linkages to group job context and individual effectiveness
- Author and Presenter, Diversity in work-family role alignment styles, theoretical and empirical perspectives

Academy of Management, 2010 - Montreal

- Flexible on Flexibility: Managerial and organizational support of work-life flexibility as pockets of change. Presenter in Symposium on Qualitative Methods in Work Family Research
- Sage Scholarship Award Winner Panel, Presenter on panel of previous Sage award winners on career experiences, presenter
- Managing Flexstyles: Exploring Linkages between personal preferences for self-regulation of work-life flexibility and work-family outcomes. Presenter in symposium on the Individual Experience of Flexibility
- Organizational Change for the Working Poor, In Positive Organizational Scholarship Symposium, co-author.

Academy of Management, 2009 -Chicago

- Paradoxes of Implementing Work-life flexibility policies: Emerging research theory and practice

- Chair and Paper author and presenter: Implementing different types of work-life flexibility in unionized contexts: Individual, organizational, and multi-level perspectives. Paper author. 2008. Multi-level and stakeholder perspectives on work-life well-being,
- Managing flexstyles and work-life relationships: A teaching development workshop.
- Career construction: A new look, paper author.
- Careers in the rough research development workshop
- Gender and Diversity in Organizations Doctoral consortium faculty presenter.
- . Organizational behavior and the working poor: Leadership and work group context linkages to work, family and health in low-income settings.

Academy of Management, 2008- Anaheim

- The questions we don't ask: Work-family issues among low-income families, symposium presenter
- Gender and Diversity in Organizations Doctoral Consortium, Presenter.

Academy of Management, 2007- Philadelphia

- Managing work and life over your academic career, Gender and Diversity in Organizations, Doctoral Consortium, Presenter
- Implementing Flexibility in Unionized Environments: Adding a Collective Voice Perspective to Work-Life Research, Presenter and author. In National Academy of Management Symposium (Chair), Implementing Flexibility across contexts: Research Gaps and Future Directions.
- Managing motivation: Implications for work-life research, In New directions in motivation symposium, Presenter and author
- Supervisor support of work and family, presenter and author, in Work Family and Health All-Academy, Symposium (Kossek, Chair)

Academy of Management, 2006- Atlanta

- Teaching about Managing Work-Family-Life Integration as a leadership competency. Professional Development workshop sponsored by HR Division, GDO and Careers, Organizer and Presenter.
- Crafting Lives That Work: What Happens to Professionals Careers When They Choose to Work Less, Symposium Exploring Linkages Between SHRM, Work-Life Strategy, and New Ways of Working for Professionals In The Opt Out Revolution, Paper presenter and author.

Academy of Management, 2005- Honolulu

- Symposium chair. A New Vision of Work and Family: Management Practices Embracing a Dual Agenda.. Paper presenter and author: Supervising Telecommuting and the Work-Family Dual Agenda. & paper **author Mapping of Career and Family Life Processes.**
- Paper presenter and author. Managing Acculturative Stress and Work-Family Resources: Insights from U.S. Latino Mid-Western Migrant Workers. In Symposium, The Impact of Globalization on the Work-Family Interface of Vulnerable Groups. (S. Poelmans, Chair.)
- Paper presenter and author. Kossek, E., Pichler, S., Barratt, M., Meece, D. Work-family Conflict in Low-Income Systems: The Critical Role of Parent-Provider Relationships. In Symposium Managing Work-Family Balance in the 21st Century: Do Informal Work Practices Help or Hinder Employees Managing Work-Family Balance

Academy of Management, 2004- New Orleans

- Presenter. Showcase Symposium. Putting work in its place: New perspectives on the working time of professionals. Chair, Co-Author and Facilitator. Nominated as Finalist for Best Careers Division Symposium award. Showcase symposium.
- Symposium presenter and author. Boundaries between work and home: An integrated look at basic research and applied knowledge.

- Van Dyne, L., Kossek, E. & Lobel, S. Co-author. Being there: Face time, flexible work arrangements, and helping in work groups

Academy of Management, 2003- Seattle

- Eaton, S. C., Lautsch, B. Kossek, E. Presenter and author. Portable work: Organizational support makes all the difference in whether it works. In Showcase symposium: The effects of formal and informal family-friendly organizational supports.

Academy of Management, 2002- Denver

- Presenter. Managing work-life integration as a new faculty member. HR Doctoral Consortium.
- Chair, Gender and Diversity in Organizations Annual Business Meeting.
- Panel Presenter to Management Education Division Preconference: Publishing Texts in Human Resources & Organizational Behavior
- The role of perceived implementation attributes of work-life policies in individual decision-making on job acceptance and turnover. Paper presented in Symposium: The work-life interface: firm implementation, individual preferences, and behavior
- Discussant, Invisible diversities in the workplace: Exploring and integrating hidden identities Symposium
- Presenter and author. Bargaining with the baby, Paper presented in Work and home as competing and complementary domains. Showcase symposium.

Academy of Management, 2001- Wash., D.C.

- Symposium paper presenter and author. Competing perspectives on antecedents of well-being of welfare to work mothers with young children: Computer use as an indicator of job quality. Presented in Gender, Information Technology & Organizations Symposium

Academy of Management, 2000- Toronto

- Discussant for OB and HR Symposium on Work and Family in a New Age
- Paper Presenter on Symposium on Integrating Organizational Behavior and HR Perspectives on Work and Family, HR & OB Divisions
- Presenter. Innovative Teaching. HR Junior Faculty Consortium
- Presenter. Effective Research Collaborations, HR Doctoral Consortium
- Symposium chair and paper presenter: Work and employment modes of human resource architectures: linkages to organization subcultures.

SOCIETY FOR INDUSTRIAL & ORGANIZATIONAL PSYCHOLOGY- ANNUAL MEETINGS SINCE 2000

SIOP- 2027

- Co-author Blurred Boundaries and Leadership Symposium

SIOP 2024- Chicago

- Presenter, Work-Life Boundaries Experiments Symposium
- Discussant, Work-life inequality symposium

SIOP 2021- Virtual

- Kossek, E. 2021. Ignite Invited Presentation, on teleworking and flexibility. EB Igniting SIOP's Top Ten Workplace Trends With I-O Thought Leaders (Special Event - 112933) Chairs, Amanda Woller; Caitlin A. Demsky; Kelly A. Cave; Shalyn Stevens

SIOP 2018- Chicago

- Work Family Measurement Symposium Organizer & Chair
  - Characteristics of Work-life Boundary Management Scales across Countries. Presenter

- Livingston, Pichler, Kossek Psychological Equivalence in work-family Research

SIOP 2016 - Anaheim, CA.

- Crain, T. L., Hammer, L. B., Kossek, E. E., & Johnson, R. C. Work-family interventions: Lessons from the Work, Family, & Health Study.

SIOP 2014- Honolulu

- Co-author on multiple work-family health network papers presented

SIOP 2014- Houston

- Presenter, Giving workers what they want: RESPECT panel
- Co-author on multiple work-family health network papers presented

SIOP 2011- Chicago

- Presenter and Author, Implications of Work-Life Flexibility for Managers: Practices, Pitfalls, and Prospects
- Presenter and Author, Work-Family Research is Atheoretical?: Not Anymore: Advances in Boundary Theory
- Presenter, Work-Family Research, The Crossroads
- Co-author, One Brick at a Time, Cultural Context Effects at Work

SIOP 2010- Atlanta

- Co-author. Work-family social support and Work-family conflict: A meta-analysis

SIOP 2009- New Orleans

- Discussant. Predictors and moderators of stress effects: Insights from applied findings.
- Author and presenter. Implementing a reduced workload arrangement to retain professional employees: Learning from a case study.
- Author and presenter. An embedded leadership and work group context perspective on work- family
- Co-author Spousal crossover of job demands and control on health.

SIOP 2008- San Francisco

- Multilevel Modeling in Work-Family Research: An Exploration of Cross-Level Relationships, author and presenter In Symposium: Implementing Strong Research Designs in the Work-Family Interface
- Family Supportive Supervisor Behaviors and Cardiovascular Disease coauthor of paper in Symposium Work-Family Affective Experiences that Reduce Conflict and Improve Health

SIOP 2007- New York City

- Contextualizing Workplace Supports for Family: An Integrative Meta- Analysis of Direct and Moderating Linkages to Work-Family Conflict Paper presenter as part of the Symposium Social Support, Leadership and Work-Family Outcomes
- Congruence and Dissonance in National and Organization Cultures Linkages to Career Derailment Experiences of Transnational and Local National Leaders
- Panelist. Marginalized Workers Symposium.
- Discussant. Child Outcomes related to work and family symposium.
- Facilitator, work and family network symposium

SIOP 2006- Dallas

- Identifying Family Supportive Supervisory Behaviors for Work and Family Low Income Workers' Work and Family Needs. Symposium on Diversity in Work and Family

SIOP 2005- Los Angeles

- Discussant, two symposiums on work and family.

SIOP 2004- Chicago

- Boundary management strategy Paper Presenter and Chair of Symposium Individual Differences and Work-Family

- Telework and work- family conflict. Quasi-experimental design, Author and Paper presenter
- Work and Family: New research directions symposium, discussant

SIOP 2002-Toronto

- Trickling organizational demographic change in sex and race composition: Shaping ambiguous group social climates for diversity. Presenter and author of paper part of symposium: Defining, measuring, and creating a positive climate for diversity

SIOP 2001- San Diego

- Kossek, E. & Markel, K. 2001. Resource-based and psychological views of organizational support of work-life integration: Competing perspectives and a typology. & Co-Chair & Discussant; New directions in work-family research symposium

Industrial and Labor Relations Research Association

- 2016, Minneapolis: Filling the Holes, Work Schedulers, Best Papers from the Special Issue on Employment Relations and Health Care Symposium Minneapolis
- 2012, 2008, Berg and Kossek. Managing Flexibility in Unionized Environments.
- 2007, New Orleans, Work life voice: Managing flexibility in unionized environments
- Managing Workplace Flexibility, May 2006

Invited Participant at Work and Family and/or Gender Conferences

- White House Summit on Women in Business Schools, Wash., DC, August, 2015
- White House Summit on Working Families, Wash., DC, June 2014
- Stanford Clayman Institute Conference on Redesigning Work, Palo Alto, CA, 2013
- Harvard Business School Conferences on Challenging Conventional Wisdom on Gender in Organizations, Boston, Mass., 2013- present
- Center for Equitable Growth, Wash, DC, Feb. 2015, 2017

Alfred P. Sloan Foundation Conferences on Work and Family

- Alfred P. Sloan Workplace Flexibility Conference, 2010 Wash. DC
- MIT, Boston, Mass. Berg, P., Kossek, E., Baird, M. Building a Better Workplace: The Use and Impact of Union-Negotiated Work-Family Flexibility Policies in U.S. and Australian Universities. 2008.
- Speaker, Flexibility Panel Session, Alfred P. Sloan Foundation, New York New York
- Massachusetts Institute of Technology. Sloan Work & Family Annual Meeting. Cambridge, MA, 2004. Invited participant.
- Los Angeles, 2003. May, Discussant, Sloan Foundation Annual Work and Family Meeting, UCLA.
- Lee, M., MacDermid, S., Dohring, P. & Kossek E. 2002. Presenter. Convergence and divergence in identity transformation among new parents in alternative work arrangements.
- New York, New York. 2003, Nov., Workplace Flexibility Panel. Alfred P. Sloan Foundation.
- Sloan Foundation Managing Time Conference, New York, New York, 2002. Nov., , Discussant on Work and Family and Job Design, New York Cornell Club
- Kossek, E. E., Huber, M., & Lerner, J. 2002 Presenter. Sustaining economic and psychological well-being of mothers on public assistance: individual deficit and social structural accounts

American Psychological Association

- 2009. August. Achieving Balance: Integrating the demands of professional life and personal life. International National Meetings. Toronto, Canada.
- 2012, Feminist Psychology Keynote, San Antonio Texas

Other Refereed Competitive Conference Presentations

- **Human Relations 75th anniversary conference**, Bayes School of Business London, U.K. Too busy to think? STEM Academic Professionals in the U.S. and U.K. April, 2023, with Clare Kelliher
- **Total Worker Health NIH Conference**, Wash., DC;. Kossek et al., Oct. 2022. A Cell Phone Policy Work-Life Change Randomized Field Study: Exploring Competing Employer and Front Line Worker Perspectives on Increasing Control over the Work-nonwork Boundary
- **Work-Family Researcher Network conference, New York, NY.,** 2022, Presented paper on work-family interventions for a better world on a cell phone boundary control field experiment, presented a paper on work scheduling in nursing homes in a Kanter nominated best paper session, and spoke on a junior faculty pre-development workshop.
- **Work -Family Researcher Network conference**. 2020, Virtual meeting. Author meets critic panelist on book, Parents Who Lead
- **The University of Chicago, Science of Diversity Initiatives conference, Chicago, Ill.** 2019, Work Life Interventions and Gender Inclusion
- **European Occupational Health Psychology Conference. Lisbon, Portugal**, 2018, Work-life intervention paper presenter on panel.
- **EGOS, Copenhagen Denmark, Conference presentation**. 2017, Where does the work go and why? Legitimizing new career forms & strategies for reducing professional workloads in organizations
- **International Work Family Conference, Catholic University Milan, Italy,** 2017**,** presenter on four sessions, Multi -level issues on multi-level perspectives on contemporary work-life challenges, author meets critic book
  panel, work-life in economically challenged times, and teaching on work-life concepts
- **International work and family conference**, **IESE, Barcelona, Spain** 2016, presenter of paper Filling the holes: Work schedulers
  - **International Work and Family Conference, Malmo, Sweden** 2016, Doctoral symposium presenter and paper presenter on work life leadership development
  - **Employment Relations in Health Care Conference. Rutgers University**. 2015. March 12-14. New Brunswick, New Jersey. Kossek, E., Piszczek, M., McAlpine, K., Burke, L., Hammer, L. Filling the Holes: Work Schedulers as Control and Support in Health Care Organizations.
  - **Wharton People and Work Conference**, Philadelphia, PA, Kossek et al. 2013. Work Schedulers: Support and Control in Organizations.
  - **Population Association of America**., New Orleans, April 2013, The Work Family and Health Network Organizational Intervention.
  - **Positive Organizational Scholarship Ten-year Conference, The University of Michigan, Ann Arbor**, Michigan, Presenter, Jan.
  - **European Association of Work and Organizational Psychology**. Maastricht, The Netherlands. Ruderman, M.N, Kossek, E.E., Hannum, K.M., & Braddy, P.W. (2011). Managing Work Styles: Exploring Linkages between Personal Preferences for Work-Life Flexibility and Work-Family Outcomes.
  - **NIOSH National conference on occupational safety and health,** May, 2011, Author, co-worker social support and Work-family stress.
  - **International Conference on Community, Work & Family**, Tampere, Finland, May 2011. Presenter and author, Cross-level relationships in manager and organizational support of customized work
  - **International Work and Family conference Barcelona. Spain**, Presenter Cross-level effects of reduced load work and cross level effects of supervisor and organizational support for work and family, 2009
  - **National Institute for Occupational Safety and Health** , Bethesda, MD, Sept. 2007. Work Life Symposium, Hammer, L. Kossek, E., Anger, W., & Zimmerman, K. Evaluation of a Supervisor Support Training Intervention to Affect Worker Health

- **Eastern American Sociological Society Meetings**, Philadelphia, PA. ,Eaton, S., Kossek, E. Lautsch, B. 2003, March. Managing from a distance
- **College and University Work and Family Association**, Philadelphia, PA: University of Pennsylvania Kossek, E. & Van Dyne, L. 2003, March. Face time matters,.
- **Eastern Academy of Management International Meetings**, Porto Portugal. Lobel, S. & Kossek, E. 2003, June. Managing human resources to value workplace diversity.
- **Biannual meeting of the Society for Research in Child Development**, Tampa, Meece, D., Barratt, M., Kossek, E., & Hawkins, D. 2003, April. Family, work, and infant care in limited income Latino migrant farm-working and Anglo non-migrant families.
- **National Conference on Human Development**, Charlotte, NC. 2002, April., Meece, D., Kossek, E. E., Barratt, M., Hawkins, D. K., Cragun, J.. The complexity of infant care arrangements among low-income non-migrant families and migrant farm working families

INTERNATIONAL AND NATIONAL EXTERNAL ADVISORY BOARDS & PUBLIC SERVICE

2026-2027	Advisory Board Older Workers 2050, International Longevity Centre London, U.K
2023- 2024	National Academies of Science: Policies and Practices to Support Family Caregivers working in Science, Engineering & Medicine Expert Committee Member of Consensus Report
2022	National Academies of Science (Covid- 19, Work-Life Boundaries, and Gendered Division of Labor commissioned report)
2021	European Work and Organizational Psychology, International Advisory Board Committee Member for 2021 Conference Glasgow, Scotland
2016-2021	International Advisory Board, Work and Equalities Institute, University of Manchester, U.K.
2019-2021	Science of Diversity Advisory Board (SODI) University of Chicago
2005-2220	Advisory Board, International Center for Work and Family, University of Navarra IESE Business School, Barcelona, Spain
2014	International Scientific Review Board, NWO, Netherlands Org. for Scientific Research, The Hague
2013-2018	Advisory Board Member, SERVE Study for the Employment of Veterans, Consultant to U.S. Dept. of Defense grant to conduct veteran's supportive training for supervisors of veterans in the State of Oregon
2003-2017	Board of Directors, and/or Camp Advisory Board, State of Michigan YMCA Camp Hayowenta-Arbutus
2016	U. S. White House Labor Management Advisory Board on Behavioral Policy White Paper
2011-2015	Advisory Board, Center for Diversity and Inclusion, University of San Diego
2010-201	Research Scientific Advisory Board, Rouen School of Business, France
2005-2007	Alfred P. Sloan Task Sloan Network Task Force on Web Supported Work-Family Learning Communities
2003-2006	National Academy of Management Board of Governors, Chair of Academy Division and Interest Group Review Committee, Member Financial Strategies, and Ethics Committees
2000-2006	Sloan Boston College Work and Family Network Teaching Resources Advisory Board & Virtual Think Tank Member on Teaching Across Disciplines
1995-2005	National College & University Work/Family Association Research Advisory Board
2003-2005	Founding co- Editor, Sloan Work and Family Encyclopedia
2000-2004	Hitachi Ltd. Institute of Management Development Advisory Board, Tokyo
1990s	Wharton Business School, the University of Pennsylvania, Merck Work/Life Roundtable Board
1998-1999	Research Consultant, Down River Corporation Board of Directors

1993-1995 Research Consultant, State of Michigan Department of Social Services

1993 Selection Committee Member, The Michigan Employer Child Care Challenge, Invited by the Honorable Lynn Banks, Michigan House

1989-1990 Advisory Consultant, State of Michigan Governor's Task Force on Employer-sponsored Child Care: The Michigan Child Care Initiative

1990 Program Co-Chair of First Governor's Conference on Employer-Sponsored Child Care - State of Michigan

1992 Advisor, Michigan Child Care Futures Project, Michigan 4C Assoc. and Institute for Children, Youth and Family, Michigan State Univ.

1992 Invited Contributor, Michigan Perspective, Michigan State University outreach document of key state trends

1989 Research Consultant, State of Michigan Department of Commerce

1989 Research Consultant, Lansing Board of Water and Light

1989 Research Consultant, American Red Cross, Lansing, Michigan

SELECTED OTHER PROFESSIONAL SERVICE

2026 Purdue University, Butler Leadership Excellence Center and Center for Families

2024 -2025 Boston College Center for Work & Family Fellow for Academic Advisory Board

2020 U.S. National Academies of Sciences invitation to write commissioned report on the effects of COVID-19 on work-life boundaries & household division of labor for STEMM Academic Women

2023- present RRBM (Responsible Research in Business and Management) Best Paper in Management or Dissertation reviewer for AOM Fellows

2023 Academy of Management DEI Division, Janet Chusmir Service award selection committee

2019 Outstanding Reviewer award, Careers Division Academy of Management.

2014, Conference Chair, Work-Family Researchers' Network Annual Conference, New York, NY

2002, 2004 Ralph Alexander Best Dissertation Award Committee Member, HR Division

2003 SIOP Best Doctoral Annual Meeting Paper Committee

1998-present Annual external reviewer for tenure, promotion and chaired professorships in the U.S. & Internationally

2000-present other periodic service

- Reviewer, Veteran's awards for Best Employer Support, Families and Work Institute
- Ran Work-Fam, an international list serve on work-family policy
- Reviewer, National Science Foundation
- Reviewer, Alfred P. Sloan Foundation
- Reviewer Russell Sage Foundation
- Reviewer, U.S. Center for Disease Control
- Reviewer, International Government's funding of scientific research or tenure, including Israel, Canada, U. K., Netherlands, and other countries
- National Academy of Management Annual Meetings (OB and HRM Divisions, Careers, Gender and Diversity in Organizations, or Technology in Management Divisions),
- Reviewer, Best Doctoral Dissertation Award & Best Division Paper Award, HR Division, National Academy of Mgt.
- Reviewer, Dissertations, National Industrial Relations Research Association Meetings
- Served on the Education and Training Committee of the Society for Industrial and Organizational Psychology, American Psychological Association,
- Reviewer for National Meetings of Society of Industrial/Organizational Psychology

- Reviewer for Rosabeth Moss Kanter Best paper on Work Family Research

MENTORED STUDENTS ON EDUCATIONAL CLASS CONSULTING PROJECTS

- Oversaw student written & oral feedback reports for entire class field projects on strategic HRM, organizational behavior, or employee involvement and organizational change (Organizational Behavior, Human Resource Strategies & Decisions, Organizational Development, or Quality of Work Life)
    - Tiara Yachts, Ford Motor Company, Asia and Pacific Office (India & China focus)
    - Yazaki, International HRM Global Leadership Development,
- Michigan State University Office of International Students, Hitachi Ltd., ADCO Corp., - State YMCA Camp of Michigan, multiple years
- General Electric OEM Sales,, - General Motors Small Cars Plant, Michigan Dept. of Corrections, and Camp Courageous of Iowa, - General Motors, Alcoa, Office of Military Affairs, Sparrow Hospital - Ford Motor Company, Corporate Strategic HR Planning Dept. HR Scenario Planning, - Chrysler Corporation, Use of Assessment Centers for Engineers, Project on Innovative Employment Relations,- Sparrow Hospital,- Bill Laimbeer Paper Supplier, - Pizza Hut, - Eaton Corp., - APV Corp., a subsidiary of Baker-Perkins,- Monsanto Corp. - Pepsi Corp.,

Media

- Regularly quoted by state, national, and international media and research in U.S., U.K., Australia, Singapore, China, India, & Germany. Quoted nationally in the Atlantic, New York Times, Forbes, Fast Company, Brink57 of Atlantic, The Washington Post, Denver Post, Financial Times of London USA Today, Chronicle of Higher Education, Wall Street Journal, Shape, Business Week, Continental Airlines magazine, SIOP, Portugal national press, NPR, Chicago Tribune, Dallas papers, San Francisco Chronicle, Newhouse Newspapers, Associated Press, The Boston Globe, the National Associated Press, Detroit News, Detroit Free Press, The Los Angeles Times, Working Mother, Parents, Psychology Today, Self, Prevention, Fitness, Wall Street Journal. Magazines, Martha Stewart and Jugglizine websites. Australia blog website. Australia Public Broadcasting, Singapore Press, UK Press, Harvard Business Review, Rolling Stone , Newsweek
- Have conducted many recorded and live radio and TV interviews nationally including Morning of Edition of Marketplace on National Public Radio, State of Michigan Public Radio Interview, and All Things Considered, ABC News, Sirius radio Wharton program, Asian Business Television
- Serves as regular resource to media
- Invited to present research results by Press officer for the Sloan Foundation at National Press Club in Washington DC, and on NIH findings to the U.S. Congress, which resulted in many national news wire stories.
- Google Time Out participant for Time Magazine on workplace flexibility
- Podcast This is Purdue Your work and your necessities during Covid 19 https://www.purdue.edu/newsroom/podcast/2020/your-work-and-your-necessities-during-covid-19.html

SUPERVISORY EXPERIENCE AND FUNDED RESEARCH OR RESEARCH CENTER EXPERIENCE

- Purdue University, 2013-2024

DISSERTATION OR GUIDANCE COMMITTEES AND STUDENT SUPPORT OR POST DOC

- Lindsay Mechem Rosokha, Advisory Committee, Purdue University, (OB/HR- Management)

- Ben Pratt, NSF Graduate Assistantship Purdue University
- Temi Wright, Purdue University, Dissertation Committee, (Communications), Purdue University
- Hongzhi Chen, 2015, Purdue University chair, 606, (OB/HR- Management)
- Christina Collins, Purdue University, Dissertation Committee (Family Studies) ,
- Catherine Zhao, Purdue University, Chair 606 (OB/HR)
- Matt Perrigino, Purdue University, advisory committee and dissertation committee (OB/HR-Management)
- Morgan Wilson, University of Illinois, Chicago
- Matt Piszczek, Michigan State University (OB/HR)
- Young Hee Kang, Michigan State University, Chair (OB/HR)
- Jessica Keeney, Michigan State University (I- O psychology)
- Kaumudi Misra Michigan State University (OB/HR)
- Paul Artale, Michigan State University (Education)
- Davina Potts, Michigan State University (Education)
- Brian Distelberg, Michigan State University, Human and Family Ecology
- Ryan Petty, Michigan State University (OB/HR)
- Shaun Pichler, Michigan State University (OB/HR)
- Cynthia Ozeki, Michigan State University, Chair (OB/HR)
- Beverly DeMarr, Michigan State University, Chair (OB/HR)
- Victor Nichol, Michigan State University, Chair, (OB/HR)
- Melissa Huber-Yoder, Michigan State University, Community Psychology, co-Chair (OB/HR)
- Jennifer Palthe, Michigan State University, Chair. (OB/HR)
- Kyoko, Kato, OB/HR, Michigan State University, Advisory and Competency Committee, (OB/HR)
- Na Wei, Michigan State University, (Education)
- Somvadee Chaiyave, Michigan State University, (Criminal Justice)
- Christy Brandt, Michigan State University, (Psychology)
- Thakoon Nimsombun, Michigan State University, (Criminal Justice)
- David Sam, Michigan State University, (Education)
- Joe LaLopa, Michigan State University, (Parks and Recreation)
- Deborah Winters, Michigan State University, (Dept. of Management)
- Donna Shafter, Michigan State University, (Education)
- Kathy Sielke, Michigan State University, (Education)
- Joy Grier, Michigan State University, (Human and Family Ecology)
- Wen Jeng Lin, Michigan State University, (OB/HR)
- Joe Martocchio, Michigan State University (OB/HR)
- Domini Castellino, Michigan State University, (Psychology)
- Darlene Gambil, Management, University of Pittsburgh
- Kelli Schutte, Michigan State University, (Education)

SERVICE TO THE UNIVERSITY

Purdue University Level

- Tenured and Chaired Professor lead presenter for multiple appointments 2022- 2024
- Lou Aday Award selection committee, Purdue University 2022, 2023
- Distinguished Professor appointment committee, Engineering, 2022
- Work-Life Boundaries in the Covid Age, Hadley Lecture Purdue University, 2021

- Purdue Research Foundation, Equity in Manufacturing, 2021 panelist
- Vice provost Office customized work-life items development, Coache Survey, 2021
- Conducted survey and wrote university on work-life issues for women in STEM, Purdue University Provost's office, 2020
- Elected Faculty Senate, 2017-2020
- Faculty Inclusion and Diversity Advancement Initiative, 2017 - 2020
- University Equality and Diversity Committee, 2017- 2020
- Chair, University wide diversity and inclusion strategy subcommittee, 2017 - 2018
- Chair, Breaking Bias, Research to Practice Conference Series Organizing committee 2016 -2022; https://krannert.purdue.edu/events/leadership-excellence-and-gender/
- Reviewed Butler nominations for Outstanding Purdue Women alum and visiting scholar and participated in selection of new Butler chair.
- Executive Education Workshops for Jane Brock Wilson Center, Faculty retreats
- Faculty Development Workshops for Veterinarian School, Junior Faculty Pretenure conference
- Guest lecture and workshops for Women in Entrepreneurship Class, Women in Management,
- Work-Life Boundaries leadership development workshops for faculty and administrators and alumni

Daniels School of Business Level

- Chaired presentation of P & T cases and second speaker for another case, 2022, 2024
- Chaired presentation of candidate for Assoc. Dean, 2022
- Chaired Economics Prof. Appointment committee 2021
- OBHR PhD recruitment and Bridge summer Program, 2021
- DEI Dean's Fellow search interview participant
- Men as Allies Panel speaker, Brock Wilson Student club, Jan. 2021
- OB/HR Tenure Faculty Search Committee, fall, 2021
- OB/HR Faculty Search Committee, Recruitment 2021
- Diversity Committee, 2021 -2024, 2013-2014
- Management Executive Committee, 2020-2023
- Brock Wilson center case competition judge. 2020,
- Search committee Chaired Review Committee, 3rd year review Assistant Professor 2020
- Member, Innovation, Research and Teaching Committee
- Member search committee Tenure track assistant and associate professor, 2020-2021
- Member Search Committee Visiting Professor, 2020
- Chaired review committee for University Distinguished Professor Promotion, 2020
- Member or Chair performance review and promotion, or search committees 2018, 2020
- Chaired review committee for Promotion & tenure case from Associate to Full Professor, 2017
- Chair, Work in Progress Research Brown Bag Committee- OB/HR dept. 2017- 2023
- Ph.D. Committee member, HR/OB 2013-2017, 2019, 2020
- Co- organizer Jane Brock Wilson gender Case competition, 2017 – 2019
- Member Doctoral student committees, 2014-2020
- Initiated and ran OB/HR distinguished scholars award seminar (brought in Sue Ashford, Blake Ashforth, Carrie Leana, Chris Shalley; Amy Edmondson; David Mayer, Sandy Wayne)
- Digital Footprint committee
- Search committees, tenured professor, Professor of Practice Search or CTL committee member for Jane Brock Wilson Center, HR/OB, 2013, 2015, 2016

- Dean's Grants task force, 2016
- Ph.D. Committee member, HR/OB 2013-2020
- Leader Quality of Work Environment Improvement initiative for university non-faculty staff (nearly 9000 employees) 2013- 2016.
- Facilitator diversity retreat for Entomology Dept., 2013
- Guest lecture in various Purdue and Krannert conferences and classes from women in business, to IS directors, to pre-tenure conferences 2013- 2020
- Member, Krannert Grade Appeal Committee, 2014-2105