

## **Curriculum Vita**

### ***DAVID M. KAPLAN***

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### ***EDUCATION***

- Ph.D.** University of Illinois at Urbana-Champaign, May 2000  
Institute of Labor and Industrial Relations  
Degree: Labor and Industrial Relations  
Dissertation: To Train or Not to Train: The Role of Organizational Justice in Promoting Motivation to Train
- M.S.** University of Wisconsin-Madison, 1996  
Industrial Relations Research Institute  
Degree: Industrial Relations  
Thesis Title: Involved Citizens: Understanding Employee Extra-Role Behavior
- B.S.** Cornell University, 1992  
School of Industrial and Labor Relations  
Major: Industrial and Labor Relations
- University of New South Wales, 1991 (semester abroad)

### ***RESEARCH AREA***

My research is primarily in the area of individual and organizational careers and diversity. Related topics include training & development, politics and entrepreneurship.

## ***ACADEMIC AND RESEARCH POSITIONS***

Chair and Associate Professor of Management, Saint Louis University, July 2009 to present

Assistant Professor of Management, Saint Louis University, August 2003 to June 2009

Assistant Professor of Management, James Madison University, August 2000 to May 2003

Research Assistant, Institute of Labor and Industrial Relations, University of Illinois, Urbana  
Champaign 8/96-5/2000

Teaching Assistant, University of Illinois, Urbana-Champaign. 1/99-5/99 and 1/98-5/98

Research Assistant to Craig Olson, Ph.D., University of Wisconsin-Madison. 1/95-9/95

Research Assistant in Housing and Labor Economics and Housing and Income Security  
Economics at Abt Associates, Inc., Cambridge, Massachusetts. 10/92-7/94

## ***EDITORIAL EXPERIENCE***

Editorial Board Member for Human Resource Management, February 2009 to present

Guest Associate Editor for Human Resource Management, Spring 2005 to Summer 2007

## ***REFEREED JOURNAL PUBLICATIONS AND RESEARCH ANNUALS***

**Kaplan, D.M.,** Wiley, J.W., & Maertz, C.P. (forthcoming) The role of calculative attachment in the relationship between diversity climate and retention. *Human Resource Management*.

**Kaplan, D.M.,** & Fisher, J.E. (2009). A rose by any other name: Identity and impression management in Résumés. *Employee Responsibilities & Rights Journal*, 21, 319-332.

Berkley, R.A., & **Kaplan, D.M.** (2009). Assessing liability for sexual harassment: Reactions of potential jurors to email versus face-to-face incidents. *Employee Responsibilities & Rights Journal*, 21, 195-211.

**Kaplan, D.M.** (2008). Political choices: The role of political skill in occupational choice. *Career Development International*, 13, 46-55.

**Kaplan, D.M.,** & LeRouge, C. (2007). Managing on the edge of change: Human resource management of information technology employees. *Human Resource Management*, 46, 325-330.

**Kaplan, D.M.** (2006). Can Diversity Training Discriminate? Backlash to Lesbian, Gay, & Bisexual Diversity Initiatives. *Employee Responsibilities & Rights Journal*, 18, 61-72.

Dowd, K.O., **Kaplan, D.M.** (2005). The career life of academics: Boundaried or Boundaryless? *Human Relations*, 58, 699-721.

Frink, D.D., Robinson, R.K., Reithel, B., Arthur, M.M., Ammeter, A.P., Ferris, G.R., & **Kaplan, D.M.**, (2003). Gender demography and organization performance: A two-study investigation with convergence. *Group and Organization Management*, 28, 127-147.

**Kaplan, D.M.**, & Ferris, G.R. (2001). Fairness Perceptions of Employee Promotion Systems: A Two-Study Investigation. *Journal of Applied Social Psychology* 31, 1204-1222.

**Kaplan, D.M.**, Birmingham, C., & Ferris, G.R. (1998). Influence and politics in organizational quality contexts. In D.B. Fedor & S. Ghosh (Eds.), *Advances in the Management of Organizational Quality* (Vol. 3, pp. 287-320). Greenwich, CT: JAI Press.

Ferris, G.R., Arthur, M.M., Berkson, H.M., **Kaplan, D.M.**, Harrell-Cook, G., & Frink, D.D. (1998). Toward a Social Context Theory of the Human Resource Management - Organization Effectiveness Relationship. *Human Resource Management Review*, 8, 235-264.

Hansen, W. L., Berkley, R., **Kaplan, D.M.**, Yu-Qiang-Sheng, Craig, C., Fitzpatrick, J., Seiler, M., Denby, D., Gheis, P., Ruelle, D., and Voss, L. (1996). Needed skills for human resource professionals: A pilot study. *Labor Law Journal*, 47, 524-534.

## ***BOOK CHAPTERS***

**Kaplan, D.M.** , & Katz, J.A. (2008) The maturation of entrepreneurial careers. *International Handbook of Entrepreneurship and HRM* (pp. 446-463). Northampton, MA: Edward Elgar.

**Kaplan, D.M.** & Niederman, F. (2006). Career Management Concerns for Women in IT. In E.M. Trauth (Ed.), *Encyclopedia of Gender in IT* (pp. 84-89). Hershey, PA: Idea Group Reference.

## ***REFEREED CONFERENCE PRESENTATIONS***

**Kaplan, D.M.**, Wiley, J.W., & Maertz, C.P. (2010) The role of calculative attachment in the relationship between diversity climate and retention. *Academy of Management Annual National Meeting*, Montreal, Canada.

**Kaplan, D.M.** (2008). Exit stage left: Reconsidering the career paths of Gay, Lesbian, and Bisexual Workers. *Academy of Management Annual National Meeting*, Anaheim, CA.

**Kaplan, D.M.** , & Katz, J.A. (2006) The maturation of entrepreneurial careers. *ACREW Conference*. Prato, Italy.

- Kaplan, D.M.** (2005). The diversity teeter-totter: Balancing the legal rights of LGB and religious employees. *Academy of Management Annual National Meeting*, Honolulu.
- Kaplan, D.M.** (2005). Using popular film and television as pedagogical tools in HR/IR. *Innovative Teaching in Human Resources and Industrial Relations*. Park City, Utah.
- Dowd, K.O., & **Kaplan, D.M.** (2004). The career life of academics: Boundaried or boundaryless? *Academy of Management Annual National Meeting*, New Orleans.
- Hertenstein, E., Martocchio, J.J., & **Kaplan, D.M.** (2004). The role of core evaluations in supervisors' discipline decision-making. *Academy of Management Annual National Meeting*, New Orleans.
- Kaplan, D.M.** (2001). The impact of mobility goals on training motivation. *Academy of Management, 61st Annual National Meeting*, Washington, DC.
- Frink, D.D., Ferris, G.R., Robinson, R.K., **Kaplan, D.M.**, & Arthur, M.M. (2000). Workforce Diversity and organizational performance: A two-study firm-level investigation of gender effects *Academy of Management Annual National Meeting*, Toronto, Canada.
- Kaplan, D.M.**, & Ferris, G.R. (1999). Fairness Perceptions of Employee Promotion Systems: A Two-Study Investigation. *Society for Industrial and Organizational Psychology, 14th Annual Conference*, Atlanta, GA.
- Kaplan, D.M.**, & Hertenstein, E.J. (1999). Union Participation: A Labor Education Perspective. *Industrial Relations Research Association, 51st Annual Meeting*, New York, NY.
- Ferris, G.R., Berkson, H.M., **Kaplan, D.M.**, Buckley, R.M., Hochwarter, W.A., Witt, L.A., & Perrewe, P.L. (1999). Development and Initial Validation of the Political Skill Inventory. *Academy of Management Annual Meeting*, Chicago, Illinois.
- Kaplan, D.M.** (1998). The impact of benefit perceptions on turnover intentions and earnings. *Society for Industrial and Organizational Psychology, 13th Annual Conference*, Dallas, TX.
- Ferris, G.R., Harrell-Cook, G., & **Kaplan, D.M.** (1998). Human resource management and organizational performance: Theory and research challenges. *Society for Industrial and Organizational Psychology, 13 Annual Conference*, Dallas, TX.
- Kaplan, D.M.** (1996). One strike and you're out: Learning from PATCO. *Interdisciplinary Students of Organizations, 4th Annual Conference*, Chicago, IL.

Hansen, W.L., Berkley, R., **Kaplan, D.M.**, Yu-Qiang-Sheng, Craig, C., Fitzpatrick, J., Seiler, M., Denby, D., Gheis, P., Ruelle, D., and Voss, L. (1996). Needed skills for human resource professionals: A pilot study. *Innovative Teaching in Human Resources/ Industrial Relations Conference*, Atlanta, GA.

### ***SELECT RESEARCH IN DEVELOPMENT***

**Kaplan, D.M.** Constraints to pursuing boundaryless and protean careers: The case of Gay, Lesbian, and Bisexual Workers.

**Kaplan, D.M.**, Berkley, R.A. He said, she said: Constructed stories of sexual harassment incidents.

**Kaplan, D.M.**, & Maertz, C.P Does Loyalty Matter? Assessing Selection Decisions

### ***TEACHING PRESENTATIONS AND RECOGNITIONS***

**Kaplan, D.M.**, Berkley, R.A., DeMarr, B.J., & Stickney, L.T. (2010). Out of the closet and into the classroom. *Organizational Behavior Teaching Conference*, University of New Mexico.

Leigh, J.S., **Kaplan, D.M.**, & Berkley, R.A. (2009). Pre-tenure moves: Implications for teaching and learning. *Organizational Behavior Teaching Conference*, College of Charleston.

**Kaplan, D.M.** (2008). What makes faculty entrepreneurial. *Organizational Behavior Teaching Conference*, Babson University.

**Kaplan, D.M.**, & Dowd, K.O. (2007). Entrepreneurs on Campus. *Organizational Behavior Teaching Conference*, Pepperdine University.

**Kaplan, D.M.** (2005). Using popular film and television as pedagogical tools in HR/IR. *Innovative Teaching In Human Resources and Industrial Relations Conference*.

Berkley, R.A., & **Kaplan, D.M.**, (1998). What matters most in Teaching HRM? Academic and Practitioner Perspectives. *Academy of Management Annual Meeting*, San Diego, CA

Participant Reinert Center's 8<sup>th</sup> Annual Portfolio Retreat, April, 2005.

Outstanding Faculty Member nomination Dingleline Hall, Spring 2002.

Participant Brightman Teaching Workshop, August 2001

## ***COURSES TAUGHT***

### Saint Louis University

- MGT 310 – Management of Human Resources
- MGT 411 – Talent Management  
(previously named Employment, Placement, and Personnel Planning)
- MGT 414 – Training and Development
- MGT 418 – Employment Law
- MGT 480 – Management Internship (supervised multiple students)
- MGT 498 – Independent Study – Undergraduate (various topics)
- MBA 698 – Independent Study – Graduate (various topics)

### James Madison University

- MGT 365 – Human Resource Management
- MGT 463 – Labor Relations
- MGT 466 – Training and Development
- COB 202 - Interpersonal Skills
- Human Resource Management Review Course (Professional Seminar)

## ***MAJOR SERVICE ACTIVITIES***

John Cook School of Business Diversity Task Force (Chair), Spring 2008 to present

Faculty Senate Committee for Compensation and Fringe Benefits, Fall 2009 to present

Saint Louis University Faculty Senator – School of Business Senator, Fall 2006 to present

School of Business Technology Committee, Fall 2006 to present

Co-adviser for SHRM (Society for Human Resource Management), Saint Louis University.  
Fall 2003 to present.

Board of Directors (Currently, Vice President for Research) for Gateway Industrial Relations  
Research Association, Summer 2004 to present,

Faculty Senate Committee for Affirmative Action and Diversity, Fall 2005 to Spring 2009

John Cook School of Business Taskforces to Review Undergraduate Curriculum and Common  
Body of Knowledge, Spring 2006 to Fall 2007

John Cook School of Business Service Day Committee and Site Captain, Spring 2006

Department of Management (JCSB) – Entrepreneurship faculty search committee, 2005 & 2006  
Recruiting Cycles

Co-adviser for SHRM (Society for Human Resource Management), James Madison University, Fall 2000 to Spring 2003.

Member of Faculty Senate. James Madison University, Fall 2000 to Spring 2003.

Employee Advisory Committee, James Madison University. Fall 2002

Faculty Teaching Excellence Award Committee. Institute of Labor and Industrial Relations, University of Illinois, Urbana-Champaign. 1999-2000 academic year.

Ph.D. Admissions and Advisory Committee. Institute of Labor and Industrial Relations, University of Illinois, Urbana-Champaign. 1997-1998 academic year.

Computer Committee. Institute of Labor and Industrial Relations, University of Illinois, Urbana-Champaign. 1996-1997 academic year.

### ***COMMUNITY LEADERSHIP ACTIVITIES***

Executive Committee for Shir Hadash Reconstructionist Community  
Fall 2006 to present.

Team Captain for Tuesday Night Volleyball League, Recreational Division  
Fall 2004 through Summer 2005 and Spring 2007 through Spring 2008.

### ***DOCTORAL CONSORTIA***

Human Resources Consortium (1999). *Industrial Relations Research Association, 51st Annual Meeting*, New York, NY.

Human Resources Consortium (1998). *Academy of Management Annual Meeting*, San Diego, CA.

### ***MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS***

Academy of Management  
Labor and Employee Relations Association  
Organizational Behavior Teaching Society  
Society for Human Resource Management