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Education: Ph.D. Industrial Relations: Human Resource Management. University of Minnesota. July 1995. Dissertation: The Construct of Integrity: Item level factor analysis of the dimensions underlying honesty testing and the Big-Five Model of Personality.

M.A. Industrial Relations: Human Resource Management. University of Minnesota. September 1991. Thesis Title: The fakeability of a self-report personality-oriented integrity test relative to a more overt self-report integrity test.

B.S. General Business Administration. Winona State University, Winona, MN. May 1981.

Publications:

Wanek, J.E., Kaupins, G., & Coco, M. (under review, 2010). Domestic Partner Benefits Policies in North Texas. *The International Journal of Business and Public Administration Disciplines*.

Wanek, J.E., Kaupins, G., & Coco, M. (2010). Voluntary Domestic Partner Benefits in North Texas. *Voluntary Benefits Magazine* July 8, 2010, <http://www.voluntarybenefitsmagazine.com/article-detail.php?issue=issue14&article=voluntary-domestic-partner-benefits-north-texas#>.

Wanek, J.E., Kaupins, G., & Coco, M. (2009). GLBT Non-Discrimination Policies in North Texas. *The International Academy of Business and Public Administration Disciplines (IABPAD) Conference Proceedings*, Dallas, TX, April 23-26, 2009.

Wanek, J. E. (2009). Virtually Settled: Tips for Online Labor Negotiation Projects. *Journal of Human Resources Education*, 3 (1), Winter.

Kaupins, G., Coco, M., & Wanek, J.E. (2009). HR Professional Perceptions of Human Resource Information Systems. *International Journal of Business and Public Administration*, Spring 2009, Vol. 6, No. 1, 100-112.

Wanek, J. E. (2008). Virtually Settled: Tips for Online Labor Negotiation Projects. The Fifth Innovative Teaching in HRIR Conference Proceedings, sponsored by the HR Division of the Academy of Management, The Society for Human Resource Management (SHRM), and the SHRM Foundation, Carlson School of Management, University of Minnesota, Minneapolis, MN, April 25-26, 2008.

- Kaupins, G., Coco, M., & Wanek, J.E. (2008). HR Professional Perceptions of Human Resource Information Systems. *Best Paper Award*, The International Academy of Business and Public Administration Disciplines (IABPAD) Conference Proceedings, Dallas, TX, April 24-28, 2008. *International Journal of Business and Public Administration*
- Wanek, James E., Sackett, Paul R., & Ones, Deniz S. (2003). Towards an Understanding of Integrity Test Similarities and Differences: An Item-level Analysis of Seven Tests. *Personnel Psychology*, 56, 873-894.
- Sackett, Paul R. and Wanek, James (2002). Integrity Testing: An Overview. Submission for a special edition of *Security Journal*, 8, February, 11-18.
This article is one of 50 selected for reprinting in "Readings in Security Management: Principles and Practices."
- Wilterding, Jim, Baughn, C.Christopher, & Wanek, James E. (2000). The Inquiry Process: Another Way of Facilitating Problem Solving Through Training. *Performance Improvement*, 39(9), October, 27-31.
- Wanek, James E. (1999). Integrity and Honesty Testing: What do we know? How do we use it? *International Journal of Selection and Assessment*, 7(4), December, 183-195.
- Wanek, James E. (1997). *How Honesty Testing Works*, by Miner and Capps, A Review. Invited book review for *Personnel Psychology*, 50(3), 772-775 .
- Sackett, Paul R. and Wanek, James (1997). Integrity Testing: An Overview. Submission for a special edition of *Security Journal*, 8, February, 11-18.
- Sackett, Paul R. and Wanek, James E. (1996). New Developments in the Use of Measures of Honesty, Integrity, Conscientiousness, Dependability, Trustworthiness, and Reliability for Personnel Selection. *Personnel Psychology*, 49(4), 787-829.
- Noe, Raymond A.; Wilk, Steffanie; Mullen, Ellen and Wanek, James E. (1996). Employee Development: Issues in Construct Definition and Investigation of Antecedents. In J. K. Ford (ed.), *Improving Training Effectiveness in Work Organizations*, Hillsdale, NJ: Lawrence Erlbaum Associates.
- Arvey, Richard D. and Wanek, James E. (1994). Workplace Honesty: An Honest Review. A review of *Honesty in the Workplace*, by Kevin R. Murphy, 1993. *Contemporary Psychology*, 39, March, 324.

Refereed Conference Papers/Presentations:

- Wanek, J.E., Kaupins, G., & Coco, M. (2009). GLBT Non-Discrimination Policies in North Texas. Presented at the International Academy of Business and Public Administration Disciplines (IABPAD) Conference, Dallas, TX, April 23-26, 2009.

Wanek, J. E. (2008). Virtually Settled: Tips for Online Labor Negotiation Projects. Presented at the Fifth Innovative Teaching in HRIR Conference, sponsored by the HR Division of the Academy of Management, The Society for Human Resource Management (SHRM), and the SHRM Foundation, Carlson School of Management, University of Minnesota, Minneapolis, MN, April 25-26, 2008.

Kaupins, G., Coco, M., & Wanek, J.E. (2008). HR Professional Perceptions of Human Resource Information Systems. Presented at the International Academy of Business and Public Administration Disciplines (IABPAD) Conference, Dallas, TX, April 24-28, 2008.

Wanek, James E., Sackett, Paul R., & Ones, Deniz S. (1998). Item-level Analysis of Integrity: A Judgmental Approach to Defining Sub-factors. Paper presented at the Thirteenth Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX, April 24-26.

Wanek, James E. (1997). The Labor History Game: Playing with the past perks participation. Paper presented and published in the Conference Proceedings at the Association for Business Simulation and Experiential Learning conference, New Orleans, March 19-21.

Other Conferences:

Session Chair: Focusing on the Stakeholders in HR/IR Education. The Fourth Conference on Innovative Teaching In HR/IR, sponsored by SHRM Foundation and Academy of Management HR Division, Park City, UT, March 31-April 2, 2005.

Presenter, H3 Project - Hybrid Course Summer Development Institute, Academic Technologies, Boise State University, June 27, 2005.

Redesigning Instruction for the Future Conference, Boise State University, April 11, 2006.

Work in Progress:

“The Equality Gap: Non-discrimination, domestic-partner benefits, and marriage.” A review and commentary on the dichotomy between the rapid growth in corporate support of non-discrimination and domestic-partner benefits for GLBT employees, and state laws and amendments that seek to limit gay rights.

HR Cases: Adventures in People, Problems, and Possibilities. A collection of short cases and scenarios in human resource topics appropriate for student analysis, class discussion, and essays. Topic areas include Human Resource Strategy and Planning, Employee Recruitment, Employee Selection, Performance Management, Discipline, Organizational Exit, Compensation and Benefits, and Ethics.

Research Interests: Pre-employment selection methods including personality measures of integrity, conscientiousness, and the five-factor model.

Issues of fairness, justice and diversity in a rapidly changing workplace.

Ad hoc Reviewer for:

Applied Psychology: An International Review, 2007
 International Journal of Selection and Assessment, April, November 2006
 Journal of Product Innovation Management, Special Issue, 2005.
 European Journal of Psychology, 2005
 Western Decision Sciences Institute, 2004
 Academy of Management Review, 2003
 Association for Business Simulation and Experiential Learning conference 1998.
 International Journal of Selection and Assessment, 2000, 2001, 2002.
 Journal of Applied Psychology, 2000, 2001.
 Personnel Psychology 2001, 2002.

Textbook/Manuscript Reviews:

Invited review of John Budd's textbook Labor Relations: Striking a Balance, 1st Edition, for McGraw-Hill/Irwin, Elmhurst, IL, June 2006.

Invited review of John Budd's textbook manuscript Labor Relations: Striking a Balance, for McGraw-Hill/Irwin, Elmhurst, IL, April 2003.

Invited review of Carrell/Heavrin's textbook Labor Relations and Collective Bargaining, 6th Edition, for Prentice-Hall, Englewood Cliffs, NJ, April 2002.

Invited review of prospectus by Paludi, et al., The Law and Human Resources: Management and Psychological Applications, Prentice Hall Business Publishing, Upper Saddle River, NJ, August 2001.

Invited review of Judith R. Gordon's textbook Organizational Behavior: A Diagnostic Approach, 5th Edition, for Prentice-Hall, Englewood Cliffs, NJ, March 1997.

Invited review of R. Wayne Mondy and Robert M. Noe's textbook Human Resource Management, 6th Edition for Prentice-Hall, Englewood Cliffs, NJ, March 1997.

Invited review of Effective Training Strategies and Practices, a textbook manuscript, for Prentice-Hall, Englewood Cliffs, NJ, April 1997.

Invited review of Gerald F. Cavanuagh's textbook American Business Values, 3rd Edition for Prentice-Hall, Englewood Cliffs, NJ, June 1995.

Professional Consulting Experience:

2006 Supervisor Training - JR Simplot Company, Caldwell Idaho. Assessed supervisory training needs in administration of labor agreement, assisted with design and delivery of one day training session on Sept. 15, 2006.

- 2001** Employee Assessment Consultant – Salt River Project Utility, Tempe, AZ. Administered pre-employment assessments to two job applicants from the Boise area for out-of-state utility.
- 1993** Special Project Consultant with Dr. Paul R. Sackett for General Electric, Cincinnati, OH, and Louisville, KY. Administered diversity assessment instrument to new managers.

Service:

2009-2010

- Teaching, Learning and Technology Roundtable, Academic Technology's advisory group – invited member.
- BSU Benefits Manager Search Committee – invited member.
- COBE MGT/MBA OB Faculty Search Committee
- BSU – Quality Matters Peer Reviewer for HLTHST 255
- COBE Graduate Policy Committee
- Co-Advisor of student Human Resource Association

2008-2009

- Chair, COBE Promotion & Tenure Committee
- Blackboard Steering Committee
- Co-Advisor of student Human Resource Association

2007-2008

- Provost's Adjunct Commission
- COBE Promotion & Tenure Committee
- MBA Curriculum Committee
- Blackboard Steering Committee
- Co-Advisor of student chapter Human Resource Association

2007-2008

External Promotion/Tenure Reviewer for Dr. Melissa Gruys, Wright State University, Dayton, OH. August, 2007.

External Promotion/Tenure Reviewer for Dr. Troy Mumford, Utah State University, Logan, UT. Sept., 2007.

2006-2007

- Provost's Adjunct Commission
- BSU Catalog Committee
- Blackboard Steering Committee
- Co-Advisor of student chapter Human Resource Association
- SCORE/HRA Interviewing Skills Workshop, Feb. 3, 2007.

2005-2006

- BSU E-learning Initiatives Project – Asset Mgt. Committee
- COBE-Promotion & Tenure Committee
- Management Faculty Search Committee- Entrepreneurship Position
- BSU Catalog Committee
- Co-Advisor of student chapter Human Resource Association

2004-2005

- COBE-Promotion & Tenure Committee

- BSU Catalog Committee
- Co-Advisor of student chapter Human Resource Association
- Session Chair- Innovative Teaching In HR/IR conference

2003-2004

- BSU-Human Resource Advisory Committee – Provost’s representative
- COBE: Graduate Policy Committee
- Chair, Management Faculty Search Committee- Strategy Position
- BSU Catalog Committee
- Co-Advisor of student chapter Human Resource Association
- Center for Management Development: member of Advisory Board

2002-2003

- Teaching and Learning Technology Roundtable Focus Group, participant, Oct. 24, 2002
- BSU-Human Resource Advisory Committee – Provost’s representative
- COBE: Graduate Policy Committee
- Chair, Mgt. Faculty Search Committee- Strategy Position
- BSU Catalog Committee
- Co-Advisor of student chapter Human Resource Association
- Center for Management Development: member of Advisory Board
- Panelist-Human Resource Management Workshop, sponsored by Hawley-Troxel law firm, May 30, 2002

2001-2002

- COBE: Scholarship Committee
- BSU Catalog Committee
- Co-Advisor of student chapter Human Resource Association
- Center for Management Development: member of Advisory Board
- Taught Employee Selection in Human Resource Professional Development Program, Center for Management Development, BSU, February 26, 2002

2000-2001

- BSU Affirmative Action Committee
- Honors College Brown Scholarship Committee
- ASBSU Faculty of the Year Selection Committee
- COBE: Scholarship Committee
- COBE: Dean’s Evaluation Committee
- Dept. of Management WAM Exhibitor’s Subcommittee
- Co-Advisor of student chapter Human Resource Association
- Center for Management Development: member of Advisory Board
- Taught Employee Selection in Human Resource Professional Development Program, Center for Management Development, BSU, February 27, 2001

1999-2000

- BSU Affirmative Action Committee
- COBE: Serving on the Undergraduate Policy Committee
- Chair, Mgt. Faculty Search Committee- Strategy Position
- Co-Advisor of student chapter Human Resource Association
- Center for Management Development: member of Advisory Board
- Taught Employee Selection in Human Resource Professional Development Program, Center for Management Development, BSU, February 29, 2000
- Volunteer in New Student *Gateway to Your Future* Orientation, Nov. 30, 1999

1998-1999

- COBE: Promotion and Tenure Committee.
- Chair, Mgt. Faculty Search Committee- Organizational Behavior Position
- Center for Management Development: member of Advisory Board
- Co-advisor of student chapter Human Resource Association

1997-1998

- COBE: Promotion and Tenure Committee
- Center for Management Development: member of Advisory Board
- Co-advisor of student chapter Human Resource Association
- Summer: PIN/HR Payroll Advisory team (People Soft conversion)

1996-1997

- COBE: Technology Committee member
- Appointed to Associate Graduate Faculty of Boise State University
- Search Committee Member: Center for Management Development Director position
- Dept. of Management Marketing Committee
- Co-advisor of student chapter Human Resource Association
- Taught "Employee Relations" in Human Resource Professional Development Program, Center for Management Development, BSU, April 15, 1997
- Department coordinator of 1996-97 State Employees Charitable Giving Campaign

Professional Affiliations:

Society for Human Resource Management, Member-local and national

Professional Development Activities:

"Summer Institute: PowerPoint: Beyond the Bullets" Workshop, led by Ken Hyde, SM106, May 29, 2009.

"Summer Institute: Developing Rich Media with Camtasia" Workshop, led by Eric Orton, BSU Academic Technologies, SM106, May 21, 2009 .

"Summer Institute: Here, There, and Everywhere with Videoconferencing" Workshop, led by Bill Cottle, BSU Academic Technologies, SM116, May 19, 2009.

"People Soft Updates for Advisors" Workshop, led by Kimberly Woodings, Instructional Technology Center 210, Oct. 28, 2008.

"What's New and Different in Blackboard 7.3" Workshop, led by Allan Heaps, BSU Blackboard Administrator, Jan. 14, 2008.

"Beyond the Blackboard Defaults" Workshop, led by Allan Heaps, BSU Blackboard Administrator, Dec. 7, 2007.

"Publish and Flourish" Workshop, led by Dr. Tara Gray, New Mexico State University, Feb. 9, 2007, sponsored by the Center for Teaching & Learning, and Office of Research, Boise State University, BSU Student Union Lookout Room,.

Simulcast Workshop: "How to Cheat Online," Nov. 15, 2006, sponsored by Academic Technologies, BSU Student Union Hatch D.

Simulcast Workshop: "What Makes Online Students Successful," Sept. 20, 2006, sponsored by Academic Technologies, BSU Student Union Farnsworth Room.

Session Chair: Innovative Teaching in Human Resources and Industrial Relations, Mar.31-April 2, 2005, Park City, UT.

H3 Project - Hybrid Course Summer Development Institute, May 24-July 16, 2004, redesign of MBA537 Managing People In Organizations, Academic Technologies, Boise State University.

"Practical Online Teaching Strategies," roundtable discussion, Feb. 1, 2002.

"Best Practices On-line," SMITC faculty development, April 20, 2001.

"Staying the course: Online Attrition," SMITC faculty development, April 19, 2001.

"Blackboard Communications Tools; Powerpoint; Quizzes & Tests; Groups & Administration," faculty workshops January 6, 8,13, 20, 2001 (completed 13 hours of Blackboard workshops).

"Blackboard CourseInfo – Special Topic: FastTrack," Faculty workshop, December 4, 2000, BSU Simplot Micron Instructional Technology Center.

"Faculty Development in International Human Resource Management," June 5-9, 2000, Center for International Business Education and Research, Institute for International Business, University of Colorado at Denver.

“Introduction to Competency Modeling” and “Building Competency-Based Selection, Performance Management and Learning Systems”, June 15-16 and 18-19, 1998, Linkage, Inc. Workshops, Boston, MA.

Awards:

H3 Project, Hybrid Course Summer Development Institute, \$6,000 grant Summer, 2004.
 BSU-COBE Dean’s Intellectual Contribution Stipend – Summer 2004.
 BSU Faculty Research Associates Program – Fall 2002 Course Release Time.
 COBE Teaching Grant, Summer 2002 – development of MGMT305 on-line.
 COBE Teaching Grant, Summer 2001 – development of MGMT340 on-line.
 BSU-COBE Dean’s Intellectual Contribution Stipend – Summer 1999.
 BSU Faculty Research Associates Program – Fall 1996 Course Release Time
 Industrial Relations Center Fellowship, University of Minnesota (1991-1995).
 Graduate School Tuition Scholarship, University of Minnesota (1990).

Other Professional Experience:

Summer 1991 & 1993 Research Assistant to Georgianna Herman, Industrial Relations Center Reference Library, University of Minnesota.

1990-1991, Summer 1992 Student Accounts Specialist, Composition Program, University of Minnesota. Prepared appointment and payroll documents for 140 graduate teaching assistants, and 5 faculty/staff positions, in day school and extension programs. Interfaced with Graduate School, College of Liberal Arts, Graduate Assistance Office, and Payroll representatives in trouble shooting appointment and payroll problems. Maintained expense, travel and grant budgets and accounts, before, during and after conversion to CUFS accounting system.

1986-1989 Operations Manager, Pet Parade Stores, Winona, MN.

Interviewed, selected, trained employees through regional manager level for 9 stores in MN, WI, and IA, and central warehouse. Established corporate interviewing guidelines, performance and correctional review procedures, revised employee handbook, code of conduct and product/livestock training manuals. Represented company in unemployment fact finding interviews. Directed merchandise warehousing, distribution and presentation standards. Supervised three Regional Managers and nine Store Managers. Assisted with the planning and opening of four new retail stores. Compiled and analyzed various merchandise, sales and financial reports.

1984-1985 Store Manager, Linen Center, Div. of Brown Group, Inc., St. Louis, MO. Opened four new off-price retail stores in three midwest cities. Interviewed, administered and interpreted integrity tests, selected and trained employees through assistant manager level in all areas of product knowledge, selling and customer service. Four-wall responsibilities included personnel, scheduling, merchandise presentation, inventory control, security, and regular contact with central buying staff. Achieved all sales goals while keeping expenses and shrinkage below company averages.

1981-1984 Department Manager, Carson Pirie Scott Department Stores, (formerly Donaldsons Department Stores), Minneapolis, MN. Merchandised sales floors in seven departments of new flagship store while closing down old facility. Implemented expense and inventory control measures. Assisted in training over 200 employees during electronic POS terminal conversion. Mentor/trainer for newly hired participants of the management training program. Trained hourly sales people in product knowledge, policies, presentation standards, and selling skills.

Graduate Staffing, Training and Development Area:

Coursework: Staffing, Training and Development
 Organization and Staffing
 Training and Development
 Management Development
 Human Resource Information Systems
 I/O Psychology - Individual Behavior in Organizations
 I/O Psychology Seminar: Training Topics
 IR Ph.D. Seminar: Staffing, Training and Development
 Organizational Behavior, Theory and Analysis

Compensation Area:

Employee Compensation and Reward
 Compensation, Reward, Motivation, and Performance
 IR Ph.D. Seminar: Compensation and Reward

Labor and Industrial Relations Area:

Introduction to Industrial Relations
 Labor Market Analysis
 Collective Bargaining
 Industrial Relations Systems Theory

Quantitative Methods Area:

Intro. Quantitative Methods and Techniques for IR
 Intermediate Quantitative Methods and Techniques for IR
 Psychological Measurement: Theory and Methods
 Regression Analysis
 Factor Analysis
 IR Ph.D. Seminar: Research Methods
 Methods of Multivariate Analysis
 Advanced Quantitative Research Methods

Computer Skills: Microsoft Word, Excel, Powerpoint, FrontPage, BlackBoard, Camtasia Recorder/Producer, Real Media Recorder/Producer, SAS (mainframe), SAS-pc, SPSSpc+, MiniTab, Lotus 1-2-3.

References:

Paul R. Sackett, Ph.D., Professor
Department of Psychology
University of Minnesota
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75 E River Road
Minneapolis, MN 55455

John W. Budd, Ph.D., Professor
3-300 Carlson School of Management
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Minneapolis, MN 55455-0438

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New Mexico State University
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Las Cruces, NM 88003

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