Contributors

Leticia S. Andrade is a doctoral student in the Organization and Management PhD program at the University of Texas at San Antonio. She has an article forthcoming in *Emergence: Complexity and Organization* on conflict in organizations. Her current research interests include: strategic human resource management, organizational unlearning, managing human capital in dynamic environments, and the effects of employment discrimination on victims.

Dennis Briscoe is Professor of International Human Resource Management and former Associate Director of the John M. Ahlers Center for International Business at the University of San Diego. His PhD is in Management from Michigan State University and his BBA and MBA are from Washington State University. Dr. Briscoe has published six books, including *International Human Resource Management*, 2nd edition, with Randall Schuler (the 3rd edition, with Dr. Lisbeth Claus, is due in early 2008), *Industrial Relations Around the World*, and over 60 articles. He has about 20 years' experience as a manager and human resource manager, has founded or helped to found a number of organizations, both for-profit and not-for-profit, and has served on a number of boards. Dr. Briscoe has worked and lived in 15 countries and traveled fairly extensively in about 70. Dr. Briscoe taught at the University of San Diego for 28 years (he retired in June 2007) and speaks around the world on topics related to the new world of business and careers. He is a member of the Academy of International Business, the Academy of Management, Society for Industrial and Organizational Psychology (SIOP), and Society for Human Resource Management (SHRM) Global Forum and is recognized globally as an authority on international human resource management. Dr. Briscoe speaks and consults on organizational learning and knowledge management, global executive development, cross-cultural communication and management, and project leadership. When Dr. Briscoe is not busy with his academic activities, he is actively engaged in volunteer work, with organizations such as Habitat for Humanity.

Donald A. Carpenter is Professor of Computer Information Systems (CIS) in the Department of Business at Mesa State College in Grand Junction, Colorado. Previously he taught at Pikes Peak Community College, University of Colorado at Colorado Springs, and University of Nebraska at Kearney,
where he was Chairperson of the Department of Computer Science and Information Systems for 15 years. He holds a BS from Kearney State College, an MBA from the University of Colorado at Colorado Springs, and a PhD from the University of Nebraska-Lincoln. Prior to starting his now 27-year teaching career, he accumulated ten years’ experience in the information technology industry. Teaching and research interests are in CIS education, decision support systems, information requirements determination, enterprise requirements planning, and meaningfulness of IS work. He has published in the *Journal of Computer Information Systems*, *Journal of Computer Science Education*, *International Journal of Decision Support Systems* and others. He is a regular contributor to the Decision Sciences Institute’s various proceedings both as author and reviewer and presently serves as President of the Board of Directors of the Mountain Plains Management Association.

**Ans De Vos** is Associate Professor at the HRM Department of Vlerick Leuven Gent Management School. She holds a Master’s in Psychology and in Personnel Management, and obtained her doctoral degree on the topic of psychological contract formation. She is currently responsible for the Career Management Research Centre within Vlerick, in which research on career development and career management is conducted in close collaboration with the business world. Her research interests include psychological contracts, organizational support for career development, and individual career management. Current research projects include the career expectations and experiences of graduates making the transition from school to work, best practices in competency management, and the importance of individual proactivity for career development.

**Regina-Viola Frey** is a PhD student at Heilbronn Business School in Germany. She recently completed her Honors thesis on recruitment. Regina-Viola has held positions in human resources with a number of German multinational companies.

**Jim M. Graber** is an organizational psychologist with 30+ years of experience working with private and public sector organizations interested in improving their talent and performance management. Jim’s expertise is in organizational psychology, particularly competency modeling, career development, workforce and succession planning, performance management, employee assessments, and employee certification. He has spearheaded the development of focus™ software, a comprehensive talent and performance management solution used worldwide. He has also leads the talent management consulting practice for Business Decisions, Inc., Chicago. Research and development of new, improved solutions and services is always a part of Jim’s work. Currently, Jim is working on new
products in the areas of rigorous employee development/certification (‘grow your own talent’ approaches that really work); a ‘competency store’ that will provide a standard, updated competency library and related tools to users worldwide; comprehensive workforce planning; online behavioral interviewing; and role-based job profiling. Jim has taught at the undergraduate and graduate levels at three universities. He has presented at numerous professional conferences and has contributed to a number of professional journals and books. He earned his Bachelor’s degree from the University of Michigan and his PhD in Psychology from Claremont Graduate University.

**Bettie Hall**, MEd, is an educational consultant with more than 20 years of experience assisting organizations to implement information technology systems that meet the needs of the people who use them. She has published and presented her work on topics ranging from how to choose technologies that address adult learning styles to creating reward systems that motivate people to do their best. She is currently completing her Doctorate of Education with a specialization in Knowledge Technologies, and has helped launch HI Results Consulting with a goal of using educational research findings to improve business results.

**Nancy A. Inskeep** is a consultant who has led projects and implemented key business strategies for more than 25 years in financial services, telecommunications, and retail environments. She has served as project leader in the selection and implementation of human resources, investment, materials management, and customer services, as well as vendor relationship management and financial analysis. Nancy holds a JD, an MEd, and an MBA. She is PMP-certified and has published on topics involving law, project management, and HRIS. She has been the principal consultant of Organization & Guidance Consulting and recently co-founded HI Results Consulting.

**Rhonda Jones** is a Collegiate Associate Professor and Program Director for the graduate Human Resource (HR) specialization at the University of Maryland University College. She also provides management, organizational development, and HR consulting services to public agencies and small businesses to help strategically align human capital initiatives with each organization’s mission, vision, and objectives. Dr. Jones has taught in-person and online courses in the United States, Hong Kong, and Singapore, and presented at several academic and professional conferences. She has earned a BA in Psychology, an MBA, and a Doctorate of Education (EdD) in HR Development. In addition, Dr. Jones holds the Senior Professional in Human Resources (SPHR) and the International Public Management
Association for Human Resources Certified Professional (IPMA-HR CP) designations, and is a member of the Academy of Management (AOM), the Academy of Human Resource Development (AHRD), the Society for Human Resource Management (SHRM), and the International Public Management Association for Human Resources (IPMA-HR).

Konstantin Korotov is Assistant Professor of Leadership and Organizational Behavior at the European School of Management and Technology (ESMT) (Berlin). He received a PhD in Management from INSEAD Business School. In addition to his academic work, he has over 14 years of practical management development experience in various parts of the world. Konstantin’s current research is on leadership development, identity dynamics, and executive coaching. His recent work is reflected in Coach and Couch: The Psychology of Making Better Leaders, a book co-edited with Manfred Kets de Vries and Elizabeth Florent-Treacy (Palgrave, 2007), as well as in academic and practitioner articles on leadership development in Europe, and teaching materials for participants in leadership development executive programs. As an expert on leadership and management in Russia and post-Soviet economies, Konstantin also conducts research on leadership styles of business elite and emerging leaders in the region. With Manfred Kets de Vries and associates he co-authored The New Russian Business Leaders (Edward Elgar, 2004), as well as academic and practitioner-oriented articles and case studies on leadership, leadership development, and careers in Russia. Previously, Konstantin has held the positions of Director of Professional Development for Ernst & Young (CIS), consultant for the Center for Business Skills Development (CBSD) (Moscow), and researcher at New York University.

Mark L. Lengnick-Hall is Professor of Management in the College of Business at the University of Texas at San Antonio. He received his PhD in Organizational Behavior and Human Resource Management from Purdue University, Indiana. His work has been published in many journals, including Academy of Management Review, Academy of Management Executive, Personnel Psychology, Human Resource Management Review, and Human Resource Management. He has co-authored four books, the most recent being Hidden Talent: How Leading Companies Hire, Retain, and Benefit from People with Disabilities (Praeger, 2007). Dr. Lengnick-Hall was the recipient of the HR Educator of the Year award presented by the HR Southwest Conference in 2003, and has received national recognition for his research in strategic human resource management. His current research interests include the employment of people with disabilities, strategic human resource management, human resource management in the knowledge economy, and the implementation of information technology in organizations.
Rob F. Poell, PhD, is Professor of Human Resource Development in the Department of Human Resource Studies at Tilburg University in the Netherlands. He received his BEd (with distinction), MEd, and PhD from the Radboud University Nijmegen in the Netherlands. His main interest is in workplace learning, especially the different organizing strategies employed by workers, managers, and HR professionals in workplace learning. He has also published on work-related learning projects, new roles of HRD professionals, learning networks, on-the-job learning styles, HRD policies of organizations, the learning paths of individual employees, social capital, coaching, combining formal and informal learning, amongst others. Rob is General Editor of the journal Human Resource Development International and was elected to the Board of Directors for the international Academy of Human Resource Development twice. He publishes regularly in Management Learning, Adult Education Quarterly, Applied Psychology International Review, International Journal of Human Resource Management, Human Resource Development Quarterly, Human Resource Development Review, Personnel Review, amongst others. His teaching focuses on HRD, HRM, and qualitative research methods.

William J. Rothwell, PhD, SPHR (Senior Professional in Human Resources), is President of Rothwell and Associates, Inc., a full-service consulting firm that offers services in succession planning and management. He is also Professor of Human Resource Development on the University Park campus of the Pennsylvania State University. As a consultant, he has worked with over 30 multinational corporations. As an academic, he heads up the leading graduate program in HRD in the United States. Before arriving at Penn State, he was previously Assistant Vice President and Management Development Director for the Franklin Life Insurance Co., a wholly owned subsidiary of a Fortune 48 corporation. Before that, he was Training Director for the Illinois Office of the Auditor General. Dr. Rothwell was National Thought Leader for a Linkage-DDI sponsored study of 18 multinational corporations in 2001 that examined corporate best practices in succession planning and management. His bestselling book Effective Succession Planning: Ensuring Leadership Continuity and Building Talent from Within, 3rd edition (Amacom, 2005) is regarded by some as the ‘corporate bible’ on succession management practices.

Patrick F. Schutz holds a PhD in Education and Human Resource Studies from Colorado State University, an MS in Economics and Human Resource Management from the University of Utah, and a BS degree from Eastern Michigan University. He is an Assistant Professor of Business.
Administration and Management at Mesa State College in Grand Junction, Colorado. He holds the credential of Senior Professional in Human Resources (SPHR) from the Human Resource Certification Institute (HRCI) and is a member of the Phi Kappa Phi scholastic honor society. Dr. Schutz has nearly 30 years of direct management experience in both the private and public sectors. Human resource management is his passion and for many years he has shuttled between direct management responsibilities and classroom teaching of management theory. These days, he is a full-time professor and researcher in the fields of human resource management and organizational behavior. His current research is primarily directed toward seeking a greater understanding of the relationship between employee performance evaluation systems and overall organizational performance.

Nele Soens is a PhD researcher at the HRM Department of the Vlerick Leuven Gent Management School. She holds a Master’s degree in Commercial Engineering (University of Antwerp). She has conducted research in the area of career management, labor market and career mobility, and comparative international HRM. Currently she is working on her PhD as an ICM (Intercollegiate Center for Doctoral Studies in Management, Belgium) fellow studying the mediating role of line managers and employees in the linkage between human resource management and firm performance.

Siri Terjesen is an Assistant Professor in the Department of Management at Indiana University. Concurrently, she is a Visiting Research Fellow at the Max Planck Institute of Economics in Jena, Germany. Previously, she was a Lecturer at the London School of Economics and Political Science and a Senior Lecturer at the Brisbane Graduate School of Business at Queensland University of Technology. She has published in several journals, including Strategic Management Journal, Small Business Economics, Journal of Business Ethics, Entrepreneurship Theory & Practice and Venture Capital and is co-author (with Anne Huff, Steve Floyd, and Hugh Sherman) of Strategic Management (Wiley, 2008). She is on the board of the National Policy Research Council (NPRC), USA.

Vlad Vaiman is currently a Professor of International Management at FH Joanneum University of Applied Sciences in Graz, Austria, and, as of 1 August 2008, an Associate Professor of International Business at Reykjavik University in Iceland. He holds a Doctorate in Business Administration from the University of St. Gallen in Switzerland. His academic experience includes teaching undergraduate, graduate, and executive courses in top universities around the world, including Helsinki School of Economics.
University of Graz, Oslo University College, California Lutheran University, Danube University of Krems, Management Center Innsbruck, and Reykjavik University. His research interests include issues of both organizational behavior and international management and, particularly, matters of cultural differences and their influences on leadership, motivation, and talent management in multinational companies. He is also an active member of the International Association of Management Consultants and its Canadian chapter.

**Ferd J. Van der Krogt** is an Associate Professor at Radboud University Nijmegen (Netherlands). He is interested in theory and research about the organization of HRD processes in organizations. He developed the ‘learning network theory.’

**Charles M. Vance** is a Professor of Management at Loyola Marymount University (Los Angeles). He has delivered numerous presentations at academic and practitioner association meetings, and has published widely in journals such as *Journal of World Business, Academy of Management Learning and Education, Training and Development Journal, Journal of Business Ethics, Journal of Management Development, Management International Review, and Human Relations*. Professor Vance has focused his teaching, consulting, and research within many different organizations in the United States and abroad on training and management development, organization change and development, international management, and human resource management. In 2005 and 2006 Professor Vance held US Fulbright teaching and research appointments in Austria and China. He is the author/editor of *Managing a Global Workforce* (M.E. Sharpe, 2006) and *Mastering Management Education* (Sage, 1993).