

## CURRICULUM VITAE

**MICHELLE M. ARTHUR**

*August, 2009*

University of New Mexico  
Anderson School of Management  
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### **ACADEMIC POSITIONS**

*The University of New Mexico, Anderson School of Management*  
Associate Dean of Enrollment Management, January 2009 - present  
Assistant Dean of Enrollment Management, January 2008 - January 2009  
Associate Professor, July 2004 - present  
Assistant Professor, August 2002 - June 2004  
Albert and Mary Jane Black Professorship, June 2008 - present  
Regents' Professor of Management, June 2005 - June 2008  
Foundation Board Endowed Fellowship, August 2003 - June 2005

*Purdue University, Krannert School of Management*  
Assistant Professor, August 2000 - May 2002

### **EDUCATION**

Ph.D.            *University of Illinois at Urbana-Champaign, May, 2000*  
Institute of Labor and Industrial Relations  
Major: Labor and Industrial Relations

M.A.            *University of Colorado at Boulder, May, 1996*  
Department of Economics  
Fields: Econometrics, Demographic Economics

B.A.            *University of Massachusetts at Amherst, May, 1991*  
Department of Economics  
Major: Economic Theory

## ***REFEREED ACADEMIC PUBLICATIONS***

- Arthur, M.M. & Cook, A. (2009). Shareholder returns for a Catalyst award. *Group and Organization Management*, 34, 432-448.
- Arthur, M.M., Van Buren III, H. J. & Del Campo R.G. (2009). The Impact of American politics on perceptions of women's golfing abilities. *American Journal of Economics and Sociology*, 68 (2), 517-539.
- Morgan, L.A. & Arthur, M.M. (2005). Methodological considerations in estimating the gender pay gap for employed professionals. *Sociological Methods and Research*, 33, 383-403.
- Arthur, M.M. & Cook, A. (2004). Taking stock of work-family initiatives: How announcements of 'Family-Friendly' human resource decisions affect shareholder value. *Industrial and Labor Relations Review*, 57, 599-613.
- Arthur, M.M. & Cook, A. (2003). The relationship between work-family human resource practices and firm profitability: A multi-theoretical perspective. *Research in Personnel and Human Resources Management Review*, 22, 219-252.
- Arthur, M.M. (2003). Share price reactions to work-family human resource decisions: An institutional perspective. *Academy of Management Journal*, 46, 497-505.
- Frink, D.D., Robinson, R.K., Reithel, B., Arthur, M.M., Ammeter, A.P., Ferris, G.R., Kaplan, D.M., & Morrisette, H.S. (2003). Gender demography and organization performance: A two-study investigation with convergence. *Group and Organization Management*, 28, 127-147.
- Allegretto, S.A. & Arthur, M.M. (2001). An empirical analysis of heterosexual/homosexual male earnings differentials: Unmarried and unequal? *Industrial and Labor Relations Review*, 54, 631-646.
- Ferris, G.R., Arthur, M.M., Berkson, H.M., Kaplan, D.M., Harrel-Cook, G., & Frink, D.D. (1999). Toward a social context theory of the human resource management-organization effectiveness relationship. *Human Resource Management Review*, 8, 524-563.
- Graves, P.E., Arthur, M.M., & Sexton, R.L. (1999). Amenities and the labor earnings function. *Journal of Labor Research*, 20 (3), 367-376.
- Graves, P.E., Sexton R.L., & Arthur, M.M. (1999). Amenities and fringe benefits: Omitted variable bias. *American Journal of Economics and Sociology*, 58 (3), 399-404.

### **RESEARCH UNDER REVIEW**

The impact of gender-differentiated golf course structures on women's networking abilities. With Harry J. Van Buren III & Robert G. Del Campo. Submitted to *Industrial Relations Journal*.

Work-family policies and employee perceptions of organizational support: A two study investigation accounting for cultural differences in at-home family and friend support. With Alison Cook & Robert G. Del Campo. Submitted to *Journal of Management and Academy of Management conference in Chicago, 2009*.

### **RESEARCH IN PROGRESS**

Lying in wait: Manifestations of incomplete logic changes in golf. With Karen Patterson. (Target Journal is *Academy of Management Journal*).

Internationalization, TMT gender diversity and firm performance in Mexican firms. With Douglas Thomas and Jackie Hood. (Target Journal is *Group and Organization Management*).

One too many? The asymmetric effects of work-family programs on employees. With Alison Cook. (Target Journal is *Academy of Management Journal*).

The effects of discrimination lawsuits on firm value. With Alison Cook. (Target Journal is *The Journal of Management*).

Blood is thicker than water: An examination of women relatives serving on the board of directors. (Target Journal is *Strategic Management Journal*).

### **RESEARCH PRESENTATIONS**

Arthur, M.M., Del Campo, R. Van Buren, H. (2008, August) The impact of gender-differentiated golf course structures on women's networking abilities. *The Academy of Management Conference, Anaheim, California*.

Arthur, M.M. & Cook, A. (2005, March) The importance of constituent interpretation to human resource signals. *The Western Academy of Management Conference, Las Vegas, Nevada*.

Thomas, D.E., Arthur, M.M., & Hood, J. (2004, October). Internationalization, TMT gender diversity and firm performance in Mexican firms. *The Academy of Management Conference, New Orleans, Louisiana*.

- Arthur, M.M. & Cook, A. (2004, March). Shareholder rewards for a Catalyst award. Conference presentation at the *National Business and Economics Society*, Kona, Hawaii.
- Thomas, D.E., Arthur, M.M., & Hood, J. (2003, October). *Determinants and outcomes of gender diversity in Mexican firms*. Seminar presentation in the Anderson Schools of Management at the University of New Mexico.
- Arthur, M.M., Gerde, V., & Silva, P. (2003, June). *Corporate diversity programs and performance*. Annual conference presentation at the International Association for Business and Society, Rotterdam, Holland.
- Arthur, M.M. (2001, March). *The path to effective management of diversity in organizations*. Seminar presentation in the Krannert School of Management at Purdue University.
- Allegretto, S.A. & Arthur, M.M. (2000, March). *An analysis of heterosexual/homosexual wage differentials: Unmarried and unequal?* Annual conference presentation at the Population Association of America in Los Angeles.
- Allegretto, S.A. & Arthur, M.M. (2000, February). *An analysis of heterosexual/homosexual wage differentials: Unmarried and unequal?* Seminar presentation at the Institute for Behavioral Studies at the University of Colorado in Boulder.
- Arthur, M.M. (1999, July). *The effects of work-family human resource decisions on shareholder return*. Seminar presentation at the Institute of Labor and Industrial Relations at the University of Illinois in Urbana-Champaign.
- Morgan, L.A. & Arthur, M.M. (1997, July). *Explaining the gender pay gap for young physicians*. Seminar presentation at the Institute of Survey Research at the University of Michigan in Ann Arbor.
- Graves, P.E., Arthur, M.M., & Sexton, R.L. (1996, May). *Amenities and the traditional earnings equation*. Seminar presentation at the University of Colorado at Boulder.
- Allegretto, S.A. & Arthur, M.M. (1996, April). *An analysis of heterosexual/homosexual wage differentials: Unmarried and unequal?* Seminar presentation at the University of Colorado at Boulder.

### **RESEARCH INTERESTS**

Human resource strategy; Diversity in organizations; Work-family human resource initiatives; Organizational reputation.

## ***TEACHING INTERESTS***

Human resource management; Industrial relations; Labor economics;  
Negotiations; Organizational behavior; Quantitative methods.

## ***TEACHING EXPERIENCE***

### *University of New Mexico*

September, 2002 –  
Present

*Assistant/Associate Professor*

Management 492-Negotiation Strategies

- Undergraduate course
- New preparation

Management 569-Negotiation Strategies

- Graduate level course
- New preparation

Management 465-Labor Relations

- Undergraduate level course

### *Purdue University*

August, 2000 –  
May, 2002

*Assistant Professor*

Labor Relations

- Undergraduate course
- New preparation

Industrial Relations I

- Received distinguished teaching recognition
- Graduate level course
- New preparation

Industrial Relations II

- Received distinguished teaching recognition
- Graduate level course
- New preparation

Human Resource Management

- Graduate level course
- New preparation

*University of Illinois*

September, 1998 –  
December, 1998

*Graduate Teaching Assistant*

Quantitative Methods of Labor and Industrial Relations

- Rated by the students as among the top 10% of all instructors at the University of Illinois.

***HONORS***

Recognized by New Mexico Business Weekly for the “40 under Forty” list of promising people in business, October, 2006.

Anderson Schools of Management recipient of the Library Recognition Award, February, 2006.

Official nominee for the Rosabeth Moss-Kanter award for excellence in work and family research, 2005.

University of Illinois candidate to the Human Resource Management Doctoral Consortium, Academy of Management, Chicago, August 1999.

University of Illinois candidate to the Gender and Diversity Doctoral Consortium, Academy of Management, San Diego, August 1998.

***GRANTS***

Junior Faculty Work-Family Research Grant, March 2001.

Board Research Grant, University of Colorado, May 1995.

***AD HOC JOURNAL REVIEWER***

Academy of Management Journal  
Academy of Management Review  
Business & Society  
Canadian Journal of Administrative Sciences  
Feminist Economics  
Industrial and Labor Relations Review  
Journal of Management  
Journal of Occupational Health Psychology

## ***PROFESSIONAL ACTIVITIES***

Member, Academy of Management  
Member, Industrial Relations Research Association

## ***SERVICE ACTIVITIES***

### University of New Mexico

Faculty advisor to students in Human Resource Management concentration, 2004  
Search Committee Chair, HRM Assistant Professor, Spring 2004.  
Search Committee Chair, HRM Assistant Professor, Fall, 2003.  
Search Committee Member, HRM Visiting Assistant Professor, Summer, 2003.  
Faculty advisor to the strategic human resource management (SHRM) group, 2003-04.  
Learning Outcomes Assessment, Human Resource Management Coordinator, 2003.

### Purdue University

Ph.D. review committee  
Co-organizer of visiting scholar series  
Dissertation committee member, Kathryn Sherony & Alison Cook

### Academic Organizations

Academy of Management, statistically analyzed the current state of the Human Resource Division membership (with Todd Maurer and Joe Martocchio), 2003.  
Industrial Relations Research Association conference, panel chair, 2002.

