

CURRICULUM VITAE

MICHELLE M. ARTHUR

May, 2016

University of New Mexico
Anderson School of Management
1924 Las Lomas NE
Albuquerque, NM 87131
(505) 277-7174
arthur@mgt.unm.edu

ACADEMIC POSITIONS

The University of New Mexico, Anderson School of Management
Chair of the Department of Organizational Studies, July 2015 – present
Bill Daniels Ethics Fellow, January 2014 – present
Julius Rezler Visiting Scholar Coordinator, Hungary, May 2010 – present

Associate Dean of Enrollment Management, January 2009 – December 2010
Assistant Dean of Enrollment Management, January 2008 – January 2009
Associate Professor, July 2004 – present
Assistant Professor, August 2002 – June 2004
ASM Alumni Endowed Professorship, June 2012 – present
Albert and Mary Jane Black Professorship, June 2008 – June 2011
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

M.A. *University of Colorado at Boulder, May, 1996*
 Department of Economics

B.A. *University of Massachusetts at Amherst, May, 1991*
 Department of Economics

REFEREED ACADEMIC PUBLICATIONS

- Patterson, K.D.W., Arthur, M.M. & Washington, M. (*forthcoming*) Success and failure in impermeable environments: Entrepreneurial initiatives in golf. *Research in the Sociology of Organizations*.
- Boni, L., Majadillas, M. A. & Arthur, M.M. (2015) Dignity, (almost) always dignity: The tone of CEO departure press releases. *Journal of Finance Issues*, 14 (2), 1-11.
- Del Campo, R.G., Cook, A. & Arthur, M.M. (2013). Cultural differences in work-family policies and perceptions of organizational support. *Employee Responsibilities and Rights Journal*, 25 (1), 23-39.
- Thomas, D.E., Arthur, M.M., & Hood, J.N. (2012). Internationalization, TMT gender diversity and firm performance in Mexican Firms. *International Journal of Strategic Management*, 12 (2), 13-26.
- Arthur, M.M., Del Campo, R.G. & Van Buren III, H.J. (2011). The impact of gender-differentiated golf course structures on women's networking abilities. *Gender in Management: An International Journal*, 26 (1), 37-56.
- 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 IN PROGRESS

- Arthur, M.M. & Solis, L. Share price reactions to announcements of females entering the c-suite: The roles of industry and business sector. *Human Resource Management Journal*.
- Arthur, M.M. Boni, L. & Majadillas, M.A. Honor or shame: The asymmetric effects of employee evaluations on firm performance. Target Journal is *Academy of Management Journal*.
- Arthur, M.M. Boni, L. & Majadillas, M.A. Short selling around CEO turnover announcements. *Human Resource Management*

RESEARCH PRESENTATIONS

- Arthur, M.M., Boni, L. & Majadillas, M.A. (2015, March) Honor or shame: The asymmetric effects of employee evaluations on firm performance. *National Business and Economics Society*, Panama City, Panama. **Received the Best Paper Award at the conference.*

- Arthur, M.M., Boni, L. & Majadillas, M.A. (2013, March). Short selling around superstar CEO turnover announcements. *National Business and Economics Society*, Hererara, Costa Rica.
- Arthur, M.M., Boni, L. & Majadillas, M.A. (2012, October). Short selling around CEO turnover announcements. *Financial Management Association Meeting*, Atlanta, Georgia.
- Arthur, M.M. & Solis, L. (2012, August). Share price reactions to announcements of females entering the c-suite: The roles of industry and business sector. *Academy of Management Conference*, Boston, Massachusetts.
- Thomas, D.E., Arthur, M.M., & Hood, J.N (2012, June). Internationalization, TMT gender diversity and firm performance in Mexican Firms. *International Academy of Business and Economics Meeting*, Venice, Italy.
- 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; International negotiations; Negotiations; Organizational behavior; Quantitative methods.

TEACHING EXPERIENCE

University of New Mexico

April, 2012 – May, 2012

Management 751- International Residency

- Taught Executive MBA students
- Lectured on the political and economic history of the Czech Republic and Hungary
- Traveled to Hungary and the Czech Republic

September, 2002 –
Present

Assistant/Associate Professor

Management 464-Human Resources Theory

- Undergraduate course
- New preparation

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.