

Richard A. Posthuma, J.D., Ph.D.
Professor of Management
Mike Loya Distinguished Chair in Business

Department of Marketing and Management
College of Business Administration
University of Texas at El Paso

ADMINISTRATIVE APPOINTMENTS

Director of PhD Program, College of Business Administration

Chair, Artificial Intelligence Implementation Task Force

RESEARCH

Accepted and Published Journal Articles

2024

Chen, Y.P., Shaffer, M., Joplin, J., & Posthuma, R. A. (2024, in press). s more always better? The influences of guanxi beliefs, participative decision-making, and perceived organizational politics on HK and US nurses' job satisfaction. *Cross-Cultural & Strategic Management*.

2023

Posthuma, R. A., Campion, E. D., Campion, M. A., & Zhang, H. (2023). National culture moderators of pay for individual performance and the financial performance of multinational enterprises. *Applied Psychology: An International Review*, (72), 477-505.
<https://doi.org/10.1111/apps.12384>

2022

Posthuma, Richard A. (2022). Analyzing Business Research on the Foreign Corrupt Practices Act: Clusters, Gaps, and Future Directions, *American Business Review*, 25(2), 221-252.
<https://digitalcommons.newhaven.edu/americanbusinessreview/vol25/iss2/1>

Renz, F.M., Posthuma, R. A., and Smith, E. (2022). Extending the boundaries of psychological ownership research: measurement, outcomes, cultural moderators, *Cross Cultural & Strategic Management*, 29(1), 219-243. <https://doi.org/10.1108/CCSM-05-2021-0074>

Renz, F. & Posthuma, R. A. (2022). 30 Years of Psychological Ownership Theory: A Bibliometric Review and Guide for Management Scholars. *Journal of Management History* 29(2), 179-204.

Posthuma, R. A. (2022). High-compliance work systems: Innovative solutions for firm success and control of foreign corruption. *Business Horizons*, 65, 205-214.

Ramsey, J. R., Lorenz, M. P., Liu, J. T., Posthuma, R. A., & Gonzalez-Brambila, C. N. (2022). Exploring perceived innovativeness in Central America and the Caribbean: Cross-level interactions of perceived camaraderie, organizational camaraderie climate, and organizational gender diversity. *The International Journal of Human Resource Management*, 33(15), 3113-3148.

Posthuma, R. A., Kreinovich, V., Zapata, F., & Smith, E. (2022). Factor differentiation in risk analysis and crisis management, *American Journal of Industrial and Business Management*, 12(10), 1498-1516.

2021

Renz, F. M., & Posthuma, R. A. (2021). Employees can feel like owners: Perk up attitudes, performance, and teamwork. *Organizational Dynamics*, 50(2), <https://doi.org/10.1016/j.orgdyn.2020.100788>

2020

Fowler, D. J., Flores, G., & Posthuma, R. A. (2020). Educational leadership, leader-member exchange and teacher self-efficacy. *Journal of Global Education and Research*, 4(2), 140-153.

Liu, R., Si, S., Lin, S., Tjosvold, D. and Posthuma, R. (2020). Introduction to a special issue on conflict management in entrepreneurship in the new economy. *International Journal of Conflict Management*, Vol. 31 No. 3, pp. 309-311. <https://doi.org/10.1108/IJCMA-06-2020-221>

Posthuma, R. A. (2020). A comparison of labor laws in China, Russia, and the U.S. *Beijing Law Review*, 11, 128-143. <https://tinyurl.com/yxw6ju2b>

2019

Posthuma, R. A., Ramsey, J. R., Flores, G. L., Maertz, C., & Ahmed, R. O. (2019). A risk management model for research on expatriates in hostile work environments. *The International Journal of Human Resource Management*, 30(11), 1822-1838. <https://tinyurl.com/y6nb9ulx>

Porter, C. M., Posthuma, R. A., Maertz, C. P., Joplin, J. R., Rigby, J., Gordon, M., & Graves, K. (2019). On-the-job and off-the-job embeddedness differentially influence relationships between informal job search and turnover. *Journal of Applied Psychology*, 104(5), 678-689. <http://dx.doi.org/10.1037/apl0000375>

Hartwell, C. J., Johnson, C. D., & Posthuma, R. A. (2019). Are we asking the right questions? Predictive validity comparison of four structured interview question types. *Journal of Business Research*, 100, 122-129. <https://www.sciencedirect.com/science/article/pii/S0148296319301985>

2018

Posthuma, R. A., Charles Campion, M., & Campion, M. A. (2018). A taxonomic foundation for evidence-based research on employee performance management. *European Journal of Work and Organizational Psychology*, 27(2), 168-187. <https://www.tandfonline.com/doi/full/10.1080/1359432X.2018.1438411>

Laffranchini, G., Kim, S. H., & Posthuma, R. A. (2018). A metacultural approach to predicting self-employment across the globe. *International Business Review*, 27(2), 481-500. <https://www.sciencedirect.com/science/article/pii/S0969593117307485>

Posthuma, R. A., Dworkin, J. B., & Barlow, M. (2018). Social signaling and inter-organizational relationships: Lessons learned from the professional sports industry. *Business Horizons*, 61, 521-531. <https://www.sciencedirect.com/science/article/pii/S0007681318300326>

Cheng, H., Flores, G., Singh, S., & Posthuma, R. (2018). Employment discrimination laws: a country level analysis of voice and accountability. *International Journal of Law and Management*, 60(6), 1286-1298. <https://www.emeraldinsight.com/doi/full/10.1108/IJLMA-06-2017-0129>

Posthuma, R., González-Brambila, C., Fowler, D. J., & Al-Riyami, S. (2017). A comprehensive model of management education for Latin America: Learning constructs, instructional techniques, and outcomes. *Management Research: Journal of the Iberoamerican Academy of Management*, 15(4), 405-424. <https://www.emeraldinsight.com/doi/full/10.1108/MRJAM-09-2016-0691>

Guerrero, L., Valdiviezo, S. R., Hernandez, C. A., Posthuma, R. A. (2017). Antecedents and consequences of speaking Spanish at work. *International Journal of Employment Studies*, 25(1), 63-79. <https://eds.a.ebscohost.com/eds/pdfviewer/pdfviewer?vid=0&sid=6d6ca1a3-ec83-43ac-898e-ae42673bd876%40sdc-v-sessmgr04>

Posthuma, R. A. (2017). Editorial: Types of Conflict. *International Journal of Conflict Management*, 28(1), 2-3.

Vidarthi, P. R., Singh, S., Erdogan, B., Chaudhry, A., Posthuma, R., Anand, S. (2016). Individual Deals within Teams: Investigating the Role of Relative I-deals for Employee Performance. *Journal of Applied Psychology*, 101(11), 1536-1552. <https://psycnet.apa.org/doiLanding?doi=10.1037%2Fap10000145>

Posthuma, R., Flores, G., Dworkin, J. B. Pavel, S. (2016). How Social Context Influences Employment Lawsuit Dispute Resolution. International Journal of Conflict Management, 27(4), 547-569.

Fowler, D., Posthuma, R., & Tsai, W. (2016). Hiring transformational leaders in education: Lessons learned from structured employment interviews. International Online Journal of Education and Teaching, 3(4), 240-260.

Posthuma, R. A. (2015). Editorial: Conflict Management in China. International Journal of Conflict Management, 26(3).

Guerrero, L. & Posthuma, R. A. Perceptions and Behaviors of Hispanic Workers: A Review. (2014). Journal of Managerial Psychology, 29(6), 616-643.

Posthuma, R. A., Levashina, J., Schollaert, E., Wei-Chi, T., Campion, M. A., & Wagstaff, M. F. (2014). Comparing Employment Interviews in Latin American with Other Countries. Journal of Business Research, 67: 943-951.

Posthuma, R. A. (2014). Twenty-five years of research in the International Journal of Conflict Management: A strong foundation for discovering novel solutions. International Journal of Conflict Management, 25(4).

Posthuma, R. A. (2014). Groups, teams, and conflict management: An introduction to a Special Issue. International Journal of Conflict Management, 25(2).*

Posthuma, R. A., Campion, M. C., & Campion, M. A. (2013). A high performance work practices taxonomy: Integrating the literature and directing future research. Journal of Management, 39, 1184-1220.

White III, G. O., Hadjimarcou, J., Fainschmidt, S., and Posthuma, R. A. (2013), MNE Home Country Cultural Norms and Conflict Strategy Fit in Transnational Business Contract Disputes, International Business Review, 22, 554-567.

Jiménez, Fernando R., Richard A. Posthuma, and Michael A. Campion (2013), Effective Incentive Compensation for Sales Employees during Tough Economic Times, Organizational Dynamics, 42 (4), 267-273.

Posthuma, R. A. (2013). Introduction to a Special Issue: Conflict Management in Israel. International Journal of Conflict Management, 24(3).

Posthuma, R. A. (2013). Editorial: Third Parties in Conflict Management. International Journal of Conflict Management, 24(1).

Posthuma, R. A. (2012). Will your workers sue you? State-by-State risks and strategic responses. Business Horizons, 55, 65-79.

Posthuma, R. A., Al-Riyami, S. (2012). Leading Teams of Higher Education Administrators: Integrating Goal Setting, Team Role, and Team Life-Cycle Theories. Higher Education Studies, 2, 44-53.

Posthuma, R. A. (2012). Conflict management and emotions. International Journal of Conflict Management, 23(1), 4-5.

Campion, M.A., Guerrero, L. & Posthuma, R. A. (2011). Reasonable human resource practices for making employee downsizing decisions. Organizational Dynamics, 40, 174-108.

Posthuma, R. A., Roehling, M. V., & Campion, M. A. (2011). Employment discrimination law exposures for international employers. International Journal of Law & Management, 53, 281-298.

Wei, Z., Xie, F., & Posthuma, R. A. (2011). Does It Pay to Pollute? Shareholder Wealth Consequences of Corporate Environmental Lawsuits. International Review of Law and Economics, 31, 212-18.

Garcia, M. F., Posthuma, R. A., & Quinones, M. (2010). How Benefit Information and Demographics Influence Employee Recruiting in Mexico. Journal of Business and Psychology, 25, 523-531.

Garcia, M. F., Posthuma, R. A., Mumford, T., & Quinones, M. (2009). The five dimensions of pay satisfaction in a Maquiladora plant in Mexico. Applied Psychology: An International Review, 58, 509-519.

Garcia, M. F., Posthuma, R. A., Roehling, M. V. (2009). Comparing preferences for employing males and nationals across countries: Extending relational models and social dominance theory. International Journal of Human Resource Management, 20, 2471-2493.

Posthuma, R. A. (2009). National Culture and Union Membership: A Cultural-Cognitive Perspective. La cultura nacional y el sindicalismo: una perspectiva cognoscitiva-cultural. La culture nationale et la syndicalisation : une approche culturelle et cognitive. Relations Industrielles / Industrial Relations, 64, 507-529. †

Posthuma, R. A., & Campion, M. A. (2009). Age stereotyping in the workplace: Common stereotypes, moderators, and future research directions. Journal of Management, 35, 158-188.

Garcia, M. F., Posthuma, R. A., & Collela, A. (2008). Fit perceptions in the employment interview: The role of similarity, liking, and expectations. Journal of Occupational and Organizational Psychology, 81, 173-189.

Posthuma, R. A., & Campion, M. A. (2008). Twenty Best Practices for Just Employee Performance Reviews. Compensation and Benefits Review. (Jan/Feb), Vol. 40, 47-55.

- Posthuma, R. A. (2007). Workers Compensation as a Conflict Resolution System. Alternatives, 25, 179-181.
- Roehling, M. V., Posthuma, R. A., & Dulebohn, J. (2007). Obesity-Related "Perceived Disability" Claims: Legal Standards and Human Resource Implications. Employee Relations Law Journal, 32, 30-51.
- Posthuma, R. A., Maertz, C. P., & Dworkin, J. B. (2007). Procedural Justice's relationship with turnover: Explaining past inconsistent findings. Journal of Organizational Behavior, 28, 381-398.
- Posthuma, R. A., White, G. O., Dworkin, J. B., Yanez, O., Swift, M. S. (2006) Collectivism and Conflict Styles between Co-Workers: An International Comparison. International Journal of Conflict Management, 17, 242-260.
- Posthuma, R. A. (2006). The Need for More Influential International Conflict Management Research. International Journal of Conflict Management, 16, 212-217.
- Posthuma, R. A., Roehling, M. V., Campion, M. A. (2006). Regulation of Employment Discrimination in Multinational Enterprises: When Do U.S. Laws Apply? Personnel Psychology. 59, 705-739.
- Posthuma, R. A., Joplin, J., Maertz, C. P. (2005). Comparing the validity if turnover predictors in the United States and Mexico. International Journal of Cross-Cultural Management, 5, 165-180.
- Posthuma, R. A., Campion, M. A., & Vargas, A. (2005). Predicting Counterproductive Behaviors among Temporary Workers. Industrial Relations, 44, 550-554.
- Posthuma, R. A., Campion, M. A., & Vargas, A. (2005). The marginal temp syndrome: Predicting job performance and counterproductive behaviors. Current Topics in Management, 10, 161-172.
- Posthuma, R. A., & Campion, M. A. (2005). When do multiple dimensions of procedural justice predict agreement to publicly endorse your employer in recruitment advertisements? Journal of Occupational and Organizational Psychology, 78, 431-452.
- Maertz, C., Mosely, D. C., Bauer, T., & Posthuma, R. A. (2005) Predictors of self-efficacy and cognitive ability in employment testing. Journal of Business Research, 58, 160-167.
- Maertz, C. P., Bauer, T. N., Mosley, D. C., Posthuma, R. A., & Campion, M. A. (2004). Do Procedural Justice Perceptions in a Selection Testing Context Predict Applicant Attraction and Intentions toward the Organization? Journal of Applied Social Psychology, 34, 125-145.
- Posthuma, R. A. (2003). Procedural Due Process and Procedural Justice in the Workplace: A Comparison and Analysis. Public Personnel Management, 32, 181-195.

- Posthuma, R. A., & Maertz, C. P. (2003) Relationships between Integrity-Related Variables, Work Performance, and Trustworthiness in English and Spanish. International Journal of Selection and Assessment, 11, 1-4.
- Chew, D., & Posthuma, R. A. (2002). International Employment Dispute Resolution under NAFTA's Side Agreement on Labor. Labor Law Journal, 53, 38-45.
- Posthuma, R. A., Morgeson, F. P., & Campion, M. A. (2002). Beyond Employment Interview Validity: A Comprehensive Narrative Review of Recent Research and Trends over Time. Personnel Psychology, 55, 1-81.
- Posthuma, R. A., Dworkin, J. B., Swift, M. S. (2002). Mediator Tactics and Sources of Conflict: Facilitating and Inhibiting Effects. Industrial Relations, 41, 94-109.
- Swift, M. S., Johnson, B. R., & Posthuma, R. A. (2003). An Exploratory Analysis of the Selection of Arbitrators in Compulsory Interest Arbitration Proceedings. Journal of Collective Negotiations in the Public Sector, 30, 77-91.
- Posthuma, R. A. (2002). Employee Selection Procedures and the Business Necessity Defense. Applied H.R.M. Research, 7, 41-52.
- Posthuma, R. A., Dworkin, J. B., & Monteiro, M. (2001) Hiring Foreign Workers: Developments in Immigration and Discrimination Laws. Journal of Employment Discrimination Law, 3, 49-60.
- Posthuma, R. A., & Swift, M. S. (2001). Legalistic and Facilitative Approaches to Arbitration: Strengths and Weaknesses. Labor Law Journal, 52, 173-184.
- Posthuma, R. A. (2001). Mediator Effectiveness: The Negotiator's Perspective. Journal of Alternative Dispute Resolution, 3, 59-64.
- Posthuma, R. A., & Dworkin, J. B., Torres, V., & Bustillos, D. L. (2000). Labor and Employment Laws in the United States and Mexico: An International Comparison. Labor Law Journal, 51, 95-111.
- Posthuma, R. A., Dworkin, J. B., & Swift, M. S. (2000). Arbitrator Acceptability: Does Justice Matter? Industrial Relations, 39, 313-335.
- Posthuma, R. A., & Dworkin, J. B. (2000). A Behavioral Theory of Arbitrator Acceptability. International Journal of Conflict Management, 11, 248-266.
- Posthuma, R. A. & Dworkin, J. B. (Winter, 2000). Arbitrating Statutory Employment Law Claims. Journal of Employment Discrimination Law, 141-151.
- Posthuma, R. A. (2000). The Dimensionality of Supervisor Evaluations of Job Performance. Journal of Business and Psychology, 14, 481-487.

Posthuma, R. & Dworkin, J. (1997). Strategy, Form, and Corporate Legal Responsibility Under the NLRA. *Labor Law Journal*, 48, 641-49.

Posthuma, R., & Dworkin, J. (1997). The Joint Employer, the NLRB, and Changing Rights for Contingent Workers. *Labor Law Journal*, 48, 19-28.

International Proceedings & Presentations

2022

Chen, Y-P, Joplin, J. R., Chan, S., & Posthuma, R. A. (2022). The Curvilinear Impacts of Social Challenge Stressors on Hong Kong and US Nurses' Job Satisfaction. Academy of Management Annual Meeting.

2020

Posthuma, R. A., & Zhang, Y., (2020). Annual Conference, Society for Industrial and Organizational Psychology, Culture, Innovation, and Moderators of High-Performance Work Systems Effectiveness. peer-reviewed/refereed, Accepted.

Ramsey, J., Lorenz, M., Posthuma, R. A., Brambila, C. (2020). Academy of Management Global Proceedings, Mexico City, Innovating in Central America and the Caribbean: Cross-Level Interactions with Camaraderie Climate and Gender Diversity, Conference, International, peer-reviewed/refereed, published in proceedings.

Renz, F., Posthuma, R. A., Smith, E., (2020). Annual Meeting, Academy of Management, Extending Boundaries of Psychological Ownership Research: Measurement, Outcomes, Cultural Moderators., Conference, International, peer-reviewed/refereed, Accepted. In Academy of Management Proceedings (Vol. 2020, No. 1, p. 10334). Briarcliff Manor, NY 10510: Academy of Management.

Posthuma, R. A., (2020). Annual Meeting, Academy of Management, Global Talent Retention: Perspectives from Around the Globe, A Showcase Symposium: Employee Turnover in Mexico, Conference, International, peer-reviewed/refereed, Accepted.

Posthuma, R. A., (2020). JIS College of Engineering, India ONLINE, "Post-COVID-19 HR Policies", Seminar, International.

Renz, F. M. (Presenter & Author), Posthuma, R. A., Smith, E. D. (Presenter & Author), Academy of Management in Latin America, Academy of Management, Mexico City, Mexico, Extending Psychological Ownership Theory Across National Cultures: A Comparison Between Mexican and US Managers, Conference, International, peer-reviewed/refereed, Accepted. Academy of Management Global Proceedings, (2020), 60.

Renz, F., Posthuma, R., & Smith, E. (2020). A Climate for Psychological Ownership to Enhance Organizational Performance Across Latin America. *Academy of Management Global Proceedings*, (2020), 59.

2019 and Earlier

Flores, G., Fowler, D., Posthuma, R. A. (2018). Educational Leadership, Leader-Member Exchange and Teacher Self-Efficacy. *Global Conference on Education and Research*.

Posthuma, R. A. (2017). Keynote Speaker, Conflict Management in China, Wuhan University, Wuhan, China.

Posthuma, R. A., Ramsey, J., Maertz, C., Flores, G. & Ahmed, R. (2017). A Risk Management Model for Research on Expatriates in Hostile Work Environments. 18th International Conference on Human Resource Development Research and Practice across Europe at Universidade Europeia, Lisbon, Portugal.

Flores, G., Posthuma, R. A., & Campion, M. A. (2016). Managing the risk of negative effects of high performance work practices. Guilin, China.

Posthuma, R. A. (2015). Sustainable Success in Higher Education: Training Program Learning Constructs, Instructional Techniques, and Outcomes in International Education. the Euro-Asia Economic Forum in Xi'an, China.

Posthuma, R. (2015). High performance work practices. Paper presented at East China Jiaotong University in Nanchang, China and Tsinghua University, Beijing, China.

Posthuma, R. A. (2014). Top Management Teams. *International Association of Chinese Management Research and International Association for Human Management Research*. Beijing, China.

Posthuma, R. A., & Levashina, J. (2013). Interviews in Russia and the US: Assessing Transformational Leadership Potential. *International Conference, School of Higher Economics, Moscow, Russia*.

Posthuma, R. A., Lievens, F., Schollaert, E., Tsai, W., Levashina, J., Wagstaff, F., Campion, M. A. (2012). Comparing Employment Interviews in Mexico and other countries and cultures. A paper presented at the Business Association of Latin American Studies.

Posthuma, R. A., Al-Riyami, S. (2012). Sustainable Success in Higher Education: Training Program Learning Constructs, Instructional Techniques, and Outcomes. *Eighth International Congress on Higher Education*.

Posthuma, R. A., Al-Riyami, S. (2012). Leading Teams of Higher Education Administrators: Integrating Goal Setting, Team Role, and Team Life Cycle Theories. Eighth International Congress on Higher Education.

Posthuma, R. A., & Dworkin, J. B. (2011). Social Signaling and Evolving Inter-Institutional Relationships: The Professional Sports Chameleons. International Sociology of Sports Association World Congress.

Posthuma, R. A., Dworkin, J. B. Pavel, S. (2006). Social context and employment lawsuit dispute resolution. Academy of Management Annual Meeting Proceedings.

Posthuma, R. A. (2005). How ideology, party status, and risk framing influence employment lawsuit settlement negotiation. Best Paper Proceedings, Annual Meeting of Academy of Management.

Posthuma, R. A., Roehling, M. V., & Campion, M. A. (2005). Employment Discrimination Law Exposures for International Employers: A Risk Assessment Model.

Best Paper Proceedings, Annual Meeting of the Academy of Management.

Posthuma, R. A.; Dworkin, J. B.; Swift, M. S. (1998). Dispelling Myths about Sex, Race, and Age. 50th Annual meeting of the Industrial Relations Research Association, ASSA. Chicago; IL, (Ed.) Paula B. Voos.

Posthuma, R. A.; Dworkin, J. B.; Swift, M. S. (1998). Arbitrator Acceptability: A Justice Analysis. 50th Annual meeting of the Industrial Relations Research Association, ASSA. Chicago, IL. (Ed.) Paula B. Voos.

Posthuma, R., Dworkin, J., & Swift, M. (October, 1997). Mediator Tactics: Effectiveness versus Party Satisfaction with the Mediator. Proceedings of the Eighteenth Annual Southern Industrial Relations and Human Resource Conference. Lexington, KY. pp. 5-7.

Locations of Non-U.S. Academic Presentations, 2019 and Prior

São Paulo, Brazil
Rio de Janeiro, Brazil

Havana, Cuba

Quebec, Canada
Vancouver, Canada

Beijing, China
Chengdu, China
Guilin, China
Guangzhou, China

Nanning, China
Wuhan, China
Xi'an, China

Bogotá, Columbia

Kolkata, India

Venice, Italy

Ciudad Juárez, México
México City, México

Lima, Peru

Moscow, Russia

London, United Kingdom

Monographs & Chapters

2021

Posthuma, R. A., Brambila, C. N. G., Smith, E. D., & Zhang, Y. (2021), Employee Turnover and Retention in Mexico and Latin America. Allen, D. G. & Vardaman, J. M. (Ed.) *Global Talent Retention: Understanding Employee Turnover Around the World*. Emerald Publishing Limited, pp. 133-147.

2020

Posthuma, R. A., Smith, E. D., Ramsey, J., Zhang, Y. (2020). Working in Danger Zones: Customized Risk Management for Expatriate Occupations. In Holland, P., & Brewster, C (Ed.), *Contemporary Work and the Future of Employment in Developed Countries* (pp. 81-98). Routledge.

2019 and Earlier

Cox, C., Posthuma, R., Castro, F., & Smith, E. (2019). Managing age diversity in the workplace. In *Oxford Research Encyclopedia of Business and Management*. Oxford University Press. doi: <http://dx.doi.org/10.1093/acrefore/9780190224851.013.190>

Flores, G., Posthuma, R., & Campion, M. A. (2106). Managing the risk of negative effects of high performance work practices. In, *Understanding the high performance workplace: The line*

between motivation and abuse. Ashkanasy, N. M., Bennett, R. J. (Eds.) Routledge/Taylor Francis Group pp. 15-38.

Posthuma, R. A., Volkema, R. & Si-Hyun, K. (2014). Ethics in International Business Negotiations. In, Ayoko, O. B., Ashkanasy, N. M., & Jehn, K. A. (Eds.), Handbook of Conflict Management Research. Cheltenham, U.K., Edward Elgar..

Dworkin, J. B., & Posthuma, R. A. (2014). Professional Sports: A Tale of Conflict and Accord. In Stanger, H. R., Clark, P. F., & Frost, A. C. (Eds.) Collective Bargaining under Duress. Cornell University Press. Ithaca, NY.

Posthuma, R. A. & Guerrero, L. (2013). Age stereotypes in the workplace: Multidimensionality, cross-cultural applications, and directions for future research. In C. Cooper, R. Burke, & J. Field (eds). Sage Handbook on Aging, Work and Society. Thousand Oaks, CA: Sage Publications.

Posthuma, R. A. (2012). Conflict handling styles. In, E. H. Kessler (Ed.) Encyclopedia of Management Theory. Thousand Oaks, CA: Sage Publications

Posthuma, R. A. (2013). Addressing age stereotypes in the workplace: A meta-framework for future research and practice. In John Field, Ronald Burke, & Cary Cooper (Eds.). Sage Handbook of Aging, Work, and Society. Thousand Oaks, CA: Sage.

Posthuma, R. A., Garcia, M. F., & Campion, M. A. (2012). Age stereotypes and age discrimination in the workplace: A framework for future research. Oxford Handbook of Work and Aging. Jerry W. Hedge and Walter C. Borman (Eds.). Oxford University Press.

WORK EXPERIENCE

1999 to Present:

Assistant Professor, Associate Professor, Professor, Distinguished Endowed Chair
Professor
College of Business Administration
University of Texas at El Paso.

1993 - 1995:

Corporate Counsel, Human Resource Manager
Hastings Manufacturing Company
Hastings, Michigan

1992 - 1993:

Attorney
Howard & Howard Attorneys, P.C.
Lansing, Michigan

1980 - 1992:
Risk Manager, Labor Relations Supervisor
City of Grand Rapids, Michigan

1979 - 1980: Personnel Manager
Kindel Furniture Company

1977- 1979: Personnel Director
Cutler Manufacturing Co.

EDUCATION

Ph.D. Organizational Behavior and Human Resource Management (1999)
Purdue University, West Lafayette, Indiana.

J.D., Cum Laude, (1992) Thomas M. Cooley Law School, Lansing, Michigan

M.L.I.R. (1977) Michigan State University, East Lansing, Michigan

LICENSES AND CERTIFICATIONS

Licenses

Attorney and Member of the Bar in:
Michigan (1992 – present)
District of Columbia (1992 – present)
Licensed Insurance Counselor (Michigan, 1989-1991)

Certifications

Certified Mediator Under the Texas Civil Practice and Remedies Code (2001 - present).
Associate in Risk Management (1989 – present)
Senior Professional in Human Resources (1984-1987, 2006-2010)
Certified Insurance Counselor (1989-1991)
Global Professional in Human Resource Management (2006-2010)

GRANTS & DONATIONS AWARDED

2016 – Present. In-kind donation. Human Capital Management Software and online training access from ADP.

2014 – Present. Ellis and Susan Mayfield Endowed Chair. University of Texas at El Paso.

2010. Expatriate Risk Management. Society of Human Resource Management. \$3,000.

2009-2010. Employee Involvement at the U.S. Border Patrol. Funded by the U. S. Army Air and Space Missile Defense Command through the Homeland Protection Institute, Inc. \$143,065.

2008. Employee Involvement at the U.S. Border Patrol. Funded by the U. S. Army Air and Space Missile Defense Command through the Homeland Protection Institute, Inc. \$64,941.

2008. Learning Module Development: Negotiation and Dispute Resolution in the workplace. Society of Human Resource Management. (\$3,500).

2008. Learning Module Development: Managing Workers Compensation. Society of Human Resource Management. (\$3,500).

2005. A Risk Exposure Assessment of U. S. Employment Laws. Funded by Campion and Associates. (\$1,500).

2004. Effective Methods for Nurse E-recruiting: Domestic and International Perspectives. Funded by Texas Tobacco Litigation Settlement Funds. (\$24,000) (with Janice Joplin).

Research Funding. (2003). Bank of the West: Investigation of Relationships Between and Employee Attitudes and Customer Service Behaviors. (\$3,000) (with Janice Joplin).

Private Donation. (2002). Reimbursed Research Expenses: Structured Interviews and Personality in English and Spanish. Waterworld, Inc. (\$500).

In-kind donation. (2001). Wonderlic, Inc. Donated 400 copies of the Wonderlic Personnel Test in English and Spanish for research purposes. Retail Value approximately \$800.

Purdue Research Foundation. (1999). Dissertation Research Grant \$10,000.

Dauche Center for the Management of Manufacturing Enterprises. (1998). Purdue University, Doctoral Dissertation Fellowship \$10,000.

TEACHING

Doctoral Level

Regression Analysis

Multivariate Statistics

Survey Research Methods

International Organizational Behavior and Human Resource Management

Master's Level

Effective Management of Human Resources

Organizational Management Seminar

Managerial Leadership

Strategic Management

International Strategic Management

Negotiations and Conflict Management

Undergraduate

Introduction to Human Capital Management (A and B)

Introduction to Human Resource Management

Introduction to Management

Employment Law and Dispute Resolution

Employee Compensation and Benefits

Employee Relations and Collective Bargaining

Employee Selection and Staffing

Strategic Management

Current Topics: Negotiations and Dispute Resolution

SERVICE

Recent Doctoral Dissertations:

Committee Chair:

- Renz, F.
- Zhang, Y
- Singh, S.
- Gil, A.
- Flores, G.

Committee Member:

- Henderson, C.

- Kokina, J.
- Peters, A.
- Pena, A.
- White, G. O.
- Ahmed, M.
- Valdiviezo, S.
- Moreira, G.

University Service

Institutional Review Board for Human Subjects Research, Committee Member

This work involves the review and approval of new and ongoing important, innovative, funded, and unfunded research projects involving hundreds of human beings as research subjects. Many of these projects receive federal funding, so complex federal regulations must be followed. Topics include COVID-19, health topics, psychological issues, etc.

Institutional Animal Care and Use Committee, Committee Member

This work involves reviewing and approving proposals for new, ongoing, innovative, and state-of-the-art science-based research involving thousands of live animals. Funding for these projects involves hundreds of thousands of dollars. The subject matter of these projects includes cancer, COVID-19, infectious diseases, etc. A goal is to ensure that the benefits of the research are greater than harm to animals. Complex federal regulations must be followed.

Office of Student Conduct and Conflict Resolution, Hearing Officer

This work involves conducting formal hearings on appeals of student discipline matters. In 2020, federal regulations were modified to include new rules about sexual harassment cases involving both students and faculty. There has been extensive required training on these new rules and procedures.

University Service

Institutional Animal Care and Use Committee

Institutional Research Board for Research Review for Human Subjects Research

Provost Recruiting and Selection Advisory Committee

Office of Student Conduct and Conflict Resolution, Hearing Officer

RFP Compensation Study Evaluation Committee

Center for Interamerican and Border Studies Advisory Committee

Quality Enhancement Plan Development Team

Department and College

College Executive Committee

College Graduate Curriculum Committee

College Tenure and Promotion Committee

College Faculty Merit Review Appeals Committee

Department Faculty Merit Review Committee

Human Capital Management Program Advisor

Faculty Advisor, Baptist Student Ministries

Service to Academic Community

Scholar in Residence: Conflict Management Division, Academy of Management

Editor in Chief: International Journal of Conflict Management

Editorial Boards: Journal of Management, Human Resource Management

Academic Reviewer

Reviewed book and textbook manuscripts, journal article and conference paper submissions.

Academy of Management Annual Conference (International Management, Conflict Management, and HR Management Divisions)

Human Resource Management

Industrial Relations

International Journal of Conflict Management

International Journal of Selection and Assessment

Journal of Business and Psychology
Journal of Applied Psychology
Journal of Management
Journal of Management Studies
Journal of Occupational and Organizational Psychology.
Journal of Organizational Behavior
Journal of World Business
Long Range Planning
Personnel Psychology
Psychological Reports
Scandinavian Journal of Management
Society of Industrial and Organizational Psychology Annual Conference.

Community Service

Board Member, El Paso Society for Human Resources Management

Director, Emerging Professionals, El Paso Society for Human Resources Management