

CURRICULUM VITA

DAVID M. KAPLAN

Saint Louis University
Richard A. Chaifetz School of Business
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EDUCATION

- Ph.D.** University of Illinois at Urbana-Champaign, May 2000
Institute of Labor and Industrial Relations
Degree: Labor and Industrial Relations
Dissertation: To Train or Not to Train: The Role of Organizational Justice in Promoting Motivation to Train
- M.S.** University of Wisconsin-Madison, 1996
Industrial Relations Research Institute
Degree: Industrial Relations
Thesis Title: Involved Citizens: Understanding Employee Extra-Role Behavior
- B.S.** Cornell University, 1992
School of Industrial and Labor Relations
Major: Industrial and Labor Relations
- University of New South Wales, 1991 (semester abroad)

RESEARCH AREAS

My research is primarily in the area of diversity and how it intersects with individual and organizational careers.

Related topics include training & development, organizational politics and entrepreneurship.

LEADERSHIP & ADMINISTRATIVE POSITIONS

Chair, Department of Management, Saint Louis University, July 2009 to present

Richard A. Chaifetz School of Business Diversity Committee (Chair), Spring 2008 to present

Board of Directors for Gateway Industrial Relations Research Association, Summer 2004 to present

Offices held: President, V.P of Programming, and V.P. of Research

Assistant Director of the Core: Collaborative Inquiry, Saint Louis University, July 2020 to present

Interim Chair, Department of Marketing, Saint Louis University, July 2014 to December 2014

ACADEMIC AND RESEARCH POSITIONS

Full Professor of Management, Saint Louis University, July 2015 to present

Visitor, Technical University of Munich (sabbatical affiliation), Spring 2019

Associate Professor of Management, Saint Louis University, July 2009 to June 2015

Assistant Professor of Management, Saint Louis University, August 2003 to June 2009

Assistant Professor of Management, James Madison University, August 2000 to May 2003

Research Assistant, Institute of Labor and Industrial Relations, University of Illinois, Urbana Champaign 8/96-5/2000

Teaching Assistant, University of Illinois, Urbana-Champaign. 1/99-5/99 and 1/98-5/98

Research Assistant to Craig Olson, Ph.D., University of Wisconsin-Madison. 1/95-9/95

Research Assistant in Housing and Labor Economics and Housing and Income Security Economics at Abt Associates, Inc., Cambridge, Massachusetts. 10/92-7/94

EDITORIAL POSITIONS

Associate Editor for Journal of Management Education, Fall 2021 to present
Previously Editorial Board member since Fall 2019

Editorial Board Member for Career Development International, Spring 2021 to present

Editorial Board Member for Human Resource Management, February 2009 to present

Guest Associate Editor for Human Resource Management, Spring 2005 to Summer 2007

PUBLICATIONS – JOURNALS AND RESEARCH ANNUALS

- Kaplan, D.M.,** Berkley, R.A., & Fisher, J.E. (2016). Applicant Identity Congruence in Selection Decision-Making: Implications for Alejandro & Consuela. *Human Resource Management, 55(1)*, 39-51.
- Kaplan, D.M.,** & Renard, M.K. (2015). Negotiating your syllabus: Building a collaborative contract. *Journal of Management Education, 39(3)*, 400-421.
- Kaplan, D.M.** (2014). Career anchors and paths: The case of Gay, Lesbian, & Bisexual workers. *Human Resource Management Review, 24(2)*, 119-130.
- Kaplan, D.M.,** Wiley, J.W., & Maertz, C.P. (2011). The role of calculative attachment in the relationship between diversity climate and retention. *Human Resource Management, 50*, 271-287.
- Kaplan, D.M.,** & Fisher, J.E. (2009). A rose by any other name: Identity and impression management in Résumés. *Employee Responsibilities & Rights Journal, 21*, 319-332.
- Berkley, R.A., & **Kaplan, D.M.** (2009). Assessing liability for sexual harassment: Reactions of potential jurors to email versus face-to-face incidents. *Employee Responsibilities & Rights Journal, 21*, 195-211.
- Kaplan, D.M.** (2008). Political choices: The role of political skill in occupational choice. *Career Development International, 13*, 46-55.
- Kaplan, D.M.,** & LeRouge, C. (2007). Managing on the edge of change: Human resource management of information technology employees. *Human Resource Management, 46*, 325-330.
- Kaplan, D.M.** (2006). Can Diversity Training Discriminate? Backlash to Lesbian, Gay, & Bisexual Diversity Initiatives. *Employee Responsibilities & Rights Journal, 18*, 61-72.
- Dowd, K.O., **Kaplan, D.M.** (2005). The career life of academics: Boundaried or Boundaryless? *Human Relations, 58*, 699-721.
- Frink, D.D., Robinson, R.K., Reithel, B., Arthur, M.M., Ammeter, A.P., Ferris, G.R., & **Kaplan, D.M.**, (2003). Gender demography and organization performance: A two-study investigation with convergence. *Group and Organization Management, 28*, 127-147.
- Kaplan, D.M.,** & Ferris, G.R. (2001). Fairness Perceptions of Employee Promotion Systems: A Two-Study Investigation. *Journal of Applied Social Psychology 31*, 1204-1222.
- Kaplan, D.M.,** Birmingham, C., & Ferris, G.R. (1998). Influence and politics in organizational quality contexts. In D.B. Fedor & S. Ghosh (Eds.), *Advances in the Management of Organizational Quality* (Vol. 3, pp. 287-320). Greenwich, CT: JAI Press.
- Ferris, G.R., Arthur, M.M., Berkson, H.M., **Kaplan, D.M.**, Harrell-Cook, G., & Frink, D.D. (1998). Toward a Social Context Theory of the Human Resource Management - Organization Effectiveness Relationship. *Human Resource Management Review, 8*, 235-264.

Hansen, W. L., Berkley, R., **Kaplan, D.M.**, Yu-Qiang-Sheng, Craig, C., Fitzpatrick, J., Seiler, M., Denby, D., Gheis, P., Ruelle, D., and Voss, L. (1996). Needed skills for human resource professionals: A pilot study. *Labor Law Journal*, 47, 524-534.

PUBLICATIONS – TEXTBOOKS

Berkley, R.A., & **Kaplan, D.M.** (2020). *Strategic Training and Development*. Los Angeles: Sage.

Kaplan, D.M. (2018). Contributor in: In S.C. de Janasz & J. Crossman. *Teaching Human Resource Management: An Experiential Approach*, Northampton, MA: Elgar.

PUBLICATIONS – BOOK CHAPTERS

Kaplan, D.M., & Berkley, R.A. (2021). Promoting LGBT inclusion and scholarship: Using the Human Rights Campaign's Corporate Equality Index. In E. Ng, C. Stamper, & A. Klarsfeld (Eds.). *Handbook on Diversity and Inclusion Indices: A Research Compendium* (pp. 202-218), Northampton, MA: Elgar.

Kaplan, D.M. (2016). Career development and trajectories of GLBT workers. In A. Goldberg (Ed.) *The SAGE Encyclopedia of LGBTQ Studies* (Vol. 3, pp. 191-194). Thousand Oaks, CA, SAGE Publications Ltd.

Berkley, R.A, Beard, R., & **Kaplan, D. M.** (2012). Global Diversity and Cyber-Aggression: Leveraging Diversity in a Virtual Context In C.L. Scott & M.Y. Byrd (Eds.). *Handbook of Research on Workforce Diversity in a Global Society: Technologies and Concepts* (pp. 504-522), IGI Global

Kaplan, D.M., & Katz, J.A. (2008) The maturation of entrepreneurial careers. *International Handbook of Entrepreneurship and HRM* (pp. 446-463). Northampton, MA: Edward Elgar.

Kaplan, D.M., & Niederman, F. (2006). Career Management Concerns for Women in IT. In E.M. Trauth (Ed.), *Encyclopedia of Gender in IT* (pp. 84-89). Hershey, PA: Idea Group Reference.

PRESENTATIONS – REFEREED RESEARCH

Thomas, C.H., **Kaplan, D.M.**, & Kaburakis, A. (2019). Where Sky meets the road: Dynamics of shared leadership. *Academy of Management Annual National Meeting*, Boston, MA.

- Thomas, C.H., **Kaplan, D.M.**, & Kaburakis, A. (2019). Team Sky: Competing paradigms of shared leadership. *Eastern Academy of Management-International*, Dubrovnik, Croatia.
- Thomas, C.H., **Kaplan, D.M.**, & Kaburakis, A. (2018). Team Sky: A cautionary case of co-leadership. *Midwest Academy of Management*, St. Louis, MO.
- Berkley, R.A., & **Kaplan, D.M.** (2014). Shades of grey at work: The impact of Communication medium on perceptions of harassment. *Academy of Management Annual National Meeting*, Philadelphia, PA.
- Pichler, S., Trau, R.N.C., Turner, R.A., Creed, D., Hebl, M.R., **Kaplan, D.M.**, Ozbilgin, M.F., & Scully, M.A. (2012) Developing a research program that includes sexual minority workplace issues: A PDW for scholars at every career stage. *Academy of Management Annual National Meeting*, Boston, MA.
- Kaplan, D.M.**, Wiley, J.W., & Maertz, C.P. (2010) The role of calculative attachment in the relationship between diversity climate and retention. *Academy of Management Annual National Meeting*, Montreal, Canada.
- Kaplan, D.M.** (2008). Exit stage left: Reconsidering the career paths of Gay, Lesbian, and Bisexual Workers. *Academy of Management Annual National Meeting*, Anaheim, CA.
- Kaplan, D.M.** , & Katz, J.A. (2006) The maturation of entrepreneurial careers. *ACREW Conference*. Prato, Italy.
- Kaplan, D.M.** (2005). The diversity teeter-totter: Balancing the legal rights of LGB and religious employees. *Academy of Management Annual National Meeting*, Honolulu, HI.
- Dowd, K.O., & **Kaplan, D.M.** (2004). The career life of academics: Boundaried or boundaryless? *Academy of Management Annual National Meeting*, New Orleans, LA.
- Hertenstein, E., Martocchio, J.J., & **Kaplan, D.M.** (2004). The role of core evaluations in supervisors' discipline decision-making. *Academy of Management Annual National Meeting*, New Orleans, LA.
- Kaplan, D.M.** (2001). The impact of mobility goals on training motivation. *Academy of Management, 61st Annual National Meeting*, Washington, DC.
- Frink, D.D., Ferris, G.R., Robinson, R.K., **Kaplan, D.M.**, & Arthur, M.M. (2000). Workforce Diversity and organizational performance: A two-study firm-level investigation of gender effects *Academy of Management Annual National Meeting*, Toronto, Canada.
- Kaplan, D.M.**, & Ferris, G.R. (1999). Fairness Perceptions of Employee Promotion Systems: A Two-Study Investigation. *Society for Industrial and Organizational Psychology, 14th Annual Conference*, Atlanta, GA.
- Kaplan, D.M.**, & Hertenstein, E.J. (1999). Union Participation: A Labor Education Perspective. *Industrial Relations Research Association, 51st Annual Meeting*, New York, NY.

Ferris, G.R., Berkson, H.M., **Kaplan, D.M.**, Buckley, R.M., Hochwarter, W.A., Witt, L.A., & Perrewe, P.L. (1999). Development and Initial Validation of the Political Skill Inventory. *Academy of Management Annual Meeting*, Chicago, IL.

Kaplan, D.M. (1998). The impact of benefit perceptions on turnover intentions and earnings. *Society for Industrial and Organizational Psychology Annual Conference*, Dallas TX.

Ferris, G.R., Harrell-Cook, G., & **Kaplan, D.M.** (1998). Human resource management and organizational performance: Theory and research challenges. *Society for Industrial and Organizational Psychology, 13 Annual Conference*, Dallas, TX.

Kaplan, D.M. (1996). One strike and you're out: Learning from PATCO. *Interdisciplinary Students of Organizations, 4th Annual Conference*, Chicago, IL.

Hansen, W.L., Berkley, R., **Kaplan, D.M.**, Yu-Qiang-Sheng, Craig, C., Fitzpatrick, J., Seiler, M., Denby, D., Gheis, P., Ruelle, D., and Voss, L. (1996). Needed skills for human resource professionals: A pilot study. *Innovative Teaching in Human Resources/ Industrial Relations Conference*, Atlanta, GA.

PRESENTATIONS – REFEREED TEACHING

Kaplan, D.M. (2018). Independent Contractors and Workers Compensation. In *Innovative and experiential approaches to teaching HRM II* (S.C. de Janasz & C. Goldberg, organizers). *Academy of Management Annual National Meeting*, Chicago, IL.

Kaplan, D.M. (2018). Strike that pose: An infamous TED talk. *Management & Organizational Behavior Teaching Conference*, Coastal Carolina University.

de Janasz, S.C., DeMarr, B.J., Goldberg, C., **Kaplan, D.M.**, Bowes-Sperry, L., Berkley, R.A., Whiting, V.R., Godshalk, V.M., Peiperl, M., Frayne, C.A., Sullivan, S.E., Crossman, J.E. Stickney, L.T., Brown, J.G., Cohen, D., Arroyo, C., Schultz, J.L., Crocitto, M.M., Potoski, D., Lankau, M.J, Mazon, A.M.. (2017). Innovative and experiential approaches to teaching HRM II. *Academy of Management Annual National Meeting*, Atlanta, GA.

Kaplan, D.M., de Janasz, S.C., DeMarr, B., Ducham, P., & Mello, J. (2017). Publish don't perish: Charting the course for writing a book. *Organizational Behavior Teaching Conference*, Providence College.

Kaplan, D.M., Stickney, L., DeMarr, B., & Fender, M. (2017). Charting participation: Encouraging, assessing, and rewarding student participation. *Organizational Behavior Teaching Conference*, Providence College.

Kaplan, D.M. (2016). A conflict view of coaching. *Organizational Behavior Teaching Conference*, Walsh University.

de Janasz, S.C., Goldberg, C., Behson, S.J., Berkley, R.A., Bowes-Sperry, L., DeMarr, B.J., Ensher, E., Forret, M.L., **Kaplan, D.M.**, Lankau, M.J, Peiperl, M., Schneer, J.A., Valcour, M., & Van Emmerick, H. (2014). Experiential HR: A potluck for reviving and expanding your repertoire: *Academy of Management Annual National Meeting*, Philadelphia, PA.

Renard, M., & **Kaplan, D.M.** (2013). A vested interest: Negotiating a course syllabus. *Organizational Behavior Teaching Conference*, University of North Carolina – Asheville.

Ophir, R., Beard, R., Berkley, R.A., Booyesen, L.A., Ferdman, B.M., Johnson, C.D., **Kaplan, D.M.**, Kemper, A., Lim, A., (2011). Intersectionality and cultural context in LGBTQ-Inclusive Teaching. *Academy of Management Annual Meeting*, San Antonio, TX.

Kaplan, D.M., Berkley, R.A., DeMarr, B.J., & Stickney, L.T. (2010). Out of the closet and into the classroom. *Organizational Behavior Teaching Conference*, University of New Mexico.

Leigh, J.S., **Kaplan, D.M.**, & Berkley, R.A. (2009). Pre-tenure moves: Implications for teaching and learning. *Organizational Behavior Teaching Conference*, College of Charleston.

Ophir,R., Schramm, J.D., Salbu, S., Gentile, M.C., Creed, D., Pringle, J., Bowes-Sperry, L., Johnson, C.D., Tejada, M., Gonzalez, C.B., Kemper, A., Berkley, R.A., Boisnier, A., Duncan, K.B., & **Kaplan, D.M.** (2009). Pulling the classroom out of the closet: Risks, rewards & strategies for LGBTQ-inclusive teaching. *Academy of Management Annual Meeting*, Chicago, IL.

Kaplan, D.M. (2008). What makes faculty entrepreneurial. *Organizational Behavior Teaching Conference*, Babson University.

Kaplan, D.M., & Dowd, K.O. (2007). Entrepreneurs on Campus. *Organizational Behavior Teaching Conference*, Pepperdine University.

Kaplan, D.M. (2005). Using popular film and television as pedagogical tools in HR/IR. *Innovative Teaching In Human Resources and Industrial Relations Conference*.

Berkley, R.A., & **Kaplan, D.M.**, (1998). What matters most in Teaching HRM? Academic and Practitioner Perspectives. *Academy of Management Annual Meeting*, San Diego, CA.

PRESENTATIONS & SEMINARS – INVITED

Kaplan, D.M. (2019). Dynamics of co-leadership, presented at Technical University of Munich.

Kaplan, D.M. (2019). Diversity issues in applicant selection, presented at University of Göttingen.

Kaplan, D.M. (2019). Conflict is OK, right?, presented to AAIM Employers Association, St. Louis, MO.

Kaplan, D.M. (2017). Conflict resolution & overcoming gender bias, presented at Saint Louis University School of Medicine.

Kaplan, D.M. (2008). Gender and Diversity in Organizations Doctoral Consortium (2008). *Academy of Management Annual National Meeting, Anaheim, CA.*

SELECTED RESEARCH IN DEVELOPMENT

Kaplan, D.M., & Berkley, R.A., Discernment and Control: A Novel View of Political Skill and Rater Impressions
Current Status: Being revised

Kaplan, D.M. Religious accommodation: A disclosure model
Current Status: Submitted to Academy of Management Annual Conference being prepped for journal submission

Thomas, C. R., **Kaplan, D.M.**, & Kaburakis, A. Sky's the Limit: Co-leadership lessons from the Tour de France
Current Status: Being revised

PROFESSORIAL RECOGNITIONS AND DEVELOPMENT

Participant Reinert Center, Introduction to Online Teaching, July/August 2020

Participant Reinert Center's 8th Annual Portfolio Retreat, April, 2005.

Outstanding Faculty Member nomination Dingedine Hall, Spring 2002.

Participant Brightman Teaching Workshop, August 2001

Participant – Human Resources Doctoral Consortium (1999). *Industrial Relations Research Association, 51st Annual Meeting, New York, NY.*

Participant – Human Resources Doctoral Consortium (1998). *Academy of Management Annual Meeting, San Diego, CA.*

COURSES TAUGHT

Saint Louis University

MGT 310/3300 –	Management of Human Resources
MGT 330/3301 –	Negotiations and Conflict Resolution (previously MGT 393)
MGT 411/4301 –	Talent Management (previously Employment, Placement, and Personnel Planning)
MGT 414/4930 –	Training and Development

MGT 418 –	Employment Law
MGT 480 –	Management Internship (supervised multiple students)
MGT 498 –	Independent Study – Undergraduate (various topics)
BIZ 100 –	Business Foundations
BIZ 6101 –	Coaching and Mentoring
MBA 698 –	Independent Study – Graduate (various topics)

James Madison University

COB 202 -	Interpersonal Skills
MGT 365 –	Human Resource Management
MGT 463 –	Labor Relations
MGT 466 –	Training and Development
	Human Resource Management Review Course (Professional Seminar)

MAJOR SERVICE ACTIVITIES

Richard A. Chaifetz School of Business Diversity Committee (Chair), Spring 2008 to present

Saint Louis University Committee on Academic Rank & Tenure (Business School Representative), Fall 2021 to present

Board of Directors for Gateway Labor and Employer Relations Association (previously Industrial Relations Research Association), Summer 2004 to present
Offices held: President, V.P of Programming, and V.P. of Research

Missouri Bar Fee Dispute Resolution Program (Mediator and Arbitrator), Spring 2011 to present

Co-adviser for SHRM (Society for Human Resource Management), Saint Louis University.
Fall 2003 to present.

Ted Antoff Scholarship Committee, Spring 2012 to present

Saint Louis University Academic Portfolio Review Committee, Fall 2019 to Spring 2021

Richard A. Chaifetz School of Business Dean Search Committee, Fall 2019 to Spring 2020

Saint Louis University President's Diversity Council, Fall 2011 to Spring 2020

Saint Louis University Career Services Advisory Board, Fall 2017 to Spring 2019

Reviewer for (only multiple manuscripts and years listed):

Academy of Management Annual Meeting

Divisions: Careers and Gender and Diversity in Organizations

Career Development International

Human Resource Management

Journal of Management Education

Journal of Managerial Issues

Management & Organizational Behavior Teaching Conference

Saint Louis University Faculty Senator – School of Business Senator, Fall 2006 to May 2012

Faculty Senate Committee for Compensation and Fringe Benefits, Fall 2009 to May 2011

School of Business Technology Committee, Fall 2006 to May 2010

Faculty Senate Committee for Affirmative Action and Diversity, Fall 2005 to Spring 2009

John Cook School of Business Taskforces to Review Undergraduate Curriculum and Common Body of Knowledge, Spring 2006 to Fall 2007

John Cook School of Business Service Day Committee and Site Captain, Spring 2006

Department of Management (JCSB) – Entrepreneurship faculty search committee, 2005 & 2006 Recruiting Cycles

Co-adviser for SHRM (Society for Human Resource Management), James Madison University, Fall 2000 to Spring 2003.

Member of Faculty Senate, James Madison University, Fall 2000 to Spring 2003.

Employee Advisory Committee, James Madison University. Fall 2002

Faculty Teaching Excellence Award Committee. Institute of Labor and Industrial Relations, University of Illinois, Urbana-Champaign. 1999-2000 academic year.

Ph.D. Admissions and Advisory Committee. Institute of Labor and Industrial Relations, University of Illinois, Urbana-Champaign. 1997-1998 academic year.

Computer Committee. Institute of Labor and Industrial Relations, University of Illinois, Urbana-Champaign. 1996-1997 academic year.

MEMBERSHIPS

Academy of Management

Management & Organizational Behavior Teaching Society

Society for Human Resource Management

Gateway Labor and Employer Relations Association