

**STEVEN E. ABRAHAM
CURRICULUM VITAE**

2008

I. CONTACT INFORMATION

Department of Marketing & Management
State University of New York at Oswego
Oswego, N.Y. 13126
(315) 312-3307
E-mail: abraham@oswego.edu

154 W. Mohawk St. 2N
Oswego, N.Y. 13126
(315) 343-5858

II. EDUCATIONAL BACKGROUND

A. Degrees

Ph. D. University of Wisconsin-Madison, Industrial Relations (1992)

Major: Unions & Collective Bargaining

Minors: Personnel/Human Resources, Law

Dissertation: *The Impact of the Taft-Hartley Act on the Balance of Power in Industrial Relations* C. Olson (Chair), P. Voos, J. Rogers (Committee).

J. D. New York University School of Law, *cum laude* (1983)

B. S. Cornell University, Labor Relations, *cum laude* (1980)

B. Honors/Awards/Licenses

SUNY (System-wide) Chancellor's Award for Excellence in Scholarship and Creative Activity (2008)

SUNY-Oswego President's Award for Outstanding Scholarship and Creative Activity (2005)

SUNY-Oswego President's Award for Excellence in Academic Advisement (2004)

Admitted to "Round Table Fellowship" (2003)

"Citation of Excellence - Highest Quality Rating," Anbar Electronic Intelligence, 1998 (For article in *Production and Inventory Management Journal*, 1998).

Knapp Dissertation Fellowship, 1991-1992.

Wisconsin Alumni Research Foundation Fellowship, 1989-1990.

Ph. D. Preliminary Examination Passed with Distinction, 1991.

Order of the Coif, 1983. (National Law School Honor Society).

Maurice Goodman Prize for Outstanding Scholarship and Character, 1983.
Sol D. Kapelsohn Prize for Highest Excellence in Legal Writing, 1983.

Highest Grade in Property, 1981.

III. EMPLOYMENT HISTORY

A. Higher Education

Professor -- Department of Marketing & Management (Fall 2004 – Present)
(HRM Major Coordinator)
School of Business, State University of New York at Oswego, Oswego, N. Y.

Associate Professor -- Department of Marketing & Management (Fall 2000 – Summer 2004)
(HRM Major Coordinator)
School of Business, State University of New York at Oswego, Oswego, N. Y.

Assistant Professor -- Department of Marketing & Management (Fall 1997 - Summer 2000)
School of Business, State University of New York at Oswego, Oswego, N. Y.

Assistant Professor -- Department of Management (Fall 1994 - Summer 1997)
College of Business Administration, University of Northern Iowa, Cedar Falls, IA.

Assistant Professor (visiting) -- Dept. of Management (Fall 1992 - Spring 1994)
Division of Social Sciences, University of Minnesota-Morris, Morris MN.

Assistant Professor -- Department of Management (Summer 1992)
School of Business, University of Wisconsin-Madison, Madison, WI.

Instructor -- Department of Management (Summer 1991)
School of Business, University of Wisconsin-Madison, Madison, WI.

B. Legal Employment

Stolper Koritzinsky Brewster & Neider SC (Madison, WI), Consultant, 1992. Provided advice to law firm for employment-at-will case.

Cullen Weston Pines & Bach (Madison, WI), Consultant, 1992. Provided advice to law firm on legal and statistical issues concerning Title VII and ADEA.

Baer Marks & Upham (New York, NY), Labor/Employment Law Senior Associate, 1988. Involved in all aspects of Labor & Employment Law practice. Represented clients at arbitrations, pre-trial conferences, motions, collective bargaining negotiations.

New York Life Insurance Company (New York, NY), Assistant Counsel, 1987.
Handled in-house labor/employment law matters, advised corporate staff on employment law issues, Represented corporation at administrative hearings, etc.

Proskauer Rose Goetz & Mendelsohn, Labor/Employment Law Associate, 1983-1986.
Involved in all aspects of labor relations practice: Labor Litigation, Arbitrations, Collective Bargaining, ERISA.

IV. TEACHING EXPERIENCE

A. Courses Taught

Employment Law (Distance learning and traditional)	Human Resource Management
Labor Relations (Collective Bargaining)	Legal Environment of Business
Senior Seminar in HRM	Staffing
Compensation	Gateway to Business

B. Curriculum Innovations

HRM 464 - Senior Seminar in HRM (State University of New York at Oswego) (Spring 2003)
Totally redesigned HRM 464 from a "prep course" for the HRCI seminar to a research and presentation based course

MBA 530 – Employment Law (State University of New York at Oswego) (Fall 2000)
Designed and taught Employment Law as a distance learning course through the SUNY Learning Network.

MBA 530 – Employment Law (State University of New York at Oswego) (Spring 1998)
Created and taught Employment Law as an elective in the MBA program at the State University of New York at Oswego (Designed the course, created course proposal, etc.)

MBA 506 – Legal Environment of Business (State University of New York at Oswego) (Spring 1998) Taught Legal Environment of Business to five students via correspondence (All assignments were designed for a course taught entirely through email correspondence).

V. SERVICE ACTIVITIES

A. School Level

School of Business Assessment Coordinator (2004-2008), Committee Chair (2008-present)

School of Business Strategic Management Committee, (1998-present)

School of Business Faculty and Professional Staff Task Force (2007-present)

School of Business Curriculum Committee, 1997-2005 (Chairperson, 1997- 2003)

School of Business Personnel Committee (2001, 2004)

Department Personnel Committee (2003, 2005)

Phi Beta Lambda - Faculty Advisor (2000 - present)

AACSB Student Committee (1998-2001)

B. College/University Level

SUNY-Oswego Pre-law Advisor (1998- present)

Faculty Assembly (Delegate, 1998-present)

Academic Policies Committee (member, 2007 -- present)

Retention Task Force (member, 2008 -- present)

Graduate Council (1998-2006; Chair 2002-2003)

Admissions and Student Services Council (member, 2003- present; Chair, 2003-2005)

Faculty Assembly Executive Board (2002-2005)

Conflict of Interest and Professional Ethics Task Force (Chair, 2005-present)

Committee on Academic Quality (2007-present)

Conflict Studies Advisory Board (2006-present)

Administrative Appeals Board (1999-present)

Student Conduct Committee (1999-present)

Mediation Panel (1999-present)

Services to Students with Disabilities Committee (1998-present)

Premier Residential College Environment Committee (2005-present)

Mission Review Committee (2004)

Hybrid-Course Task Force (2004)

Faculty Advisor, Women's Basketball Team (2004) Men's Basketball team (2005-present)

Affirmative Action Advisory Council (1998-present)

Chabad -- Faculty Advisor (2007 - present)

Middle States Students Committee (Fall 2000-present)

PDQWL Review Committee (2000 - present)

Personnel Policies Council (1998-2000)

Hart Hall Faculty in Residence (2001 - 2003)

School of Education Program Faculty (1997-1999)

Transfer Orientation (1998-present)

Freshman Summer Orientation Advisor (2001-present)

Judicial Advisors -- SUNY Oswego (Spring 1998 - present)

Oswego Calling (1998 - present)

Marshall – SUNY Oswego Graduation (December 1997-present)

“Affirmative Action in Education and Employment” Leadership Development Series (March, 2002)

Disability Awareness Days Panel Discussion Participant (March 21, 2001)

“Motivation,” Leadership Development Series (November, 2000)

“Does ADR Really Benefit Employers,” Quest presentation, (April, 2000)

Moderator (morning session), Quest (2000) Sponsored two student presentations, presented “Does ADR Really Benefit Employers”

Moderator (morning session), Quest (2003) Sponsored three student presentations,

Moderator “Beyond Reasonable Accommodations: The Hidden Face of Disabilities,” O.L.S. Program (Nov. 1999)

Presentations to *Phi Beta Lambda* Business Fraternity (1999 - 2003)

“Layoff and Employment Guarantee Announcements: How Do Shareholders Respond,” Quest presentation, (April, 1999)

“Can a Wrongful Discharge Statute Really Benefit Employers?,” Quest presentation (April 1998)

C. Professional Level

Oswego YMCA Human Resource Consultant (2007-Present)

United University Professions, Statewide Disability Rights Committee (Chair, 2008-present; member, 1998-present)

United University Professions, Academic (Vice President, 2005-present; delegate, 1998-present)

Presentation to Rutgers "Proseminar on Teaching Excellence" Distance Learning (April 2003)

AICPA Video on Email Privacy (August 2001)

Drafted two responses to State Division of Human Rights discrimination complaints (2001)

“Sexual harassment” (on-line workshop for Accounting WEB) (April, 2001)

“Email Privacy” (on-line workshop for Accounting WEB) (August, 2000)

Attended United University Professions Leadership Workshop (1999, 2000)

Attended United University Professions Delegate Assembly (1999, 2000)

D. Community Service

Oswego Little League, Board of Directors (2000-present)

ARISE, Inc Board of Directors (Feb. 1998 - 2000)

Consumer-Directed Personal Assistance Program Advisory Council (May 1998-2002)

“Co-Employee Dating and Sexual Harassment,” Command Audio Radio Broadcast (Oct. 2000)

Interviewed on *WSYR Radio* (July 21, 2000)

Talk of the Region, WRVO, (March 2002, Sept. 2001, Sept. 2000, Sept. 1999)

Employment Issues for New Business. Presentation given to SUNY Micro Enterprise Training Class (Jan. 1998, May 1998)

VI. SCHOLARLY AND CREATIVE ACHIEVEMENTS

A. Journal Articles

“Do Business Schools Value the Competencies Businesses Value?,” with Lanny A. Karns, *Journal of Education for Business* (forthcoming 2009).

“Correlates of Teachers’ Perceptions about Support Received from Their Building Union Representatives,” with Barry A. Friedman and Randall Thomas, *Working USA* (forthcoming 2009).

“Is Publication of the Reputation Quotient (RQ) Sufficient to Move Stock Prices?,” with Barry A. Friedman, Raihan Khan and Richard Skolnik, *Corporate Reputation Review* (forthcoming, 2009).

“The Impact of the Employment Protection Act: Another ‘Wrongful Statute that Benefits Employers?,” *Employee Rights and Employment Policy Journal*, Volume 12, No. 1 (2008): 101-125.

"The Relationship among Union Membership, Facets of Satisfaction and Intent to Leave: Further Evidence on the Voice Face of Unions,” with Barry A. Friedman and Randall Thomas, *Employee Responsibilities and Rights Journal*, Volume 20, No. 1 (March 2008): 1-11.

“California’s Health Insurance Act of 2003: View of the Market,” with Paula B. Voos, *Industrial Relations*, Volume 47, No. 2 (April 2008): 209-228

“The Market Reaction to Layoff Announcements: A Union/Nonunion Comparison,” *International Journal of Manpower* Volume 27, No. 5 (2006): 452-466.

"Factors Related to Employees’ Desire to Join and Leave Unions," with Barry A. Friedman and Randall Thomas, *Industrial Relations*, Vol. 45, No. 1 (Jan. 2006): 102-110.

"The Impact of Union Membership on Intent to Leave: Additional Evidence on the Voice Face of Unions," with Barry A. Friedman and Randall Thomas, *Employee Responsibilities and Rights Journal*, Vol. 17, No. 4 (December 2005): 201-213.

"The Market's Reaction to Two Supreme Court Rulings on American Labor Law" with Paula Voos, *Journal of Labor Research*, Vol. XXVI, No. 4. (Fall 2005): 677-687.

"An Empirical Assessment of Employment-at-Will: A Tale of Two States," *Managerial Law*, Volume 46, No. 6 (2004): 3-19.

"Layoff Announcements and Employment Guarantee Announcements: How Do Shareholders Respond?" *International Journal of Manpower* Volume 25, No. 8 (2004): 729-740.

"An Inquiry into the Legal Implications of Selected Supply Chain Management Topics," with Michael Spencer, *Journal of Contemporary Business Issues*, Volume 11, Issue 1 (2003): 65-71.

"The Supervisory Exclusion Under the NLRA" *Working U.S.A.*, Vol. 6, No. 1, (2002): 77-94.

"Comment: Recent Supreme Court Decisions," *Employment & Labor Law Quarterly*, Fall 2001 (2001): 77-87.

"Managerial Competencies and the Managerial Performance Appraisal Process" with L. Karns, K. Shaw and M. Mena *Journal of Management Development*, Vol. 20, NO 10. (2001): 842-852.

"The Ramifications of the Gilmer Decision for Firm Profitability" with Paula Voos, *Employee Rights and Employment Policy Journal*, Vol. 4 No 2. (2000): 341-363.

"Right-to-Work Laws: New Evidence from the Stock Market," with Paula Voos, *Southern Economic Journal* Vol. 67, No. 2 (October 2000): 345-362.

"Additional Costs of Employment-at-Will in the Publicly Held Firm," with Alfred N. Ntoko, *Journal of Business Economic Research*. Vol. 2, No. 1 & 2 (1999): 77-90.

"Using TQM to Prevent Product Liability Lawsuits," with Michael S. Spencer, *National Productivity Review*, Vol. 19, No. 1 (1999): 33-38.

"Using Events Study Research in a Legal Environment of Business Course" *Journal of Legal Studies Education*, Vol. 17, No. 1 (1999): 57-90.

"McKenzie v. S K Tool Corp.: An Application of Total Quality Management to Products Liability," with Michael S. Spencer, *Journal of the International Academy for Case Studies.*, Vol. 4, No. 1 (1998): 69-72.

"McKenzie v. S K Tool Corp.: An Application of Total Quality Management to Products Liability," with Michael S. Spencer, *Journal of the International Academy for Case Studies: Special Edition Instructors' Notes*, Vol. 4, No. 3 (1998): 186-193.

"Can a Wrongful Discharge Statute Really Benefit Employers?," *Industrial Relations*, Vol. 37 No. 4 (1998): 499-518.

"Total Quality Management: Applicability to Law Firms," with Michael S. Spencer and Eloise Monk, *International Journal of Quality and Reliability Management*, Vol 15, No. 5 (1998): 541-554

"The Legal Limitations to Self-Directed Work Teams in Production Planning and Control," with Michael S. Spencer, *Production and Inventory Management Journal*, Vol. 39 No. 1 (1998): 41-45.

"Relevance of Canadian Labor Law to U.S. Firms Operating in Canada," *International Journal of Manpower*, Vol. 18 No 8 (October 1997): 662-674.

"New Technology in Unionized Firms: Advantages of Mandatory Bargaining," with Bart Finzel, *Employee Responsibilities and Rights Journal*, Vol. 10, No. 1 (1997): 37-48.

"The Impact of the Taft-Hartley Act on the Balance of Power in Labor Relations," *American Business Law Journal*, Vol. 33 No. 3 (1996): 1-31.

"Bargaining Over New Technology: Possible Effects of Removing Legal Constraints," with Bart Finzel, *Journal of Economic Issues*, Vol. XXX No. 3 (September 1996): 777-795.

"How the Taft-Hartley Act Hindered Unions," *Hofstra Labor Law Journal*, Vol. 12 No. 2 (Fall 1994): 1-37.

"Professional Construction of Law: The Inflated Threat of Wrongful Discharge," with Lauren Edelman and Howard Erlanger, *Law & Society Review*, Vol. 26 No. 1 (1992): 47-83.

"NLRB Jurisdiction of Secondary Boycotts: *ILA v. Allied International, Inc.*, A Missed Opportunity for the Supreme Court to Reevaluate Mobile." *New York University Journal of International Law and Politics*, Vol. 15, No.2 (Winter 1983): 393-434.

B. Papers, Proceedings, Presentations

1. Invited Papers

"Supreme Court Supervisory Status Decisions and Their Impact on the Organizing of Nurses," with Adrienne E. Eaton and Paula B. Voos, in *Justice on the Job: Perspectives on the Erosion of Collective Bargaining in the United States*, ed. by Richard Block, Sheldon Friedman, Michelle Kaminski, and Andrew Levin, Upjohn (2006): 165-189.

Nine Entries for *Encyclopedia of Work in America*: "Sexual Harassment," "EEOC," "Equal Pay Act," "Glass Ceiling," "ERISA," "Pensions," "Layoffs," "Job Security," "Workers' Compensation" (2004)

"Empirical Data on Employer Gains from Compulsory Arbitration of Employment Disputes," with Paula Voos, *NYU Selected Essays on Labor and Employment Law, Vol II.* (2003): 197-216

Six Entries for *Routledge Encyclopedia of International Political Economy*: "Taft-Hartley Act," "Law," "Positivism," "Bargaining, Factors Leading to Advantages," "Bargaining, Concessionary," "Incorporation." (2002)

2. Papers in Proceedings

"Relationship among Union Membership, Facets of Satisfaction and Intent to Leave: Further Evidence on the Voice Face of Unions," with Barry A. Friedman and Randall Thomas, *Labor and Employment Relations Association Refereed Competitive Paper Series*

(2007): 72-84.

"The Impact of Union Membership on Intent to Leave: Additional Evidence on the Voice Face of Unions," with Barry A. Friedman and Randall A Thomas Association on Employment Practices and Principles (AEPP) Twelfth Annual International Conference (October 2004):22-25.

"An Inquiry into the Legal Implications of Selected Supply Chain Management Topics," with Michael Spencer, 7th Annual Apics Educational & Research Foundation Summer Academic/Practitioner Workshop. (June 2000): 23-29.

"Products Liability and Total Quality Management: A Case Study," with Michael S. Spencer and Melissa M. Ostby, *Proceedings of the Allied Academies* (April 1998): 55-62.

"Application of Total Quality Management Techniques to Law Office Management," with Michael S. Spencer and Eloise Monk *Proceedings of the Fourth International Meeting - Decision Sciences Institute*, (1997): 40-44.

Changes in Canadian Labor Law and U.S. Labor Law Reform," with Paula Voos, *Industrial Relations Research Association, Proceedings -- Proceedings of the Forty-Eighth Annual Meeting*, Vol. 48 (1996) 194-200.

"Technological Change and Labor Law: A Modest Proposal," with Bart Finzel, *Industrial Relations Research Association, Refereed Competitive Paper Series* (1994): 324-332.

3. Other Published Work

"Minimum Wage in New York State," *Oswego County Business*, (February/March 2008): 39.

"Understanding Sexual Harassment Laws," *Oswego County Business*, (October/November2007): 28-29

"Cyberlaw: Intellectual Property and Cyberspace" *Oswego County Business*, (June/July 2000): 36

"Email Privacy in the Workplace," *Oswego County Business*, Issue (March/April 2000): 32-33

"Firing Employees Legally," *Oswego County Business*, (Jan/Feb 1999): 44

"References and Defamation," *Oswego County Business*, (April/May 1998): 45

"Lawfully Employing Immigrants," *Oswego County Business*, Issue 34 (Feb/March 1998): 52

"Sexual Harassment," *Oswego County Business*, (Aug/Sept. 1998): 45

"Co-employee Dating,," *Oswego County Business*, (Oct/Nov. 1998): 34

"Layoff and Employment Guarantee Announcements: How Do Shareholders Respond?" Working Paper. State University of New York at Oswego, Department of Economics (1999).

Instructor's Manual for Law Business and Society (4th ed. Irwin, 1994).

"Professional Construction of Law: The Inflated Threat of Wrongful Discharge," with Lauren Edelman and Howard Erlanger, Working Paper DPRP 10-9 (1991).

4. Presentations

"The Relationship among Union Membership, Facets of Satisfaction and Intent to Leave: Further Evidence on the Voice Face of Unions," with Barry A. Friedman and Randall Thomas, Presented at the "Labor and Employment Relations Association" Annual Meeting, Chicago, Ill. (Jan. 2007)

"The Impact of Product Recalls on Consumers' Attitudes and Perceptions," with Ainsworth A. Bailey, American Marketing Association 2003 Marketing and Public Policy Conference "Emerging Issues and Challenges in Public Policy" Washington D.C. (May 29-31, 2003)

"Impact of Supreme Court Supervisory Status Decisions Under the NLRA," with Paula B. Voos and Adrienne Eaton, AFL-CIO/Michigan State conference on worker rights (October 11-12, 2002))

"Empirical Data on Employer Gains from Compulsory Arbitration of Employment Disputes," Workshop on Labor and Employment Law, *NYU School of Law* (October 24, 2000)

"The Impact of the NLRA on the Introduction of New Technologies," with Bart Finzel, *Informers – TMS Invited Session*, (November, 1999).

"Is ADR Beneficial for Firms?" Industrial Relations Research Association Annual Meeting, (January 1999).

"Products Liability and Total Quality Management: A Case Study," Allied Academies Conference April 1998).

"Relevance of Canadian Labor Law Changes to U.S. Labor Law Reform," Industrial Relations Research Association Annual Meeting (January 1996).

"Cutting Edge Issues in Labor Relations," Academy of Management, Human Resource Division Doctoral Consortium (August 1995)

"Technological Change and Labor Law: A Modest Proposal" Presented at IRRA Annual Meeting (January 1994)

C. Grants

PDQWL Fellowship (Spring 2000) "How Does Changing Advertisers Effect Firms?."

Center for Future Human resources (Spring 1999) "The Impact of Layoff Announcements on Firms' Stock Value."

PDQWL Fellowship (Spring 1998) "Right-to-Work Laws and Firm Profitability."

PDQWL Fellowship (Spring 1998) "Products Liability and Total Quality Management: A Case Study."

UNI Summer Fellowship (1997) "The impact of Actual Layoffs on Profitability."

UNI Summer Fellowship (1995) "Did the WDFEA Really Benefit Employers?"

D. Reviews and Editorial Positions

Co-editor in Chief – Employment and Labor Law Quarterly

Consulting Editor *Journal of Education for Business* (current)

Staff Editor, *American Business Law Journal* (current)

Reviewer, *Industrial Relations* (current)

Reviewer, *Industrial & Labor Relations Review*

Reviewer, *Journal of Managerial Issues*

E. Research in Progress

"Card Check vs. NLRB Election: Stock Market and First Contract Effects." with Adrienne E. Eaton and Paula B. Voos, chosen as a winner in the 11th Annual AILR/LERA Best Papers Competition. To be presented at the 2009 LERA annual meeting and thereafter published in Volume #17 of AILR

"Walmart: the Market's Reaction to Breaking News." with Paula B. Voos,

"Does the Release of the AQR Move the Stock Prices of Airlines?," with Barry A Friedman