

Curriculum Vita
BARRY A. FRIEDMAN
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EDUCATION

Ph.D. and M.A., Organizational and Industrial Psychology
Ohio State University, Columbus, Ohio

B.A., Psychology and Political Science
University of Rochester, Rochester, New York

STATE UNIVERSITY OF NEW YORK, NEW YORK

2003-Present

Assistant Professor

- Teaches Human Resource Management courses, including HRM, Compensation Management, and a Human Resource Capstone course for HR majors.
- Personnel Committee, Marketing and Management department, School of Business.
- Campus Technical Advisory Board (CTAB) School of Business representative.
- CTAB Educational subcommittee.
- School of Business Intellectual Contribution Committee (ICC).
- Faculty Advisor, Society of Human Resource Management (SHRM) student chapter.
- Program Chair, Association for Employment Practices and Principles fourteen annual international conference, October 5-7, 2006, New, New York.
- Session Chair, IBAM and AEPP conferences.
- Paper reviewer, Western Academy of Management regional conference.

SINGAPORE INSTITUTE OF MANAGEMENT, SINGAPORE

2005 - 2006 (Summers)

Visiting Assistant Professor

- Taught Organizational Behavior and HRM courses to international undergraduates in State University of New York and Singapore partnership.

KONAN UNIVERSITY, KOBE, JAPAN

2006 (Summer)

Visiting Assistant Professor

- Taught intensive one-week organizational behavior course.

SIMON GRADUATE SCHOOL OF BUSINESS ADMINISTRATION

1979 - present

University of Rochester, Rochester, N.Y.

Adjunct Faculty

- Teaches Foundations of Organizational Theory- MBA level course that addresses leadership, motivation, organizational design, and organizational effectiveness.
- Teaches Human Resource Management- undergraduate course that covers a wide range of human resource areas: strategic human resource planning, job analysis, compensation, benefits, safety, training, recruiting, and selection.
- First year MBA Executive Development Program teambuilding, including e-mail based survey that increased team effectiveness.

- Taught Issues in Managing Human Resources to business graduate students.

REFEERED JOURNAL ARTICLES

Friedman, B.A.; Abraham, S.E.; & Thomas, R.K. (2006). "Factors Related to Employees' Desire to Join and Leave Unions". *Industrial Relations*, vol. 45, No. 1, pp.102-110.

Reed, L.J. & Friedman, B.A (2005). Employer Recognition of Same Sex Relationships in the United States: Legal and Economic Implications. *Employee Responsibilities and Rights Journal*, vol. 17, No. 4, pp. 245-260.

Abraham, S.A., Friedman, B.A., & Thomas, R.K. (2005). The Impact of Union Membership and Company Satisfaction on Intention to Leave. *Employee Responsibilities and Rights Journal*, vol. 17, No. 4, pp. 201-213.

Friedman, B.A.; Bobrowski, P.; & Geraci, J. (in press). Parents' School Satisfaction: Ethnic Similarities and Differences. Unconditionally accepted by the *Journal of Educational Administration*.

Friedman, B.A & Reed, L.J. Workplace Privacy: Employee Relations and Legal Implications of Monitoring Employee E-Mail Use. Conditionally accepted by the *Employee Responsibilities and Rights Journal*.

PUBLICATIONS IN REFEREED PROCEEDINGS

Friedman, B.A. & Reed, L.J. (2005). Workplace Privacy: Legal and Employee Relations Implications of Monitoring Employee E-Mail Use. " *Association on Employment Practices and Principles (AEPP) 2005 Conference*, October 2005, Baltimore, Maryland.

Friedman, B.A. (2005). Demand More From The Human Resource Function. *Association on Employment Practices and Principles (AEPP) 2005 Conference*, October 2005, Baltimore, Maryland.

Lechner, T.A.; Williams, G.; Friedman, B.A. & (2005). Components of Student Satisfaction with Advising- Why Students are Satisfied or Dissatisfied with Advising. *National Academic Advising Association (NACADA) Conference*, October 5, 2005, Las Vegas, Nevada. (Sponsored session).

Abraham, S.E. and Friedman, B.A. (2004). The Impact of Union Membership on Intent to Leave: Additional Evidence on the Voice Face of Unions. Paper published in the proceedings of the *Association on Employment Practices and Principles (AEPP) 2004 Conference*, October 2004, Ft. Lauderdale, Florida.

Friedman, B.A.; Abraham, S.E.; & Thomas, R.K. The Relationship Among Union Membership, Facets of Satisfaction and Intent to Leave: Further Evidence on the Voice Face of Unions. Paper accepted for the *Labor and Employee Relations (LERA) annual conference*, Chicago, January 4-7, 2007.

Friedman, B.A. & Huonker, J.W. (2004). Bridging the "Know-Do" Gap in Business Education. Paper published in the proceedings of *The Institute of Behavioral and Applied Management Conference (IBAM)*. October 2004, Providence, Rhode Island.

Friedman, B.A. Balancing Organizational Competitiveness, Ethics, Social Responsibility and Employee Rights in the Global Economy. Paper accepted for presentation and proceedings of the *Association on Employment Practices and Principles (AEPP)* 2006 conference (October 2006).

PRESENTATIONS AT REFEREED PROFESSION CONFERENCES

Pamela L. Cox, P.L., Friedman, B.A., & Maher, L. (2006). Improving the Functioning of Student Teams: A Peer Assessment Approach. Paper presented at the *Organizational Behavior Teaching Conference (OBTC)* 2006 Conference, June 14-17, Nazareth College, Rochester, New York.

Friedman, B.A. & Lechner, T.A. (2005). The Development of an Expectancy Questionnaire to Identify at Risk Students. *National Academic Advising Association (NACADA) Region I* conference, March 23-25, Montreal, Canada.

WORKS IN PROGRESS

Friedman, B.A. & Cox, P.L. The Impact of Feedback Frequency, Categorical and Holistic Ratings on the Quality of Peer Evaluations. Submitted to the *Journal of Management Education*.

Friedman, B.A. & Huonker, J. Transferring Learning Responsibility to Students. Submitted to the Undergraduate Program Conference, *The Association to Advance Collegiate Schools of Business (AACSB)*, Scottsdale, Arizona, November 16-18, 2006.

Finnigan, K.S.; Friedman, B.A. & Aguilar, C.R. A Comprehensive Examination of Job Satisfaction: Understanding Satisfied and Dissatisfied Teachers. Submitted to *Leadership and Policy in Schools*.

Finnigan, K.S.; Friedman, B.A. & Aguilar, C.R. A Hierarchical Linear Modeling Approach to Teacher Satisfaction: The Influences of Individual and Organizational Factors. Submitted to the *American Educational Research Association (AERA)* national conference.

Thomas, R.K., Friedman, B.A. & Abraham, S.A. The Impact of Union Membership and Company Satisfaction on Intention to Leave: An International Comparative Study.

Friedman, B.A.; Cox, P.L.; Maher, L. Expectancies and Their Impact on the Quality of Peer Evaluations.

Friedman, B.A. The Role of Unions in Moderating the Negative Impact of Organizational Stressors on Employee Experienced Stress.

Friedman, B.A.; Abraham, S.E.; & Lechner, T. Student Motivation and Goal Setting as a Predictor of Retention and Performance in Higher Education.

Friedman, B.A. and Abraham, S.E. Union Representative Impact on Employee Satisfaction

Friedman, B.A. & Huonker, J. Using Experiential Learning Theory in Business Field Projects.

Friedman, B.A. The Role of Unions in Moderating Employee Stress

OTHER PUBLICATIONS AND PRESENTATIONS

Friedman, B.A. and Cornelius, E.T. The Effect of Rater Participation in Scale Construction on the Psychometric Characteristics of Two Rating Scales. *Journal of Applied Psychology*, 1976, 61, 210-216.

Klimoski, R.J., Friedman, B.A., and Weldon, E. Leadership Influence in the Assessment of Performance. *Personnel Psychology*, 1980, 33, 389-401.

Friedman, B.A. "Six Ways to Make It Work At Work." *Training and Development Journal*, 1990, 44, 17-19.

Friedman, B.A., and Mann, R.W., (1981). Employee Assessment Methods Assessed. *Personnel*, 1981, Nov. 69-74.

Friedman, B.A. Seniority Systems and the Law: Congressional Intent and Judicial Interpretations. *Personnel Journal*, 1976, 55, 334-336.

Friedman, B.A. and Niedzweidz, E.R. A Validation of the Veterinary Aptitude Test at Three Schools of Veterinary Medicine. *Journal of Veterinary Medical Education*, 1976, 3, 13-16.

Friedman, B.A., The Effects of First Impressions and Sensitivity on Response Bias and Behavioral Assessment: A Signal Detection Theoretical Approach. *Eastern Psychological Association Convention*, April 1983, Philadelphia, Pennsylvania.

Friedman, B.A., Factors that Effect Applicant Employment Acceptance Decisions. *Eastern Psychological Association Convention*, April 1982, Baltimore, Maryland.

Friedman, B.A., Correlates of Interviewee Perceptions of Acceptance, Fairness and Accuracy of a Career Development Interview Program. *Eastern Psychological Association Convention*, April 1981, New York, New York.

Friedman, B.A., Validating an Empirically Derived In-Basket Work Sample Exercise. *Eastern Psychological Association Convention*, April 1979, Philadelphia, Pennsylvania.

Friedman, B.A., Differences Between Responders and Non-Responders to a Mail Survey with Respect to their Perceptions of the Survey Instrument. *Eastern Psychological Association Convention*, March 1978, Washington, D.C.

Friedman, B.A., Coaching Effectiveness Presentation. University of Rochester MBA Coaching Program, October 2003, September and February 2002.

Friedman, B.A., Executive Development Program Participant Teambuilding, Simon Graduate School of Business Administration, University of Rochester, September 1996-2001.

Friedman, B.A., Learning the Language of Business: How to Teach the Financials. *Open Book Management, The Great Game of Business Gathering*, September 1996, St. Louis, Missouri.

Friedman, B.A., Selecting and Evaluating HRD Consultants. *American Society of Training and Development*, January 1996, Rochester, New York.

Friedman, B.A., How Teams Survive and Thrive During Downsizing. Center for Team Performance, State University of New York at Buffalo, *Transitions to Teams Conference*, Buffalo, March 1995, New York.

GRANTS AND RECOGNITION

Honorary inductee into Alpha Sigma Lambda, continuing education honor society.

Joint Labor Management Individual Development Awards Program grant, SUNY Oswego (2006).

Faculty Enhancement Grant by the Committee on Scholarly and Creative Activity, SUNY Oswego for research on student peer assessments (2004-2005).

SUNY UNIVERSITY SERVICE

- Campus Advisory Technology Board-CTAB (2004-present)
- CTAB Educational Subcommittee (2004-present)
- School of Business Intellectual Contributions Committee (2005-present)
- Personnel Committee, School of Business, Dept of Marketing and Management (2005-present)
- Administrative Officer Review Task Force (2006)
- Small Business Institute Task Force (2006)
- Constellation Energy scholarship selection committee member (2004- present)

ORGANIZATIONAL EXPERIENCES

HARRIS INTERACTIVE, INC., Rochester, N.Y.

2000 - 2002

Director, Training and Development, HR Manager

- HR Manager responsibilities included employee relations, affirmative action, compensation, and performance evaluation.
- Managed training function for 1,000-employee Market Research firm. Assessed needs and delivered training.
- Conducted corporate satisfaction survey, doubled participation using Internet technology.
- Managed performance evaluation and pay increases.
- Directed outplacement for five reductions in force (RIF) within two years.

EXXONMOBIL CORPORATION, Rochester, N.Y.

1982-2000

Manager, Education and Communication, 1996-2000

- Delivered training and development programs that met leadership and employee needs.
- Supervised plant-training supervisors across eight sites.
- Directed worldwide employee survey and reduced cost by 50%.
- Led HR Strategy process that aligned HR initiatives with new business strategy.
- Managed internal employee communications that increased employee understanding and support for mergers, new variable pay program, etc.
- Defined competencies that clarified performance expectations, career paths, and job posting.
- Increased management safety accountability using 360-degree feedback. Managers received specific feedback regarding the extent they encouraged safety.
- Improved the employee selection process by designing and training interviewer teams.

Team Leader, Organization Development and Communication, 1994-1995

- Conducted team building and training that helped organizational change team implement four initiatives that addressed team structure, logistics, asset effectiveness and product development. These initiatives contributed to a positive income position the following year.

Management Education Consultant, 1989-1994

- Designed and delivered supervisory, management and leadership development programs for four divisions consisting of 11,000 employees within headquarters, technical operations, 15 domestic and 4 international plant locations. Demonstrated management effectiveness and results improvements.
- Designed and implemented organizational change interventions that helped meet internal customer needs. Coached senior staff of new plant. Plant staffed on time, on budget, and stands as division model for teamwork.
- Developed 360-degree feedback programs that increased developmental feedback.

Senior Training Advisor, 1982-1989

- Designed and conducted various training programs including supervisory development, diversity, problem solving, communication, negotiation, coaching, presentation, time management, interviewing skills, sales and sales management.
- Developed Affirmative Action Compliance Plans and represented Mobil to the EEOC, OFCCP, and State Human Rights Agencies with respect to discrimination complaints and compliance reviews. Responded to ten discrimination complaints, all of which resulted in a favorable finding of "no probable cause".

XEROX CORPORATION, Rochester, New York

1977-1981

Various positions responsible for personnel selection, test validation, and attitude surveys.

- Program manager for selection of sales and administrative employees that resulted in valid and legally defensible selection procedures, including assessment centers.
- Designed, implemented selection interview that improved the supervisory selection.
- Managed attitude survey program for sales, technical and administrative employees.

MEMBERSHIP IN PROFESSIONAL OR HONOR SOCIETIES

Society for Human Resource Management (SHRM)
Alpha Sigma Lambda, continuing education honor society
American Society for Training and Development (ASTD)
American Psychological Society (APS)
Phi Beta Kappa National Honor Society

ADDITIONAL INVOLVEMENTS AND INTERESTS

Volunteer, Ronald McDonald House, Rochester, NY (1997-present)
Volunteer Juvenile Diabetes Research Foundation (2001-present)
Volunteer United Way (2001-2002)
Greater Rochester Diversity Council (2002)
Youth Group Assistant (1993-1995)
Vice President, Meadowbrook Neighborhood Association (1984-86)