

Curriculum Vita
BARRY A. FRIEDMAN

friedman@oswego.edu

(315) 312-6381

247 Rich Hall, State University of New York at Oswego, Oswego, New York 13126

EDUCATION

Ph.D. and M.A., Industrial and Organizational 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 the Human Resource Capstone course.
- Co-Chair, SUNY Oswego University Human Subjects Committee.
- Campus Technical Advisory Board (CTAB) School of Business representative.
- CTAB Educational subcommittee.
- School of Business Intellectual Contribution Committee (ICC).
- School of Business International Student Committee
- Faculty Advisor, Society of Human Resource Management (SHRM) student chapter.
- Program Chair, Association for Employment Practices and Principles (AEPP) fourteen annual international conference, October 5-7, 2006, New York, N.Y.
- Session Chair, IBAM and two AEPP conferences.
- Article and paper reviewer, Management Issues Journal, Western Academy of Management regional conference, and the Association on Employment Practices and Principles (AEPP).
- Peer Review Committee, School of Business (2004-2006).
- Personnel Committee, Marketing and Management department, School of Business (2005-2006).

SINGAPORE INSTITUTE OF MANAGEMENT, SINGAPORE

2005 - present

Visiting Assistant Professor

- Taught Organizational Behavior and HRM courses to international undergraduates within SUNY Buffalo and Singapore partnership.

KONAN UNIVERSITY, KOBE, JAPAN

2006

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 Topics in Human Resource Management in the Executive MBA program.
- Teaches Foundations of Organizational Theory- MBA level course that addresses leadership, motivation, 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.
- Delivered first year Executive MBA Development teambuilding program, including email based survey that increased team effectiveness.

ADJUNCT FACULTY, NAZARETH COLLEGE

2003

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

AWARDS AND GRANTS

- SUNY Oswego Provost's Award for Scholarly and Creative Activity (2006-2007). The Provost's Award for Scholarly and Creative Activity is designed as recognition of significant accomplishment in scholarly research.
- Outstanding Contribution Award. Friedman, B.A. (2006). Globalization Implications for Human Resource Roles. *Association on Employment Practices and Principles (AEPP)* 2006 conference, October, New York, New York.
- Honorary inductee into Alpha Sigma Lambda, continuing education honor society (2006).
- Joint Labor Management Individual Development Awards Program, SUNY Oswego (2006 & 07).
- OIEP International Grant (2007).
- Faculty Enhancement Grant by the Committee on Scholarly and Creative Activity, SUNY Oswego for research on student peer assessments (2004-2005).

REFEERED JOURNAL ARTICLES

Friedman, B.A. and Abraham, S.E. Union Representative Impact on Employee Satisfaction. Conditionally accepted by *WorkingUSA*.

Friedman, B.A. (in press). Globalization Implications for Human Resource Roles. Accepted by the *Employee Responsibilities and Rights Journal*.

Friedman, B.A.; Cox, P.L.; & Maher, L. (2007). An Expectancy Theory Motivation Approach to Peer Assessment. Accepted by the *Journal of Management Education*.

Friedman, B.A. & Mandel, R.G. Student Motivation and Goal Setting as a Predictor of Retention and Performance in Higher Education. Accepted by the *Journal of College Student Retention*.

Abraham, S.E.; Friedman, B.A., and & Thomas, R.K. (2007). The Relationship Among Union Membership, Facets of Satisfaction and Intent to Leave: Further Evidence on the Voice Face of Unions. Unconditionally accepted by the *Employee Responsibilities and Rights Journal*.

Abraham, S.E.; Friedman, B.A.; Kahn, R. & Skolnik, R. (2007). The Impact of Corporate Reputation on Firm Valuation. Unconditionally accepted by *Corporate Reputation Review*.

Friedman, B.A.; Bobrowski, P.; Markov, D. (2007). Predictors of Parent Satisfaction with Their Children's School. *Journal of Educational Administration*, 45(3), 278-288.

Friedman, B.A & Reed, L.J. (2007). Workplace Privacy: Employee Relations and Legal Implications of Monitoring Employee E-Mail Use. *Employee Responsibilities and Rights Journal*, 19, 75-83.

Friedman, B.A.; Abraham, S.E.; & Thomas, R.K. (2006). "Factors Related to Employees' Desire to Join and Leave Unions". *Industrial Relations*, vol. 45 (1), p.102-110.

Friedman, B.A.; Bobrowski, P.; & Geraci, J. (2006). Parents' School Satisfaction: Ethnic Similarities and Differences. *Journal of Educational Administration*, 44(5), p.471-486.

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*, 17(4), 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*, 17(4), 201-213.

PUBLICATIONS IN REFEREED PROCEEDINGS

Friedman, B.A., Cox, P.L. and Rao, H. (2007). International Attitudes Towards Business Ethics: A Comparative Study and Update. *Institute of Behavioral and Applied Management* conference, October 4, Reno, Nevada.

Friedman, B.A. (2007). Got Positive Corporate Reputation? Human Resource Management Role Implications. *Association on Employment Practices and Principles (AEPP)* Conference, October, Ft. Lauderdale, Florida.

Cox, P.L.; Friedman, B.A. and Edwards, A. (2007). *Enron: The Smartest Guys in the Room*-Using the Enron Film to Examine Student Attitudes toward Business Ethics. *Institute of Behavioral and Applied Management* conference, October 6, Reno, Nevada.

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

Finnigan, K.S.; Aguilar, C.R., & Friedman, B.A. (2007). A Hierarchical Linear Modeling Approach to Teacher Satisfaction: The Influences of Individual and Organizational Factors. *American Educational Research Association (AERA) Annual Convention and Exhibition*, April 10, Chicago, IL.

Friedman, B.A. (2006). Globalization Implications for Human Resource Roles. *Association on Employment Practices and Principles (AEPP) 2006 conference*, October, New York, N.Y. Outstanding paper award.

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) Conference*, October, Baltimore, Maryland.

Friedman, B.A. (2005). Demand More From The Human Resource Function. *Association on Employment Practices and Principles (AEPP) Conference*, October, 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 Conference*, October 5, 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. *Association on Employment Practices and Principles (AEPP) Conference*, October, Ft. Lauderdale, Florida.

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

PRESENTATIONS AT REFEREED PROFESSIONAL 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) 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.

ARTICLES AND PAPERS SUBMITTED

Friedman, B.A., Predictors of Principals' Satisfaction with Their Schools. Submitted to the *Journal of Educational Administration*.

Friedman, B.A. (2007). Got Positive Corporate Reputation? Human Resource Management Role Implications. Submitted to the *Employee Responsibilities and Rights Journal*.

WORKS IN PROGRESS

Friedman, B.A. & Mandel, R.G. Social Motives as a predictor for college student retention and performance.

Cox, P. & Friedman, B.A. & Huonker, J. The impact of goal setting on students' motivation to provide peer assessments.

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

Cox, P. & Friedman, B.A. Students' Attitudes Towards Business Ethics: A North American, Asian and Latin American comparison.

Cox, P. & Friedman, B.A. Students' Attitudes Towards Business Ethics: A Teaching Intervention.

Cox, P. & Friedman, B.A. Students' Teamwork on Group Projects: A Teaching Intervention.

OTHER PUBLICATIONS AND PRESENTATIONS

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

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

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

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

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

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

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

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

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

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

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.

SUNY UNIVERSITY SERVICE

- Co-Chair, University Human Subjects Committee, SUNY Oswego (2007-2008)
- Human Subjects Committee, SUNY Oswego (2006- present)
- Campus Advisory Technology Board-CTAB (2004-present)
- CTAB Educational Subcommittee (2004-present)
- School of Business Intellectual Contributions Committee (2005-present)
- Peer Committee, School of Business, Dept of Marketing and Management (2005-2007)
- SOB Curriculum Committee
- Administrative Officer Review Task Force (2006)
- Small Business Institute Task Force (2006)
- Constellation Energy scholarship selection committee member (2004- present)
- COLT presenter in 2005 and 2007

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 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 and career paths.
- Increased management safety accountability using 360-degree feedback. Managers received specific feedback regarding the extent they encouraged safety.

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 (11,000 employees). Demonstrated management effectiveness and results improvements.
- Designed and implemented organizational change interventions that helped meet internal customer needs.
- Developed 360-degree 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
Phi Beta Kappa National Honor Society
American Society for Training and Development (ASTD)
American Psychological Society (APS)

ADDITIONAL INVOLVEMENTS AND INTERESTS

Volunteer, Ronald McDonald House Charities, 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)