
Robert K. Robinson, Ph.D.

**Chair of the Department of Management
Michael S. Starnes Professor of Management
Professor of Management
Department of Management
School of Business Administration
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Professional Interests

Research Interests

Regulatory compliance, affirmative action, Title VII issues, labor relations, academic freedom, post tenure review, faculty accountability

Teaching Interests

Employee Relations, Collective Bargaining, Labor Relations, Human Resource Selection, Human Resource Strategy, Organizational Policy & Decision Making

Academic Background

Ph.D. University of North Texas, Denton, TX, Personnel Administration and Industrial Relations, 1988

M.B.A. University of Louisiana, Monroe, LA, Management, 1982

B.A. University of Louisiana, Monroe, LA, Liberal Arts, 1973

Certifications

Senior Professional in Human Resources, 2010

Certificate in Employee Benefits Law, 2004

Certificate in Human Resource Risk Management, 2003

Advanced Certificate in Employee Relations Law, 2002

Certificate in Employee Relations, 1999

Work Experience

Academic Experience

Michael S. Starnes Professor of Management, University of Mississippi, School of Business Administration (2005 - Present).

Professor of Management, University of Mississippi, School of Business Administration (2002 - Present).

Associate Professor of Management, University of Mississippi, School of Business Administration (1995 - 2002).

Assistant Professor of Management, University of Mississippi, School of Business Administration (1990 - 1995).

Assistant Professor - College of Business, Southwest Missouri State University (1988 - 1990).

Assistant Professor - College of Business, Northwest Missouri State University (1987 - 1988).

Non-Academic Experience

National

Commissioned Officer, United States Army (August, 1973 - September, 1980). Served as an Assistant Operations Officer for an armor battalion; Headquarters Company Commander for an armor battalion; Combat Support Company Executive Officer, Heavy Mortar Platoon Leader, and Rifle Platoon Leader for a light infantry battalion; Company Commander and Executive Officer for an advanced individual training company. All positions involved varying degrees of planning responsibilities, allocating resources, delegating authority, assigning responsibilities, forecasting needs, conducting training, developing subordinates, designing work and organizations. Attained rank of Captain prior to release from active duty.

Consulting

- 2007: Luvata, Grenada, MS, Management Skills Training Program, Management Skills Training Program
- 2007: FNC, Oxford, MS, Sexual Harassment Training, Sexual Harassment Training
- 2006: FNC, Oxford, MS, Performance Management Training, Performance Management Training
- 2006: Bowater, Grenada, MS, Leadership Training Program, Leadership Training Program
- 2005: Borg-Warner, Water Valley, MS, Management Skills Training Program, Management Skills and Labor Relations Training Program
- 2004-2005: University of Mississippi, School of Business Administration, Executive and Management Education Program
- 1991-2003: University of Mississippi, Center for Public Service and Continuing Studies, Provided executive and managerial training.
- 1999: ITT Industries, July - September, Amory, MS, provided managerial training on leadership and change management.
- 1991-1999: Small Business Development Center, University of Mississippi, Tupelo, MS., Conducted numerous supervisory management training and executive development programs for local industry and business participants.
- 1996: University of Mississippi Medical Center, Jackson, MS conducted executive training on performance appraisal and counseling, November 14-15.
- 1995: Defense Equal Opportunity Management Institute (DEOMI), Patrick AFB, FL provided supervisory and leadership training. August 16-18.

Teaching

Courses Taught

Scheduled courses: Advanced Human Resource Management, Employee Relations, Human Resource Management, Labor Relations, Principles of Management, Strategic Human Resource Management

Other courses:

Principles of Management, Organizational Policy & Decision Making, Organizational Analysis, Management Science, Management Process & Behavior, HR Selection, Organizational Policy & Strategy, Labor Relations, Collective Bargaining, Compensation & Benefits

Teaching Honors and Awards

Award

- 2007: Teacher of the Month (April 2007) Mortar Board, University of Mississippi Chapter.
- 2005: Outstanding Teacher of the Year University of Mississippi, School of Business.

Honor

- 2006: Who's Who Among America's Teachers .
- 2004: Who's Who Among America's Teachers.
- 2002: Who's Who Among America's Teachers .
- 2000: Who's Who Among America's Teachers .
- 1998: Who's Who Among America's Teachers .

Other Teaching Activities

Course (New) - Creation/Delivery: Conventional

2010 - Course (New) - Creation/Delivery: Conventional. MGMT 466 - Regulating Small Business & New Ventures. This course evaluates the current regulatory environment of employee and labor relations in small and family business whose growth eventually brings them under various statutes and regulations. This course addresses such employment issues as handbooks, employment contracts, employee discipline, employee benefits, labor relations, workplace privacy, dress codes, and workplace compliance laws, such as the Civil Rights Act, ADEA, ADA, FMLA, and sexual harassment.

Program Assessment Projects

2010 - Program Assessment Projects. Served as an item writer/editor for the Society for Human Resource Management's Assurance of Learning Assessment for Graduating HR Students in 2010.

2010 - Program Assessment Projects. Ensured that the University of Mississippi's Human Resource Management program was certified as being aligned with the Society for Human Resource Management's HR curriculum guidelines, January 2010.

Research/Intellectual Contributions:

Refereed Articles

Robinson, R. K., Nichols, D. L., Cousley, S., & Markham, F. B. (in press, 2011). New Process Steel, LP v. NLRB: Quorum Issues and Their

Impact on Federal Labor Code Enforcement. *Southern Journal of Business and Ethics*.

Robinson, R. K., Nichols, D. L., & Cousley, S. (2011). Ricci v. De Stefano: Has the New Haven Fire Fighters Case Radically Changed Disparate Impact Theory or is there Much Ado about Nothing. *Southern Law Journal*, XXI (1), 29-40.

Robinson, R. K., Franklin, G. M., & Hamilton, R. H. (in press, 2011). The Hijab and the Kufi: Employer Rights to Convey their Business Image versus Employee Rights to Religious Expression. *Southern Law Journal*.

Robinson, R. K., Franklin, G. M., & Hamilton, R. H. (in press, 2011). Workplace Religious Accommodation Issues for Adherents of Islam. *Business Studies Journal*.

Robinson, R. K., Schafer, S. E., & Crawford, A. (in press, 2010). Gross v. FBL Financial Services: A Major Sea Change in Age Discrimination or Merely Maintaining the Status Quo. *Southern Journal of Business and Ethics*.

Robinson, R. K., Jackson, W. T., Franklin, G. M., & Clayton, R. W. (2010). The Changing Legal Environment for Employers: Implications for Small Businesses. *Journal of Business & Entrepreneurship*, 22 (1), 91-108.

Abraham, D. R., Gibson, M. C., Novicevic, M. M., & Robinson, R. K. (2009). Becoming an Outstanding Management Historian in the United States: Biographical Research of Wren's and Bedeian's Pathways. *Journal of Management History*, 15 (1), 9 - 19.

Robinson, R. K., Nichols, D. L., Goodman, J. M., & Cousley, S. (2009). The Employment Non-Discrimination Act: Implications for Employers. *Southern Law Journal*, 19 (1), 109-120.

Novicevic, M. M., Ghosh, K., Clement, D. M., & Robinson, R. K. (2008). A 'Missing Scroll' of The Functions of the Executive: Barnard on Status Systems in Organizations. *Journal of Management History*, 4 (14), 373 - 385.

Gillet, J., Fink, R. L., & Robinson, R. K. (2008). Background Checks and the Fraud Triangle. *Ohio CPA Journal*.

Robinson, R. K., Franklin, G. M., & Novicevic, M. M. (in press, 2008). Post-Tenure Review and Just-Cause Termination In U.S. Public Institutions of Higher Learning: A Legalistic Examination. *Public Personnel Management*.

Robinson, R. K., Nichols, D. L., & Goodman, J. M. (2008). The 2007 Revisions to the Employer Information Report and Their Potential Impact on Equal Employment Opportunity and Affirmative Action Compliance. *HR Advisor: Legal & Practical Guidance*, 24-29.

Robinson, R. K., Franklin, G. M., Epermanis, K., & Stowell, N. F. (2007). Employee Appearance Policies and Title VII: New Challenges for Sex Differentiated Standards. *Journal of Individual Employment Rights*, 12 (4), 287-302.

Nunley III, A. M., Franklin, G. M., Robinson, R. K., Danese, S. P., & Carroll, D. J. (2007). Organizational Structures for New Ventures: Matters of Liability and Taxation. *Troy State University Business and Economic Review*, 31 (2), 2-7.

Robinson, R. K., Davis, W. D., Franklin, G. M., & Stowell, N. F. (2007). The Demise of the 'Slap in the Face' Test: A Profound Change in Assessing Pretext or Merely a Matter of Semantics? *Journal of Individual Employment Rights*, 12 (3), 239-247.

Robinson, R., Franklin, G. M., & Epermanis, K. (2007). The Supreme Court rulings in Grutter v. Bollinger and Gratz v. Bollinger: The brave new world of affirmative action in the 21st century. *Public Personnel Management*, 36 (1), 33-49.

Goodman, J. M., Robinson, R. K., & Nichols, D. L. (2006). The Implications of Arbaugh v. Y&H Corporation: Potential Expansion of Title VII Obligations to Enterprises with Fewer than Fifteen Employees. *Southern Law Journal*, 16 (1), 51-60.

Robinson, R. K., Epermanis, K., & Frink, D. D. (2005). Narrowing the legal definition of 'homosexual': Establishing sexual desire as a motive for same-sex sexual harassment. *Journal of Individual Employment Rights*, 12 (1), 83-95.

Robinson, R. K., Franklin, G. M., Tinney, C., Crow, S., & Hartman, S. (2005). Sexual harassment in the workplace: Guidelines for educating healthcare managers. *Journal of Health and Human Services Administration*, 27 (4), 501-530.

Franklin, G. M., Robinson, R. K., & Ballenger, J. (2005). The Americans with Disabilities Act's public accommodations provisions: Implications for small businesses. *Journal of Business & Entrepreneurship*, 17 (1), 46-58.

Davis, W., Carson, C., & Robinson, R. (2004). Employment decisions in self-directed work teams: A regulatory compliance perspective. *Employee Responsibilities and Rights Journal*, 16, 179-194.

Robinson, R., Franklin, G., & Davis, W. D. (2004). Supreme Court to review sexual harassment proofs: Implications for employers. *Business Horizons*, 47, 4.

Robinson, R., Franklin, G., & Davis, W. (2004). The slap in the face standard and employer pretext: Placing limits on court evaluation of employee qualifications. *Journal of Individual Employment Rights*, 11 (2), 141-151.

Robinson, R. K., Franklin, G. M., & Paolillo, J. G. P. (2003). Direct threat defense and the ADA: The repercussions of Chevron v. Echazabal. *Business Horizons*, 46 (2), 2-4.

Brown, J. A., Mero, N. P., & Robinson, R. K. (2003). Employer penalties for failure to provide individual employee notification under the FMLA: Clarifications following Ragsdale v. Worldwide Inc. *Employee Responsibilities and Rights Journal*, 15 (1), 11-21.

Frink, D. D., Robinson, R. K., Reithel, B. J., Arthur, M. M., Ammeter, A. P., G. R. Ferris, D.M. Kaplan, H. S. Morrisette, (2003). Gender demography and organization performance: A two-study investigation with convergence. *Group and Organization Management*, 28 (1), 127-147.

Robinson, R., Franklin, G. M., & Nunley, A. M. (2003). Growing pains: An employment compliance primer for small business. *Journal of Business Strategies*, 14 (1), 1-19.

- Goodman, J. M., Mero, N. P., & Robinson, R. K. (2003). Hoffman Plastic Compounds v NLRB: Backpay remedies and undocumented workers. *Journal of Business & Entrepreneurship*, 15 (2), 34-47.
- Robinson, R. & Franklin, G. M. (2002). Walking a tight rope: Employment rights of foreign nationals in the workplace. *Business and Society*, 107 (4), 489-500.
- Robinson, R., Mero, N. P., & Nichols, D. L. (2001). More than just semantics: Court rulings clarify requirement for effective anti-harassment policies. *Human Resource Planning*, 24 (4), 36-47.
- Robinson, R., Franklin, G. M., & Reithel, B. J. (2001). When is sexual harassment not actionable sexual harassment: A review of Holman v State of Indiana DOT. *Journal of Business & Public Affairs*, 28 (2), 8-11.
- Robinson, R., Frink, D. D., Reithel, B. J., & Franklin, G. M. (2001). Workplace Diversity: Is It A Justification for Proportional Representation in the Workplace? *Journal of Business & Entrepreneurship*, 13 (1), 97-109.
- Robinson, R., Fink, R. L., & Allen, B. M. (1998). Affirmative Action in the public sector: The increasing burden of strict scrutiny. *Labor Law Journal*, 49 (1), 801-809.
- Robinson, R. K., Seydel, J., & Douglas, C. (1998). Affirmative action: The facts, the myths, the future. *Employee Responsibilities and Rights Journal*, 11 (2), 99-116.
- Terpestra, D., Gillenwater, E., & Robinson, R. K. (1998). Employee participation programs and the National Labor Relations Act: Quo Vadis? . *Business Forum*, 23 (1,2), 28-30.
- Robinson, R. & Paolillo, J. G.P. (1998). Preferential treatment of protected classes in scholarship and admission decisions: Raising the bar for establishing compelling government interests. *Public Personnel Management*, 27 (3), 349-360.
- Robinson, R., Reithel, B. J., & Franklin, G. M. (1998). Same sex sexual harassment: The Implications of Oncale v. Sundowner Offshore Services. *Labor Law Journal*, 49 (4), 941-948.
- Robinson, R., Jackson, W. T., Franklin, G. M., & Hensley, D. (1998). Sexual Harassment in the United States: Implications for small business. *Journal of Small Business Management*, 36 (2), 1-12.
- Robinson, R., Frink, D. D., Reithel, B. J., & Franklin, G. M. (1998). Vicarious liability for hostile environment sexual harassment: Examining the implications of the Ellerth and Faragher decisions. *Labor Law Journal*, 49 (8), 1232-1240.
- Robinson, R., Franklin, G. M., & Reithel, B. J. (1997). An analysis of the legal protections of tenure in higher education: The myth of lifetime employment. *Southern Law Journal*, 7 (1), 37-46.
- Stocks, M. H., Reithel, B. J., Singleton, T., & Robinson, R. K. (1997). An empirical investigation of IS audits and software piracy. *IS Audit & Control Journal*, 6, 32-36.
- Nichols, D. L., Robinson, R. K., Reithel, B. J., & Franklin, G. M. (1997). An exploratory study of sexual harassment behavior in accounting firms: Do male and female CPAs interpret sexual harassment differently. *Critical Perspectives on Accounting*, 8 (249-264).
- Nichols, D. L., Robinson, R. K., & Tunnell, L. (1997). Certification criteria form accountants: Are newly certified public accountants as prepared as other professions? *Journal of Contemporary Business Issues*, 5 (1), 49-56.
- Robinson, R., Franklin, G. M., & Kirk, D. J. (1997). Federal preference set-asides after Adarand: The end of an era? *Journal of Individual Employment Rights*, 5 (4), 267-278.
- Fink, R. L., Canty, A. L., & Robinson, R. K. (1997). McKennon v. Nashville Banner Publishing Co.: The use of after-acquired evidence in ADEA and Title VII cases. *Journal of Individual Employment Rights*, 5 (1), 1-11.
- Kirk, D. J., Franklin, G. M., & Robinson, R. K. (1997). Pros and cons of the federal 8-A program: Implications for small business. *Journal of Business & Entrepreneurship*, 9 (1), 147-153.
- Fink, R. L., Canty, A. L., & Robinson, R. K. (1997). Sexual harassment and Carr v. Allison Gas Turbine: Increasing the ambiguity in unwelcomeness determinations. *Journal of Individual Employment Rights*, 5 (4), 303-310.
- Robinson, R., Franklin, G. M., & Reithel, B. J. (1996). Affirmative Action: Mend or end it? *Southern Law Journal*, 6 (1), 15-23.
- Reithel, B. J., Nichols, D. L., & Robinson, R. K. (1996). An experimental investigation of the effects of size, format, and errors on spreadsheet reliability perception. *The Journal of Computer Information Systems*, 36 (3), 54-64.
- Robinson, R., Reithel, B. J., & Franklin, G. M. (1996). An exploratory study of the reasonable woman standard: Gender-bias in actionable sexual harassment. *Journal of Individual Employment Rights*, 4 (1), 1-14.
- Robinson, R., Fink, R. L., & Nichols, D. L. (1996). Cook v. State of Rhode Island: Expanding the application of 'perceived disability' under U. S. disability laws. *Journal of Individual Employment Rights*, 4 (2), 123-130.
- Fink, R. L., Robinson, R. K., & Wyld, D. C. (1996). English-only work rules: Balancing fair employment considerations in an increasingly multicultural and multilingual healthcare workforce. *Hospital and Health Services Administration*, 41 (4), 473-483.
- Mohamed, A. A., Canty, A. L., & Robinson, R. K. (1996). Extraterritorial application of U.S. equal employment laws: Implications for multinational employers. *International Journal of Management*, 1 (2), 212-219.
- Robinson, R., Canty, A. L., & Mohamed, A. (1996). Obstacles to the extraterritorial application of Title VII: The Civil Rights Act of 1991 reconsidered. *Journal of Individual Employment Rights*, 4 (4), 277-285.

- Fink, R. L., Robinson, R. K., & Nichols, D. L. (1996). Paid union organizers as protected employers: NLRB v. Town and Country Electric. *Industrial Management*, 38 (1), 24-28.
- Robinson, R., Fink, R. L., & Canty, A. L. (1996). Public disclosure of teaching evaluations: privacy and liability considerations. *Journal of Education for Business*, 71 (2), 284-287.
- Kirk, D. J., Franklin, G. M., & Robinson, R. K. (1996). The impact of affirmative action set-asides on small business: The Adarand decision. *Journal of Developmental Entrepreneurship*, 1 (1), 75-86.
- Robinson, R., Fink, R. L., Robinson, R. K., & Franklin, G. M. (1996). The influence of organizational constituent groups on rater attitudes toward performance appraisal compliance. *Public Personnel Management*, 25 (2), 141-150.
- Robinson, R., Fink, R. L., & Allen, B. M. (1995). Adarand Constructors v. Pena: new standards governing the permissibility of federal contract set-asides and affirmative action. *Labor Law Journal*, 46 (11), 661-668.
- Nichols, D. L., Robinson, R. K., & Reithel, B. J. (1995). Public accounting firm's limited liability in mixed motive promotion decisions: Is there less than meets the eye. *Journal of Contemporary Business Issues*, 3 (1), 17-21.
- Robinson, R., Sedel, J., & Sloan, H. J. (1995). Reverse discrimination employment litigation: Defining the limits of preferential treatment. *Labor Law Journal*, 4 (6), 131-141.
- Robinson, R., Reithel, B. J., & Franklin, G. M. (1995). Sex-bias in interpreting actionable sexual harassment: Survey results and implications for sexual harassment litigation. *Southern Law Journal*, 1 (1-12).
- Robinson, R., Morrisette, H. S., & Paolillo, J. G. (1995). The unresolved dilemma: The specter of the retroactive application of the Civil Rights Act of 1991. *Journal of Individual Employment Rights*, 3 (2), 91-100.
- Robinson, R., Fink, R. L., & Lane, P. L. (1994). Developing an expert system as a sexual harassment investigative tool. *Human Resource Planning*, 17 (3), 75-86.
- Robinson, R., Franklin, G. M., & Terpstra, D. E. (1994). Diversity in the 1990s: Avoid conflict with EEO laws. *HR Focus*, 71 (1), 9.
- Robinson, R., Fink, R. L., & Canty, A. L. (1994). Dupont v. Chemical Workers Association: Further limits on employee participation programs. *Industrial Management*, 36 (2), 3-5.
- Robinson, R., Gillenwater, E. L., & Terpstra, D. E. (1994). Electromation v. International Brotherhood of Teamsters: Analytic framework for NLRB interpretation on nonunion employee participation programs. *Journal of Individual Employment Rights*, 2 (4), 199-208.
- Robinson, R., Fink, R. L., & Fink, L. A. (1994). Employee participation programs in the health care industry: Are they unlawful under recent labor rulings? *Hospital and Health Services Administration*, 40 (1), 124-136.
- Robinson, R. & Franklin, G. M. (1994). Impermissible collateral attack doctrine and court-approved affirmative action: New perspectives after Wilks and the Civil Rights Act of 1991. *Journal of Individual Employment Rights*, 2 (1), 7-18.
- Robinson, R. & Reithel, B. J. (1994). Policy v. practice: Software piracy enforcement activities of public and private universities. *Public Administration Quarterly*, 17 (4), 485-498.
- Robinson, R., Fink, R. L., & Allen, B. M. (1994). Resolving the retroactive application of the Civil Rights Act of 1991: Landgraf v. USI Film Products. *Labor Law Journal*, 45 (9), 580-585.
- Weinzimmer, L. G., Robinson, R. K., & Fink, R. L. (1994). Small business strategies: An integration of technological discontinuity and industry growth potential. *Journal of Small Business Strategy*, 5 (1), 1-10.
- Robinson, R., Nichols, D. L., & Reithel, B. J. (1994). The Civil Rights Act of 1991: Increasing employer liability for mixed motive and sex discrimination in partner selection in accounting firms. *Southern Law Journal*, 3 (1), 96-107.
- Robinson, R., Fink, R. L., & Allen, B. M. (1994). Unresolved issues in hostile environment claims of sexual harassment. *Labor Law Journal*, 45 (3), 110-114.
- Feltes, P., Robinson, R. K., & Fink, R. L. (1993). American female expatriates and the Civil Rights Act of 1991: Balancing legal and business interests. *Business Horizons*, 36 (2), 82-86.
- Robinson, R., Fink, R. L., Allen, B. M., & Axley, S. R. (1993). Desegregation in higher education: An analysis of the Ayers decision and its probable impact on public colleges and universities. *Southern Law Journal*, 3 (1), 62-78.
- Robinson, R., Franklin, G. M., & Allen, B. M. (1993). Sexual harassment in the workplace: A review of the legal rights and responsibilities of all parties. *Public Personnel Management*, 22 (1), 123-135.
- Robinson, R., Franklin, G. M., & Fink, R. L. (1993). Sexual harassment: Issues and answers. *Hospital and Health Services Administration*, 382 (167-180).
- Robinson, R., Fink, R. L., & Gillenwater, E. L. (1993). The employee involvement dilemma: Do employee participation programs violate U.S. labor laws? *Industrial Management*, 35 (3), 3-5.
- Terpstra, D. E., Rozell, E. J., & Robinson, R. K. (1993). The influence of personality and demographic variables on ethical decisions related to insider trading. *Journal of Psychology*, 127 (4), 375-389.
- Ballenger, J., Franklin, G. M., & Robinson, R. K. (1992). Accommodating the disabled customer: Perceptions of small businessmen and managers toward the law. *Journal of Business and Entrepreneurship*, 4 (1), 43-51.

- Robinson, R. & Abraham, Y. (1992). Affirmative action plans in the 1990s: A double-edged sword. *Public Personnel Management*, 21 (2), 261-272.
- Robinson, R., Rose, W. B., & Fink, R. L. (1992). Attitude survey on robot workers. *Robotics Today Quarterly*, 5 (3), 5-6.
- Robinson, R., Allen, B. M., & Fink, R. L. (1992). EEO laws for expatriate project managers expanded. *PM Network*, 6 (5), 43-44.
- Robinson, R., Allen, B. M., Terpstra, D. E. , & Nasif, E. G. (1992). Equal employment opportunity requirements for employers: A closer view of the Civil Rights Act of 1991. *Labor Law Journal*, 43 (11), 725-734.
- Feltes, P., Robinson, R. K., & Fink, R. L. (1992). Equal employment responsibilities of multinational corporations. *Business Forum*, 17 (3), 18-21.
- Terpstra, D. E. & Robinson, R. K. (1992). Evaluation may link to profits. *Training and Development*, 46, 76-77.
- Robinson, R., Terpstra, D. E., & Malcolm, B. G. (1992). International Union v. Johnson Controls: Resolving the dilemma between fetal protection policies and equal employment opportunities. *Employee Responsibilities and Rights Journal*, 5 (4), 309-321.
- Robinson, R., Franklin, G. M., Terpestra, D. E. , & Allen, B. M. (1992). Presumed innocent or presumed guilty: Due process rights for accused sexual harassers. *Southern Law Journal*, 2 (1), 1-7.
- Fink, R. L., Robinson, R. K., & Feltes, P. (1992). Reducing employee resistance to robotics: Survey results of employee attitudes. *International Journal of Manpower*, 13 (1), 59-63.
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- Rose, W. B., Robinson, R. K., & Fink, R. L. (1992). Technological displacement: Who is responsible for retraining the displaced? *Industrial Management*, 34 (4), 12-14.
- Franklin, G. M., Gresham, A. B., & Robinson, R. K. (1991). AIDS in the workplace: The ten step solution to an employer's worst nightmare. *Troy State University Business and Economic Review*, 15, 5-8.
- Robinson, R., Terpstra, D. E., & Malcolm, B. (1991). EEOC v. Arabian American Oil Co.: Are U.S. expatriates entitled to Title VII protections? *Labor Law Journal*, 42 (7), 443-437.
- Robinson, R., Franklin, G. M., & Allen, B. M. (1991). Employing the disabled: Complying with the Americans with Disabilities Act of 1990. *Southern Law Journal*, 1 (1), 10-13.
- Robinson, R. & Fink, R. L. (1991). Governing excessive absences in the classroom: Policy considerations and instructor prerogatives. *Issues in Accounting Education*, 6 (2), 300-304.
- Franklin, G. M. & Robinson, R. K. (1991). Public accommodations for the disabled: implications of the Americans with Disabilities Act for small businesses. *NBDC Report*, 130, 1-3.
- Stephens, E. C., Vaught, B. C., & Robinson, R. K. (1991). Withdrawal of union recognition: Good faith doubt after Curtin Matheson Scientific. *Labor Law Journal*, 42 (4), 221-229.
- Ormsby, J. G., Franklin, G. M., & Robinson, R. K. (1990). AIDS in the workplace: implications for human resource managers. *Sam Advanced Management Journal*, 55 (2), 23-27.
- Robinson, R., Granklin, G. M., & Allen, B. M. (1990). University of Pennsylvania v. EEOC: The demise of academic freedom privilege in the peer review process. *Labor Law Journal*, 41 (6), 264-369.
- Robinson, R., Allen, B. M., & Vaught, B. C. (1990). Wards Cove Packing v. Antonio: Implications for adverse impact. *Labor Law Journal*, 41 (2), 102-107.
- Franklin, G. M., Robinson, R. K., & White, J. H. (1989). Organizational AIDS policies: Aiming at a moving target. *Employee Responsibilities and Rights Journal*, 2 (3), 191-201.
- Robinson, R., Kirk, D. J., & McKee, W. L. (1989). Paradise and Johnson: New perspectives on the future of affirmative action. *Business Insights*, 9 (1), 46-49.
- Robinson, R., Franklin, G. M., Nelson, G. W. , & Sharp, W. H. (1989). The application of disparate impact analysis and subjective judgment criteria: The case of Watson v. Fort Worth Bank and Trust. *Midwest Law Review*, 8, 135-146.
- Robinson, R., Allen, B. M., & Franklin, G. M. (1989). The Civil Rights Restoration Act of 1987: Broadening the scope of civil rights legislation. *Labor Law Journal*, 40 (1), 45-50.
- Robinson, R. & Franklin, G. M. (1989). Watkins v. United States: New insights on the termination of employees for sexual orientation. *Labor Law Journal*, 40 (2), 117-121.
- Franklin, G. M. & Robinson, R. K. (1988). AIDS: Is there protection under the Vocational Rehabilitation Act? *Personnel Administrator*, 33 (4), 118-121.
- Robinson, R., White, J. H., & Powell, J. D. (1987). Contagious disease in the workplace: The case of School Board of Nassau County v. Airline. *Labor Law Journal*, 38 (11), 702-707.
- Robinson, R., Kirk, D. J., & Stephens, E. C. (1987). Hostile environment: A review of the implications of Meritor Savings Bank v

Vinson. *Labor Law Journal*, 38 (3), 179-183.

Robinson, R., Kirk, D. J., & Powell, J. D. (1987). Sexual harassment: New approaches for a changed environment. *Sam Advanced Management Journal*, 52 (4), 15-18.

Robinson, R. & Gilbertson, D. L. (1987). The Immigration Reform and Control Act of 1986: Employer liability in the employment of undocumented workers. *Labor Law Journal*, 38 (10), 658-664.

Robinson, R. & Nelson, G. W. (1986). Executory contracts and successor employment doctrine: A review of contemporary judicial and legislative action. *Business Insights*, 5 (2), 2-4.

Book

Robinson, R. K., Franklin, G. M. , & Wayland, R. F. (2010). *Employment Regulation In the Workplace: Basic Compliance for Managers*, Armonk, NY: M.E. Sharpe, Inc..

Robinson, R. K., Franklin, G. M. , & Wayland, R. F. (2002). *The Regulatory Environment of Human Resource Management*, Fort Worth, TX: Harcourt College Publishers.

Book Chapters

Refereed

Robinson, R. & Franklin, G. M. (2004). "Walking a tight rope: Employment rights of foreign nationals in the workplace", In Fred H. Maidment (Ed.) *Annual Editions: Human Resources 04/05*, (pp. 103-119). Guilford, CN: Duskin Publishing Group.

Robinson, R. & Frink, D. D. (2001). "A managers primer for sexual harassment in the workplace", In G. R. Ferris and M. R. Buckley (Eds.) *Human Resources Management: Perspectives, Context, Functions, and Outcomes*, (pp. 103-119). Englewood Cliffs, NJ: Prentice Hall.

Feltes, P., Robinson, R. K. , & Fink, R. L. (1995). "Equal employment responsibilities of multinational corporations", In C. Harvey and M. J. Allard (Eds.) *Understanding Diversity: Readings, Cases, and Exercises*, (pp. 94-100). New York: Harper Collins College Publishers.

Ormsby, J. G., Franklin, G. M. , & Robinson, R. K. (1992). "AIDS in the workplace: implications for human resource managers", In J. E. Richardson (Ed.) *Business Ethics 92/93*, (pp. 141-147). Guilford, CN: Duskin Publishing Group.

Ormsby, J. G., Franklin, G. M. , & Robinson, R. K. (1991). "AIDS in the workplace: implications for human resource managers", In J. E. Richardson (Ed.) *Business Ethics 91/92*, (pp. 139-142). Guilford CN: Duskin Publishing Group.

Refereed Proceedings

Full Paper

Robinson, R., Franklin, G., & Novicevic, M. (in press, 2006). Supreme Court: Will disparate impact be actionable under the Age Discrimination in Employment Act. *Human Resource Forum*.

Robinson, R. K., Franklin, G. M., & Epermanis, K. (2006). Can organizational dress codes violate Title VII? *Jespersen v. Harrah's Operating Co., Inc. and sex-differentiated appearance policies*. *Academy of Management, Southwest Region, Southwest Academy of Management*, 348-357.

Hartnell, C., Franklin, G. M., Robinson, R. K. , & Bell, J. R. (2005). Diversity in small and large work environments: Why the semantic ambiguity? *United States Association for Business and Entrepreneurship Proceedings* .

Nunley, A. M., Franklin, G. M., & Robinson, R. K. (2004). Choice of entity considerations for new ventures. *Association for Small Business and Entrepreneurship*.

Robinson, R., Franklin, G. M., & Ballenger, J. (2003). Public Accommodations under the Americans with Disabilities Act: Responsibilities of Small businesses. *Association for Small Business and Entrepreneurship*.

Robinson, R., Franklin, G. M., & Nunley, A. M. (2003). *Growing Pains: A federal compliance primer for small employers*. *Small Business Institute*.

Mero, N. P., Guidice, R. M., & Robinson, R. K. (2002). The effects of external constituents on mitigating rater perception of job performance. *Academy of Management, Southwest Region*, 138-143.

Reithel, B. J., Robinson, R. K., & Canty, A. L. (2000). Restricting access to inappropriate materials for the Internet: Defining First Amendment issues and limitations. *Academy of Management, Southwest Region*, 197-199.

Robinson, R., Franklin, G. M., & Reithel, B. J. (1999). Diversity justifications for preferential programs: Incongruity between practice and policy. *Southern Management Association, Annual Meeting*, 117-179.

Robinson, R., Frink, D. D., Reithel, B. J. , & Franklin, G. M. (1998). Examining the changing environment of sexual harassment: Implications of the Supreme Court's rulings on constructive knowledge, employer liability, and same-sex sexual harassment. *Southern Management Association, Annual Meeting*, 326-328.

Reithel, B. J., Nichols, D. L., & Robinson, R. K. (1997). The future role of the Financial Accounting Standards Board in a wired world. *Decision Sciences Institute Meeting*.

Robinson, R., Paolillo, J. G.P., & Reithel, B. J. (1996). The future of race and gender based scholarships and admissions programs in

- state-supported universities: The implications of the Podbersky and Hopwood decisions. Southern Management Association, Annual Meeting, 315-317.
- Fink, R. L., Robinson, R. K., Weinzimmer, L. G., & Nichols, D. L. (1996). Paid union organizers as 'employees' protected under labor law: Consequences for nonunion managers. Southern Management Association, Annual Meeting, 168-170.
- Robinson, R., Fink, R. L., & Canty, A. L. (1996). Sexual harassment and Carr v Allison Gas Turbine: Increasing the ambiguity in unwelcomeness determinations. Southern Management Association, Annual Meeting, 79-85.
- Robinson, R., Fink, R. L., & Allen, B. M. (1995). English-only work rules and equal employment opportunity: Potential conflict in the age of diversity. Academy of Legal Studies in Business, Southern Region, 178-185.
- Robinson, R., Reithel, B. J., & Franklin, G. M. (1994). Gender differences in interpreting actionable sexual Harassment: An exploratory investigation of the 'reasonable woman' doctrine. Academy of Management, Southwest Region, 279-281.
- Robinson, R., Fink, R. L., & Fink, L. A. (1994). Continuous quality improvement and unlawful employer domination: The NLRB and the future of employee participation programs in the health care industry. Academy of Management, Southwest Region, 47-51.
- Terpstra, D. E., Robinson, R. K., & Franklin, G. M. (1993). Diversity's affect on women in the workplace: A call for research. Academy of Management, Southwest Region, 306-311.
- Robinson, R. & Reithel, B. J. (1993). Policy versus practice: Software piracy policy enforcement activities of public and private universities. Decision Sciences Institute, Southwest Region, 19-20.
- Robinson, R., Fink, R. L., & McDoniel, P. (1993). Investigating sexual harassment: The development of an expert system. Academy of Management, Southwest Region, 129-133.
- Franklin, G. M. & Robinson, R. K. (1991). Public accommodations for the disabled: Implications of the Americans with Disabilities Act for small businesses. Small Business Institute, Directors' Association, 154-156.
- Robinson, R., Franklin, G. M., & Allen, B. M. (1990). Affirmative action plans: Compliance for economic survival in the 1990s. Business Law Association, Southern Region, 325-334.
- Franklin, G. M., Gresham, A. B., & Robinson, R. K. (1990). Coping with AIDS in the workplace: A ten point strategy. Academy of Management, Southwest Region, 208-211.
- Allen, B. M., Duhon, D., Franklin, G. M., & Robinson, R. K. (1990). Sexual harassment: Legal rights and responsibilities. Council on Employee Responsibilities and Rights, 1-8.
- Robinson, R., Franklin, G. M., Nelson, G. W., & Sharpe, W. H. (1989). The Watson case: Disparate impact and subjective judgment. Business Law Association, Southern Region, 119-128.
- Robinson, R., Kirk, D. J., & McKee, W. L. (1988). A judicial review of affirmative action after Paradise and Johnson. Business Law Association, Southern Regional, 112-118.
- Robinson, R., Franklin, G. M., & White, J. H. (1988). The Arline case: Are AIDS victims immune from termination? Business Law Association, Southern Regional, 119-125.

Presentation of Refereed Papers

National

- Hartnell, C., Franklin, G. M., Robinson, R. K., & Bell, J. R. (2005, January). Diversity in small and large work environments: Why the semantic ambiguity? United States Association for Business and Entrepreneurship, Indian Wells, California.
- Robinson, R. (2004, March). Choice of entity considerations: A legal primer for new ventures. Association for Small Business and Entrepreneurship, Albuquerque, New Mexico.
- Robinson, R., Franklin, G. M., & Reithel, B. J. (2001, April). Workplace diversity: Is it a justification for proportional representation in the workplace. Association of Small Business & Entrepreneurship, New Orleans, Louisiana.
- Frink, D. D., Ferris, G. R., Robinson, R. K., Kaplan, D. M., & Arthur, M. M. (2000, August). Workforce diversity and organizational performance: A two-study firm-level investigation of gender effects. Academy of Management Meeting, Toronto, Canada.
- Morrisette, H. S., Frink, D. D., Robinson, R. K., & Reithel, B. J. (1998, August). Workforce diversity and organizational effectiveness: An industry-level investigation of the effects of female and ethnoracial participation. Academy of Management Meeting, San Diego, California.
- Allen, B. M. & Robinson, R. K. (1991). The evolution of the legal environment. Academy of Management Meeting, Miami Beach, Florida.

Regional

- Robinson, R. K., Nichols, D. L., & Goodman, J. M. (2007, May). The 2007 Revisions to the Employer Information Report and Their Potential Impact on Equal Employment Opportunity and Affirmative Action Compliance. Academy of Legal Studies in Business, Southern Region, San Antonio, Texas.
- Goodman, J. M., Robinson, R. K., & Nichols, D. L. (2006, March). The Implications of Arbaugh v. Y & H Corporation: Potential Expansion of Title VII Obligations to Enterprises with Fewer than Fifteen Employees. Academy of Legal Studies in Business, Southern Region, San Antonio, Texas.

Robinson, R. K., Franklin, G. M. , & Epermanis, K. (2006, March). Can Organizational Dress Codes Violate Title VII? *Jespersen v. Harrah's Operating Co., Inc. and Sex-Differentiated Appearance Policies*. Academy of Management, Southwest Region, Oklahoma City, Oklahoma.

Nichols, D. L., Robinson, R. K. , & Mero, N. P. (2002, March). Women in accounting: The need for (re)developing an effective anti-harassment policy. American Accounting Association, Southwest Division, St. Louis, Missouri.

Robinson, R., Fink, R. L. , & Mero, N. P. (2002, March). *Pollard v. E. I. Dupont: A reexamination of disparate treatment remedies*. Association of Legal Studies in Business, Southern Region, St. Louis, Missouri.

Canty, A., Reithel, B. J. , & Robinson, R. K. (2000, March). Restricting access to inappropriate materials from the Internet: Defining First Amendment: issues and limitations. Decision Sciences Institute, Southwest Conference, San Antonio, Texas.

Lunce, S. & Robinson, R. K. (2000, March). A Surviving the Dissertation and Joining the Ranks of Published Authors. SWFAD Doctoral Consortium, San Antonio, Texas.

Peters, V. A., Nichols, D. L. , & Robinson, R. K. (2000, March). Eroding the finality of rights arbitration: The implications of *Wright v Universal Maritime Service Corporation*. Academy of Legal Studies in Business, Southern Region, San Antonio, Texas.

Nichols, D. L., Robinson, R. K. , & Tunnel, L. (1997, March). Certification criteria for accountants: Are newly certified public accountants as prepared as other professions. American Accounting Association, Southwest Division, New Orleans, Louisiana.

Robinson, R., Seydel, J., & Douglas, C. (1997, March). The future of preferential treatment programs in an increasingly diverse society: Examining the implications of recent federal affirmative action rulings. Academy of Legal Studies in Business, Southern Region, New Orleans, Louisiana.

Robinson, R., Franklin, G. L. , Reithel, B. J. , & Fink, R. L. (1997, March). The myth of invulnerability: A legal analysis of the termination of tenured university professors. Academy of Legal Studies in Business, Southern Region, New Orleans, Louisiana.

Franklin, G. M., Robinson, R. K. , Allen, B. M. , & Fulford, M. D. (1995). Diversity workshop, managing diversity in the 1990s: Legal , leadership and managerial trends. Academy of Management, Southwest Region, Houston, Texas.

Robinson, R., Fink, R. L. , & Allen, B. M. (1995). English-only work rules and equal employment opportunity: Potential conflict in the age of diversity. Academy of Legal Studies in Business, Southern Region, Houston, Texas.

Robinson, R., Allen, B. M. , Axley, S. R. , & Fink, R. L. (1993). Desegregation in higher education: An analysis of the Ayers decision and its impact on public colleges and universities. Academy of Legal Studies in Business, Southern Region, New Orleans, Louisiana.

Terpstra, D. E., Robinson, R. K. , & Franklin, G. M. (1993). Diversity in the workplace: Implications for equal employment opportunities. Academy of Legal Studies in Business, Southern Region, New Orleans, Louisiana.

Ballenger, J., Franklin, G., & Robinson, R. K. (1992). Accommodating the disabled: Customer: perceptions of small businessmen toward the law. Small Business Institute, Annual Southwestern Meeting, San Antonio, Texas.

Robinson, R., Allen, B. M. , & Franklin, G. M. (1991). The Civil Rights Act of 1990: An analysis of construct changes in the legal environment. Business Law Association, Southern Region, Miami Beach, Florida.

Ormsby, J. G., Franklin, G. M. , & Robinson, R. K. (1989). AIDS-afflicted employees as qualified handicapped: The implications of *Vincent L. Chalk v. United States District Court*. Business Law Association, Southern Region, New Orleans, Louisiana.

Research Grants

Funded

2002: Robert, R. K., Faculty Development Grant , School of Business Administration, Robert M. Hearin Support Foundation.

2000: Robert, R. K., Faculty Development Grant, School of Business Administration, Robert M. Hearin Support Foundation .

1999: Robert, R. K., Faculty Development Grant, School of Business Administration, Robert M. Hearin Support Foundation .

1993: Robert, R. K., Alumni Summer Research Grant, The University of Mississippi, School of Business Administration.

1993: Robert, R. K., Chancellor's Partners Grant, The University of Mississippi.

1992: Robert, R. K., Alumni Summer Research Grant, The University of Mississippi, School of Business Administration.

Research Honors and Awards

Award

2003: Distinguished Applied Paper Award Small Business Institute Director's Association.

2001: Homer L. Saunders Award for Best Practical Paper Association for Small Business and Entrepreneurship.

1995: Irwin Distinguished Paper Southern Academy of Legal Studies in Business.

1992: Irwin Distinguished Paper Southern Business Law Association, Southwest Federation of Administrative Disciplines.

1992: Runner-up Distinguished Paper Southwestern Small Business Institute Association, Southwest Federation of Administrative Discipline.

Other Research Activities

1998: Other Publications. R. K. Robinson (August 1998). Provided interview for Commerce Clearing House (CCH) on employer liability for sexual harassment committed by its agents which appeared in the Labor Law Reports Insight 621 (979): 1-5.

1998: Other Publications. R. K. Robinson (July 1998). Provided interview for Commerce Clearing House (CCH) on same-sex sexual harassment which appeared in the Labor Law Reports Insight 621(978): 1-4.

Service:

Service to the University

Department Assignments

Chair:

2004-2005: OB/HR Search Committee for the Management Department: University of Mississippi, School of Business Administration

1994-1995: Department of Management, Faculty Search Committee: University of Mississippi, School of Business Administration

Member:

2004-2005: OB/HR Clinical Faculty Search Committee for the DeSoto Campus: University of Mississippi, School of Business Administration

2002-2003 – 2003-2004: PhD Committee Representative for Management Department: University of Mississippi, School of Business Administration

1998-1999: Department of Management, Faculty Search Committee: University of Mississippi, School of Business Administration

Other Institutional Service Activities:

2004-2005: Developed the Management Department assessment for SACS assessment (Nov. 2004) which was approved: University of Mississippi, School of Business Administration

1996-1997: Department of Management, Recruiting and Retention Faculty Designee: University of Mississippi, School of Business Administration

College Assignments

Chair:

2010-2011 – 2011-2012: Reaffirmation of Accreditation Planning Committee

2009-2010: Clinical Assistant Professor of Management 10046988

2009-2010: AACSB Planning Committee

2008-2009: Accreditation Planning

2007-2008: Management Faculty Search Committee I

Coordinator:

2010-2011 – 2011-2012: AACSB Reaccreditation Committee: Oversees the faculty academic qualification and participation component of the SoBA's AACSB reaccreditation effort.

2007-2008: HR Advisory Board: With Dr. Walter D. Davis helped organize, facilitate, and conduct the first meeting of the School of Business Administration HR Advisory Board on March 21, 2007.

Faculty Advisor:

2007-2008: Ole Miss Chapter of the Society for Human Resource Management

Member:

2008-2009 – 2011-2012: Executive Committee

2006-2007: Visiting Clin Instructor of MGMT Search

University Assignments

Chair:

1999-2000: University of Mississippi Academic Freedom and Faculty Responsibility Committee, : Convening Chairman, November-December 1999.

Director:

2003-2004 – 2004-2005: School of Business Administration, Executive Education: University of Mississippi

Faculty Advisor:

1995-1996 – 2004-2005: Ole Miss Chapter of the Society for Human Resource Management: University of Mississippi, School of Business Administration

Member:

2011-2012: Academic Freedom and Faculty Responsibility Committee
2010-2011 – 2011-2012: Academic Suspension and Dismissal Appeals
2010-2011 – 2011-2012: Academic Freedom and Faculty Responsibility Committee
2009-2010: Academic Dishonesty Committee
2009-2010: Faculty Achievement Award Committee
2009-2010 – 2011-2012: Sabbatical Leave Review Committee
2007-2008: University of Mississippi Academic Freedom and Faculty Responsibility Committee
2007-2008: Tenure & Promotion Appeals Committee
2007-2008 – 2008-2009: Academic Suspension Appeals Committee
2004-2005: University of Mississippi Faculty Senate
2001-2002 – 2009-2010: University of Mississippi Academic Suspension and Dismissal Appeals Committee
2001-2002 – 2004-2005: University of Mississippi Intellectual Property Advisory Committee
2001-2002 – 2004-2005: University of Mississippi, Southern Association of Colleges and Schools Assessment Committee
2001-2002 – 2004-2005: University of Mississippi Academic Freedom and Faculty Responsibility Committee
2000-2001: University of Mississippi, Faculty Senate
1998-1999: University of Mississippi, Grievance Policy Review Committee
1995-1996 – 1997-1998: University of Mississippi, Academic Discipline Committee

Other Institutional Service Activities:

2004-2005: School of Business Administration, Executive Education Programs: Secured the certification of the programs as a HRCI Approved Provider (University of Mississippi).
2003-2004: University of Mississippi, Department of Journalism: Panelist for Conference on Labor and the Southern Press held October 6, 2003.

Dissertation Assignments**Chair:**

2004-2005: Carson, Charles M.: 'The Role of Individual Goal Orientation and Supervisory Orientation in Workplace Absenteeism'.
1997-1998: Morrisett, Shelton H.: 'A Longitudinal Study of Work Force Diversity and Organizational Effectiveness: Investigation of the Impact of Labor Force Composition on the Productivity and Profitability of U.S. Firms'.

Member:

2004-2005: Williams, K. Denise--MIS: 'Multi-Disciplinary Critical Success Factors for Launching High Volume Websites'.
2003-2004: Kwun, Obyung--MIS: 'Information Systems Development and User Behavior: Effects of Organizational Justice'.
2001-2002: Thompson, Blake--Pharmacy Administration
1996-1997: Hsu, Chi-Feng--Political Science

Service to the Profession**Academic Conference: Discussant**

1988 – 1990: Decision Sciences Institute, Southwest Region (Regional).

Other Professional Service Activities

2011: Society for Human Resource Management, Was selected to develop question for the Society for Human Resource Management (SHRM) Assurance of Learning Assessment of Graduating HR Students. Three critical goals spurred SHRM to take action to create an assessment for graduating HR Students: (1) to help universities meet their accrediting body's assurance of learning requirements by showing that the HR degree program teaches its students what it says it will teach them; (2) to show that the student has acquired the knowledge required to enter the HR profession at the entry level; and, to provide the HR student with an achievement, by passing an exit exam, (3) to help them differentiate themselves in the job marketplace. SHRM engaged the services of the American Institutes for

Research (AIR) to aid in this assessment development effort., Alexandria, Virginia (National).

Reviewer: Ad Hoc Reviewer for a Journal

2002 – 2005: Journal of Pharmaceutical Marketing and Management (National).

2000 – 2005: Journal of Managerial Issues (National).

1993 – 1995: Hospital and Health Services Administration (National).

1992: Interfaces (National).

Reviewer: Conference Paper

1989 – 1991: Academy of Management, Southwest Division (Regional).

1988 – 1990: Decision Sciences Institute, Southwest Region (Regional).

Service to the Community

Other Community Service Activities

1999: Oxford-Lafayette County Chamber of Commerce's Business Development Week, Seminar - Sexual Harassment: An Update on Employer Liability (February 24, 1999)

1992: American Institute of Architects, Small Business Development Center, University of Mississippi, University, MS. Served as the on-site expert during national video conference, Opening all the Doors: Understanding the Americans with Disabilities Act, Feb. 6, 1992

Speech / Presentation at a Community Meeting

1998: Mississippi Municipal Clerks Association, March, 1998; Vicksburg, IL

1996: Conference of the Mississippi Association of Personnel Administrators, Gulfport, MS September 19, 1996

1996: Leadership Lafayette, Oxford-Lafayette County Chamber of Commerce, January 17, 1996

1993: Mississippi Gulf Coast County Chamber of Commerce, Governmental Leadership Seminar at the Applied Technology Center, Gulfport, MS, September 10, 1993

Service Honors and Awards

2003: Distinguished Applied Paper Award Small Business Institute.

Other

Faculty Development

Other Professional Development

2007: Recertified as a Senior Professional in Human Resources (SPHR). Oxford, Mississippi.

Memberships

Academy of Management

Beta Gamma Sigma

International Personnel Management Association

National Association of Scholars

Society for Human Resource Management

Southern Academy of Legal Studies in Business

Southern Management Association

Southwest Division of the Academy of Management

Other Activities

2006 - Invited Presentation : Guest speaker representing the School of Business Administration at the North Central Human Resource Association, Grenada, MS. Aug 19, 2006

2004 - Invited Presentation : Presented a one-day seminar on sexual harassment for Executive and Management Training programs at the Horseshoe Casino, Robinsonville, MS, Nov. 12, 2004.

2003 - Professional Media Appearances : BBC Radio Five Live (Up All Night with Rhod Sharp). Topic: Supreme Court's Gratz & Grutter Decision. Aired on June 23, 2003.

1998 - Seminars-Conducted : Illinois Department of Human Rights Conference, held June 8-9 in Springfield, IL.

1995 - Professional Media Appearances : Mississippi Public Television's Mississippi Business Today. Panelist on segment devoted to diversity in the work force. Aired April 7, 1995.

References

Dr. Gerald Franklin 915-552-2194

Dr. Ross L. Fink 309-677-2271

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