
Robert K. Robinson, Ph.D.

Interim Chair of the Department of Marketing Michael S. Starnes Chair of Management Professor of Management

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

Academic Experience

Interim Chair of the Department of Marketing, University of Mississippi (May, 2018 - Present), University, Mississippi.

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

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

Chair of the Department of Management, University of Mississippi (August, 2009 - May, 2018), University, Mississippi.

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

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

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

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

Non-Academic Experience

National

Commissioned Officer, United States Army (August, 1973 - September, 1980), Unknown, Unknown. 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.

Refereed Articles

- Kugele, L. P., Robinson, R. K., Van Ness, R. A., & Markham, F. B. (2017). Title VII: Historical Perspective on the First Fifty Years. *Southern Law Journal*, 27 (1), 65-90.
- Robinson, R. K., Nichols, D. L., Schafer, S., & Crawford, A. (2014). The Bursting Education Bubble: An Unwelcomed Message of the Coming Brave New World of Academe. *Southern Journal of Business and Ethics*, 6, 153-163.
- Robinson, R. K., Novicevic, M., & Nichols, D. L. (2014). Expanding Protection for Whistleblowers under Federal Employment Laws: A Primer for Retaliation. *Southern Law Journal*, 24 (2), 221-236.
- Fairclough, S. J., Robinson, R. K., Nichols, D. L., & Cousley, S. (2013). In sickness and in health: Implications for employers when mental disorders are protected disabilities. *Employee Responsibilities and Rights Journal*, 25 (4), 277-292.
- Gentry, R. J., Robinson, R. K., Dibrell, C. C., & Franklin, G. M. (2013). Too Small to Sue? Employee Growth and Its Consequences for Small Businesses in a Post-Arbaugh Regulatory Environment. *Journal of Business and Entrepreneurship*, 25 (1), 43-61.
- Gentry, R. J. (2013). Too Small to Sue? Employee Growth and Its Consequences for Small Business in a Post-Arbaugh Regulatory Environment. *Journal of Business and Entrepreneurship*, 25 (1), 43-61.
- Robinson, R. K., Franklin, G. M., & Hamilton, R. H. (2012). The Hijab and the Kufi: Employer Rights to Convey their Business Image versus Employee Rights to Religious Expression. *Southern Law Journal*, XXII (1), 79-88.
- Robinson, R. K., Franklin, G. M., & Novicevic, M. M. (2012). Post-Tenure Review and Just-Cause Termination In U.S. Public Institutions of Higher Learning: A Legalistic Examination. *Public Personnel Management*, 41 (1), 127-150.

- Robinson, R. K., Jackson, W. T., Franklin, G. M., & Clayton, R. W. (2012). The Changing Legal Environment for Employers: Implications for Small Businesses. *Journal of Business & Entrepreneurship*, 22 (1), 91-109.
- 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., Nichols, D. L., Cousley, S., & Markham, F. B. (2011). New Process Steel, LP v. NLRB: Quorum Issues and Their Impact on Federal Labor Code Enforcement. *Southern Journal of Business and Ethics*, 3 (2011), 110-125.
- Robinson, R. K., Franklin, G. M., & Hamilton, R. H. (2011). Workplace Religious Accommodation Issues for Adherents of Islam. *Business Studies Journal*, 3, 41-50.
- Robinson, R. K., Schafer, S. E., & Crawford, A. (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*, 2 (2010), 104-113.
- 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.
- 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.
- 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., 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., 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.
- 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., 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.
- 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.
- 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., 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.

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

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. (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.

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

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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.

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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., 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.

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- 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.
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- 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.
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- 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.
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- 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.
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- 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.

- 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.
- 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., & 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.
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- 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.
- 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., 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., Franklin, G. M., & Terpstra, D. E. (1994). Diversity in the 1990s: Avoid conflict with EEO laws. *HR Focus*, 71 (1), 9.
- 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., 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.
- 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.
- 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., 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., 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., 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. & 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., & 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., & Fink, R. L. (1993). Sexual harassment: Issues and answers. *Hospital and Health Services Administration*, 382 (167-180).

- 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., & Gillenwater, E. L. (1993). The employee involvement dilemma: Do employee participation programs violate U.S. labor laws? *Industrial Management*, 35 (3), 3-5.
- 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.
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- Robinson, R., Allen, B. M., & Fink, R. L. (1992). EEO laws for expatriate project managers expanded. *PM Network*, 6 (5), 43-44.
- Fink, R. L., Robinson, R. K., & Feltes, P. (1992). Supreme court limits EEO rights for persons assigned to international projects. *PM Network*, 6 (1), 33-34.
- 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., Rose, W. B., & Fink, R. L. (1992). Attitude survey on robot workers. *Robotics Today Quarterly*, 5 (3), 5-6.
- Terpstra, D. E. & Robinson, R. K. (1992). Evaluation may link to profits. *Training and Development*, 46, 76-77.
- 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.
- 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.
- 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.
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- Robinson, R., Franklin, G. M., Terpstra, 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.
- Feltes, P., Robinson, R. K., & Fink, R. L. (1992). Equal employment responsibilities of multinational corporations. *Business Forum*, 17 (3), 18-21.
- 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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- 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.
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- Robinson, R., Franklin, 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.
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- 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.
- 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.
- Franklin, G. M. & Robinson, R. K. (1988). AIDS: Is there protection under the Vocational Rehabilitation Act? *Personnel Administrator*, 33 (4), 118-121.
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- 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. (2014). *Employment Regulation In the Workplace: Basic Compliance for Managers (2nd Edition)* M.E. Sharpe.
- 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

Non-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.

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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. K., Gentry, R., Dibrell, C., & Franklin, G. M. (2012). A Matter of Size: Regulatory Agencies Bullying Small Businesses into Compliance--The Protracted Consequences of *Arbaugh v. Y & H Corporation*. *Small Business Institute, Annual Southwestern Meeting*.

Robinson, R. K., Gentry, R., Dibrell, C., & Franklin, G. M. (in press, 2011). A Matter of Size: Regulatory Agencies Bullying Small Businesses into Compliance--The Protracted Consequences of *Arbaugh v. Y & H Corporation*. *Small Business Institute, Annual Southwestern Meeting*.

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.

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*.

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., 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., 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., & 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 effect 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 Region*, 112-118.

Robinson, R., Franklin, G. M., & White, J. H. (1988). The Arline case: Are AIDS victims immune from termination? *Business Law Association Southern Region*, 119-125.

Working Papers

Gentry, R., Robinson, R. K., Dibrell, C. U.o., & Franklin, G. M. (2013). "Too Small to Sue? Employee Growth and Its Consequences for Small Businesses in a Post-Arbaugh Regulatory Environment," targeted for *Business and Society*.

Gentry, R. J., Dibrell, C., Robinson, R. K., & Franklin, G. M. (2013). "Managerial Discretion Bubbles, Regulation and Legitimacy in Small Business Growth," targeted for *Journal of Small Business Management*.

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.

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., Schafer, S., & Crawford, A. (2014, April). *The Bursting Education Bubble: An Unwelcomed Message of the Coming Brave New World of Academe*. Southern Academy of Legal Studies in Business, San Antonio, Texas.

Robinson, R. K., Novicevic, M., & Nichols, D. L. (2013). *Expanding Protection for Whistleblowers Under Federal Employment LAWS: A Primer on Retaliation*. Southern Academy of Legal Studies in Business, San Antonio, Texas.

Robinson, R. K., Fairclough, S., Nichols, D. L., & Cousley, S. (2012). *In Sickness and in Health: Implications for Employers when Mental Disorders are Protected Disabilities*. Southern Academy of Legal Studies in Business, San Antonio, Texas.

Robinson, R. K., Gentry, R., Dibrell, C., & Franklin, G. M. (2012, February). *A Matter of Size: Regulatory Agencies Bullying Small Businesses into Compliance--The Protracted Consequences of Arbaugh v. Y & H*

- Corporation*. Small Business Institute, Annual Southwestern Meeting, San Antonio, Texas.
- 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.

Presentation of Non-Refereed Papers

Regional

Reithel, B. J., Robinson, R. K., & Nichols, D. L. (2014, March). *A Multidisciplinary Exploration of the Higher Education Bubble*. Federated Business Disciplines, Dallas, Texas.

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. Chancellor's Partners Grant, The University of Mississippi.

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

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

Research Honors and Awards

Award

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

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

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

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

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

Other Research Activities

Other

1998: , , . 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.

1998: , , . 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.

Service to the University

Department Assignments

Chair:

2004-2005: OB/HR Search Committee for the Management Department

1994-1995: Department of Management, Faculty Search Committee

Member:

2004-2005: OB/HR Clinical Faculty Search Committee for the DeSoto Campus

2002-2003 – 2003-2004: PhD Committee Representative for Management Department

1998-1999: Department of Management, Faculty Search Committee

Other Institutional Service Activities:

2004-2005: Developed the Management Department assessment for SACS assessment (Nov. 2004) which was approved

1996-1997: Department of Management, Recruiting and Retention Faculty Designee

College Assignments

Coordinator:

2007-2008: HR Advisory Board

Faculty Advisor:

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

University Assignments

Chair:

1999-2000: University of Mississippi Academic Freedom and Faculty Responsibility Committee,

Director:

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

Faculty Advisor:

1995-1996 – 2004-2005: Ole Miss Chapter of the Society for Human Resource Management

Member:

2009-2010 – 2011-2012: Sabbatical Leave Review Committee

2009-2010: Academic Dishonesty Committee

2009-2010: Faculty Achievement Award Committee

2001-2002 – 2009-2010: University of Mississippi Academic Suspension and Dismissal Appeals Committee

2007-2008 – 2008-2009: Academic Suspension Appeals Committee

2007-2008: University of Mississippi Academic Freedom and Faculty Responsibility Committee

2007-2008: Tenure & Promotion Appeals Committee

2004-2005: University of Mississippi Faculty Senate

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

2003-2004: University of Mississippi, Department of Journalism

Dissertation Assignments

Chair:

2004-2005: Carson, Charles M.

1997-1998: Morrisett, Shelton H.

Member:

2004-2005: Williams, K. Denise--MIS

2003-2004: Kwun, Obyung--MIS

2001-2002: Thompson, Blake--Pharmacy Administration

1996-1997: Hsu, Chi-Feng--Political Science

Unassigned

College Assignments

Member:

2014-2015: Reaffirmation of Accreditation Planning Committee

University Assignments

Member:

2016-2017: Academic Dismissal Committee

University of Mississippi, School of Business Administration

Department Assignments

Chair:

2014-2015: Entreprensurship

College Assignments

Chair:

2010-2011 – 2017-2018: 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

Faculty Advisor:

2012-2013 – 2013-2014: Society for Human Resource Management Student Chapter

Member:

2012-2013 – 2017-2018: Entreprensurship

2012-2013 – 2017-2018: Endowment Committee

2008-2009 – 2017-2018: Executive Committee

2006-2007: Visiting Clin Instructor of MGMT Search

Chair:

2017-2018: Search Committee for the Chair of the Department of Marketing

2014-2015: General Business Major Exploration Committee

University Assignments

Faculty Advisor:

2012-2013 – 2013-2014: College Republicans

Member:

2017-2018: General Studies Advisory Board

2014-2015 – 2015-2016: Academic Freedom and Faculty Responsibility Committee

2010-2011 – 2015-2016: Academic Suspension and Dismissal Appeals

2010-2011 – 2014-2015: Academic Freedom and Faculty Responsibility Committee

2012-2013: UM Faculty Achievement Award Selection Committee

Service to the Profession

Academic Conference: Discussant

1988 – 1990: Decision Sciences Institute Southwest Region.

Chair: Conference / Track / Program

2018: Chair: Conference/Session, Albuquerque, New Mexico. **Session Chair** for Business Environment, Law, Ethics, and Cross-Cultural Studies for the Decision Sciences Institute Southwest Conference on March 9, 2018 n Albuquerque, NM.

Other Professional Service Activities

2011: Society for Human Resource Management, Alexandria, Virginia. 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.

Reviewer: Ad Hoc Reviewer for a Journal

2017: International Journal of Human Resource Management.

2002 – 2005: Journal of Pharmaceutical Marketing and Management.

2000 – 2005: Journal of Managerial Issues.

1993 – 1995: Hospital and Health Services Administration.

1992: Interfaces.

Reviewer: Conference Paper

1989 – 1991: Academy of Management, Southwest Region.

1988 – 1990: Decision Sciences Institute Southwest Region.

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

2016: 2016 Annual Labor & Employment Law Seminar, Presented a seminar on " The Effects of Increasing Regulation on the Significance of HR in the Organization, " at the 2016 Annual Labor & Employment Law Seminar in Biloxi, MS, cosponsored by Balch & Bingham LLP and the Mississippi Hospital Association Society of Human Resources Administration

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: , Small Business Institute. Distinguished Applied Paper Award.

Faculty Development

Other Professional Development

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

Other Activities

2012 - : Prepared the application for the biannual recertification of the Department of Management's Human Resource Management curriculum as meeting the Society for Human Resource Management curriculum alignment guidelines.

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

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

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

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

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

Teaching Honors and Awards

Award

2007: , Mortar Board, University of Mississippi Chapter. Teacher of the Month (April 2007).

2005: , University of Mississippi, School of Business. Outstanding Teacher of the Year.

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 .

Memberships

Southern Management Association, Unknown
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
Southwest Division of the Academy of Management

Certifications

Senior Professional in Human Resources, 2013 (2013-2016)
Certificate in Employee Benefits Law, 2004 (2004)
Certificate in Human Resource Risk Management, 2003 (2003)
Advanced Certificate in Employee Relations Law, 2002 (2002)
Certificate in Employee Relations, 1999 (1999)

References

Dr. Gerald Franklin 915-552-2194 Dr. Ross L. Fink 309-677-2271