

December 2007

**DOUGLAS M. MAHONY**  
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## **EDUCATION**

Rutgers University, School of Management and Labor Relations  
Ph.D. in Industrial Relations and Human Resource Management, 2001  
Masters of Arts --Industrial Relations, 1995

University of Toronto  
Honours Bachelor of Arts in History and Economics, 1993

## **ACADEMIC EXPERIENCE**

Assistant Professor  
Department of Management, University of South Carolina                      2002 - Present

Lecturer  
Department of Management, University of South Carolina                      2000 - 2001

Adjunct Lecturer  
School of Management & Labor Relations, Rutgers University                      1995 - 1999

## **REFEREED PUBLICATIONS**

Pitariu, A., Korsgaard, M.A., & Mahony, D. (Conditionally accepted) A Multi-Level View of Intragroup Conflict. *Journal of Management*

Mahony, D. & Klaas, B. (in press) The Role of Compensatory and Retributive Justice in Determining Damages in Employment Disputes. *Journal of Management*

Mahony, D. & Klaas, B. (in press) "Comparative Dispute Resolution in the Workplace." *Journal of Labor Research*.

Mahony, D. (2007). "Making Partnership Work: Inside the Black Box of Labor-Management Participation." *Journal of Collective Negotiations*, Vol 31(3) pp. 215 - 240

Mahony, D. (2007). "How Participatory Work Practices Affect Front-Line Supervisors." *Journal of Labor Research*, Winter, Vol. 28(1) pp.147 - 168

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Klaas, B., Mahony, D., & Wheeler, H. (2006). "Decision Making about Workplace Disputes: A Policy-Capturing Study of Employment Arbitrators, Labor Arbitrators, and Jurors" *Industrial Relations*, Vol. 45(1) pp 68 – 95.

Mahony, D., B. Klaas, J. McClendon, & A. Varma. (2005). "The Effects of Mandatory Employment Arbitration Systems on Applicants' Attraction to Organizations." *Human Resource Management*, Winter, Vol. 44(4) pp. 449 - 470

Kruse, D., & Mahony, D. 2000. "Illegal Child Labor in the United States: Prevalence and Characteristics" *Industrial & Labor Relations Review* Vol 54(1).

Fay, C., Risher, H., and Mahony, D. 1997. "The Jobless Organization: Survey Results of the Impact of New Job Design on Compensation." *American Compensation Journal* Vol 6(4).

### **BOOKS AND BOOK CHAPTERS**

Mahony, D. (2008). "Labor and the Labor Movement: Overview" *Encyclopedia of the Modern World*. New York, NY: Oxford University Press

Colvin, A., Klaas, B. & Mahony, D. (2006) "Research on Alternative Dispute Resolution Procedures" in D. Lewin ed. *Contemporary Issues in Employment Relations*. Labor and Employment Research Association

Wheeler, H., Klaas, B., & Mahony, D. (2006). "Workplace Justice Without Unions: A Summary of a Study." *In Dispute Resolution in the Workplace Vol. 58*. Washington: BNA Books: pp. 121-131

Wheeler, H., Klaas, B., & Mahony, D. (2004). *Workplace Justice Without Unions*. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research  
(Selected as one of the *Noteworthy Books in Industrial Relations and Labor Economics, 2004*, by the Industrial Relations Section, Princeton University)

### **PUBLISHED PROCEEDINGS**

Klaas, B., Mahony, D., Wheeler, H. (2005). "Decision Making about Workplace Disputes: A Policy-Capturing Study of Employment Arbitrators, Labor Arbitrators, and Jurors" *Proceedings Academy of Management Annual Meeting*, Honolulu, HI

Varma, A., Stroh, L.K., Brendell, C., & Mahony, D. 2000. International Careers and the Female Expatriate: Revisiting the Myths. *Midwest Academy of Management Proceedings*.

Mahony, D., & Varma, A. 1998. Succession Planning in Today's Organizations: Are Individuals with Disabilities Out of the Loop? *Proceedings of the 5th Annual International Conference on Advances in Management*.

## **OTHER PUBLICATIONS**

Mahony, D. (forthcoming). Book Review: “Jobs Aren’t Enough: Toward an New Economic Mobility for Low-Income Families,” by Roberta Iverson and Annie Armstrong, in *Human Resource Management*

Mahony, D. (2003). *Book Review*: “At Home and Abroad: U.S. Labor Market Performance in International Perspective”, by Francine Blau and Lawrence Kahn, in *Human Resource Management*. Fall, Vol. 42(2) pp. 291-292

## **WORKS IN PROGRESS**

Korsgaard, M.A., Mahony, D., & Pitariu, A. (Preparing for Submission). Managing Conflict and Performance in Groups: The Role of Group Trust. *Organizational Behavior and Human Decision Processes*

Morrell, D., Mahony, D., & Klimchak, M. (Preparing for Submission). The Propensity to Trust and Prior Experience on Performance: The Case of Seasoned Employees. *Academy of Management Journal*

Morrell, D., Klimchak, M., & Mahony, D. (Data Collection: ongoing). Training Motivation, Training Utility, and Performance. *Journal of Organizational Behavior*

Korsgaard, M.A., Pitariu, A., & Mahony, D. (Data Collection: ongoing). The joint effects of task and social conflict on performance, *Journal of Applied Psychology*

Mahony, D. & Klimchak, M. (Second round of data collection) Individual-Level Determinants of Human Resource Managers’ Decision to Terminate. *Industrial Relations*

Mahony, D. Determinants of Employee Participation in Peer Review Panels. *Industrial Relations*

## **PRESENTATIONS**

Klimchak, M., Morrell, D., & Mahony, D. “Career-Long Work Experience: It's the Quality and Not Just the Quantity That Counts” presented at the Academy of Management Annual Meeting, Philadelphia, PA. August, 2007

Mahony, D. & Klaas, B. “The Role of Compensatory and Retributive Justice in Determining Award Decisions and Damages in Employment Disputes” presented at the Academy of Management Annual Meeting, Atlanta, GA. August, 2006  
(Finalist, Best Paper Award, Conflict Management Division)

Klaas, B., Mahony, D., & Wheeler, H. “Decision Making about Workplace Disputes: A Policy-Capturing Study of Employment Arbitrators, Labor Arbitrators, and Jurors” presented at the Academy of Management Annual Meeting, Honolulu, HI, August, 2005

Mahony, D. "Resolving Employment Disputes: Who decides just may cost you your job" presented at the Industrial Relations Research Association 57<sup>th</sup> Annual Meeting, Philadelphia, PA, January 2005

Korsgaard, M.A., Mahony, D. & Pitariu, A. "Identity, Trust in the Work Group and Productive Conflict" presented at the Academy of Management Annual Meeting, New Orleans, LA, August 2004

Varma, A., Mahony, D. & Albarillo, M. "Selection of Individuals with Disabilities for Expatriate Assignments: The Impact of Stereotypical Fit and Clear Standards," Society for Industrial/Organizational Psychology, Chicago, IL, April 2004 ,

Mahony, D., Klaas, B. and Wheeler, H. "Decision-Making and Standards of Evidence in Employment Arbitration: Results from a National Survey of Employment Arbitrators" presented at the Industrial Relations Research Association Meeting 56<sup>th</sup> Annual Meeting, San Diego, CA, January 2004

Wheeler, H., Klaas, B. and Mahony, D. "The Developing Public Policy of Employment Arbitration" presented at the Industrial Relations Research Association Meeting 56<sup>th</sup> Annual Meeting, San Diego, CA, January 2004

Mahony, D., Klaas, B., and McClendon, J. "The Effects of Employment Arbitration and Employee Rights on Organizational Attraction" presented at the Academy of Management Meeting Annual Meeting, Seattle, WA, August 2003

Mahony, D. "The Impact of Labor Management Partnership in the Federal Government: A Case Study" presented at the Industrial Relations Research Association 54<sup>th</sup> Annual Meeting, Atlanta, GA, January 2002

Mahony, D. "Trends in Dispute Resolution for Non-Union Employees: Results from a National Survey." Presented at the 23<sup>rd</sup> Annual Southern Industrial Relations and Human Resource Conference, Charlotte, NC, October 2002

Varma, A., Stroh, L.K., Brendell, C., & Mahony, D. 2000. International Careers and the Female Expatriate: Revisiting the Myths. Paper presented at the Midwest Academy of Management meeting. Chicago, IL.

Varma, A., Stallworth, L. E., & Mahony, D. Human Resource Departments and the Use of Alternative Dispute Resolution Mechanisms: An Empirical Study. Presented at the Industrial Relations Research Association 52<sup>nd</sup> Annual Meeting, Boston, MA. January 2000

Mahony, D. and Varma, A. "Succession Planning in Today's Organizations: Are Individuals with Disabilities Out of the Loop?" Paper presented at the International Conference on Advances in Management. London, UK, July, 1998

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## **INVITED PRESENTATIONS**

Wheeler, H., Klaas, B. & Mahony, D. “Workplace Justice Without Unions: Summary of Study” presented at the 2005 Annual Meeting of the National Academy of Arbitrators, Chicago, IL, 2005.

Mahony, D. “Illegal Child Labor in the United States: Prevalence and Characteristics” Paper presented at the National Consumers League - Conference on Child Labor: Orlando, May 1998.

## **DISCUSSANT**

Discussant: “*Involving Third Parties.*” Academy of Management Annual Meeting, Atlanta, GA, 2006

Discussant: Doctoral Consortium, Industrial Relations Research Association Annual Meeting, Atlanta, GA, 2002

## **TEACHING EXPERIENCE**

Undergraduate:

- Introduction to Human Resource Management
- International Human Resource Management
- Collective Bargaining
- Current Problems in Industrial Relations
- International and Comparative Industrial Relations

Graduate:

- Global Human Resource Management
- Managing Human Resources
- Human Resource Issues
- Labor Economics

## **PROFESSIONAL ACTIVITIES**

### **Professional Affiliations**

Labor and Employment Relations Association  
Academy of Management  
Southern Management Association  
Society for Human Resource Management

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### **Professional Service**

Treasurer: South Atlantic Chapter, Labor and Employment Relations Association

### **University Service:**

Masters of Human Resource Executive Committee 2002-present

Faculty Advisor: Student chapter of the Society for Human Resource Management  
2002-present

Russell House University Union Advisory Board Member 2001-2004

Masters of Human Resource Program Fellowship Interviewer 2001-2005

### **Ad-Hoc Reviewing:**

Ad hoc reviewer: Academy of Management Journal

Ad hoc reviewer: Journal of Management

Ad hoc reviewer: Labor Studies Journal

Ad hoc reviewer: International Journal of Conflict Management

Ad hoc reviewer: Human Resource Management

Ad hoc reviewer: Academy of Management (Conflict Management Division)

Ad hoc reviewer: Academy of Management (Human Resource Division)

Ad hoc reviewer: Academy of Management (Organizational Behavior Division)

### **AWARDS**

Finalist, Best Paper, Conflict Management Division, Academy of Management, 2006

Best Paper Proceedings, Academy of Management Meetings, 2005

Two Thumbs Up Award, Office of Disability Services, Univ. of S. Carolina, 2004, 2005

*Workplace Justice Without Unions* Selected as one of the *Noteworthy Books in Industrial Relations and Labor Economics, 2004*, by the Industrial Relations Section, Princeton University

Reigel & Emory Fellowship, Moore School of Business, Univ. of S. Carolina, 2002

Samuel Kinsora Scholarship, Rutgers University, 1994

### **NONACADEMIC POSITIONS**

Bristol-Myers Squibb, New Brunswick, New Jersey 1998-1999

Perkin-Elmer Corporation, Norwalk, Connecticut 1996-1997

Johnson & Johnson International, New Brunswick, New Jersey 1994-1995

Center for Government Services, Rutgers University, New Brunswick, New Jersey 1993-1995

Toronto Transit Commission, Toronto, Ontario Canada 1986-1989