

**Brian H. Kleiner, Ph.D.**

Professor of Human Resource Management  
Mihaylo College of Business and Economics  
California State University, Fullerton  
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**Degrees**

Ph.D. in Management, U.C.L.A., 1977  
Master of Business Administration, U.C.L.A., 1973  
B.S. in Business Administration, Drexel, 1969

**Credential**

Lifetime California Community College Instructor in Business Management

**Forensic Experience**

Have given trial testimony in over 60 cases for both plaintiffs and defense.

**Practitioner Experience**

After first being employed as a human resource manager for Ford Motor Company in 1969, I have over 25 years experience as a consultant to over 100 organizations around the world concerning how to improve human resource management policies and practices. These include the following: Arco-Atlantic Richfield Company, Bausch & Lomb, Brother International Corporation, ConAgra, General Dynamics Corporation, In-N-Out Burger, Interstate Electronics Corporation, Pioneer Electronics, Reynolds Metals Company, Shasta Beverages, Shell Oil Company, Toshiba, and Yoshinoya.

**Extended Education Experience**

From 1988 to 2002 have taught classes concerning effective employee management for the general public through University Extended Education at California State University, Fullerton, helping managers and supervisors from hundreds of organizations.

## **University Experience**

1977-Present: Professor of Human Resource Management, California State University, Fullerton

Regularly have taught classes concerning effective employee management in both graduate and undergraduate programs. Have also taught graduate courses concerning effective employee management at Chapman University and California State University, Dominguez Hills.

## **Publications**

Have published over 500 articles in a wide variety of academic and professional journals and books. These include the following:

New developments concerning age discrimination in the workplace. Co-authored. Franklin Business & Law Review Journal, March 15, 2011.

Effectively preventing employment discrimination and harassment. Co-authored. Conflict Resolution & Negotiation Journal, March 15, 2011.

Workplace reduction guidelines. Co-authored. Taking Sides: Clashing Views in Management, 3/e. Street, M.D. and Street, V. L. (eds.) Dubuque, IA: McGraw-Hills, 2009.

How to write excellent human resource policies. Co-authored. Nonprofit World, 2006, 24 (5), 22-23.

Analyzing jobs to determine exempt or non-exempt status. Co-authored. Equal Opportunities International, 2005, 24 (5/6) 93-100.

How to comply with the Americans with Disabilities Act. Co-authored. Equal Opportunities International, 2005, 24 (5/6) 86-92.

New developments concerning age discrimination in the workplace. Co-authored. Equal Opportunities International 2005, 24 (5/6) 15-23.

New developments concerning pregnancy discrimination in the workplace. Co-authored. Equal Opportunities International 2005, 24 (5/6) 1-14.

How to distinguish between independent contractors and employees. Co-authored. Management Research News, 2005, 28 (2/3), 136-149.

When it's time to say good-by: How to discharge workers without legal hassles. Co-authored. Nonprofit World, 2005, 23 (2), 12-14.

How to hire employees effectively. Co-authored. Management Research News, 2004, 27 (4/5), 108-115.

Effective employment screening practices. Co-authored. Management Research News, 2004, 27 (4/5), 99-107.

Workforce reduction guidelines. Co-authored. Southern Business Review, 2004, 29 (2), 16-22.

Analyzing jobs to determine exempt or non-exempt status. Co-authored. Equal Opportunities International, 2003, 22 (6/7), 67-73.

How to show retaliation at work. Co-authored. Equal Opportunities International, 2003, 22 (6/7), 37-45.

How to comply with the Americans with Disabilities Act. Co-authored. Equal Opportunities International, 2003, 22 (6/7), 9-16.

How to avoid retaliation claims. Co-authored. Nonprofit World, 2003, 21 (6), 13-15.

Bias in workplace investigations and how to minimize it. Co-authored. Management Research News, 2003, 26 (2/3/4), 227-231.

How to assess credibility when conducting workplace investigations. Co-authored. Management Research News, 2003, 26 (2/3/4), 219-226.

Understanding and preventing workplace retaliation. Co-authored. Management Research News, 2003, 26 (2/3/4), 206-211.

New developments concerning wrongful termination. Co-authored. Management Research News, 2003, 26 (2/3/4), 200-205.

The no-fault attendance policy in the era of the Family and Medical Leave Act. Co-authored. Management Research News, 2003, 26 (2/3/4), 185-192.

The Hay system of compensation. Co-authored. Management Research News, 2003, 26 (2/3/4), 109-115.

Reasonable care in preventing sexual molestation of school children. Co-authored. Equal Opportunities International, 2003, 22 (3), 58-66.

How to prevent discrimination based on taking family and medical leave. Co-authored. Equal Opportunities International, 2003, 22 (3), 49-47.

Don't be sued for negligent hiring. Co-authored. Nonprofit World, 2003, 21 (3), 14-15.

How to prevent sexual harassment in the workplace. Co-authored. Equal Opportunities

International, 2003, 22 (2), 59-66

How to hire the right person on the first time. Co-authored. Nonprofit World, 2003, 21 (2), 9-11.

Effective hiring. Co-authored. Management Research News, 2002, 25 (6/7), 60-68.

How to hire the best people without breaking the law. Co-authored. Nonprofit World, 2002, 20 (5), 17-18.

How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 76-84.

How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 65-75.

How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 58-64.

How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 48-57.

How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 39-47.

How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 30-38.

How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 21-29.

How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 12-20.

How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 3-11.

Reasonable accommodation of employees with cancer. Co-authored. Equal Opportunities International, 2002, 21 (3), 32-40.

How to conduct job analysis effectively. Co-authored. Management Research News. 2002, 25 (3), 73-81.

How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (3), 51-58.

Conducting effective and legally safe background and reference checks. Co-authored.

Managerial Law, 2002, 44 (1/2), 136-150.

How companies can downsize legally. Co-authored. Managerial Law, 2002, 44 (1/2), 128-135.

How to differentiate essential job duties from marginal job duties. Co-authored. Managerial Law, 2002, 44 (1/2), 121-127.

New developments concerning managing human factors for safety. Co-authored. Managerial Law, 2002, 44 (1/2), 112-120.

New developments concerning ERISA. Co-authored. Managerial Law, 2002, 44 (1/2), 81-85.

Recent trends in downsizing legally. Co-authored. Managerial Law, 2002, 44 (1/2), 69-74.

Effective employment screening practices. Co-authored. Managerial Law, 2002, 44 (1/2), 62-68.

New developments concerning wrongful termination. Co-authored. Managerial Law, 2002, 44 (1/2), 55-61.

New developments concerning negligent hiring. Co-authored. Managerial Law, 2002, 44 (1/2), 50-54.

Developments concerning the Occupational Safety and Health Act. Co-authored. Managerial Law, 2002, 44 (1/2), 37-44.

An overview of ERISA. Co-authored. Managerial Law, 2002, 44 (1/2), 16-24.

Implications of the Family and Medical Leave Act for organizations. Co-authored. Managerial Law, 2002, 44 (1/2), 9-15.

How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (1), 49-59.

How to hire employees effectively. Co-authored. Management Research News, 2001, 24 (12), 31-38.

How to write nondiscrimination policies effectively. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 148-155.

Pregnancy in the workplace. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 137-147.

New developments concerning religious discrimination in the workplace. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 128-136.

New developments concerning national origin discrimination. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 116-127.

New developments concerning sexual orientation discrimination and harassment. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 92-100.

New developments concerning discrimination and harassment in the workplace. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 83-91.

How to investigate age discrimination complaints. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 53-58.

Sexual harassment in the business environment. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 3-13.

New developments concerning reasonable accommodation of disabilities in American organizations. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 152-156.

How to accommodate common disabilities in organizations. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 146-151.

New developments concerning discrimination based on medical conditions. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 142-145.

Examples of unreasonable hardship in accommodating disabilities in Organizations. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 138-141.

Reasonable accommodation of psychiatric disability under the ADA. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 133-137.

Implications of the California Family Rights Act for organizations. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 79-81.

Sexual harassment of students by teachers in public schools. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 74-78.

What is retaliatory discrimination at work? Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 37-40.

New developments concerning homosexual harassment in the workplace. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 32-36.

New developments concerning sexual orientation issues in the workplace. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 27-31.

Discrimination against employees who exercise their First Amendment rights. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 10-13.

A review of current empirical research concerning discrimination. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 5-9.

How to hire employees effectively. Co-authored. Management Research News, 2001, 24 (6/7), 35-42.

How to effectively check references and perform background investigations of job applicants. Co-authored. Keeping Good Companies, 2001, 53 (5), 299-304.

The compensation of directors in organizations. Co-authored. Management Research News, 2001, 24 (3/4), 133-136.

How to manage promotion decisions effectively. Co-authored. Management Research News, 2001, 24 (3/4), 109-113

The compensation of directors in organizations. Co-authored. Management Research News, 2001, 24 (3/4), 106-108.

New developments concerning reductions in force. Co-authored. Management Research News, 2001, 24 (3/4), 90-93.

Your duty to investigate workplace complaints. Co-authored. Nonprofit World, 2001, 19 (3), 34-36.

New developments concerning the Occupational Safety and Health Act. Co-authored. Managerial Law, 2001, 43 (1/2), 138-146.

Criminal background checks of prospective employees: Why and how should it be done? Co-authored. Managerial Law, 2001, 43 (1/2), 132-137

Analyzing jobs to determine exempt or non-exempt status. Co-authored. Managerial Law, 2001, 43 (1/2), 128-131

What is ERISA? Co-authored. Managerial Law, 2001, 43 (1/2), 116-121.

New developments concerning negligent supervision. Co-authored. Managerial Law, 2001, 43 (1/2), 69-75.

New developments concerning negligent retention. Co-authored. Managerial Law, 2001, 43 (1/2), 62-68.

An overview of California's court decisions on sexual harassment. Co-authored. Managerial Law, 2001, 43 (1/2), 24-31.

An overview of U.S. Supreme Court decisions in sexual harassment cases. Co-authored. Managerial Law, 2001, 43 (1/2), 17-23.

An overview of state of California court decisions in employment discrimination cases. Co-authored. Managerial Law, 2001, 43 (1/2), 12-16.

An overview of U.S. Supreme Court decisions in employment discrimination cases. Co-authored. Managerial Law, 2001, 43 (1/2), 5-11.

How to hire employees effectively. Co-authored. Management Research News, 2000, 23 (12), 17-23.

Discrimination against employees who exercise their First Amendment rights: A US Perspective. Co-authored. International Journal of Sociology and Social Policy, 2000, 20 (12), 103-110.

How to manage corporate downsizing. Co-authored. Australian Company Secretary, 1997, 49 (8), 362-364.

New developments concerning religious discrimination. Co-authored. Equal Opportunities International, 2000, 19 (8), 17-23.

How to write excellent human resources policies. Co-authored. Management Research News, 2000, 23 (7/8), 95-98.

How to conduct due process discipline. Co-authored. Management Research News, 2000, 23 (7/8), 89-94.

How to hire employees effectively. Co-authored. Management Research News, 2000, 23 (7/8), 84-88.

How to effectively check references and perform background investigations of job applications. Co-authored. Management Research News, 2000, 23 (7/8), 56-62.

Understanding and preventing negligent hiring. Co-authored. Management Research News, 2000, 23 (7/8), 53-55.

New developments concerning negligent retention. Co-authored. Management Research News, 2000, 23 (7/8), 39-43.

Best in class staffing practices. Co-authored. Management Research News, 2000, 23 (7/8), 35-38.

Effective employment screening practices. Co-authored. Management Research News, 2000, 23 (7/8), 24-29.

New developments concerning managing human factors for safety. Co-authored. Management Research News, 2000, 23 (7/8), 18-23.



How to hire employees effectively. Co-authored. Management Research News, 2000, 23 (7/8), 10-13.

How to interview the accused harasser. Co-authored. Equal Opportunities International, 2000, 19 (6/7), 113-116.

How to investigate discrimination and harassment complaints. Co-authored. Equal Opportunities International, 2000, 19 (6/7), 105-112.

New developments concerning discrimination for whistle blowing. Co-authored. Equal Opportunities, 2000, 19 (6/7), 75-77.

New developments concerning religious discrimination. Co-authored. Equal Opportunities International, 2000, 19 (6/7), 70-74.

New developments concerning the discrimination and harassment of gays in the workplace. Co-authored. Equal Opportunities International, 2000, 19 (6/7), 66-69.

New developments concerning mental disabilities discrimination. Co-authored. Equal Opportunities International, 2000, 19 (6/7), 62-65.

Who is covered under the Americans with Disabilities Act? Co-authored. Equal Opportunities International, 2000, 19 (6/7), 58-61.

EEOC guidelines that employers should know. Co-authored. Equal Opportunities International, 2000, 19 (6/7), 53-57.

New developments concerning sexual harassment in public schools. Co-authored. Equal Opportunities International, 2000, 19 (6/7), 48-52.

When is an employee unsalvageable? Co-authored. Equal Opportunities International, 2000, 19 (6/7), 40-44.

Determining exempt or non-exempt status under California law for managers. Co-authored. Equal Opportunities International, 2000, 19 (6/7), 34-39.

The interactive process required to provide reasonable accommodation of disabilities under the ADA. Co-authored. Equal Opportunities International, 2000, 19 (6/7), 24-29.

New developments concerning racial harassment in the workplace. Co-authored. Equal Opportunities International, 2000, 19 (6/7), 20-23.

How to conduct workplace investigations. Co-authored. Equal Opportunities International, 2000, 19, (6/7), 15-19.

How to accommodate disabilities under ADA. Co-authored Nonprofit World, 2000, 19 (5), 29-33.

How to conduct job analysis. Co-authored. Australian Company Secretary, 2000, 52 (3), 172-175.

How to investigate discrimination and harassment complaints. Co-authored. Equal Opportunities International, 2000, 19 (1), 19-25.

How to hire employees effectively. Co-authored. Management Research News, 1999, 22 (12), 33-37.

How to effectively determine the credibility of other people. Co-authored. Australian Company Secretary, 1999, 51 (11), 522-524.

How to hire employees effectively. Co-authored. Management Research News, 1999, 22 (9), 18-25.

Age discrimination and downsizing. Co-authored. Australian Company, 1999, 51 (8), 380-381.

Violence in the workplace. Co-authored. Management Research News, 1999, 22 (8), 12-17.

The basics of employment discrimination. Co-authored. Equal Opportunities International, 1999, 18 (8), 10-15.

Disability discrimination and the Fair Employment and Housing Act. Co-authored. Equal Opportunities International, 1999, 18 (7), 17-24.

New developments concerning wage and hour administration. Co-authored. Management Research News, 1999, 22 (7), 21-29.

New developments concerning age discrimination in the workplace. Co-authored. Australian Company Secretary, 1999, 51 (7), 332-333.

New developments concerning disability discrimination in the workplace. Co-authored. Equal Opportunities International, 1999, 18 (5/6), 3-10.

How organizations should manage discrimination and harassment complaints. Co-authored. Equal Opportunities International, 1999, 18 (5/6), 16-20.

New developments concerning sexual harassment. Co-authored. Equal Opportunities International, 1999, 18 (5/6), 21-26.

New developments concerning reasonable accommodations of disabilities in American organizations. Co-authored. Equal Opportunities International, 1999, 18 (5/6), 38-43.

Factors driving compensation today. Co-authored. Equal Opportunities International, 1999, 18 (5/6), 44-47.

Racial harassment in the workplace. Co-authored. Equal Opportunities International, 1999, 18 (5/6), 48-53.

New developments concerning disability discrimination in the workplace. Co-authored. Equal Opportunities International, 1999, 18 (5/6), 3-10

How to hire employees effectively. Co-authored. Management Research News, 1999, 22 (5), 15-21.

Discipline. Co-authored. Australian Company Secretary, 1999, 51 (4), 187-189.

How to hire employees effectively. Co-authored. Management Research News, 1999, 22 (4), 10-13.

How to prevent sexual harassment in the workplace. Co-authored. Equal Opportunities International, 1999, 18 (2/3/4), 3-4.

Examples of excellent sexual harassment policies. Co-authored. Equal Opportunities International, 1999, 18 (2/3/4), 5-12.

Sexual harassment in public schools. Co-authored. Equal Opportunities International, 1999, 18 (2/3/4), 13-17.

Sexual harassment in American industry. Co-authored. Equal Opportunities International, 1999, 18 (2/3/4), 18-19.

Sexual harassment in the workplace. Co-authored. Equal Opportunities International, 1999, 18 (2/3/4), 20-22.

How to determine proper corrective action following sexual harassment investigations. Co-authored. Equal Opportunities International, 1999, 18 (2/3/4), 23-29.

New developments concerning gender discrimination in the workplace. Co-authored. Equal Opportunities International, 1999 18, (2/3/4), 33-36.

New developments concerning discrimination based on denial of pregnancy disability leave. Co-authored. Equal Opportunities International, 1999, 18 (2/3/4) 60-63.

New developments concerning retaliatory discrimination. Co-authored. Equal Opportunities International, 1999, 18 (2/3/4) 64-66.

New developments in age discrimination. Co-authored. Equal Opportunities International, 1999, 18 (2/3/4) 67-71.

New developments concerning religious accommodation in the workplace. Co-authored. Equal Opportunities International, 1999, 18 (2/3/4) 72-75.

Downsizing: Managing layoffs. Co-authored. Australian Company Secretary, 1999, 51 (3), 139-141.

New developments concerning negligent hiring. Co-authored. Journal of Workplace Learning, 1999, 11 (1), 16-21.

How to investigate sexual harassment in the workplace. Co-authored. Equal Opportunities International, 1999, 18 (1), 1-7.

How to conduct due process discipline. Co-authored. Australian Company Secretary, 1998, 50 (11), 524-527.

How to prevent sexual harassment in the workplace. Co-authored. Australian Company Secretary, 1998, 50 (7), 333-336.

How to prevent sexual harassment in workplace. Co-authored. Equal Opportunities International, 1998, 17 (6), 7-13.

Effective employment screening. Co-authored. Career Development International, 1998, 3 (4), 164-168.

Age discrimination in the workplace. Co-authored. Equal Opportunities International, 1998, 17 (3/4/5), 3-7.

Sex discrimination in the workplace. Co-authored. Equal Opportunities International, 1998, 17 (3/4/5), 13-16.

How to investigate and prove disability discrimination. Co-authored. Equal Opportunities International, 1998, 17 (3/4/5), 21-25

Developments concerning race discrimination in the workplace. Co-authored. Equal Opportunities International, 1998, 17 (3/4/5), 40-44.

Developments concerning the Equal Pay Act. Co-authored. Equal Opportunities International, 1998, 17 (3/4/5), 45-49.

Developments concerning discrimination based on refusal of family care leave. Co-authored Equal Opportunities International, 1998, 17 (3/4/5), 55-57.

Developments concerning discrimination against gay or lesbian employees. Co-authored. Equal Opportunities International, 1998, 17 (3/4/5), 58-62.

Using statistics in employment discrimination cases. Co-authored. Equal Opportunities International, 1998, 17 (3/4/5), 77-84.

Race discrimination in the workplace. Co-authored. Equal Opportunities International, 1998, 17 (3/4/5), 85-88.

Developments concerning gender discrimination in the workplace. Co-authored. Equal Opportunities International, 1998, 17 (3/4/5), 89-91.

Understanding and effectively managing national origin discrimination. Co-authored. Equal Opportunities International, 1998, 17 (3/4/5), 103-108.

How to investigate sexual harassment in the workplace. Co-authored. Equal Opportunities International, 1998, 17 (3/4/5), 115-119.

How to investigate and prove discrimination based on race/color. Co-authored. Equal Opportunities International, 1998, 17 (2), 10-17.

Preventing violence in the workplace. Co-authored. Australian Company Secretary, 1998, 50 (6), 287-288.

The elements of an effective sexual harassment policy. Co-authored. EEO Update, 1998, 2 (1), 4-5.

How to manage corporate downsizing. Co-authored. Australian Company Secretary, 1997, 49 (8), 362-364.

How to curb workplace violence. Co-authored. Facilities, 1997, 15 (1/2), 5-11.

Workplace violence: Assessing the risk and implementing preventive measures. Co-authored. Employment Relations Today, 1997, 24 (1), 75-85.

Compensation plans. Co-authored. Employment Bulletin & Industrial Relations Digest, 1997, 13 (1/2), 1-3.

How to write excellent human resource policies. Co-authored. Employment Bulletin & Industrial Relations Digest, 1997, 13 (1/2), 7-10.

New developments concerning age discrimination. Co-authored. Managerial Law, 1997, 39 (1), 3-10.

The Family and Medical Leave Act of 1993 - Its predicted versus actual impact. Co-authored. Managerial Law, 1997, 39 (1), 11-18.

How organizations are adapting to the Americans With Disabilities Act. Co-authored. Managerial Law, 1997, 39 (1), 19-24.

New developments in wrongful termination. Co-authored. Managerial Law, 1997, 39 (1), 25-32.

How companies can downsize legally. Co-authored. Managerial Law, 1997, 39 (1), 33-36.

New developments in wrongful termination. Co-authored. Managerial Law, 1997, 39 (1), 37-44.

New developments concerning overtime pay. Co-authored. Managerial Law, 1997, 39 (1), 45-53.

New developments in age discrimination. Co-authored. In Ethics in the Workplace, edited by E. Ottensmayer and G. McCarthy. New York: McGraw-Hill, 1996.

Abuses of the Americans With Disabilities Act. Co-authored. Equal Opportunities International, 1996, 15 (8), 36-41.

New developments concerning sexual harassment. Co-authored. Equal Opportunities International, 1996, 15 (6/7), 28-36.

How the best companies are preventing sexual harassment in the workplace. Co-authored. Equal Opportunities International, 1996, 15 (3), 12-20.

New developments in wrongful discharge. Co-authored. Managerial Law, 1996, 38 (4), 13-21.

Creating a culture of safety. Co-authored. Work Study, 1996, 45 (3), 5-8.

New developments in age discrimination. Co-authored. Equal Opportunities International, 1995, 14 (6/7), 69-79.

New developments in disability employment discrimination. Co-authored. Equal Opportunities International, 1995, 14 (6/7), 1-7.

Becoming familiar with the Americans With Disabilities Act. Co-authored. Equal Opportunities International, 1995, 14 (6/7), 8-16.

New developments in disability discrimination. Co-authored. Equal Opportunities International, 1995, 14 (6/7), 17-23.

Understanding and managing sexual harassment. Co-authored. Equal Opportunities International, 1995, 14 (6/7), 24-36.

Understanding and managing sexual harassment in organizations. Co-authored. Equal Opportunities International, 1995, 14 (6/7), 37-45.

Understanding and effectively managing sexual harassment. Co-authored. Equal Opportunities International, 1995, 14 (6/7), 46-53.

The Americans with Disabilities Act and the responsibilities of an employer. Co-authored. Equal Opportunities International, 1995, 14 (5), 8-16.

New developments in age discrimination. Co-authored. Labor Law Journal, 1994, 45 (11), 709-717.

Successful downsizing. Co-authored. Work Study, 1994, 43 (1), 14-17.

Discrimination in employment by age. Co-authored. Equal Opportunities International, 1993, 12 (5), 1-5.

New developments in health and safety programs. Co-authored. Work Study, 1993, 42 (5), 9-12.

Discrimination in employment by race. Co-authored. Equal Opportunities International 1992, 11 (2), 1-5.

Understanding and dealing with the problem of sexual harassment in the workplace. Co-authored Women in Management Review, 1992, 7 (2), 16-20.

The most useful approaches to performance appraisals today. Co-authored. Management Research News, 1992, 15 (2), 14-20.

Incentive pay: Not just for top management. Co-authored. The Small Business Controller, 1992, 5(1), 34-38.

How to effectively link compensation with performance. Co-authored. Industrial Management, 1991, 33 (3), 21-22.

Managing manufacturing operations effectively. Co-authored. Work Study, 1991, 40 (2), 22-24.

The disabled in the workplace. Co-authored. Journal of Business and Society, 1991, 4 (1), 87-92.

New developments in recruitment and selection. Co-authored. American Business Review, 1990, 8 (1), 39-42.

Terminating employees legally. Co-authored. American Business Review, 1990, 8 (1), 82-87.

New developments in organizational compensation. Co-authored. American Business Review, 1989, 7 (1), 30-37.

A different way to discipline. Co-authored. Management World, 1988, 17 (4), 24-25.

## **Book That Was Accepted for Publication**

Managing For Excellence by Kern International, Inc.

## **Professional Membership**

Society For Human Resource Management

## **Honors**

In 2015 was formally honored by the Dean of the College of Business and Economics at California State University, Fullerton for the high quality of my research publications during the last five years

In 2014 was formally honored by the Dean of the College of Business and Economics at California State University, Fullerton for the high quality of my research publications during the last five years

In 2013 was formally honored by the Dean of the College of Business and Economics at California State University, Fullerton for the high quality of my research publications during the last five years.

In 2012 was formally honored by the Dean of the College of Business and Economics at California State University, Fullerton for the high quality of my research publications during the last five years.

In 2011 was formally honored by the Dean of the College of Business and Economics at California State University, Fullerton for the high quality of my research publications during the last five years.

In 2009 my achievements during the past five years were evaluated by the President of California State University, Fullerton as “exceeded expectation.”

In 2008 was favorably featured in Employment Law Verdict Reports.

In 2007 was profiled in the September issue of Bender’s California Labor & Employment Bulletin as a result of my forensic expert successes and other professional achievements.

In 2003 was honored by the President of California State University at a special recognition event for my “distinguished service.”

In 2001 was chosen to be honored at an “Outstanding Faculty Recognition” event by the Vice President for Academic Affairs at California State University, Fullerton for my “Outstanding Scholarly and Creative activity” during “the past three years.”



In 2000 won California State University, Fullerton's Faculty Merit award for my "professional achievements and superior contributions to the school and the university."

In 1999 received a letter of commendation from the President of California State University, Fullerton.

In 1998 was honored by the Vice President for Academic Affairs at California State University, Fullerton at an "Outstanding Recognition Event" for my "noteworthy level of activity in the past three years" with regard to "scholarly and creative activity."

In 1997 was awarded a two-step Performance Salary Increase "given in recognition of your outstanding and meritorious performance as a member of the California State University, Fullerton faculty."

In 1996 was awarded a two-step Performance Salary Increase "given in recognition of your outstanding and meritorious performance as a member of the California State University, Fullerton faculty."

In 1996 a program was hosted in my honor by CSUF's Office of the Vice President for Academic Affairs and the Institute for the Advancement of Teaching and Learning in recognition of my accomplishments over the past two years as a teacher scholar.

In 1996 taught the first graduate course on managing human resources ever to be televised for the public in the United States.

In 1995 taught the first graduate course on human behavior in organizations ever to be televised for the public in the United States.

Selected in 1994 to develop a peer review of faculty program to be implemented throughout the California State University system.

Nominee for the 1993 Bradford Outstanding Educator in the United States Award

Finalist for the 1992 Annual Outstanding Faculty Award, School of Business Administration and Economics, California State University, Fullerton

Recipient of the 1986, 1987, 1988, 1989, 1990 School of Business Administration and Economics' Meritorious Performance and Professional Promise Award

Selected for the following: Who's Who in Business Higher Education, Who's Who in Finance and Industry, Who's Who in California, Personalities of America, Community Leaders of America, and Who's Who in the World

