

ALAN M. CABELLY, Ph. D., SPHR

Oct. 2008

EDUCATION

Ph.D.	1980	Organization Behavior/Human Resource Systems, University of Washington
M.B.A.	1975	Organization Behavior, The Pennsylvania State University
B.A.	1972	Economics, State University of New York at Stony Brook

PROFESSIONAL CERTIFICATION

Senior Professional in Human Resources, Human Resource Certification Institute

ACADEMIC EXPERIENCE

Professor, Human Resource Management, School of Business Administration, Portland State University, 1993-Present (Assistant Professor: 1980-1983; Associate Professor: 1983-1993)

Professor, Oregon Executive MBA, Human Resource Management course, 1986-1989, 1995-1997

Professional Development Center/School of Extended Studies, Portland State University, 1983-Present

Assistant Professor, Management Department, University of Dayton, 1979-1980

Research and Teaching Areas

Human Resource Management, Conflict Resolution/Consensus Building, Negotiations, Reward Systems/Performance Management, Corporate Culture, Work Life Balance, Labor Relations, Organization Behavior

RECENT PROFESSIONAL LEADERSHIP

President, Northwest Human Resource Management Association, 2000

Treasurer and Director-Elect, Oregon State Council, SHRM, 2008

Member and Entertainment Committee Co-Chair, 2009 NHRMA Conference Committee

Lead Marshall, PSU Commencement, 2004-2008

Columbia District Director, Oregon State Council, SHRM, 2006-2007

College Relations Director, Oregon State Council, SHRM, 2003-2006

AWARDS AND HONORS

Named **Advisor of the Year**, Society for Human Resource Management, 2001

Named **Distinguished Member**, Northwest Human Resource Management Association, 1997, 2001

Recipient of the **Human Resources Award of Excellence**, 1992, Portland Chapter SHRM/NHRMA

Advisor to Award winning PSU Chapter of SHRM/NHRMA, recipient of the **Superior Merit Award** from SHRM for 26 consecutive years, the second longest streak in the nation.

Named to Oregon Road Runners Club **Hall of Fame**, 2000

Volunteer of the Year, Oregon Road Runners Club, 1997

TEACHING ACHIEVEMENTS

Programs Developed:

Challenge and Change, Human Resource Executive Program

Human Resource Management Option (School of Business Administration)

Human Resource Administration Certificate (Professional Development Center, School of Business Administration)

Comprehensive Human Resource Administration Certificate (Professional Development Center, School of Business Administration)

Human Resource Management Student Internship Program

INTERNATIONAL TEACHING

"Human Resource Management," Mosbach University, Germany, Spring 2006, 2007, 2008, 2009

"Performance Management," delivered in Portland to banking delegation from Beijing, May 30, June 16, 2006

"Special Topics in HRM," delivered in Portland to visiting delegation of government officials from Tai'an, China, April 24, April 27, 2006

"Human Resource Management" Soochow University, Peoples Republic of China, MBA Program, September 2005

"International Relations and Conflict Resolution," University of Novi Sad, Novi Sad, Serbia, 2005

"Human Resource Management," University of Novi Sad, Subotica, Serbia, 2003

"Human Resource Management" Khabarovsk State Academy of Economics and Law, Russia, 1999

"Human Resource Management" Sakhalin State University, Russia, 1999

"Human Resource Management" Tver Institute, Russia, 1994

"Human Resource Management" Rostav-na-Danu, Russia 1994

SCHOLARLY ACTIVITIES

Published Simulation

Fallsburg Schools Negotiations Simulation, and associated teaching note, published by the Society for Human Resource Management, June 2008, <http://edit.shrm.org/Education/hreducation/Pages/cases.aspx>. Editorially reviewed for initial acceptance; peer reviewed for final acceptance.

Published Case

The Case of the Writer Who Couldn't Write, and associated teaching note, accepted for electronic publication by the Society for Human Resource Management, all editing complete, in process by SHRM. Editorially reviewed for initial acceptance; peer reviewed for final acceptance.

Case in Process

High Growth Industries, tentatively accepted (editorially reviewed) for electronic publication by the Society of Human Resource Management. Tentative publication date: Dec. 2008

Selected Conference Presentations

"Talent Management in the Lab." Presentation delivered to 29th Annual Conference of the Analytical Laboratory Managers Association, Boston, Oct. 15, 2008.

"Leadership for the 21st Century" Presentation delivered to 29th Annual Conference of the Analytical Laboratory Managers Association, Boston, Oct. 14, 2008.

"Staffing for Excellence." Presentation delivered to 28th Annual Conference of the Analytical Laboratory Managers Association, San Antonio, Nov. 7, 2007

"Maximizing Your Strengths as a Leader: Understanding Authentic Leadership." Presentation delivered to 28th Annual Conference of the Analytical Laboratory Managers Association, San Antonio, Nov. 6, 2007

"Working Relations between Boomers and Gen X: We Really Should Be Able to Work Together." Presentation delivered to 27th Annual Conference of the Analytical Laboratory Managers Association, Portland, Oct. 26, 2006

"Work-Life Balance for the 21st Century: How Can You Survive YourSELF?" Presentation delivered to the Western Region, International Personnel Managers Association, Portland, May 3, 2006

"Work In The 21st Century: Where Do YOU Go From Here?" Northwest Human Resource Management Association Annual Conference, October 11, 2005

"Work in the 21st Century: What Do You Really Need?," Society for Human Resource Management Annual Conference, June 18, 2005

"Work-Life Balance for the 21st Century: How Can You Survive YourSELF?" Presentation delivered to PSU Weekend, Portland, Oct. 22, 2005

Selected Meeting and Workshop Presentations

"Right Brain, Left Brain: What's Your Style? Does it Still Work?" Presentation delivered to Lower Columbia Chapter, SHRM/NHRMA, June 4, 2008

"Maximizing Your Strengths as a Manager," Workshop delivered to FILC Honors Students, May 23, 2008

"Right Brain, Left Brain: What's Your Style? Does it still work?" Presentation delivered to NALS Oregon, May 21, 2008

"What's New at the SHRM Foundation and with SHRM." Presented to SWHRMA, SHRM/NHRMA, Nov. 13, 2007

"HRCI Training," delivered to HRCI Study Group, Portland, April 26, 2007, Nov. 30, 2006

"Generational Differences In The Workplace: Yes, We Really Can All Work Together," Presentation delivered to NALS Oregon, April 18, 2007

"Skamania Wrapup," Concluding *Today's Managers, Tomorrow's Leaders*, March 2, 2007

"Worklife Balance and Wellness: How Can You Survive YourSELF?" Workshop presented to *Today's Managers, Tomorrow's Leaders*, February 26, 2007

"Human Resources: Maximizing Potential," Workshop presented to *Today's Managers, Tomorrow's Leaders*, with Mike Gantt, February 26, 2007

"Work in the 21st Century: Where Do YOU Go From Here?" Presentation delivered to PCC Health Session, Feb. 15, 2007

Generational Differences In The Workplace: Yes, We Really Can All Work Together, Presentation delivered to SWHRMA, SHRM/NHRMA, Feb. 13, 2007

"Acquiring and Developing Talent," Workshop presented to *Today's Managers, Tomorrow's Leaders*, with Wally Pfeiffer, February 27, 2006

"The HR Executive in 2010." Juneau-Douglas Chapter of Society of Human Resource Management, May 26, 2000

"A New Perspective on Human Resources: Four Roles for Organizational Excellence." Human Resources Association of Clark County, Nov. 4, 1999

"Managing Across the Generations, or, How Can My Generation Work with Yours?" Oregon Mortgage Bankers' Association, June 10, 1999

Approximately 30 additional presentations on Leadership, Work Life Balance, Work for the 21st Century, Generational Issues in the Workplace, 2004-2008

Simulations Developed:

East Side Fish Market. This is a salary negotiation based on a real situation.

Jenifer and The Rose. This is a negotiation between business agents..

New Position Simulation. This simulation requires students to perform all HRM tasks, from the writing of initial job descriptions to the actual hiring of an employee, for a medium sized firm that has authorized a new position. Abridged version developed for March 2006 course taught at Berufsakademie Mosbach.

The Case of the Merchandiser Who Couldn't Merchandise. Performance management case

COMMUNITY AND PROFESSIONAL SERVICE

Workshop Director, Portland Human Resource Management Association, 2005

Education Director, Portland Human Resource Management Association, 2004

Master of Ceremonies, Student Program, SHRM National Conference, 2000-2004

Judge, HRGames, SHRM National Conference, 2002-2005

Member, HRGames Advisory Team, SHRM, 2001-2004

Chair, Fun Run, NHRMA Annual Conference, Sun River, October 2005

Treasurer, Portland Human Resource Management Association, 2003

College Relations Director, PNPMA/NHRMA, 1982-1998, 2003

Awards and Recognition Director, NHRMA, 2002

Past President, NHRMA, 2001

President, NHRMA, 2000

Vice President, NHRMA, 1999

Member, Blue Ribbon Task Force, Redesigning PHRMA, 1999-

Director, College Relations, PNPMA/NHRMA 1987-1998

Director, College Relations, SHRM Area V, 1995-2003

Member, Board of Directors, PNPMA/NHRMA, 1982-2003

Member, Conference Committee, PNPMA/NHRMA Annual Conference, 1991, 1996, 2000, 2003, 2008

Member, Advisory Board, Intelesoft

Outside Expert. Senior Exhibition of Samara Haver, Senior, Riverdale High School, Are the Millennials a Societal Myth? May 24, 2006. I spent the year advising Ms. Haver in her work. See her web site for the entire project. http://hs.riverdale.k12.or.us/~hfinnert/exhib_06/samarah/

Key contributor. "On The Job Strategies Can Make Time at Work More Fulfilling." The Oregonian, January 19, 2006, Rebecca Clarren

Key contributor. "Fighting those Sunday Night Blues." The Oregonian, January 15, 2006. Su-jin Yim

UNIVERSITY SERVICE

Area Director/Coordinator, Management and HRM Areas, 1997-

Member, Educational Policy Committee, 2006-

Member, University Accreditation Steering Committee, 2003-2006

Chairperson, Mission Statement, University Accreditation Committee, 2003-2006

Secretary to the Faculty, Portland State University, 1992-1994

Chairperson, Faculty Council, School of Business Administration, 1984-1985

Member, PSU Faculty Senate, 1983-1986, 2000-2003, 2008-

Faculty Member in Residence, Food Industry Leadership Program, *Today's Managers, Tomorrow's Leaders*, 1999-2008

Chairperson, Intercollegiate (formerly University) Athletics Board, 1989-1990, 1998-1999

Chair, Undergraduate Curriculum Committee, School of Business Administration, 1999-2000

Participant, Formal Evaluation of PSU President Ramaley, 1994

Consultant, Management of Human Resources, to President Ramaley, 1991-1992

Chairperson, Graduate Programs Committee, 1988-1989

Member, University Planning Council, 1994–1995