

**Felice B. Klein**

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**EDUCATION**

Cornell University, Ph.D. School of Industrial and Labor Relations, May 2012

Concentration: Human Resource Studies, Minor: Labor Economics

Cornell University, M.S. Industrial and Labor Relations, December 2009

Concentration: Human Resource Studies; Minor: Labor Economics

Cornell University, M.A. Industrial and Labor Relations, May 2005

Concentration: Human Resources and Organizations

University of Florida, B.S. Business Administration, May 2003

Major: Finance; Minor: Economics

**REFEREED PUBLICATIONS**

Hallock, K.F., & Klein, F.B. (forthcoming). Executive pay in American unions. *Industrial Relations*.

**PAPERS UNDER REVIEW**

Klein, F.B., Devers, C.E., McNamara, G., & McSweeney, K. Executive severance agreements: Making sense of an emerging, yet fragmented, research field. Proposal under review at *Journal of Management (Review Issue)*.

Klein, F.B. For-profit practices in the nonprofit sector: Pay-for-performance for CEOs in charitable organizations. Under review at *Human Resource Management*.

Klein, F.B. CEO pay: Testing agency and tournament theory in American labor unions. Under review at *Nonprofit and Voluntary Sector Quarterly*.

**WORKING PAPERS**

Klein, F.B., Chaigneau, P., Devers, C.E., & Blosser, S. The gender gap reversed: Gender and CEOs' original severance agreements. (Draft, revising stage, target journal: *Academy of Management Journal*).

Klein, F.B. Pay floors and pay ceilings: CEO rewards in for-profit and nonprofit organizations. (Draft, revising stage, target journal: *Strategic Management Journal*).

**WORK IN PROGRESS**

Klein, F.B., Gamache, D., & Devers, C.E. Do women at the top still shop? The influence of upper echelon member gender on strategic investment behavior. (Writing stage, target journal: *Academy of Management Journal*).

Hammond, R. & Klein, F.B. Pay for potential and retention: An experimental study on gender and stock option grants. (Data collection stage, target journal: *Academy of Management Journal*).

Klein, F.B., Devers, C.E., Gamache, D., & O'Connor, K. Obstacles at the top of the ladder: Gender, the media, and executive succession events. (Data collection stage, target journal: *Academy of Management Journal*).

Klein, F.B., Tapia, M., & Devers, C.E. Standing out from the pack: Resistance, market logics, and executive severance agreements. (Planning stage, target journal: *Organization Science*).

Pan, L., McNamara, G., Devers, C.E., & Klein, F.B. CEO gender and earnings calls. (Analysis stage, target journal: *Academy of Management Journal*).

Jayasinghe, M. & Klein, F.B. Pay variation and individual outcomes: A meta-analysis. (Data collection stage, target journal: *Journal of Applied Psychology*).

**BOOK CHAPTERS**

Langevin-Heavey, A., Federman, J., Hermans, M., Klein, F., McClean, E., & Wright, P.M. (2013). Measurement of human resource practices: Issues regarding scale, scope, and source. (In J. Paauwe, D. Guest, and P. Wright. (Editors), *HR and Performance: What's Next?*).

**GRANTS, HONORS AND AWARDS**

Corey Rosen Fellowship, 2015

Emerging Scholar Award in Employee Participation and Ownership, HR Division  
Academy of Management, The Foundation for Enterprise Development, the Employee Ownership Foundation, and the Equity Administration, Inc., 2013

Winning Paper in the Refereed Paper Competition, LERA Conference, 2010, 2011, 2013

University Women's Club Scholarship, University of Florida

Andersen Award, University of Florida, 2001

Beta Gamma Sigma, University of Florida

Irene Kirbo Scholarship, University of Florida

Dow Chemical Scholarship, University of Florida

**CONFERENCE PRESENTATIONS**

The gender gap reversed: Gender and CEOs' original severance agreements, (with Pierre Chaigneau, Cynthia Devers, and Spenser Blosser). To be presented at Oxford Reputation Symposium, 2015.

Do women at the top still shop? The influence of upper echelon member gender on strategic investment behavior, (with Daniel Gamache and Cynthia Devers). To be presented at Oxford Reputation Symposium, 2015.

The gender gap reversed: Gender and CEOs' original severance agreements, (with Pierre Chaigneau, Cynthia Devers, and Spenser Blosser). To be presented at Academy of Management Conference, 2015.

Nonprofits, incentives, and interest alignment: CEO pay in charitable organizations. Presented at Academy of Management Conference, 2013.

How strong are CEO incentives? It depends on organizational performance. Presented at Labor and Employment Relations Association Conference, 2013. Selected as a Winning Paper in the Refereed Paper Competition.

CEO pay: Testing agency and tournament theory in American labor unions. Presented at Labor and Employment Relations Association Conference, 2011. Selected as a Winning Paper in the Refereed Paper Competition.

Gender and executive pay in American nonprofits, (with Kevin Hallock). Presented at People and Organizations Conference, 2010.

CEO pay: Testing agency and tournament theory in American labor unions. Presented at Academy of Management Conference, 2010.

Executive pay in American unions, (with Kevin Hallock). Presented at Labor and Employment Relations Association Conference, 2010. Selected as a Winning Paper in the Refereed Paper Competition.

Executive pay in American unions, (with Kevin Hallock). Presented at Academy of Management Conference, 2009.

**TEACHING EXPERIENCE**

SHRLR, Michigan State University, Fall 2012 - present

Compensation and Benefits Systems

HR and Firm Performance (Finance for HR Managers)

ILR School, Cornell University, Fall 2010

Managing Compensation

ILR School, Cornell University, Fall 2004 and 2008

Teaching Assistant, Human Resource Management

**PROFESSIONAL SERVICE, REFEREE**

*Organization Science, Journal of Management, Industrial and Labor Relations Review, Nonprofit and Voluntary Sector Quarterly, AOM Conference*

**UNIVERSITY SERVICE**

Co-coordinator of Research Seminar Series, 2014-present  
Ph.D. Committee, 2013–present  
Advisory Board Branding Strategy Committee, 2012–present  
Faculty Search Committee, 2013-2014  
Summer Online Class Committee, 2013

**PROFESSIONAL ACTIVITIES, PANELIST, PRESENTER, ORGANIZER, AND/OR DISCUSSANT**

Discussant, The State of Broad-Based Equity Plans, Their Decline, and Policy Ideas. Beyster Symposium, 2015.

Discussant and panel organizer, Employee Ownership and Shared Capitalism: The Proponents, the Skeptics, and the Evidence. Labor and Employment Relations Association Conference, 2014.

Presenter, What Do We Know About Executive Compensation? Society for Human Resource Management Conference, 2014.

Discussant, Broad-Based Equity Compensation: New Data, New Cases, and Research Questions? Beyster Symposium, 2014.

Discussant, Broad-Based Financial Participation Plans and Firm Financial Performance: Evidence From a Dutch Longitudinal Panel. Mid-Year Fellows Workshop in honor of Louis O. Kelso, 2013.

Presenter, Job Market Panel During HR Division Consortium. Academy of Management Conference, 2013.

**PROFESSIONAL ACTIVITIES, OTHER ACTIVITIES**

Awards Committee, Emerging Scholar in Employee Ownership and Participation  
Academy of Management HR Division, January 2013 to March 2013

Steering Committee, Junior Faculty Initiative  
Labor and Employment Relations Association, November 2012 to present

Co-Chair, Cornell HR & OB Ph.D. Alumni Breakfast  
Academy of Management Conference, August 2011

Volunteer, New Doctoral Student Consortium  
Academy of Management Conference, August 2009

President, ILR School Graduate Student Association  
Cornell University, August 2004 to May 2005

**AFFILIATIONS**

Academy of Management Association  
Labor and Employment Relations Association

**WORK EXPERIENCE**

Lockheed Martin, Human Resource Leadership Development Program, June 2005 to July 2007  
Function: Diversity, Learning and Development, Generalist

IBM, Human Resources Intern, May 2004 to August 2004  
Function: Diversity

Telemundo Communications Group, Inc., Human Resources Intern, January 2004  
Function: Compensation