

**THEODORE H. CURRY II**  
**Associate Provost and Associate Vice President**  
**Academic Human Resources**  
**and**  
**Professor of Human Resources Management, School of Labor and Industrial Relations**  
**Michigan State University**

**Office Address**

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**Employment**

Associate Provost and Associate Vice President, Academic Human Human Resources, Michigan State University, July, 2007 – present. Serve as chief human resources officer for Michigan State University, responsible for full range of HR activities for more than 5,000 tenure system and fixed term faculty.

Director and Professor, School of Labor and Industrial Relations, Michigan State University, August, 1999 - June 2007. Served as chief executive officer for major university department. The School is one of the largest and most prestigious graduate schools of human resources management and labor relations in the country. It consists of a graduate (masters and Ph.D.) program and major outreach units which provide training and technical assistance for executives and professionals for more than 10,000 professionals and executives in human resources and labor relations from the public and private sector and labor unions. The School includes 19 tenure-system faculty positions, 5 non-tenure system faculty, and 11 support staff and has an annual budget of \$4,000,000+. As director, I must provide vision and leadership, am responsible for all personnel and budget decisions. In addition, as a faculty member, I teach, research and consult in human resources management.

Associate Director, and Professor, School of Labor and Industrial Relations, and Director of the School's Human Resources Education and Training Center (formerly Personnel Management Program Service), July, 1981 - August, 1999 (Associate Professor until June 30, 1987). Overall Management responsibilities for the Human Resources Education and Training Center which annually develops, markets and presents seminars and conferences attended by 3,000+ line managers and human resources/employee relations specialists from public and private sector organizations. Specific duties include budgeting and financial management, overall planning, assistance to faculty reporting to me, marketing, and personally developing new seminars and conferences. Furthermore,

as associate director and professor in the School of Labor and Industrial Relations, involved in determining overall goals and mission for the School, evaluating faculty member's performance, and publishing in professional journals. Teaching areas are Employee Performance Management, Teambuilding, Equal Employment Opportunity and Affirmative Action and Discipline and Discharge. In this position, a staff of four faculty members, three support staff, and two to four graduate assistants report to me. Additionally, I instruct a graduate seminar, LIR 891, Training in Labor Relations and Human Resources.

### **Employment (Continued)**

Assistant Professor, Personnel Management Program Service, School of Labor and Industrial Relations, Michigan State University, July 1979 - June, 1981. Primary responsibilities for the development, marketing, and management of all School management development programs in personnel management/labor relations. Also teaching responsibilities in the areas of Equal Employment Opportunity and Affirmative Action, Employee Performance Appraisal, Employee Section, Personnel Recordkeeping and Reporting, Discipline and Grievances.

In this position, one full-time program manager reported directly to me, as well as graduate assistants.

Acting Associate Director, School of Labor and Industrial Relations, Michigan State University, September, 1979 - August, 1980. Responsibilities for all aspects of the Personnel Management Program Service of the School (as its Acting Director), as well as other administrative activities.

Instructor, Personnel Management Program Service, School of Labor and Industrial Relations, Michigan State University, August, 1976 - June, 1979. Primary responsibilities for the development, marketing, and management of all management development programs in personnel management/labor relations. In this position, one full-time program manager reported to me from 1977 - 1979.

Field Research Associate, The Brookings Institute, Washington, D.C., June, 1977 - December, 1978. Responsibility for researching public service employment under the Comprehensive Employment and Training Act in the City of Detroit.

Lecturer, Department of Business Administration, Rockhurst College, Kansas City, Missouri. July, 1976 - August, 1976. Taught Business Policy to graduating seniors.

Research Assistant, School of Business, The University of Kansas, Lawrence, Kansas, June, 1976. Assistant to Dean Joseph A. Pichler for interviewing and gathering information in connection with The National Academy of Sciences evaluation of the Comprehensive Employment and Training Act of 1973.

Accountant, Bishop College, Dallas, Texas, May, 1974 - August, 1974.

Teaching Assistant, Labor Relations, School of Business, The University of Kansas, January, 1974 - May, 1974.

Chief Assigner, Southwestern Bell Telephone, Kansas City, Kansas, May, 1973 - August, 1973. (Supervision of 14 person staff).

### **Employment (Continued)**

Administrative Assistant to Dr. Joseph A. Pichler, then Associate Dean, School of Business, University of Kansas, August, 1972 - May, 1973. Responsibility for advising undergraduate business students, financial record keeping, and other tasks assigned by the Associate Dean for Internal Affairs.

Research Assistant, Division of Continuing Education, University of Kansas, August, 1972 - May, 1972. Consultant to minority business organization in Kansas City, Kansas. Preparation of report on two year, federally funded assistance program for minority business owners in Kansas City, Kansas.

### **Michigan State University Activities**

School of Labor and Industrial Relations Faculty Advisory Committee (numerous terms since 1977)

College of Social Science Faculty Advisory Council (1979 - 1981)

University Anti-Discrimination Judicial Board (appointed by President, 1982 - 1986)

Black Faculty and Administrators Association (1976 - present, 1st Vice-President, 1982-83)

University Search Committees -- Associate Provost for Lifelong Education, Provost, Assistant Vice President for Human Resources, Director of Employee Relations, Assistant to Provost for Faculty Development

Dismissal for Cause Review Panel, (appointed by President, 1994 to present)

Led annual workshop for chairpersons, directors and deans on faculty performance reviews, 1989 to present.

Developed training program for MSU Employee Excellence Program, 1989

Assisted Institute for Public Policy and Social Research in teambuilding, developing and administering an attitude survey and leading a teambuilding retreat and follow up

activities, 1992-93.

Developed workshop for all chairs and directors on “Writing Faculty Performance Reviews,” 1998 to present.

Working with Provost Simon and Assistant Provost Banks, developed special workshop series for the Council of Deans on the “Changing Roles and Expectations for Chairs and their Impact on the Performance Review Process,” 1998.

Working through the Office of the Provost, I have served as an advisor to departments on campus concerning faculty development issues, 1996 to present.

### **Michigan State University Activities (Continued)**

Working through the Office of the Provost, I developed and led the first mandatory workshop for new chairs and directors on leadership and administrative issues, 2000 to present.

### **Consulting Activities**

As a management consultant and trainer, I have worked with public and private sector organizations in a variety of human resources management efforts, primarily around performance management. Among those organizations with whom I have consulted are:

- United States Supreme Court
- Supreme Courts of California, Wisconsin, Minnesota, Illinois, New Hampshire, Washington, Ohio, Tennessee, Missouri, Vermont, and Michigan
- Eritrea Ministry of Justice
- Government of Bermuda
- Credit Union Executives Society
- American Bar Association
- National Center for State Courts
- Institute for Court Management
- National Judicial College
- National Council of Juvenile and Family Court Judges
- Federal Judicial Center
- Michigan Departments of Transportation, State Police, Commerce, and Corrections
- Detroit Public Schools
- Metropolitan Washington Transit Authority

### **Publications**

“Human Resources Management Curriculum Guidelines,” National Association for Court Management, September 2001.

“Staffing: the Recruitment, Selection, and Appointment of Court Staff,” NASJE News, National Association of State Judicial Educators, December 2001.

“From Performance Appraisal to Performance Management,” In E. E. Kossek and R. N. Block (Eds.) Managing Human Resources in the 21<sup>st</sup> Century: From Core Concepts to strategic choice. Cincinnati: South Western College Publishing, 2000.

## **Publications (Continued)**

"From Performance Appraisal to Performance Management-- Instructor Module," In E. E. Kossek and R. N. Block (Eds.) Managing Human Resources in the 21<sup>st</sup> Century: From Core Concepts to strategic choice. Cincinnati: South Western College Publishing, 2000.

*CONDUCTING AND WRITING FACULTY PERFORMANCE REVIEWS: A Manual for Chairs and Directors*, Fall, 1998. Developed for the Office of the Provost and distributed to all chairs and directors of academic units at Michigan State University.

"Courts and Affirmative Action," Chapter 7 of Employment Law: The Workplace Rights of Employees and Employers, by Benjamin W. Wolkinson and Richard N. Block, Blackwell Publishers, Inc. Cambridge, MN, 1996.

"Multiculturalism in the Workplace," Understanding Cultural Diversity, American Correctional Association, 1993, pp 89-96.

Labor Relations for Supervisors and Managers in the Michigan Civil Service System, East Lansing, Michigan: The Personnel Management Program Service, Michigan State University, 1984 (co-author with Lawrence J. Poe).

"A Common-Sense Approach to Employee Selection and EEO Compliance for the Smaller Employer," Personnel Administrator, April, 1981, Volume 26, Number 4, pp. 35-38.

Nathan, Richard P., Robert F. Cook, V. Lane Rawlins and Associates, Public Service Employment: A Field Evaluation, The Brookings Institution, Washington, D.C., 1981.

"A Common Sense, Management Approach to Employee Selection and EEO Compliance," SLIR Newsletter, Volume 18, Number 2, Spring, 1980, pp. 4-5. (In-house publication).

"The Implication of the 'Uniform Guidelines on Employee Selection Procedures' on the Application of Employee Selection Devices," in Contemporary Issues in Human Resources Management, by Fred E. Schuster, Reston Publishing Co., Inc. Reston, Virginia, 1980, p. 98.

Nathan, Richard P., Robert F. Cook, Janet M. Galchick and Associates, Monitoring the Public Service Employment Program: Final Report, The Brookings Institution, Washington, D.C., March 1979 publication.

Police Personnel Decisions and Equal Employment Opportunity, East Lansing, Michigan: The Personnel Management Program Service, Michigan State University, 1978 (co-author with Gilbert H. Skinner).

## **Publications (Continued)**

Modern Employee Relations Practices for Supervisors and Managers in Today's Health Care Organizations, East Lansing, Michigan: The Personnel Management Program Service, 1978. (Co-author with John F. Sullivan).

Nathan, Richard P., Robert F. Cook, Janet M. Galchick, Richard W. Long and Associates, Monitoring the Public Service Employment Program: Preliminary Report, The Brookings Institution, Washington D.C. The entire work appears as Volume II of Job Creation Through Public Service Employment, and interim report to Congress of the National Commission for Manpower Policy, 1978.

"Why Not Use Your Line Managers as Management Trainers?" Training and Development Journal, November 1977, Volume 31, Number 11, pp. 43-47.

"Counties Need Bargaining Aide," Michigan Counties, July, 1977, p. 5.

Modern Employee Relations Practices for Supervisors and Managers in Michigan Cities, Counties, and Townships, East Lansing, Michigan: The Personnel Management Program Service, 1977. (Co-author with John F. Sullivan).

## **Education**

M.B.A., School of Business, The University of Kansas, 1975. Completed all coursework and examinations for Ph.D.

M.S., School of Business. The University of Kansas, 1974. Concentration in Manpower Management.

B.S. in Business, School of Business, The University of Kansas, 1972. Major: Business Administration and Radio, Television, Film.

## **Academic Honors and Awards**

Phi Kappa Phi, 1973.

Beta Gamma Sigma, 1972.

## **Memberships**

Society for Human Resource Management

Industrial Relations Research Association

International Industrial Relations Association

National Association for Court Management

## **Other Awards**

Distinguished Service Award, 1997, National Center for State Courts

Warren Burger Society Inductee, 2002, induction by Chief Justice of the United States  
William Rehnquist

## **Service to the Profession**

Elected President of the University Council of Human Resources and Industrial Relations  
Programs, 2001 - 2003, and 2003-2005.