

JEFF ERICKSEN

School of Labor and Industrial Relations
Michigan State University
407 S. Kedzie Hall
East Lansing, MI 48824
tel: 517-432-7237
e-mail: erickse8@msu.edu

ACADEMIC APPOINTMENTS

Assistant Professor, School of Human Resources and Labor Relations, Michigan State University, 2009-present

Assistant Professor, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, 2006-2009

Lecturer of Organizational Behavior, Divinity School, Yale University, 2006

EDUCATION

Ph.D. in Human Resource Studies, School of ILR, Cornell University, 2006

M.S. in Human Resource Studies, School of ILR, Cornell University, 2001

M.B.A., Johnson Graduate School of Management, Cornell University, 1998

B.A. in Psychology, St. Olaf College, 1992

HONORS AND AWARDS

Incomplete List of Teachers Ranked as Excellent, University of Illinois, 2006-2009

Faculty Teaching Excellence Award, School of Labor and Employment Relations, Fall 2007

Ralph Alexander Dissertation Award, Academy of Management, HR Division, 2007

Lee Hecht Harrison Award, School of ILR, Cornell University, 2002

Benjamin Miller Scholarship, School of ILR, Cornell University, 2002, 2000

REFEREED PAPERS

Allen, M.A., Ericksen, J., & Collins, C. 2013. Human resource management, employee exchange relationships and small business performance. *Human Resource Management*, 52: 153-173.

Dyer, L., & Ericksen, J. 2009. Complexity-based agile enterprises: Putting self-organization to work. In A. Wilkinson, T. Redman, S. Snell, and N. Bacon (eds). *Sage Handbook of Human Resource Management*. London: Sage.

Dyer, L., & Ericksen, J. 2008. Dynamic organizations: Achieving marketplace agility through workforce scalability. In J. Storey (ed). *Human Resource Management: A Critical Text*. London: Routledge.

Ericksen, J. 2007. High-performance work systems, dynamic workforce alignment, and firm performance. *Academy of Management Best Paper Proceedings*.

Ericksen, J., & Dyer, L. 2005. Toward a strategic human resource management model of high reliability organization performance. *International Journal of Human Resource Management*, 16: 907-928.

Dyer, L., & Ericksen, J. 2005. In pursuit of marketplace agility: Applying the precepts of self-organizing systems to optimize human resource scalability. *Human Resource Management*, 44: 183-188. This paper also appeared in D. Ulrich, M. Losey and S. Meisinger (eds). *The Future of HR: 50 Thought Leaders Call for Change*. New York: John Wiley & Sons.

Ericksen, J., & Dyer, L. 2004. Right from the start: Exploring the effects of early actions on subsequent project team development and performance. *Administrative Science Quarterly*, 49: 438-471.

Shafer, R.A., Dyer, L., Kilty, J., Amos, J., & Ericksen, J. 2001. Crafting a human resource strategy to foster organizational agility: A case study. *Human Resource Management*, 40: 197-212.

WORKS IN PROGRESS

Ericksen, J., Holwerda, J., & Dyer, L. The impact of mobilization strategy on project team effectiveness as mediated by team composition alignment and effective working relationships, 3rd Review, *Academy of Management Journal*.

Ericksen, J. & Birkeland, S. Unit level retention rates and productivity: Implications of workforce engagement and changes in customer demand.

Ericksen, J. & Birkeland, S. Building it together? Effects of collective engagement on the performance and profitability of new units.

Ericksen, J., Allen, M.A., & Collins, C. High performance human resource practices, workforce alignment, and small business performance.

Holwerda, J., Ericksen, J. & Birkeland, S. Unit-level satisfaction and collective performance: Intervening variables and indirect relationships.

Ericksen, J. Talent reallocation and project team performance. .

PRESENTATIONS

Ericksen, J. 2012. The impact of mobilization strategy on project team effectiveness as mediated by team composition alignment, density of team ties, and knowledge sharing. HRLR Research Series.

Ericksen, J. 2011. Unit level retention and productivity: Implications of workforce engagement and changes in customer demand. Academy of Management Annual Meetings.

Ericksen, J. 2011. Mobilization strategy and project team effectiveness: The mediating role of human capital alignment and social capital. Ohio State University Macro HR Conference.

Holwerda, J., Ericksen, J. & Birkeland, S. 2010. Satisfaction and performance revisited: Intervening variables and indirect relationships. Academy of Management Annual Meetings.

Ericksen, J. 2010. Unit-level employee turnover and productivity: Implications of workforce engagement and change in customer demand. Industry Studies Conference

Allen, M, Ericksen, J. & Collins, C. 2009. Intrinsic HR practices and firm performance. Academy of Management Annual Meetings.

Ericksen, J. & Birkeland, S. 2008. Let's build something together? A longitudinal study of employee satisfaction and new unit performance. Academy of Management Annual Meetings.

Ericksen, J. 2007. High-performance work systems, dynamic workforce alignment, and firm performance. Academy of Management Annual Meetings.

Ericksen, J. 2007. High-performance work systems, dynamic workforce alignment, and firm performance. The Wharton School's Macro HR Conference.

Ericksen, J. 2007. High-performance work systems, dynamic workforce alignment, and firm performance. University of Illinois College of Business Administration OB/OT Pro-Seminar.

Ericksen, J., Collins, C.J., & Allen, M.A. 2005. Human resource management principles, workforce ambidexterity, and firm performance. Academy of Management Annual Meetings.

Ericksen, J. 2003. Marketplace agility and human resource scalability: A resource-based view. Cornell University's Strategic Human Resource Management Conference.

Ericksen, J. 2003. Exploring team development patterns across high and low performing project teams. Academy of Management Annual Meetings.

Ericksen, J. 2002. Uncovering and exploring the mobilization and launch phase of high and low performing project teams. Academy of Management Annual Meetings.

INVITED SEMINARS

Michigan State University, University of Illinois, University of Minnesota, Rutgers University, MIT, Harvard Business School, Marist College, Pace University, Fairfield University, Hope College

GRANTS

Center for Advanced Human Resource Studies, Cornell University. 2012, \$40,000
SmithGroup, Mark Roehling Principle Investigator, 2010, \$25,000
Center for Advanced Human Resource Studies, Cornell University. 2006, \$17,000
ILR Research Scholarship. Cornell University, 2003, \$5,000

TEACHING

Michigan State University

Human Resource Management and Strategy
Spring 2013, Mean SIRS Score, 1.19
Fall 2012, Mean SIRS Score, 1.45
Fall 2011, Mean SIRS Score, 1.34
Spring 2011, Mean SIRS Score, 1.46
Spring 2010, Mean SIRS Score, 1.23
Finance for Human Resource Professionals
Fall 2012, Mean SIRS Score, 1.42
Spring 2012, Mean SIRS Score, 1.97
Fall 2011, Mean SIRS Score, 1.65
Spring 2011, Mean SIRS Score, 1.95
Fall 2010, Mean SIRS Score, 1.67
Spring 2010, Mean SIRS Score, 1.44

University of Illinois at Urbana-Champaign

Human Resource Management and Strategy, 2007-2008
Firm Performance and Human Resource Management, 2006-2009

Yale University

Strategies for Organizational Effectiveness, 2006
Organizational Behavior, 2006

Cornell University

People in Agile Organizations (with Lee Dyer), 2000-2005
HR Leadership: Views from the Top (with Lee Dyer), 2004-2005
Business Strategy and Human Resources (with Lee Dyer), 2004

COMMITTEES AND SERVICE

Michigan State University

Junior Faculty Search Committee, 2013-present
Ph.D. Committee, 2009-present
Advisory Executive Education Committee, 2012-present
Advisory Board Recruiting Committee, 2011-2012
Junior Faculty Search Committee, 2011
Troy Campus Committee, 2009-present

University of Illinois

On Campus Committee, 2008-2009
Socio-Technical Systems, Steering Committee, 2007-2008
Socio-Technical Systems, Recruiting Committee, 2007
Admissions and Financial Aid Committee, 2006-2007
LIR 558/Speaker-Scholars Committee, 2006-2007
Junior Faculty Recruiting Committee, 2006

PROFESSIONAL ACTIVITIES

Faculty Participant, Doctoral Consortium, HR Division, Academy of Management, 2008, 2011

Ad-hoc Reviewer: Administrative Science Quarterly, British Journal of Industrial Relations, Human Relations, Human Resource Management Journal, Journal of Management, Strategic Management Journal, Academy of Management Annual Meetings

Ralph Alexander Dissertation Award Committee

WORK EXPERIENCE

Merck & Company, Organizational Effectiveness Intern, 2000
Ernst & Young, Management Consultant Intern, 1999
Nagelvoort & Company, Business Analyst, 1997
Young Life, 1993-1995