

MEVAN JAYASINGHE

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School of Human Resources and Labor Relations
Michigan State University
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RESEARCH INTERESTS & EXPERTISE

International Human Resource Management; Transnational Corporate Social Responsibility.
High-Performance Work Systems; Employment Discrimination

[*Recipient of 2015 and 2020 International HRM Scholarly Research Award; Fellow of the Center for International Human Resource Studies at Penn State; Academic Advisory Board for NC State Ethical Apparel Index initiative]

TEACHING INTERESTS & EXPERTISE

Negotiation and Conflict Resolution; Human Resource Strategy; High Performance Work Systems; HR undergraduate experiential learning projects (company-sponsored)

[*Recipient of 2022 Kruger Faculty Teaching Award]

EDUCATION

Ph.D. Business (Management & Human Resources) July 2013

University of Wisconsin-Madison, Madison, Wisconsin

Dissertation title: *Labor Codes and Human Resource Strategy in Emerging Economies: Establishment Outcomes and Worker Outcomes.*

[*Winner of 2013 Industry Studies Association Best Dissertation Award]

Committee: Barry Gerhart (Chair), Chip Hunter, Charlie Trevor, Ray Aldag, Michael Childers

B.A. Economics and Business May 2008

B.S. Biology May 2008

Lafayette College, Easton, Pennsylvania

PROFESSIONAL EXPERIENCE AND APPOINTMENTS

Associate Professor (with tenure) Jun 2019-present

Associate Director-Outreach; Director-Professional (Executive) Development May-Nov 2021

Assistant Professor (tenure-track) Aug 2013-Jun 2019

School of Human Resources and Labor Relations

Michigan State University, East Lansing, Michigan

PUBLISHED AND ACCEPTED PEER-REVIEWED PUBLICATIONS

Jayasinghe, M., & Cao Y. (forthcoming) Functional Integration of Social Compliance in Retail Firms for Global Supply Chain Sustainability. (Full title withheld to maintain anonymity in double-blind review process). *Conditionally accepted at *Business & Society*.

Jayasinghe, M. (2023). The Use of Attendance Incentive Differentials for Managing Worker Shortages: A Study of Export Manufacturers in Global Supply Chains. *Journal of Management Studies*, <https://doi.org/10.1111/joms.12903>

Jayasinghe, M., & Hunter, (Chip) L. (2020). The Impact of Suppliers' Adoption of Voluntary Labor Codes/Certifications on Job Quality in Global Supply Chains: The Sri Lankan Case of Garments without Guilt. *British Journal of Industrial Relations*, 58: 844-873.

Triana, M., Jayasinghe, M., Pieper, J., Delgado, D., & Li, M. (2019). Perceived Workplace Gender Discrimination and Employee Consequences: A Meta-analysis and Complementary Studies Considering Country Context. *Journal of Management*, 45(6): 2419-2447.

- Winner of 2020 International Human Resource Management Scholarly Research Award from the Human Resources Division of the Academy of Management for most significant article in international human resource management published in 2019 in recognized journals and research annuals

Roehling, M., & Jayasinghe, M. (2019). One Size Does Not Fit All: Accommodating Obesity-Related Disabilities in the Workplace. *Employee Responsibilities and Rights Journal*, 31(1): 1-27.

Jayasinghe, M. (2016). The operational and signaling benefits of voluntary labor code adoption: Reconceptualizing the scope of human resource management in emerging economies. *Academy of Management Journal*, 59(2): 658-677.

- Prior version was the Academy of Management Human Resource Division's nominee for the 2014 All-Academy William H. Newman Award for best paper based on a doctoral dissertation

Triana, M., Jayasinghe, M., & Pieper, J. (2015). Perceived workplace racial discrimination and its correlates: A meta-analysis. *Journal of Organizational Behavior*, 36(4): 491-513.

Rabl, T., Jayasinghe, M., Gerhart, B., & Kuhlmann, T. (2014). A Meta-Analysis of Country Differences in the High-Performance Work System-Business Performance Relationship: The Roles of National Culture and Managerial Discretion. *Journal of Applied Psychology*, 99(6): 1011-1041.

- Lead article; Winner of 2015 International Human Resource Management Scholarly Research Award from the Human Resources Division of the Academy of Management for most significant article in international human resource management published in 2014 in recognized journals and research annuals; 2014 Best Paper nominee for the German Academic Association for Business Research

PAPERS in REVISE & RESUBMIT or UNDER REVIEW

Cao Y., & Jayasinghe, M. Review of Effectiveness of Social Compliance Enforcement in Global Supply Chains. (Full title withheld to maintain anonymity in double-blind review process). Minor Revise and Resubmit at *International Journal of Management Reviews*.

Feng, J., Piyanontalee, R., Jayasinghe, M., & Gerhart, B. Mediation effect size: The role of the proportion mediated. (Full title withheld to maintain anonymity in double-blind review process). Under 2nd round review at *Journal of Applied Psychology*.

SELECTED WORK IN PROGRESS

A Meta-analysis of the relationship between High-performance Work Practices and Employee Outcomes (writing stage) with Ji Hyun Kim (National University of Singapore)

A Game Theoretic Model on Supplier Compliance with Buyers' Codes of Conduct and Suppliers' Adoption of Voluntary Labor Codes in Global Supply Chains (writing stage) with Sriram Narayanan and Han Zhang (Michigan State University Supply Chain Department)

A Framework for Supply Chain Social Compliance through Relational Sourcing (writing stage) with Mark Roehling (Michigan State University School of HR & LR).

OTHER PUBLICATIONS AND PAPERS

Jayasinghe, M., Golden, J., Nair, P., O'Donnell, C., Werner, M., & Kurt, R. (2008). Tumor-derived CCL5 does not contribute to breast cancer progression. *Breast Cancer Research and Treatment*, 111 (3): 511-521.

Kurt, R., Jayasinghe, M., Nair, P., O'Donnell, C., & Werner, M. (2007). Assessment of CCL5 transfected murine mammary adenocarcinoma cells for alterations in disease progression. *The Journal of Immunology*, 178: S90.

Jayasinghe, M. (2007). *Pakistan: A Preliminary Evaluation of the Tax Gap*. Working paper, Andrew Young School of Policy Studies: Atlanta, GA.

ARTICLES PUBLISHED IN CONFERENCE BEST PAPER PROCEEDINGS

Jayasinghe, M. (2014). Labor Codes and Human Resource Strategy in Emerging Economies. *Academy of Management Best Paper Proceedings*.

[*the top 10% of papers accepted for inclusion in the annual meeting program]

[**Human Resources Division Nominee for All-Academy William H. Newman Award, given to best paper based on a doctoral dissertation.]

Rabl, T., Jayasinghe, M., Gerhart, B., & Kuehlmann, T. (2011). How much does country matter? A meta-analysis of the HPWP Systems-Business Performance Relationship. *Academy of Management Best Paper Proceedings*.

[*Human Resources Division Nominee for All-Academy Carolyn Dexter Award, given to best international paper.]

BOOK CHAPTERS

Triana, M., Pieper, J., Jayasinghe, M., Delgado, D. (2012). Racial/Ethnic Discrimination in U.S. Workplaces. In M. Paludi (Ed.), *Managing Diversity in Today's Workplace* (pp. 1-23). Santa Barbara, CA: Praeger.

INVITED TALKS AND ACADEMIC CONFERENCE PARTICIPATION

Academic Presentations and Meeting Papers

Zhang, H., Jayasinghe, M., & Narayanan, S. (2023, May). *Buyer-Imposed and Supplier-Initiated Social Responsibility Codes of Conduct*. To be presented at 33rd Annual Production and Operations Management Society (POMS) conference: Orlando, FL.

Rho, H., Chuan, A., DeOrtentiis, P., Tapia, M., & Jayasinghe, M. (2023, January). *Job Preferences among Food Service Workers during Covid-19: Survey Evidence from a Large Public University*. Accepted to be presented at the LERA@ASSA Meeting: New Orleans, LA.

Jayasinghe, M., & Cao, Y. (2022, August). *Retail Firm Social Compliance Integration as a Precondition for Supply Chain Effectiveness*. Presented at the 82nd Annual Meeting of the Academy of Management: Seattle, WA.

Jayasinghe, M. (2020, February) *Voluntary Labor Codes and Job Quality in Global Supply Chains*. Presented at Michigan State University HRLR Speaker Series: East Lansing, MI.

Jayasinghe, M. (2019, June) *Organizational Differences in Attendance Incentive Level and Type in the Export Apparel Manufacturing Industry*. Presented at the 2019 Industry Studies Association Conference: Nashville, TN.

Jayasinghe, M. (2018, August) *Socially Responsible Global Supply Chains: Aligning Human Resource Systems with Labor Standards*. Presented at the 78th Annual Meeting of the Academy of Management: Chicago, IL.

Jayasinghe, M. (2018, May) *Why are we Taking the High Road? Global Supply Chain Manufacturers' Attributions about engaging in Socially Responsible Labor Management*. Presented at the 2018 Industry Studies Association Conference: Seattle, WA.

Jayasinghe, M. (2017, May) *Aligning human resource systems with core labor standards: The influence of the country context*. Presented at the 69th Annual Meeting of the Labor and Employment Relations Association: Anaheim, CA

Jayasinghe, M. & Hunter, L. (2016, November) *Raising job quality in emerging economies: The impact of the voluntary adoption of labor codes*. Presented at the MIT Sloan School of Management Institute for Work and Employment Research Seminar: Cambridge, MA.

Jayasinghe, M. (2016, August) *Raising job quality in emerging economies: The impact of the voluntary adoption of labor codes*. Presented at the 76th Annual Meeting of the Academy of Management: Anaheim, CA.

- Jayasinghe, M. (2016, May) *Voluntary labor code adoption and the quality of work in emerging economy manufacturing*. Presented at the 68th Annual Meeting of the Labor and Employment Relations Association: Minneapolis, MN.
- Jayasinghe, M. (2015, May) *Voluntary labor code adoption, labor standards, and worker outcomes*. Presented at the 2015 Industry Studies Association Conference: Kansas City, MO.
- Jayasinghe, M. (2015, March) *Voluntary labor codes: Do they benefit both workers and employers?* Presented at the Mid-Michigan Labor and Employment Relations Association meeting: Lansing, MI.
- Jayasinghe, M. (2014, August) *Labor Codes and Human Resource Strategy in Emerging Economies*. Presented at the 74th Annual Meeting of the Academy of Management: Philadelphia, PA.
- Jayasinghe, M. (2013, June). *Making Core Labor Standards Stick: Determinants of the Adoption of Voluntary Labor Codes*. Presented at the 65th Annual Meeting of the Labor and Employment Relations Association: St. Louis, MO.
- Triana, M., Jayasinghe, M., & Pieper, J. (2013, April). *Race Discrimination in Employment and its Outcomes: A Meta-Analysis*. Presented at the 28th Annual Conference of the Society for Industry and Organizational Psychology: Houston, TX.
- Jayasinghe, M. (2013, March). *Labor Codes and Human Resource Strategy in Emerging Economies: Establishment Outcomes and Worker Outcomes*. Michigan State University: East Lansing, MI.
- Jayasinghe, M. (2012, November). *Voluntary Labor Code Adoption and Human Resource Strategy in Emerging Economies: Establishment Outcomes and Worker Outcomes*. The Ohio State University: Columbus, OH.
- Jayasinghe, M. (2012, November). *Voluntary Labor Code Adoption and Human Resource Strategy in Emerging Economies: Establishment Outcomes and Worker Outcomes*. Cornell University: Ithaca, NY.
- Rabl, T., Jayasinghe, M., Gerhart, B., & Kuehlmann, T. (2012, May-June). *Are High Performance Work Practice Systems Effective Across Countries? The Moderating Effect of Country-Specific Contextual Factors*. Presented at the 74th Annual Conference of the German Academic Association for Business Research: Bozen, Italy.
- Rabl, T., Jayasinghe, M., Gerhart, B., & Kuehlmann, T. (2011, August). *How much does country matter? A meta-analysis of the HPWP Systems-Business Performance Relationship*. Presented at the 71st Annual Meeting of the Academy of Management: San Antonio, TX.

Invited Talks and Conference Panel Participation

Panelist (2023, August). *HR Research Roundtable*. 83rd Annual Meeting of the Academy of Management: Boston, MA.

Panelist (2023, August). Panel on *International Early Career Scholars and the role of International Ambassadors in the HR Division*. 83rd Annual Meeting of the Academy of Management: Boston, MA.

Speaker (2023, February). *High Performance Systems and Teams*. ‘Business and Bagels’ MSU Broad College of Business Executive Programs Speaker Series: virtual.

Panelist (2022, August). Panel on *International Early Career Scholars: How to Engage with the HR Division*. 82nd Annual Meeting of the Academy of Management: Seattle, WA.

Panel Chair (2022, May). Research Paper Session on *Employee Attitudes and Behaviors*. 2022 Global Conference on International Human Resource Management: New York, NY.

Panel Moderator (2021, November). *Creating an Ethical Apparel Index (EAI) for Change*. 2021 Decision Sciences Institute Annual Conference: virtual

Panelist (2020, August). *HR Research Roundtable*. 80th Annual Meeting of the Academy of Management: virtual

Panelist (2019, August). *Exploring tough research questions with Compensation Scholars*. 79th Annual Meeting of the Academy of Management: Boston, MA.

Panelist (2019, August). *HR Research Roundtable*. 79th Annual Meeting of the Academy of Management: Boston, MA.

Panel Session Chair (2018, May). *Management Issues across Industry Lines*, 2018 Industry Studies Association Conference: Seattle, WA.

MEDIA MENTION AND COVERAGE

Summer job forecast out for Michigan teens. <https://www.wilx.com/2022/05/02/summer-job-forecast-out-michigan-teens/> WILX 10: May 2, 2022.

Businesses work to fill staffing shortages. <https://www.wilx.com/2021/10/15/businesses-work-fill-staffing-shortage/> WILX 10: October 15, 2021.

ACADEMIC AND PROFESSIONAL SERVICE

Broader Academic Community

Committee Membership and Leadership Roles

Mentor, Academy of Management HR Division Junior Faculty Mentoring Program 2022-present

Sponsorship Chair, Human Resource Division of Academy of Management 2019-present

Ambassador for Sri Lanka, Human Resource Division of Academy of Management 2019-present

Member, Industry Studies Association Early Career Development Committee	2014-2017
Member, Industry Studies Association Dissertation Award Committee	2015-2017
Honorary Guest and Panelist, 20 th Anniversary Lafayette College Leadership Institute	2015
Participant, Industry Studies Association Early Career Development Workshop	2014
Participant, Academy of Management Human Resources Division Doctoral Consortium	2012

Peer Review/Editorial Service to Academic Journals

Editorial Review Board Member, <i>Academy of Management Perspectives</i>	2023-present
Editorial Review Board Member, <i>Journal of World Business</i>	2022-present
Editorial Review Board Member, <i>Human Resource Management Journal</i>	2022-present
Reviewer, <i>Industrial and Labor Relations Review</i>	2023-present
Reviewer, <i>Journal of World Business</i>	2023-present
Reviewer, <i>Academy of Management Perspectives</i>	2022-present
Reviewer, <i>Academy of Management Journal</i>	2016-present
Reviewer, <i>The International Journal of Human Resource Management</i>	2014-present
Reviewer, <i>Journal of Social Psychology</i>	2022
Reviewer, <i>Human Resource Management</i>	2022-present
Reviewer, <i>Journal of Management</i>	2019-2022
Reviewer, <i>Human Resource Management Journal</i>	2019-2021
Reviewer, <i>Organizational Behavior & Human Decision Processes</i>	2020-2021
Reviewer, <i>Group and Organization Management</i>	2016-2017
Reviewer, <i>Journal of Workplace Behavioral Health</i>	2020
Reviewer, <i>Cross Cultural and Strategic Management</i>	2020
Reviewer, <i>Research in Human Resource Management</i>	2020

Peer Review for Academic Conferences/Meetings

Academy of Management Annual Meetings	2011-2017
Global Conference for International Human Resource Management	2022

Grant Proposal Review

Ad Hoc Reviewer, National Science Foundation Science of Organizations	2021
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Michigan State University

Reviewer, S.C. Lee Student Scholarship Awards Committee	2022-2023
Affiliated Faculty, Asian Studies Center	2018-present
Affiliated Faculty, Institute for Public Policy and Social Research	2021-present
Affiliated Faculty, Asian Pacific American Studies Program	2021-present
Speaker and Panelist, The Changing World of Work WorkLife Office Conference	2017
Selection Committee, Foreign Language and Area Studies Fellowship	2016

Member, College of Social Science Research Committee	2019-present
Reviewer, College of Social Science Faculty Research Awards Committee	2020, 2021
Reviewer, College of Social Science Faculty Initiative Funding Award Committee	2022

Doctoral Dissertation Committee Advising

- Giavanna Ruscitto, School of HR & LR, Michigan State University	2021-2022
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- Olga Boldarieva, Department of Economics, Michigan State University 2016-2018
- Janaka Witharana, General Sir John Kotelawala Defense University 2017-2018
- Salil Sapre, School of HR & LR, Michigan State University 2017-present
- Jacob McCartney, School of HR & LR, Michigan State University 2017-present

Michigan State University, School of Human Resources and Labor Relations

MHRLR Graduate Student Admissions Committee	2019-present
HCS Undergraduate Major Committee	2019-present
Committee on SHRLR Code of Conduct	2022-present
Developer, Coordinator and Lead Instructor, Talent Partnership Program	2020-present
Faculty Liaison and Advisory Committee, CHRO Leadership Academy	2021-present
Research and Scholarship Committee	2016-present
Search Chair, CHRO Leadership Academy Program Manager and Coaches	2021-2022
Chair, Faculty Advisory Committee	2020-2021
Chair, Faculty Search Committee	2019-2020
Merit Review Committee	2020-2021
Faculty Advisory Committee	2019-2020
Corporate Sponsorship Committee	2019-2021
Task Force on Revenue-based Initiatives	2019-2021
MHRLR New Student Orientation Faculty Panel	2016, 2017
Doctoral Student Committee	2016-2019
Faculty Search Committee	2013-2016, 2017-2018
Information Technology Committee	2014-2016
Master of Human Resources and Labor Relations Capstone Course Committee	2015-2016
SHRLR Self-Study Subcommittee on Faculty and Research	2014-2015
Co-organizer, SHRLR Research Workshops	2014-2015
SHRLR Alumni Committee on optimizing learning	2015

University of Wisconsin-Madison, Wisconsin School of Business

Student Panel, Teaching Improvement Program for Teaching Assistants	2011
Student Panel, New Ph.D. Student Orientation	2009, 2010

ACADEMIC SCHOLARSHIPS/HONORS/AWARDS

Service Awards and Honors

Academy of Management Perspectives Best Reviewer Award	2023
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Teaching Awards and Honors

SHRLR Daniel Kruger Faculty Teaching Award for Teaching Excellence	2022
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Research Awards and Honors

Fellow, Center for International Human Resource Studies, Pennsylvania State University	2021-present
Member, Academic Board of Advisors for Ethical Apparel Index, North Carolina State University	2021-present
AOM International Human Resource Management Scholarly Research Award	2020

AOM International Human Resource Management Scholarly Research Award	2015
Industry Studies Association Best Dissertation Award	2013
Wisconsin School of Business Scholarship	2008-2011

Leadership Awards and Honors

Jeffrey D. Robinson '80 Leadership Award	2008
People's Choice Award, Lafayette's Highest Honors	2008

TEACHING EXPERIENCE

Michigan State University

Instructor and Course Syllabus Development

Negotiation and Conflict Resolution (HRLR 819-001, Graduate)	2014-2023
Capstone Course in Human Capital and Society (HRLR 465, Undergraduate)	2018-2023
Foundations of Effective Negotiation (ISS 225, Undergraduate)	2017
High-Performance Work Systems (HRLR 817-001, Graduate)	2015-2016
Human Resource Strategy (HRLR 872-501, Graduate)	2013-2014

Teaching Innovations

MSU Human Capital Talent Partnership and Academic Internship program	2021-present
Led the development of the Talent Partnership program to provide Human Capital and Society undergraduate students practical project experiences solving actual organizational challenges to prepare them for successful transition into human resource leadership and to create talent pipeline for participating organizations (e.g., Dell Technologies).	
Video Series on Human Capital Leadership for undergraduate instruction	2020
Produced 30-minute instructional video series using interviews with nine graduate alumni with diverse backgrounds around questions pertaining to current human resource challenges.	

Guest Lectures

Research Perspectives in Labor and Employment Relations Joint PhD Seminar (Week 15 Global Value Chains and International Labor Standards)	2022
“Voluntary labor codes and standards” (SSC 499, HRLR 414, ISS 210)	2014-2022
“Understanding the impact of country differences on the effectiveness of human resource strategies” (MSU SHRLR Research Seminar)	November 2015
“Negotiating your job offer” (MSU SHRLR Career Development Day)	September 2015

Executive Education

High-performance Leadership, Broad College Executive Education Programs	2022-2023
High-performance Work Systems, HRLR Professional Development	2023

Additional Course Syllabus Development

Masters-level Capstone course in Human Capital and Society
HRLR 315 Undergraduate Research Methods course

Cornell University

“Job Quality in Global Apparel Supply Chains” (Guest Lecture in Fiber Science & Apparel Design: Global Textile & Apparel Sustainability program) 2021, 2022

University of Wisconsin-Madison

Instructor

Human Resource Management (*MHR 305*, Undergraduate) Summer 2011

Teaching Assistant

Negotiation and Dispute Settlement for Managers (*MHR 628*, Undergraduate) Spring 2013

Global Issues in Management (*MHR/IB 403*, Undergraduate) Spring 2013

Bargaining, Negotiating, and Dispute Settlement (*MHR 728*, Graduate) Spring 2012

Compensation: Theory & Practice (*MHR 610*, Undergraduate/Graduate) Spring 2012

Managing Behavior in Organizations (*MHR 704*, Graduate) Spring 2009

Management of Teams (*MHR 401*, Undergraduate) Fall 2008

Personnel Staffing and Evaluation (*MHR 611*, Undergraduate/Graduate) Fall 2008

RESEARCH GRANT ACTIVITY

Internal Grants

Michigan State University Dr. Delia Koo Global Faculty Endowment

Amount: \$2,500 2018

Title: The Impact of Socially-Responsible Employment Practices on the Retention of Human Capital within Export Agriculture and Export Apparel Industries in Asia

Role: Principal Investigator

Amount: \$5,000 2015

Title: The adoption of strategy human resource practices in emerging economy smallholder agriculture: Understanding implications for employers and workers

Role: Principal Investigator

Unfunded External Grant Applications

United States Department of Labor Research and Evaluation Grant 2016

Title: Voluntary labor code adoption in United States low-wage manufacturing:

Determinants of adoption and benefits for employers and workers

Role: Principal Investigator (with co-principal investigator Peter Berg)

Amount: \$248,331

Doctoral Student Grants

University of Wisconsin-Madison Vilas Research Travel Award (\$1500) 2012

University of Wisconsin-Madison Vilas Research Travel Award (\$600) 2011

Wisconsin School of Business Student Travel Award (\$600) 2011

Wisconsin School of Business Doctoral Students Research Award (\$1000) 2009

ACADEMIC AND PROFESSIONAL AFFILIATIONS

Academy of Management
Industry Studies Association
Labor and Employment Relations Association

2008-present
2011-present
2013-2022