



School of Human Resources
and Labor Relations
MICHIGAN STATE UNIVERSITY



OUR SCIENCE **TRANSFORMS THE HUMAN EXPERIENCE**
AND INSPIRES LEADERS



Ph.D. Program
NEWSLETTER

DECEMBER 2019

HRLR.MSU.EDU/PHD

Doctoral Program in Human Resources & Labor Relations

Michigan State University's School of Human Resources & Labor Relations is dedicated to educating and developing the **best global professional talent and next generation of top scholars**.

Our Doctoral Program fosters a vibrant scholarly culture that supports students seeking to make **lasting contributions** to the multidisciplinary understanding of **important HRLR issues**. We are pleased to introduce you to SHRLR's next generation of HRLR scholars and share their efforts and accomplishments with you.

Welcome Carla Lima Aranzaes

Carla Lima Aranzaes is a **Bolivian Business Administration professional**. Due to her early experiences in the labor market and interest in human resources, she was awarded a **scholarship to pursue a Master's degree in Organizational Psychology in Mexico**, where her research focused on job stress. After completing her degree, Carla gained over **eight years' experience as a Talent Management practitioner** in the construction industry in Bolivia.

She was selected as a **Humphrey Fellow** at MSU, allowing her to share the knowledge she gained from her program back home. Carla recently joined our Doctoral program at SHRLR where her **research interests focus on Talent Management, Knowledge Management and Organizational Change**.

Supervising Chair: Dr. Christian Ibsen, Ph.D. Committee Chair

Welcome Uriel Saldivar

Uriel Saldivar is a first-year Ph.D. student in the SHRLR program. Uriel is originally from Chicago, IL and earned his **B.A. from Northeastern Illinois University with a major in Psychology and minors in Sociology and HR Development**. Uriel's **research interests include leadership and teams** and are heavily influenced by his **service in the U.S. Marine Corps** where he saw leadership and teams within different contexts, inspiring questions regarding how they function and can be improved.

Supervising Chair: Dr. Chenwei Liao

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Dasom Jang





SHRLR Doctoral Student Research Interests, Activities & Accomplishments

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Dongyuan Wu

Accepts tenure-track Assistant Professor position, School of Management, Fudan University, China – 2020

Research Interests:

- Leadership
- Decision making
- Workplace discrimination
- Social comparison
- fMRI
- Research methods



Honors, Awards, & Activities

- **Dissertation Completion Fellowship, College of Social Science, Michigan State University, June 2019**
- **Research Scholars Award, Michigan State University, March 2019**
- **S.C. Lee Best Paper Competition Award, Michigan State University, March 2019**
- **Dr. Delia Koo Global Student Scholarship, Michigan State University, February 2019**
- **Student Representative, HR Division, Academy of Management, 2017 to 2019**

Conference Presentation

Academy of Management: Boston, MA

Roehling, M., Wu, D., Dulebohn, J., & Choi, M. The effect of sexual harassment training on knowledge, skill, and attitudes: A meta-analysis. Paper accepted for presentation at Academy of Management 79th Annual Conference, Boston, MA, August 2019.

Supervising Chair: Dr. James Dulebohn



➤ Salil Sapre

Research Interests: Social movements of workers in the informal sector in India and those of Indian/South Asian unskilled immigrants in the U.S. From a policy perspective, Salil seeks to understand how social movements coordinate across national borders and learn from the successes and failures within the different contexts they function.

Grants

- Dr. Delia Koo Global Student Fellowship - \$5,000

Publications

- Hodder, A., Fullin, G., Kahmann, M., & **Sapre, S. R.** (2018). Walking the tightrope: the imperatives of balancing control and autonomy for young worker groups. *Work and Occupations*, 45(4), 475-500.

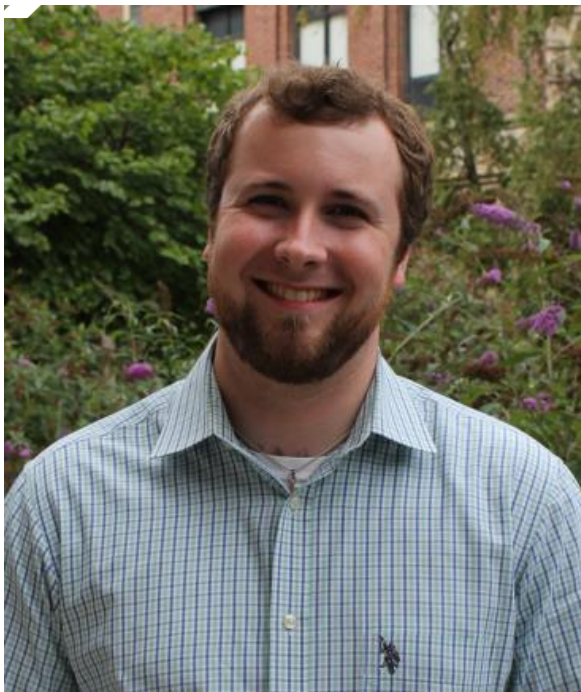
Teaching

- HRLR 315: Research Methods and Analysis, Fall 2019



Supervising Chair: Dr. Maite Tapia

➤ Matt Hinkel



Supervising Chair: Dr. Dale Belman

Research Interests: Labor market dynamics and regulations, particularly within the construction industry; effects of public policy on worker/firm performance; union-management relations; compensation and benefits

Grants, Fellowships, & Scholarships

- Received \$10,000 grant from Institute for Construction Economic Research for a paper on the California oil and gas industry
- Receiving \$5,000 from the National Alliance for Fair Contracting in Washington, DC for a short policy paper about construction apprenticeship programs in the U.S.

Publications

- Co-author on a forthcoming residential construction chapter in an MIT Press book titled "Shifting to the High Road: Job Quality in Low-Wage Industries."

Conference Papers

- Presented paper "Should Prevailing Wages Prevail? The Effect of California's Prevailing Wage Law on Affordable Housing Construction Costs" at 2019 LERA Conference





Jacob McCartney



Research Interests: Effectiveness and adaptation of HR practices that aim to improve both working conditions and firm performance - autonomy; employee voice; team-based work.

Awards

- Received a Corey/Thompson Award of \$2,300 from the College of Social Science to collect data on the topic of accountability within labor platforms, e.g. Uber, Upwork, Mturk.

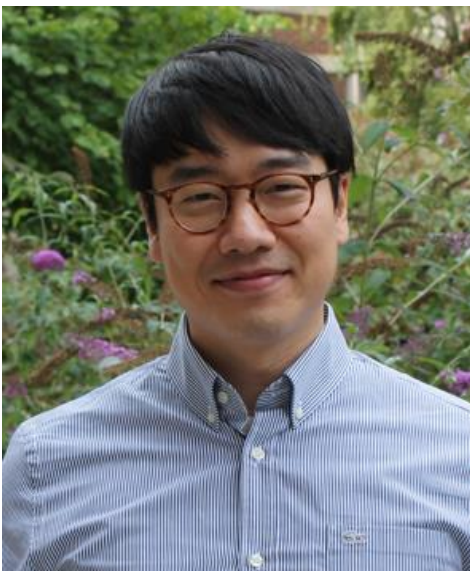
Accomplishments

Boston, MA:

- Organized and participated in an Academy of Management (AOM) symposium titled Accountability in the Workplace. Jacob's extended abstract is titled "An Initial Accounting of the Accountability Environment."

Supervising Chair: Dr. Angela Hall, Associate Director

Mahl Geum Choi



Research Interests: Prosocial Behavior; Abusive Supervision; Effectiveness of Family-Friendly Programs

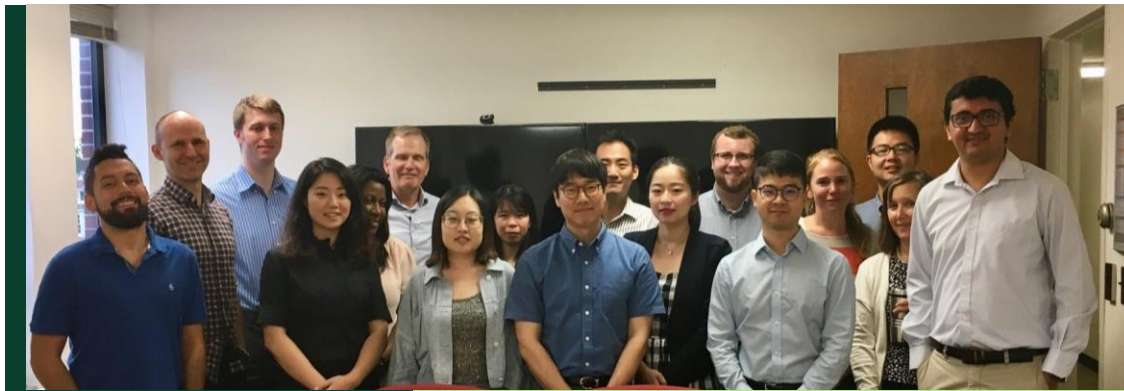
Awards

- Received a Corey/Thompson Award of \$4,000 from the College of Social Science

Publications

- Roehling, M. V., Choi, M. G., & Roehling, P. V. (forthcoming). Weight discrimination in the workplace: Current knowledge and future research needs. *Research in Human Resource Management, Information Age*.
- Submitted to *Human Relations* (March, 2019): Choi, M. G., Chang, E., & Song, Y. An exploration on the exploration and exploitation of team members: Distinct mechanisms of motivations and goal orientations. *Human Relations*.

Supervising Chair: Dr. Mark Roehling



Research Interests: Work motivation, including self-regulation, job design, proactive behaviors, and the role of leadership in motivational processes.

Awards & Fellowships

- Travel Fund Fellowship from MSU Graduate School, 2018
- Graduate Student Research Enhancement Award from MSU Graduate School in May, 2019

Conference Paper Presentation

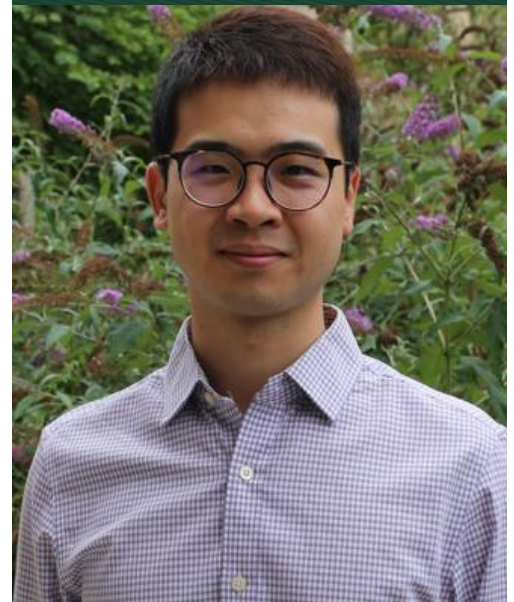
- Association between IER and Counterproductive Work Behavior, with Professor Jason Huang (2018 SIOP Annual Conference in Chicago on April, 20th, 2018)

SHRLR Ph.D. Workshop Presentation

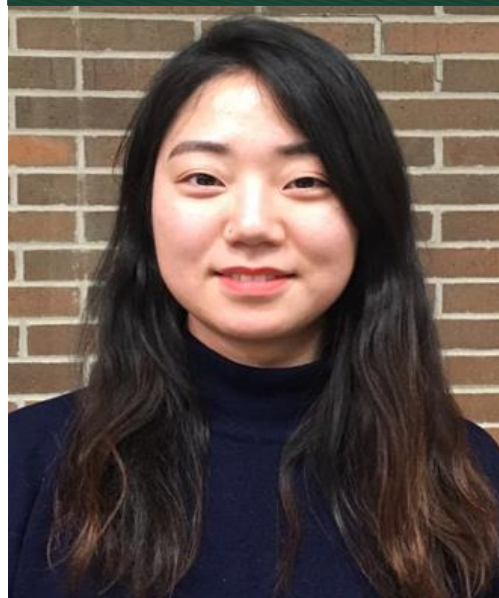
- Understanding Team Adaptation. (SHRLR Ph.D. Student Workshop at MSU on November 15th, 2018)

Supervising Chair: SHRLR Director Dr. Peter Berg

Zhonghao Wang



Dasom Jang



Research Interests: The structural influence on employee well-being; cross-cultural comparisons; gendered culture in the workplace. Specifically, paid parental leave and gender role orientation in work-family conflict. Currently collaborating with SHRLR faculty to research the influence of technological change under industry 4.0

Awards

- Received \$3,500 Appenzeller Memorial Scholarship in 2019.

Supervising Chair: Dr. Jason Huang

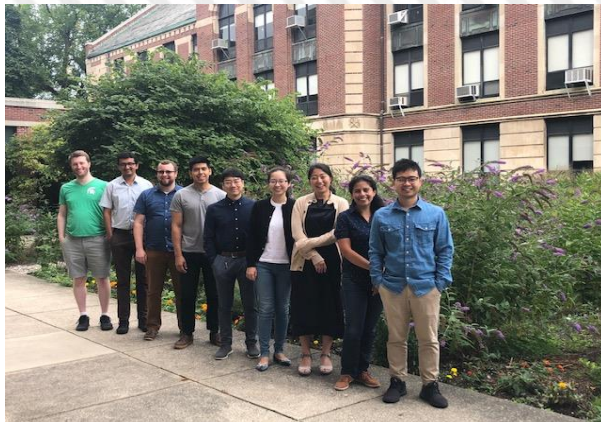




SHRLR



Congratulations to all of our SHRLR Ph.D. students on their hard work and accomplishments!



► Contact Us

SCHOOL OF HUMAN RESOURCES &
LABOR RELATIONS

Dr. Christian Ibsen

S412 Kedzie Hall

368 Farm Lane

East Lansing, MI 48824

(517) 884-7470

ibsenchr@msu.edu

hrlr.msu.edu

