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
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

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

Teaching
- HRLR 315: Research Methods and Analysis, Fall 2019

Supervising Chair: Dr. Maite Tapia

Matt Hinkel

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

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

Supervising Chair: Dr. Dale Belman
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

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. (HRLR Ph.D. Student Workshop at MSU on November 15th, 2018)

**Supervising Chair**: SHRLR Director Dr. Peter Berg

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