

CURRICULUM VITAE

KAREN V. BEAMAN

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ACADEMIC AND PROFESSIONAL QUALIFICATIONS

Education

- 2021 PhD, Queen Mary University of London, UK.
Department of Linguistics, Languages and Film, Programme in Sociolinguistics
Dissertation: "Coherence in Real- and Apparent-Time: A sociolinguistic variationist investigation of language change in Swabia"
Primary Supervisor: Jenny Cheshire
Secondary Supervisors: Peter Auer, Gregory R. Guy, Devyani Sharma
Post-Doctoral Researcher, Quantitative Linguistics, Karls Eberhard Universität Tübingen
- 1984 PhD Candidate, Georgetown University, Washington DC, USA.
Oral Examinations: Passed with Distinction
Major: Sociolinguistics;
Minors: Historical Linguistics and Computational Linguistics
Dissertation: "A Sociolinguistic Approach to Dialectal Variation: A Speech Community in Swabia"
Primary Supervisor: Ralph Fasold
Secondary Supervisors: Roger Shuy and Kurt Jankowski
- 1979 MS, Sociolinguistics, Georgetown University, Washington DC, USA
MS Thesis: "Patterns of Variation: The Development of the Concept of Implicational Analysis as a Theory of Language Change"
Supervisor: Ralph Fasold
- 1978 BA, Interdisciplinary Studies with focus on French, German, and English Linguistics
Old Dominion University, Norfolk, VA, USA
Senior Thesis: "The Causes of Language Change: Internal and External"
Supervisor: John Broderick
- 1974 Diploma, Princess Anne High School, Virginia Beach, VA, USA

Language Proficiency

English (native)
German (fluent)
French (fluent)
Spanish (conversational)
Portuguese (comprehension)

Honors, Awards and Fellowships

- 1985 Co-inventor on a patent for an online, real-time investment fund accounting system (U.S. Patent 4,970,658) based on the time relational model.
- 1982 Deutscher Akademischer Austauschdienst (DAAD). Fellowship for dissertation research in Swabia at the Universities of Stuttgart and Tübingen, Germany.

Additional Relevant Coursework

- 2017 HiSoN Summer School, Universiteit Leiden, Netherlands
Summer School in Historical Sociolinguistics, Lesbos, Greece
- 1983 University of California, Los Angeles, CA, USA
Coursework in Theoretical Computer Science
- 1982 Universities of Stuttgart and Tübingen, Germany
German exchange student; coursework and dissertation research
- 1980 University of California, Berkeley, CA, USA
Coursework in Theoretical Computer Science
- 1979 Linguistic Institute of the Linguistic Society of America, Salzburg, Austria
Program in Sociolinguistics and Variation Analysis

ACADEMIC POSITIONS

- 2021-current Post-Doctoral Researcher, Eberhard Karls Universität Tübingen, Germany.
Quantitative Linguistics Department
- 1979-1980 Development Lab Supervisor, Language Processing Lab, Georgetown University, Washington DC, USA.
- 1979-1980 Teaching Assistant to Professor Ralph Fasold, Sociolinguistics, Georgetown University, Washington DC, USA.

ACADEMIC PUBLICATIONS

Edited Volumes

- In prep *The coherence of linguistic communities: Orderly heterogeneity and social meaning*. K. V. Beaman and G. Guy (eds). New York: Routledge.
- 2021 *Language Variation and Language Change Across the Lifespan: Theoretical and Empirical Perspectives from Panel Studies*. K. V. Beaman and I. Buchstaller (eds). New York: Routledge.
- 2021 *Advancing Sociogrammatical Variation and Change: In Honour of Jenny Cheshire*. K. V. Beaman, I. Buchstaller, S. Fox, and J. A. Walker (eds). New York: Routledge.

Chapters in Edited Volumes

- In Review "The Cognitive Coherence of Sociolects Across the Lifespan: A Panel Study of Swabian German." With Fabian Tomaschek and Konstantin Sering.

- To Appear "Measuring (dia)lectal coherence: Variability in lifespan and community change." With Konstantin Sering. In: Karen V. Beaman and Gregory R. Guy (eds.) *The coherence of linguistic communities: Orderly heterogeneity and social meaning*. New York: Routledge.
- To Appear "Identity and place in linguistic change across the lifespan: The case of Swabian German." In: Arne Ziegler, Stefanie Edler, Nina Kleczkowski & Georg Oberdorfer (eds). *Urban Matters. Current Approaches of International Sociolinguistic Research (Studies in Language Variation)*. Amsterdam: John Benjamins.
- 2021 "Exploring an approach for modelling lectal coherence." In: Hans Van de Velde, Nanna Haug Hilton, and Remco Knooihuizen (eds). *Language Variation – European Perspectives VIII. Selected papers from the Tenth International Conference on Language Variation in Europe (ICLaVE10), Leeuwarden, June 2019*. Amsterdam: John Benjamins.
- 2021 "Loss of Historical Phonetic Contrast Across the Lifespan: Articulatory, Lexical, and Social Effects on Sound Change in Swabian." With Fabian Tomaschek. In K. V. Beaman and I. Buchstaller (eds). *Language Variation and Language Change Across the Lifespan: Theoretical and Empirical Perspectives from Panel Studies*. New York: Routledge.
- 2021 "Deconfounding the effects of competition and attrition on dialect across the lifespan: a panel study investigation of Swabian German." With R. Harald Baayen and Michael Ramscar. In K. V. Beaman and I. Buchstaller (eds). *Language Variation and Language Change Across the Lifespan: Theoretical and Empirical Perspectives from Panel Studies*. New York: Routledge.
- 2021 "The beginnings of panel research: Individual language variation, change and stability in Eskilstuna." With Eva Sundgren and Isabelle Buchstaller. In K. V. Beaman and I. Buchstaller (eds). *Language Variation and Language Change Across the Lifespan: Theoretical and Empirical Perspectives from Panel Studies*. New York: Routledge.
- 2021 "Panel research: Theoretical and methodological implications." With Isabelle Buchstaller. In K. V. Beaman and I. Buchstaller (eds). *Language Variation and Language Change Across the Lifespan: Theoretical and Empirical Perspectives from Panel Studies*. New York: Routledge.
- 2021 "Swabian Relatives: Variation in the use of the *wo*-relativiser." In: K. V. Beaman, I. Buchstaller, S. Fox, and J. A. Walker (eds). *Advancing Sociogrammatical Variation and Change*. New York: Routledge.
- 2021 "Advancing socio-grammatical variation and change: Theoretical and methodological implications." With Isabelle Buchstaller, Sue Fox, and James A. Walker. In: K. V. Beaman, I. Buchstaller, S. Fox, and J. A. Walker (eds). *Advancing Sociogrammatical Variation and Change*. New York: Routledge.
- 1984 "Coordination and Subordination Revisited: Syntactic Complexity in Spoken and Written Narrative Discourse." In Deborah Tannen (editor). *Coherence in Spoken and Written Discourse*. Norwood, NJ: Ablex Publishing. 45-80.

Articles in Refereed Publications

- 2006 "Malleable Mindset and Cultural Contact: A Multi-Factorial Approach to the International Experience." With Gregory R. Guy. *IHRIM Journal*. Volume 10(5), September/October.

- 2004 "Mindset and Identity in the Globalizing Future." With Gregory R. Guy. *The International Journal for the Humanities*. Volume II. 2421-2431.
- 2003 "Global Orientation and Sociolinguistic Accommodation." With Gregory R. Guy. *International Journal of the Humanities*. Volume 1. 993-1010.
- 1980 "Language Standardization and Linguistic Change: A Pilot Study of Swabian Palatalization." Paper presented at the Twentieth Southeastern Conference on Linguistics (SECOL). Published in *Conference Proceeding by Memphis State University*. March.

ACADEMIC CONFERENCE PRESENTATIONS

Presentations at Refereed Conferences – Forthcoming

- Apr 2022 "wenn Ø bloß Schwäbisch käsch 'if you can only speak Swabian': Null subjects in real- and apparent-time." *International Conference on Language Variation in Europe (ICLaVE) 11*. University of Vienna, Austria. April 11-14, 2022.
- May 2021 "Swabian relatives: Variation in the use of the wo-relativiser." *Diachronic Generative Syntax Conference (DiGS)*. Workshop on Syntactic Change in Progress. University of Constance, Germany, May 19, 2021.
- Jun 2021 "Modelling (Dia)lectal coherence across time: Exploring the relationship between lifespan and community change in Swabian." *Sociolinguistics Symposium 23*, University of Hong Kong, June 7-10, 2021.

Presentations at Refereed Conferences

- Oct 2019 "The role of identity and mobility in reconciling individual and community change: Insight from a combined panel and trend study." *New Ways of Analyzing Variation (NWAV) 48*. University of Oregon, Eugene, OR.
- Sep 2019 "Loss of Historical Phonetic Contrast Across the Lifespan: Articulatory, Lexical, and Social Effects on Sound Change in Swabian." With Fabian Tomaschek. *4th Conference on Experimental Approaches to Perception and Production of Language Variation (ExAPP)*. University of Münster, Germany.
- Sep 2019 "The role of identity and mobility in reconciling individual and community change: Insight from a combined panel and trend study." *UK Language Variation and Change (UKLVC) 12*. Co-hosted by QMUL and UCL. London, UK.
- Jun 2019 "Modelling lectal coherence: The case of Swabian German", *International Conference on Language Variation in Europe (ICLaVE) 10*. Leeuwarden / Ljouwert, the Netherlands.
- Feb 2019 "Deconfounding the Effects of Competition and Attrition on Dialect Across the Lifespan". With R. Harald Baayen and Michael Ramscar. *Corpora for Language and Aging Research (CLARe) 4: Interaction, Methods, and Positions*. University of Helsinki, Finland.
- Nov 2018 "Mobility and dialect identity as factors in language change: Findings from a 35-year panel and trend study in Swabia". *Urban Language Research Conference*. Karl-Franzens-Universität. Graz, Austria.
- Oct 2018 "ds beschte Daitsch wo s gib: Variation in the use of the wo-relativizer in Swabian German". *Conference on New Ways of Analyzing Variation (NWAV) 47*. New York University. New York, NY. USA.

- Jul 2018 “Swabian: thriving or dying? Language variation and change over 35 years”.
International Congress of Linguists (ICL) 20. Cape Town, South Africa.
- Jun 2018 “Swabian: thriving or dying? Language variation and change over 35 years”.
Sociolinguistic Symposium (SS) 22. Auckland, New Zealand.
- Jan 2018 “Identity and place: The changing role of Swabian in modern Germany”.
Language, Place, and Periphery Conference. University of Copenhagen,
Denmark.

Workshops Organized at Refereed Conferences

- Jun 2019 “Coherence: Outcome or cause of language change?”, Workshop organizer with
Gregory R. Guy and Frans Hinskens. *International Conference on Language
Variation in Europe (ICLaVE) 10*. Leeuwarden/Ljouwert, the Netherlands.
- Jun 2017 “Panel and Trend Studies: What can they really tell us about language change?”,
Workshop organizer with Gregory R. Guy and Frans Hinskens. *International
Conference on Language Variation in Europe (ICLaVE) 9*. University of Málaga.

ACADEMIC TEACHING SERVICE

Lectures Given

- 2018 “Introduction to Sociolinguistics and Dialectology.” Eberhard Karls Universität
Tübingen, Department of Quantitative Linguistics. Lecture prepared for Course on
Cognitive Linguistics. With R. Harald Baayen. 30 January 2018.
- 2005 “Cross-Cultural Communications in the Workplace.” New York University,
Department of Linguistics, New York, NY USA. Lecture prepared for MAP Course
on Linguistic Perspectives. New York University. 13 April 2005.
- 2004 New York University, Stern School of Business, New York, NY USA
Talk on What Makes a Successful Global Leader
- 2003 New York University, Department of Linguistics, New York, NY USA
Lecture on Conflicts in Multicultural Business Communications
- 1989 Temple University, Department of Linguistics, Philadelphia, PA USA
Lecture on Written and Spoken Business Communications

OTHER ACADEMIC SERVICE

Membership in Professional Organizations

- Current Linguistic Society of America

Official Positions in Professional Organizations

- 1997-2009 Founder and Editor-in-Chief, *IHRIM Journal* Editorial Advisory Board, IHRIM,
a publication bridging theoretical academic work and real-world business application.

OTHER PROFESSIONAL QUALIFICATIONS

Additional Coursework

- 2000 Vanguard Consulting Group, San Francisco, CA, USA.
Seminar on Leadership Development
- 1999 Université d'Aix-en-Provence, Paris, France.
Seminar on Leadership Development
- 1997 Eli Broad Management School, Michigan State University, Michigan, MI, USA.
Seminar on Strategic Business Planning
- 1994 Haas School of Business, University of California, Berkeley, CA, USA.
Seminar on Marketing Strategies for Executives
- 1982 Learning International, San Francisco, CA, USA.
Seminars on Interpersonal Management Skills and Professional Selling Skills

Honors, Awards and Fellowships

- 2017 Life-time achievement award in human resource information technology by the Association for International Human Resource Information Management (IHRIM).
- 2012 Certified as Human Resource Information Professional (HRIP) through the Association for International Human Resource Information Management (IHRIM).
- 2003 Member of the Year Award, Global Special Interest Group (GSIG) of the Association for International Human Resource Information Management (IHRIM).
- 2002 Summit Award Winner, Highest achievement award from the Association for International Human Resource Information Management (IHRIM).
- 2000 Excellence Achievement Award, Recognition from the Association for International Human Resource Information Management (IHRIM) for the founding of the *IHRIM Journal*, a scholarly publication for thought leaders and senior executives.
- 1994 First Place in the IHRIM Annual Call for Papers for "Implementing a Client/Server HRMS: How it will Affect your Project and Change Your Life."

OTHER PROFESSIONAL POSITIONS

- 2014-2016 Managing Director and Founder, Teilasa Global LLC, San Francisco, CA, USA
- 2004-2014 CEO and Founder, Jeitosa Group International, San Francisco, CA, USA
- 1997-2009 Co-Founder and Editor-In-Chief, *IHRIM Journal*, a bi-monthly publication of the Association for International Human Resource Information Management, IHRIM Press, Austin, TX, USA.
- 2002-2004 Division Vice President, Global Professional Services, ADP, Roseland, NJ, USA.
- 2000-2002 General Manager and Division Vice President, Northeast Professional Services, ADP, Clifton, NJ, USA.
- 1997-2000 General Manager and Division Vice President, European Professional Services, ADP, Levallois-Perret, Paris, France.

- 1994-1997 Vice President, Consultant Operations and Administration, AG Consulting, San Francisco, CA, USA.
- 1992-1994 Director, Marketing and Product Development, AG Consulting, San Francisco, CA, USA.
- 1992-1994 Co-Founder and Managing Editor, *AG Insight*, an industry newsletter focused on HR systems implementations published by AG Consulting, San Francisco, CA, USA.
- 1988-1991 Technical Director and Regional Operations Manager, Eastern Region, AG Consulting, East Brunswick, NJ, USA.
- 1983-1988 Director and Department Head, Applications Development, Tesseract Corporation, San Francisco, CA, USA.
- 1980-1983 Systems Officer, Development and Support, Citibank International, San Francisco and Los Angeles, CA, USA.

OTHER PROFESSIONAL PUBLICATIONS

Books

- 2008 *HR Frontiers: Shifting Borders and Changing Boundaries*. An IHRIM Press Book. Austin, TX: Rector-Duncan and Associates (Editor).
- 2006 *Common Cause: Shared Services for Human Resources*. An IHRIM Press Book. Austin, TX: Rector-Duncan and Associates (Editor).
- 2004 *Out of Site: An Inside Look at HR Outsourcing*. An IHRIM Press Book. Austin, TX: Rector-Duncan and Associates (Editor).
- 2002 *Boundaryless HR: Human Capital Management in the Global Economy*. An IHRIM Press Book. Austin, TX: Rector-Duncan and Associates (Editor).

Articles in Refereed Publications

- 2016 "Critical Competencies for Global Success." *Workforce Solutions Review*. February/March.
- 2016 "The Technology Haves and Have-Nots." *Workforce Solutions Review*. December 2015/January.
- 2015 "Sneak Peek at the 2015 Payroll Benchmarking Results." *PAYTECH Magazine*. American Payroll Association. November.
- 2015 "Managing Complexity in Cross-Country Operations." *Workforce Solutions Review*. June/July.
- 2015 "Driving Global Value in the Payroll Function." *PAYTECH Magazine*. American Payroll Association. June.
- 2015 "Technology Models and the Global Payroll Function." *Global Payroll Magazine*. Global Payroll Management Institute. June.
- 2015 "The Importance of Context in Measuring and Managing the Global Payroll

- Function.” *Global Payroll Magazine*. Global Payroll Management Institute. May.
- 2015 “Efficiency and Innovation and the Global Payroll Function.” *Global Payroll Magazine*. Global Payroll Management Institute. April.
- 2015 “Risk and Compliance Management and the Global Payroll Function.” *Global Payroll Magazine*. Global Payroll Management Institute. March.
- 2015 “Global Business Services and the Global Payroll Function.” *Global Payroll Magazine*. Global Payroll Management Institute. January.
- 2013 “Going Global: Insights Gleaned at the IHRIM 2013 Conference with Summaries from Two Going Global Research Efforts.” With Alexia Martin. *Workforce Solutions Review*. June/July.
- 2012 “Generational Change: Change Management for the Ages.” *Workforce Solutions Review*. August/September.
- 2012 “Going Public on HR Data Privacy: Implications for Strategic Human Capital Analytics and Modeling.” With Mary Young and Stacy Chapman. *The Conference Board*. March.
- 2011 “Vision-to-Value: Building a Global HCM Strategy.” *Workforce Solutions Review*. April/May. 6-10.
- 2009 “Leveraging HR Technology: From Global Savings to Transnational Value.” With Alexia Martin. *IHRIM Journal* 12(3):3-22.
- 2010 “Leading Practices in Global HR: Determining Your Own “Best” Path Forward.” *IHRIM.link*. December 2009/January 2010. 30-33.
- 2008 “The New Multi-Dimensional Talent Force: Multi-Contractual Differences.” *IHRIM Journal* 12(6):27-34.
- 2008 “The New Multi-Dimensional Talent Force: Multi-Local Differences.” *IHRIM Journal*. 12(6):28-34.
- 2008 “The New Multi-Dimensional Talent Force: Multi-Cultural Differences.” *IHRIM Journal* 12(3):37-41.
- 2008 “The New Multi-Dimensional Talent Force: Multi-Generational Differences.” *IHRIM Journal* 12(2):18-21.
- 2008 “Global by Design, Local by Implementation: HR and HRIT in the 21st Century.” *IHRIM Journal* 12(1):10-22.
- 2008 “Think Local, Act Global: The Collaborative Transnational HRIT Organization.” *IHRIM Link*. December 2007/January 2008.
- 2007 “Consulting in the 21st Century: Managing the Paradox.” *IHRIM Journal* 12(6):8-10.
- 2006 “The Promise of Web Services: Why SOA Means Better HR Service.” With John Macy. *IHRIM Journal* 10(4). July/August.
- 2006 “A New Day for HR Technology.” With Aneel Bhusri and Dave Duffield. *IHRIM.link*. December/January 2006.
- 2005 “Strategy: Do You Know When You See It?” With Bob Stambaugh. *IHRIM*

- Journal* 9(5):5-13.
- 2005 "Effecting Change in Business Enterprises: Current Trends in Change Management." With Gregory R. Guy. *IHRIM Journal* 9(5):25-36.
- 2005 "Effecting Change in Business Enterprises: Current Trends in Change Management." With Gregory R. Guy. *The Conference Board Research Report*. R1371-05-RR. ISBN Number 0-8237-0856-X.
- 2004 "Myths, Mystiques, and Mistakes in Overseas Assignments: The Role of Global Mindset in International Work." *IHRIM Journal* 8(6). November/December.
- 2004 "Outsourcing Strategies for the Transnational Organization." With Gregory R. Guy. *IHRIM Journal* 8(4). July/August.
- 2004 "HR Outsourcing in Asia/Pacific." With Sandra Eastman. *IHRIM Journal* 8(3). May/June.
- 2003 "Transnational Development: The Efficiency-Innovation Model." With Gregory R. Guy. *IHRIM Journal* 7(6):14-25. Portuguese translation "Desenvolvimento Transnacional: O Modelo de Eficiência e Inovação." With Gregory R. Guy. *IHRIM Journal* 7(6):26-38.
- 2000 "Globalizing HRIS: The New Transnational Model." With Al Walker. *IHRIM Journal* 4(4):30-43.
- 2000 "On Globalizing HRIS: Moving to Transnational Solution." *IHRIM Journal* October-December.
- 1999 "Personalwirtschaft: Wohin? Strategie sucht Strategen." *CoPers HR Personalarbeit und computergestütztes Personalmanagement*. Datenkontext-Fachverlag, GmbH: Frechen-Königsdorf, Germany. February.
- 1999 "Europeanisation and the new HRIS Business Environment." *IHRIM Journal* 3(3). September.
- 1999 "International Perspective: Europe – The Year of the Euro." *IHRIM Journal* 3(1). March.
- 1998 "International Perspective: Europe – Transatlantic Trends and the Forces of Europeanisation." *IHRIM Journal* 2(4). December.
- 1998 "International Perspective: Europe – The Effect of the EU Data Privacy Directive." With Phil Jones, Thomas Otter, and Gabor Erdi. *IHRIM Journal* 2(3). September.
- 1998 "International Perspective: Europe – The Year 2000 or the Euro: Between a Rock and a Hard Place." *IHRIM Journal* 2(2). June.
- 1998 "Global Industry Trends", a quarterly column appearing in the *IHRIM Journal*. Volume II. January-December.
- 1998 "International Perspective: Europe – First Impressions." *IHRIM Journal* 2(1). March.
- 1994 "Implementing a Client/Server HRMS: How it will Effect your Project and Change Your Life," *IHRIM.link*. Awarded First Place in IHRIM Annual Call for Papers.

Articles in Edited Volumes

- 2008 "Think Local, Act Global: Building and Effective Global Organization". 21 *Tomorrows' New Formula: Concept-Driven Innovation through Strategic HR*. Lynne E. Mealy (ed.)
- 2006 "Myths, Mystics, and Mistakes: The Role of the Global Mindset in Building an Effective Multicultural Workforce." *Global Talent*. Human Capital Institute.
- 2006 "Introduction to Shared Services: Seeking Both Effectiveness and Efficiency." In Karen V. Beaman (Editor), *Common Cause: Shared Services for Human Resources*. An IHRIM Press Book. Austin, TX: Rector-Duncan and Associates (ed.)
- 2006 "Globalization of Shared Services: The Payoffs and Tradeoffs." With Gregory R. Guy. In Karen V. Beaman (Editor), *Common Cause: Shared Services for Human Resources*. An IHRIM Press Book. Austin, TX: Rector-Duncan and Associates (ed.).
- 2004 "Out of Site: An Introduction to HR Outsourcing." In Karen V. Beaman (Editor). *Out of Site: An Inside Look at Outsourcing*. An IHRIM Press Book. Austin, TX: Rector-Duncan and Associates (ed.).
- 2004 "Outsourcing Strategies for the Transnational Organization." With Gregory R. Guy. In Karen V. Beaman (Editor). *Out of Site: An Inside Look at HR Outsourcing*. An IHRIM Press Book. Austin, TX: Rector-Duncan and Associates (ed.).
- 2004 "HR Outsourcing in Asia/Pacific." With Sandra Eastman. In Karen V. Beaman (ed.). *Out of Site: An Inside Look at HR Outsourcing*. An IHRIM Press Book. Austin, TX: Rector-Duncan and Associates (ed.).
- 2003 "The New Transnational HR Model: Building a Chaordic Organization." In Row Henson (ed.). *Heads Count: An Anthology for the Competitive Enterprise*. Pleasanton, CA: PeopleSoft Inc.
- 2000 "Consulting in the 21st Century: Managing the Paradox." In Robert H. Stambaugh (Editor). *21 Tomorrows: HR Systems in the Emerging Workplace of the 21st Century*. An IHRIM Press Book. Austin, TX: Rector-Duncan and Associates (ed.).

Industry Publications/Newsletters

- 2012 "Going Global in 2011-2012: HCM Trends in Globalization." *Report on the state of the HR Technology Industry*. Jeitosa Group International.
- 2011 "Going Global in 2010-2011: HCM Trends in Globalization." *Report on the state of the HR Technology Industry*. Jeitosa Group International.
- 2010 "Going Global in 2009-2010: HCM Trends in Globalization." *Report on the state of the HR Technology Industry*. Jeitosa Group International.
- 2009 "Going Global in 2008-2009: HCM Trends in Globalization." *Report on the state of the HR Technology Industry*. Jeitosa Group International.
- 1992 "Project Management: Planning, Scheduling, and Controlling." *AG Insight*. Three-part series co-authored with Paul Woods.

Special Issues of Journals Edited

- 1996 "Outsourcing: The Wave of the Future." Guest Editor. *IHRIM.link*. A publication of the Association for International Human Resource Management. August/September.
- 1996 "Systems Integration for the Enterprise." Guest Editor. *IHRIM.link*. A publication of the Association for International Human Resource Management. February/March.

OTHER PROFESSIONAL PRESENTATIONS

Presentations at Refereed Conferences and Invited Seminars/Webinars

- 2015 "Sneak Peak at the 2015 Global Payroll Benchmarking Results". With Karen Piercy. *Fall Forum American Payroll Association*. Orlando, FL. November.
- 2015 "Debut of the 2015–2016 HR Systems Survey Results. 18th Annual Edition, International Insights." *HR Tech World Congress*. Paris, France. October.
- 2015 "Global Payroll Benchmarking: A Well Fargo Case Study." With Linda Obertin. *American Payroll Association Annual Conference*. Las Vegas, NV. May.
- 2015 "Benchmarking Payroll: Roadmap to Success." With Karen Piercy. *American Payroll Association and Global Payroll Management Institute*. April.
- 2014 "Driving Globally Strategic Payroll: The Paradoxical Journey to Efficiency and Innovation." *IHRIM HRM Strategies Conference*. Los Angeles, CA. June.
- 2014 "Going Global Intelligently: The Journey to Efficiency, Effectiveness and Innovation." *IHRIM Webinar*. February.
- 2013 "Balancing Global Control and Local Customization." With Paul Dumas. *I4CP Conference*. November.
- 2013 "Caveat Emptor: Une revue des technologies globales de ressources humaines." *HR Speaks Conference*. Palais des Congrès, Paris, France. November.
- 2013 "Global Payroll Benchmarking: Achieving Efficiency & Innovation." With Patrick Crane. *The Conference Board*. Human Capital Analytics Conference. New York, NY. October.
- 2013 "Inspect What You Expect: Building a Global Framework for Business Success." With Patrick Crane and John Gibbons. *IHRIM HRM Strategies Conference*. Orlando, FL. June.
- 2013 "Going Global in 2013: Seeking Efficiency and Innovation." *IHRIM Webinar*. June.
- 2013 "HR Operating Models, Service Delivery and Governance." With Christian Adlung. *European HR Operations Council*. The Conference Board. Basel, Switzerland. June.
- 2013 "Going Global in 2013: Leading Practices of Top-Performing Organizations." *Workforce Magazine*. HR Tech Virtual Tech Week. May.
- 2013 "Going Global." *Bill Kutik Radio Show*. April.

- 2013 "Global Payroll Landscape: Benchmarking for Efficiency and Innovation." *The Learning Forum. Global Payroll Council.* Bethesda, MD. April.
- 2013 "Going Global with HR and Payroll in 2013." *Executive Networks Webinar Series.* April.
- 2013 "Globalization of Compliance and Privacy." *Executive Networks Webinar Series.* March.
- 2013 "Leading Practices in Global Payroll." *Executive Networks Webinar Series.* February.
- 2012 "Efficiency & Innovation in Global Payroll." *IHRIM Global Forum Webinar Series.* December.
- 2012 "Going Global: Leading Practices of Top Performing Organizations." *IHRIM HRM Strategies Conference.* Chicago, IL. May.
- 2011 "HCM Trends in Going Global." *IHRIM Webinar.* December.
- 2011 "Going Global: Trends in International HR." *Webster-Buchanan's Multi-Country Payroll Summit.* San Francisco, CA. October.
- 2011 "Leading Practices in Going Global." *IHRIM Global Special Interest Group.* Chicago, IL. October.
- 2011 "Workday Lessons Learned." *HRIT Council. The Learning Forum.* The Pentagon. Arlington, VA. September.
- 2011 "Mission-Critical HR: Creating Business Value with a Modern HCM Solution." With Ilene Colina. *IHRIM HRM Strategies Conference.* Washington DC. May.
- 2010 "Leading Practices in Going Global." *IHRIM Webinar.* December.
- 2010 "Top Issues in Going Global with HR: Technology and People." *IHRIM Global Special Interest Group.* Boston, MA. July.
- 2010 "Going Global with HR: Challenges with Organization, People, Process, and Technology." *Workforce Magazine.* Global Virtual Technology Webinar. June.
- 2010 "Globalizing HR Shared Services: The Payoffs and Tradeoffs." *SSON/IQPC HR Shared Services Conference.* Chicago, IL. May.
- 2010 "Leveraging HR Technology Globally." With Alexia Martin. *IHRIM HRM Strategies Conference.* Las Vegas, NV. May.
- 2010 "Skills and Competencies for Multinationals." *Internal HR Consulting Skills.* Federated Press. Calgary, Canada. May.
- 2010 "Turbulent Times: HR's Role in Managing Change." With Mike Kent. *IHRIM Webinar.* January.
- 2009 "Going Global." *Bill Kutik Radio Show.* December.
- 2009 "Growing and Leveraging Top Talent for Succession." With Camino-Markowitz and Meyers. *The Conference Board. Succession Management Conference.* New York, NY. November.

- 2009 "Going Global Panel: Lessons from Executives Who've Been There." *HR Technology Conference*. Chicago, IL. October.
- 2009 "Trends and Strategic Issues in HR Technology." *HRIT Council, The Learning Forum*. Chicago, IL. September.
- 2009 "Building a Business Case for Global HR Deployment." With Jeanne Kalinowski. *IHRIM Global Special Interest Group*. Chicago, IL. July.
- 2009 "Marketing Professional Services in a Downturn Key Issues & Strategies." *Kennedy Information Executive Search Summit*. Union League Club of Chicago. May.
- 2009 "New Multi-Dimensional Talentforce: Implications for Managing the Emerging Multi-Generational, Multi-Cultural, Multi-Contractual, and Multi-Environmental Workforce." *IHRIM Pacific Southwest Chapter Webinar*. May.
- 2009 "Think Strategic, Act Tactical: Creating Value in HR in Tumultuous Times." *The Conference Board, Mid-Market Council*. Cupertino, CA. April.
- 2009 "Building a Business Case for Global HR Deployment." With Jeanne Kalinowski. *IHRIM HRM Strategies Conference*. San Diego, CA. April.
- 2009 "Business Process Design in an On-Demand World." *IHRIM Mid-Atlantic Chapter*. Webinar. January.
- 2008 "Global Shared Services: Expanding Your Reach and Presence Through Globalization." *International Conference on Quality and Productivity*. Atlanta, GA. December.
- 2008 "The New Multi-Dimensional Talentforce: Implications for Managing the Emerging Workforce in the 21st Century." *ADP National Account Services Enterprise Users Conference*. Los Angeles, CA. September.
- 2008 "Think Local, Act Global." *IHRIM Global Special Interest Group: Joining the East and West*. San Francisco, CA. July.
- 2008 "Think Local, Act Global." *IHRIM HRM Strategies Conference*. Orlando, FL. May.
- 2008 "The New Multi-Dimensional Talentforce: Implications for Managing the Emerging Multi-Generational, Multi-Cultural, Multi-Contractual, and Multi-Environmental Workforce in the 21st Century." *Shared Services Roundtable at Genentech*. San Francisco, CA. May.
- 2008 "Global Workforce Intelligence: Cultural Influences on Measurement and Forecasting." *The Conference Board Metrics and Analytics Conference*. New York, NY. April.
- 2008 "The Four Faces of Web Services and Service-Oriented Architecture." With Kelvin Gray. *IHRIM New England Chapter Webinar*. March.
- 2007 "Think Local, Act Global: Meeting Global Human Resource Needs in a Demanding, Changing World." *Venture Capital Private Equity Roundtable*. November.
- 2007 "Global Mobility and Working Effectively with Cultural Differences around the World." *SuccessFactors Webinar*. November.
- 2007 "The Future of Work. The Trends you Need to Know About." *IHRIM San*

- Francisco Chapter*. San Francisco, CA. October.
- 2007 “Web Services and SOA: Impact Within the HCM Marketplace.” With Kelvin Gray. *HR-XML Global Partnering & Integration Summit*. Las Vegas. September.
- 2007 “Charming or Cerebral? Delivering Global Business Value.” With Row Henson. *IHRIM Conference*. Houston, TX. May.
- 2007 “Web Services: Beyond the Hype.” With Kelvin Gray. *IHRIM Chicago Chapter Conference*. Chicago, IL. April.
- 2007 “SOA & Web Services: New Terminology or New Opportunity?” *IHRIM Webinar*. February.
- 2006 “Global Mentoring: A Multi-Dimensional Approach to International Success.” *Human Capital Institute Webinar*. November.
- 2006 “Web Services: Beyond the Hype.” With Kelvin Gray. *IHRIM New York Chapter Conference*. New York, NY. November.
- 2006 “Web Services: Beyond the Hype.” *IHRIM Dallas/Fort Worth Chapter Conference*. Dallas, TX. October.
- 2005 “Managing a Global Diverse Workforce: Attracting, Developing and Retaining Talent in the Age of Global Mobility.” *Human Capital Institute*. Simon Fraser University. Vancouver, Canada. December.
- 2005 “Attaining Shared Services Excellence: People, Process, and Technology”. With Robert Gunn and Tom Perrin. *The Conference Board Shared Services Conference*. Chicago. November.
- 2005 “Malleable Mindset and Cultural Contact: A Multi-Factorial Approach to the International Experience.” With Gregory R. Guy. *International Conference on New Directions in the Humanities*, University of Cambridge, UK. July.
- 2005 “Common Cause: Global Shared Services for Human Resources.” *IHRIM Global Special Interest Group Webinar*. June.
- 2005 “Out of Site: An Inside Look at HR Outsourcing.” *Canadian Payroll Association*. Vancouver, Canada. June.
- 2005 “Out of Site: An Inside Look at HR Outsourcing.” *IHRIM Annual Conference*. Reno, NV. May.
- 2004 “Advantages and Disadvantages of Outsourcing.” *IHRIM New York Chapter Webinar*. New York, NY. November.
- 2004 “Shared Services: Understanding Client Expectations.” *The Conference Board Shared Services Conference*. Chicago, IL. November.
- 2004 “Becoming a Global Leader: Models and Mindsets for International Success.” *IHRIM Global Special Interest Group*. Toronto, Canada. October.
- 2004 “Mindset and Identity in the Globalizing Future.” With Gregory R. Guy. *International Conference on New Directions in the Humanities*, Monash University Centre, Prato, Tuscany, Italy. July.
- 2004 “Trends in HR Outsourcing.” *NSW SIG of the Australian Human Resources Institute*. Sydney, Australia. April.

- 2004 "Global Alertness: Building Transnational Leadership". IHRIM National Conference. Orlando, FL. April.
- 2003 "Cultivating a Transnational Environment: Harnessing Efficiency and Innovation in HR." *International Human Resources Information Management Association of Europe*. London, UK. November.
- 2003 "Can Any Smart Employee Be a Successful Expatriate: The Role of Global Mindset in the Expatriate Experience." *Australian Human Resources Institute*. Sydney, Australia. October.
- 2003 "Cultivating a Transnational Environment: Identifying Best Practices in Global HR Technology." *The Conference Board HR Technology Working Group*. Paris, France. September.
- 2003 "Critical Success Factors in Workforce Planning." With John Sullivan and Robert Stambaugh. AHRI HRIS SIG, *Australian Human Resource Institute*. Sydney, Australia. July.
- 2003 "Global Orientation and Sociolinguistic Accommodation as Factors in Cultural Assimilation." With Gregory R. Guy. *International Conference on New Directions in the Humanities*. University of the Aegean. Rhodes, Greece. July.
- 2003 "Best Practices in Global HR Technology." *IHRIM National Conference*. Las Vegas, Nevada. May.
- 2002 "Globalizing HRIS: Moving to a Transnational Solution." *IHRIM Professional Development Seminar*. New York, NY. July.
- 2002 "Boundaryless HR: Human Capital Management in the Global Economy." *IHRIM National Conference*. Orlando, Florida. June.
- 2002 "Globalizing HRIS: Moving to a Transnational Solution." *IHRIM Cleveland Chapter Meeting*. Cleveland, Ohio. March.
- 2002 "Make Versus Buy or Both." With Leslie Waltke and Jay Stright. *The Conference Board 2002 Strategic e-HR Conference*. Marina Del Rey, California. February.
- 2001 "Globalizing HRIS: Moving to a Transnational Solution." *IHRIM Pittsburgh Chapter Meeting*. Pittsburgh, PA. November.
- 2001 "HR Return on Investment." *European Networking Group (ENG) Conference: Aligning the HR Function to Maximize Business Performance*. Amsterdam, The Netherlands. October.
- 2001 "Best Practices in World Class HRIS Organizations." *IHRIM Global Special Interest Group Annual Conference*. Orlando, FL. September.
- 2001 "Consulting in the 21st Century: Managing the Paradox." *HRTech 2001: an HR Events Conference*. Chicago, IL. May.
- 2001 "Globalizing HRIS: Moving to a Transnational Solution." *IHRIM Europe Annual Conference*. Brussels, Belgium. March.
- 2000 "Globalizing HRIS: Moving to a Transnational Solution." With Al Walker. *IHRIM Annual Conference*. Boston, MA. June.
- 2000 "Cultural and Organizational Influences on HR and Technology." *ICM*

Conference on e-HR: Transforming the HR Function. Amsterdam, The Netherlands. March.

- 1999 “Europäisierung und die gemeinsame europäische HRMS-Umwelt.” *PAISY Users Conference.* Bremen, Germany. September.
- 1999 “Europeanisation and the new HRIS Business Environment.” *IHRIM Annual Conference.* Salt Lake City, UT. June.
- 1997 “Enabling HR: Bridging the Gap between Technology and HR,” *IHRIM National Conference.* Seattle, WA. June.
- 1996 “Enabling HR: Workflow Strategies for the 21st Century,” *IHRIM San Francisco Bay Area Chapter Meeting.* San Francisco, CA. November.
- 1995 “The Successful Implementation of a Packaged HRIS: Concepts and Reality.” *HRMS Expo.* San Jose, CA. September.
- 1990 “Considerations for Flexible Benefits with 3M Corporation.” *National Tesseract User Group Conference.* Los Angeles, CA. September.

Panel Moderation/Participation

- 2015 “The State of Global Payroll: Facts, Fears, and the Truth.” Participant. *American Payroll Association Webinar.* September.
- 2015 “Sneak Peek at some Preliminary Results from the 2015 Mercer Payroll Benchmarking Survey.” Participant. *American Payroll Association Fall Forum.* October.
- 2015 “Overview of the Mercer Payroll Benchmarking Survey.” Participant. *American Payroll Association Annual Conference.* Las Vegas, NV. May.
- 2014 “The Transnational Advantage – Key Learnings from Leading Global Organizations.” Moderator. *HR Technology Conference.* Las Vegas, NV. October.
- 2014 “Nine Practices of High-Performing Global Payroll Organizations.” Participant. *ADP Webinar.* May.
- 2012 “Going Global: Learnings from HR Executives on the Journey.” Moderator. *HR Technology Conference.* Chicago, IL. October.
- 2012 “Merger Mania in HCM Software.” Moderator. *Workforce Magazine. HR Tech Week Virtual Conference.* June.
- 2012 “Going Public on HR Data Privacy.” Participant. With Mary Young and Stacy Chapman. *The Conference Board Videocast.* March.
- 2011 “Conflict at the Core: Core HR Software and Unified Human Capital Management Systems.” Moderator. *Workforce Magazine. HR Tech Week Virtual Conference.* June.
- 2010 “Being Global: Lessons from Executives Already There.” Moderator. *HR Technology Conference.* Chicago, IL. November.
- 2007 “Challenges of Early HR Outsourcing and Best Practices for Sustainable Transformation.” Moderator. *Lessons of HR Transformation from Early Buyers of HR Outsourcing. HROA and SharedXpertise.* Brussels, Belgium. June.

- 2006 “Service Oriented Architecture and Web Services.” Participant. *IHRIM Best in Class Seminar*. Dallas, TX. October.
- 2005 “The Future of HR Technology.” Participant. *IHRIM National Conference*. Washington DC. May.
- 2004 “Global Shared Services.” Participant. *Shared Services Conference*. The Conference Board. Chicago, IL. November.
- 2004 “Metrics to Support your Global Strategy.” Moderator. *IHRIM Global Special Interest Group Forum*. Toronto, Canada. October.
- 2004 “Inside the Crystal Ball: HR in 2010.” Participant. *IHRIM National Conference*. Orlando, FL. April.

Company-Sponsored Presentations/Workshops

- 2015 “Solution of the Month: Global Payroll Benchmarking.” Mercer Information Services. Webinar. September.
- 2015 “Global Payroll Benchmarking.” ADP Meeting of the Minds National Conference. Nashville, TN. March.
- 2014 “Building a Strategic Global Payroll Function for Greater Efficiency and Innovation.” CloudPay Webinar. July.
- 2014 “Building a Strategic Global Payroll Function for Greater Efficiency and Innovation.” ADP Executive Series. Toronto, Canada. June.
- 2014 “Building a Strategic Global Payroll Function for Greater Efficiency and Innovation.” BNA Bloomberg Webinar. April.
- 2013 “Global HR Management.” DriveThru HR Webinar. March.
- 2013 “HCM Market Landscape: Workday and The Cloud.” Coleman Research Group. November.
- 2013 “Nine Practices of High-Performing Global Payroll Organizations: A Study in Strategic Global Payroll.” With Steve Hardy. ADP Webinar. November.
- 2013 “SaaS HCM Market Landscape: Oracle / PeopleSoft / Fusion.” Coleman Research Group.
- 2012 “Global Benchmarking Survey.” ADP Client Advisory Board. Barcelona, Spain. September.
- 2012 “ReThink Human Capital Management in the Global Economy.” Corporate Leaders and ADP. London, UK. July.
- 2012 “Going Global in 2012: Leading Practices of Top Performing Organizations.” HumanConcepts Webinar. May.
- 2012 “HCM Globalization Trends.” Patersons Webinar. January.
- 2011 “Workday Projects from Vision to Value: Integrating HCM, Financials, and Worker Spend Management.” Workday Users Conference. San Francisco, CA. October.

- 2011 "Industry Trends and the Changing HCM Environment." NuView Users Conference. San Antonio, TX. September.
- 2011 "Leading Practices in Going Global." Patersons Webinar. January.
- 2010 "Leading Practices in Going Global." Patersons Webinar. March.
- 2008 "Effectively Managing the Evolving New Multi-Dimensional Talentforce." With Jim Candler. HumanConcepts Webinar. May.
- 2008 "Think Local, Act Global: Aligning HR and IT." HCR Webinar. January.
- 2007 "Market-Driven Questions and Practices in Global Compensation." With Al Walker. HCR Webinar. April.
- 2007 "Going Global: Visualizing and Supporting a Borderless Enterprise." With Jim Candler. HumanConcepts Webinar. April.
- 2005 "Myths, Mystiques, and Mistakes: The Role of the Global Mindset in Building an Effective Multicultural Workforce." Brassring Webinar. May.
- 2004 "Rationalizing Shared Services." ADP National Users Conference, Meeting of the Minds. Las Vegas, NV. March.
- 2004 "Expatriate Challenges: Building Successful International Managers." ADP National Users Conference, Meeting of the Minds. Las Vegas, NV. March.
- 2004 "Globalizing HRIS: Harnessing Efficiency and Innovation." ADP National Users Conference, Meeting of the Minds. Las Vegas, NV. March.
- 2003 "Harnessing Efficiency and Innovation in HR: Cultivating a Transnational Environment." ADP Global Seminar Series. Sydney, Melbourne, Philadelphia, New York, Boston, São Paulo. October-November.
- 2003 "Cultivando um Ambiente Transnacional: Identificando as Melhores Práticas em Sistemas de Informação de Recursos Humanos." ADP Multinational Seminar. São Paulo, Brazil. June.
- 2003 "Appreciating Cultural Diversity." Numerous ADP seminars throughout New Jersey, Atlanta, Chicago, and Louisville. Winter/Spring.
- 2003 "The Future of Outsourcing." ADP National Users Conference, Meeting of the Minds. Orlando, FL. April.
- 2003 "Globalizing HRIS: Moving to a Transnational Solution." ADP National Users Conference, Meeting of the Minds. Orlando, FL. April.
- 2002 "Building Global Shared Services Capability." ADP Executive Roundtable. Chicago, IL. December.
- 2002 "Global Trends in Human Capital Management." ADP Multinational Seminar. São Paulo, Brazil. November.
- 2002 "Globalizing HRIS: Moving to a Transnational Solution." ADP Executive Roundtables. Singapore, Melbourne, and Sydney. October.
- 2002 "Current Trends in Global HR and Payroll." ADP Executive Roundtables. Seattle, Portland, Cleveland, Pittsburgh, and Detroit. October-December.

- 2002 “Globalizing HRIS: Moving to a Transnational Solution.” ADP Professional Development Seminar. Singapore. October.
- 2002 “Avaya Goes Global with ADP.” With Mary Passalacqua. Meeting of the Minds: ADP Annual Users Conference. New Orleans, LA. May.
- 2002 “Boundaryless HR: Human Capital Management in the Global Economy.” ADP Multinational Client Seminar. São Paulo, Brazil. January.
- 2000 “Globalizing HRIS: Moving to a Transnational Solution.” ADP Multinational Client Conference. São Paulo, Brazil. January.
- 1998 “«Europäisierung» und die gemeinsame europäische HRMS-Umwelt.” With Dr. Siegfried Krüger. PAISY National Users Conference. Bremen, Germany. October.
- 1998 “Personalwirtschaft: Wohin? Trends in der Personalwirtschaft und bei den unterstützenden DV-Systemen.” With Dr. Siegfried Krüger. PAISY National Users Conference. Bremen, Germany. October.
- 1990 “Considerations for Flexible Benefits.” With 3M Corporation. National Tesseract User Group Conference. Los Angeles, CA. September.
- 1989 “HRMS Data Conversion at Westinghouse Savannah River Plant,” National Tesseract User Group Conference. Orlando, FL. September.
- 1987 “Using the Function Interpreter.” National Tesseract User Group Conference. San Francisco, CA. September.
- 1986 “Dependent/Beneficiary Processing.” With TRW Corporation. National Tesseract User Group Conference. New Orleans, LA. September.
- 1985 “HRMS Software Development Process. National Tesseract User Group. Chicago, IL. September.

Client Presentations/Workshops

- 2003 “Vision to Values Workshop.” SPX Senior Management Team. Charlotte, North Carolina. November.
- 2003 “Vision to Values Workshop.” Telstra Senior Management Team. Sydney, Australia. October.
- 2003 “Global Shared Services: Issues, Trends, and Options.” Alcoa Shared Services Senior Management Team. Pittsburgh, PA. July.
- 2003 “Trends beleuchten: was beschäftigt die Leiter der HR/Finanzen-Abteilungen gedanklich?” DaimlerChrysler HR Executive Team. Stuttgart, Germany, April.
- 2003 “Current Trends in Global HR and Payroll.” Microsoft Corporate Finance Committee. Seattle, WA. January.
- 2002 “Deploying a Global Outsourced Payroll Solution.” Snap-On Tools HR Executive Team. Kenosha, WI. September.
- 2002 “Global Trends in HR and HRIS.” Corning Global Executive Committee. Corning, NY. April.

1996 “Enabling HR: Strategies and Tactics for a New Age.” Glenayre International Human Resources Meeting.

Technical and Policy Documents

1993 “Study in Reengineering Approaches.” A Business Strategy Paper for AG Consulting.

1986 Program Development Standards. Manual for application developers for Tesseract Corporation.

1984 System Adaptation Guide. Documentation for product customization for Tesseract Corporation.

OTHER PROFESSIONAL AND BUSINESS SERVICE

Official Positions in Professional Organizations

2009-2015 International Editor, Workforce Solutions Review, IHRIM
2002-2008 Member, Steering Committee, Global Special Interest Group, IHRIM
2002-2008 Program Chair, Forum for Global Special Interest Group, IHRIM
2005-2007 Member, Global Talent Management Expert Panel, Human Capital Institute
2005-2007 Member, Competency Management Expert Panel, Human Capital Institute
1997-2000 Member and International Chair, Board of Directors, IHRIM
1998-1999 Chair, IHRIM.link Editorial Committee, IHRIM
1997-1999 Member, IHRIM.link Editorial Committee, IHRIM

Membership in Professional Organizations

1997-2015 Association for International Human Resource Information Management
2005-2007 Human Capital Institute, Washington DC
2002-2003 HR Technology Working Group, The Conference Board, New York, NY
2002-2003 The Executive Committee, An organization of CEOs/GMs, Portland, Oregon

Conference Organization

2007 “Global HR Strategies: Making Connections.” Program Chair. Global Special Interest Group Forum, IHRIM, Amsterdam, The Netherlands. October 2007.
2006 “HR Systems around the World.” Program Chair, Global Special Interest Group Forum, IHRIM, Boston, USA. October 2006.
2005 “Global HR Sourcing and Services.” Program Chair, Global Special Interest Group Forum, IHRIM, Boston, USA. October 2005.
2004 “Designing a Global HR Strategy.” Program Chair, Global Special Interest Group Forum, IHRIM, Toronto, Canada. October 2004.
2003 “Global HR Systems and Services.” Program Chair, Global Special Interest Group Forum, IHRIM, Chicago, IL USA. March 2003.

Conference Sessions Chaired

2002 Visions of the Future, Panel of Experts, IHRIM National Conference
2001 Visions of the Future, Panel of Experts, IHRIM National Conference
2000 Visions of the Future, Panel of Experts, IHRIM National Conference
1999 Visions of the Future, Panel of Experts, IHRIM National Conference

Member for Awards Programs

2004 HR Outsourcing Awards Committee, HRO World 2004 Conference, New York, NY

2003 HR Technology Awards Panel, HRTech 2003 Conference, Chicago, IL

OTHER PROFESSIONAL TEACHING SERVICE

Workshops/Courses Developed/Taught

- 2003 "Vision to Value." Workshop for senior leadership teams focused on helping them to put value metrics around their global Human Resources vision. October 2003.
- 2003 "Leading Enablers in Global Program Management." Workshop for ADP Australian Project Management Team. Sydney, Australia. August 2003.
- 1995 "Client/Server HRMS Implementation Strategies." Seminar for ADP National Account Sales Force. Los Angeles, CA, USA.
- 1994 "Implementing a Client/Server HRMS." ADP National Account Executive Training Seminar. Los Angeles, CA
- 1993 "Implementing a Client/Server HRMS." ADP National Account Executive Training Seminar. Philadelphia, PA.
- 1993-1997 "Consulting 101." Seminar on consulting basics for new consultants. AG Consulting. San Francisco, CA, USA.
- 1984-1988 "System Adaptation Techniques." Seminar and classroom training on system adaptation processes for the Tesseract software. Tesseract Corporation, San Francisco, CA, USA.

Graduate Theses/Projects Supervised/Advised

- 2005 Hani Masoud, "Workforce Management Market – Service Offerings and Thought Leadership." MBA Research Project. Said Business School. Oxford University, United Kingdom.
- 2002 Michael Buzek, "Global HR Practices Marketing Research Project for Automatic Data Processing." Graduate Student Study on Global Consulting Market. University of Notre Dame. South Bend, Indiana, USA. March 2002.
- 2001 Benoit Slavicek, graduate student researching e-Solutions in multinational organizations. Paris, France. August 2001
- 2000 Özkan Akyildiz, "Wissensmanagement in einem internationalen System: Beratungsunternehmen (WiMa)." Projektabschlussarbeit im Auftrag des Instituts für Projektmanagement und Wirtschaftsinformatik am Fachbereich Wirtschaftswissenschaften der Universität Bremen. September 2000.