

JEFFREY A. MELLO

1773 Northeast 4th Avenue
Fort Lauderdale, FL 33305
954.557.7387 (phone)
jmello@mail.barry.edu

EDUCATION

Ph.D. Northeastern University
Major Fields: Human Resource Management and Organizational Behavior
Law and Public Policy

M.B.A. Northeastern University Graduate School of Business
Concentration in Marketing; Recipient of Graduate Teaching Fellowship

B.S.B.A. Boston University School of Management
Degree conferred summa cum laude; Concentrations in marketing and organizational behavior; Elected to Beta Gamma Sigma, Mortar Board, and LOCK Honorary Service Society; Named to Dean's List 8 of 8 semesters; Ranked 10th in a class of 607

ACADEMIC EXPERIENCE

May 2008 – present Barry University, Andreas School of Business
Interim Dean and Professor of Management

July 2006 - May 2008 Associate Dean and Professor of Management

Responsible for all areas of internal operations including, but not limited to, course schedules and teaching assignments, budget preparation and fiscal oversight, overseeing Assurance of Learning, curriculum review and continuous improvement processes, monitoring compliance with all AACSB-International accreditation requirements and standards, hiring of adjunct faculty and direct supervision and performance management and development of all faculty, oversight of graduate admissions and advising as well as all graduate and undergraduate services, and management of administrative staff.

Courses taught: Organizational Behavior, Human Resource Management.

Service: Academic Affairs Council, Dean's Council, Strategic Planning Committee, Committee on Performance Management (Chair), University Graduate Council, President's Governance Task Force, Provost's Retention Task Force, Alumni Advisory Council, Undergraduate Programs Committee (ex-officio), Graduate Programs Committee (ex-officio).

June 2001- July 2006
June 2001- June 2005

Towson University, College of Business and Economics
Professor of Management
Chairperson, Department of Management

Full administrative, operational and leadership responsibilities for the college's largest department (28 FTE faculty and over 6000 course enrollments annually) including compliance with all AACSB-International accreditation requirements, budget preparation and oversight, course scheduling and teaching assignments, faculty performance management and development, policy development, review and implementation, internal and external outreach activities and management of administrative staff.

Courses taught: Human Resource Management, Organizational Behavior, Organization Theory and Development, Strategic Human Resource Management.

Service: University Council of Chairs (Chair), Provost's Council, AACSB-International Diversity Committee (Chair), Chair Evaluations Committee (Chair), CBE Areas of Excellence Task Force, Faculty Search Committee (Chair), Provost Search Committee, CBE Council of Chairs, CBE Administrative Council, Department Chair Evaluation Committee, Provost's Welfare to Work Committee, President's CBE Strategic Planning Task Force, CBE Faculty Development and Research Committee, CBE Dean Search Committee (Chair), Chairperson Roles and Responsibilities Task Force, CBE Curriculum Committee, CBE Constitution Revision Committee, Department of Management Tenure and Promotion Committee, Department of Management Rank Committee, Department of Management Curriculum Committee, Chairperson Compensation and Workload Committee, CBE Associate Dean Search Committee (Chair), University Faculty Hearing Committee, Trans/AM Advisor.

August 2000-
July 2001

The George Washington University, School of Business and Public Management
Visiting Professor of Human Resource Management

Courses taught: Human Resource Management, Global Human Resource Management, Performance Management, and Strategic Human Resource Management.

Service: Undergraduate Programs Committee, Executive MBA Program Committee, University Urban Affairs Committee, Administrative Matters Affecting Faculty Committee.

September 1993-
August 2001

Golden Gate University, Ageno School of Business
Professor of Management (September 1998 - August 2001, on leave 2000-2001 AY)
Associate Professor of Management (September 1993 - August 1998)

Director, Graduate Management Programs, 1996-2000
Chair, Human Resource Management Department, 1994-1996
Director, Undergraduate Programs, 1993-1994

Courses taught: Organizational Behavior, Methods of Organizational Research (seminar), Theories of Human and Organizational Behavior (seminar), Human Resource Management, Strategic Human Resource Management (seminar), Managing People in International Settings (seminar), Organization Theory and Principles of Management.

Service: Faculty Senate (elected position), Faculty Senate Vice-Chair (elected position), Faculty Senate Executive Committee (elected position), University Cabinet, Board of Trustees' Urban Campus Study Group, University Restructuring Task Force, Doctoral Standards Committee, Grade Grievance Committee (Chair), Faculty Affairs Committee (Vice-Chair), Faculty Evaluation Task Force (Chair), Peer Evaluation Task Force (Chair), International Business Programs Committee, Faculty Research, Development

and Scholarship Committee, Management Department Faculty Search Committee, Faculty Benefits Task Force, School of Management Curriculum Committee, Cooperative Education Coordinating Committee, Cooperative Education Advisory Board, Cooperative Education Director Search Committee (Co-chair), Distinguished Teacher Award Selection Committee, Health and Safety Committee, ADA Compliance Committee, Graduate Programs in Applied Psychology Advisory Board.

August 1996-
December 1996

University of California at Berkeley, Haas School of Business
Visiting Associate Professor of Organizational Behavior / Industrial Relations

Course taught: Strategic Human Resource Management.

Redesigned Human Resource Management curriculum in MBA program to emphasize strategic aspects of HR.

September 1985-
August 1993

Northeastern University, College of Business Administration
Lecturer of Organizational Behavior and Human Resource Management (full-time)

Courses taught: Organization Theory, Organizational Behavior, Organizational Behavior and Design, Human Resource Management, Applied Human Resource Management, Leadership, Introduction to Business, Organizational Behavior in Professional Accounting Firms, and Managerial Skills Seminar.

Nominee for University-wide Teaching Excellence Award.
Recipient of multiple Dean's Citations for Teaching Excellence.

Service: MBA Curriculum Task Force (Chair), Coordinator of Undergraduate Organizational Behavior Curriculum, Faculty Supervisor of Secretarial and Support Staff, Freshman Advisor, Faculty Member of MBA Network, Faculty Admissions Representative, Charitable Funds Campaign Keyperson.

June 1986-
August 1988

Mount Ida College
Director, School of Business and Assistant Professor of Business Administration

Entrepreneurial responsibility for seven degree programs, one of which was conceptualized, developed, and implemented under my direction and supervision. Other duties consisted of preparation of accreditation reports, recruiting and hiring of program directors and faculty, budget preparation and maintenance, evaluation and development of division curricula, assisting with admissions, registration and placement functions, and teaching within the division

Courses taught: Organizational Behavior, Principles of Management, Principles of Marketing, Business Law, Introduction to Business, and Cost Accounting.

HONORS AND AWARDS

President's Award for Outstanding Service, Towson University, 2004

Outstanding Scholar Award, Towson University, 2004

Best Paper Award, Annual International Conference of the Association on Employment Practices and Principles, 2001

Best Paper Award, Annual International Conference of the Association on Employment Practices and Principles, 1997

Best Paper Award, Business Law and Ethics Division, International Decision Sciences Annual Meeting, 1997

Outstanding Scholar Award, Golden Gate University, 1995, 1996, 1997

Finalist, Outstanding Scholar Award, Golden Gate University, 1998

Finalist, Outstanding Teacher Award, Golden Gate University, 1995, 1996, 1997, 1998

David L. Bradford Outstanding Educator Award "recognizing outstanding performance and innovation in teaching in the organizational disciplines." Presented by McGraw-Hill Publishing and the Organizational Behavior Teaching Society, 1994

GRANTS

Center for International Business Education and Research, University of Colorado, 1999, Internationalizing the HR Curriculum.

Program Development Fund, Golden Gate University, 1998-1999, Integrating International and Technological Components into Human Resource Management Degree Programs and Curricula.

Faculty Research Fund, Golden Gate University, 1998-1999, An Investigation of the Protection Against Discrimination Offered to Employees With Disabilities Under the Americans With Disabilities Act.

PUBLICATIONS

Books

Mello, Jeffrey A. (2009). Strategic Human Resource Management, 3ed. Cengage Learning: Cincinnati, OH.

Mello, Jeffrey A. (2006) Strategic Human Resource Management, 2ed. Thomson/South-Western: Cincinnati, OH.

Mello, Jeffrey A. (2002) Strategic Human Resource Management. South-Western College Publishing: Cincinnati, OH.

Book Chapters

Mello, Jeffrey A. (2008) "Making Telework Work: Benefits, Issues and Guidelines" in Preziosi, Robert C. (ed.) 2008 Pfeiffer Annual: Management Development. Hoboken, NJ: John Wiley & Sons.

Cohen, D. J., Lippert, S. K. and Mello, Jeffrey A. (listed alphabetically) (2005) "Individual, Situational and Organizational Factors Impacting Training Outcomes: A Conceptual Model and Discussion" in Preziosi, Robert C. (ed.) 2005 Pfeiffer Annual: Human Resource Management. Hoboken, NJ: John Wiley & Sons.

- Mello, Jeffrey A. (2002) "The Dual Loyalty Dilemma for HR Managers in Title VII Compliance" in Human Resources, 12th Ed. Guilford, CT: Dushkin Publishing.
- Mello, Jeffrey A. (2001) "The Implementation of Diversity Initiatives: Lessons from the Battle (field)" in Harvey, C. and Allard, M. J. (eds.), Understanding & Managing Diversity: Readings, Cases & Exercises, 2nd ed. Upper Saddle River, NJ: Prentice Hall.
- Mello, Jeffrey A. (2001) "The Dual Loyalty Dilemma for HR Managers in Title VII Compliance." in Human Resources, 11th Ed. Guilford, CT: Dushkin Publishing.
- Mello, Jeffrey A. (1997) "Teaching In the Real World" in Frost, P. and Andre R. (eds.), Researchers Hooked on Teaching: Noted Scholars Discuss the Synergies of Teaching and Research. Newbury Park, CA: Sage Publications.
- Mello, Jeffrey A. (1996) "The Environmental Cost of Free Trade" in Microeconomics, 3rd Ed. Guilford, CT: Dushkin Publishing.

Articles

- Mello, Jeffrey A. (2009). Putting A Big Chill on A "Big Hurt:" Genuine Interest in Employment of Salts in Assessing Protection Under the National Labor Relations Act. Employee Responsibilities and Rights Journal, 21, (1), 37-49.
- Mello, Jeffrey A. (2008). Hate Speech, the First Amendment and Professional Codes of Conduct: Where to Draw the Line? Journal of Legal Studies Education, 25, (1), 1-17.
- Mello, Jeffrey A. (2007). Managing Telework Programs Effectively. Employee Responsibilities and Rights Journal, 19, (4), 247-261.
- Mello, Jeffrey A. (2007). Age-Related Employment Discrimination: A Transatlantic Comparison of the United States and the United Kingdom. International HR Journal, 16, (1), 15-19.
- Mello, Jeffrey A. and Tabak, F. (2006). Heightening Awareness of and Sensitivity Toward Perceptual Errors in Human Interaction Through Hands-on Learning. Journal of Human Resource and Adult Learning, 2, (2), 57-63.
- Mello, Jeffrey A. (2006). Navigating the Landmines of the Family and Medical Leave Act. Journal of Individual Employment Rights, 12, (2), 151-163.
- Mello, Jeffrey A. (2006). Enhancing the International Business Curriculum through Partnership with the United States Department of Commerce: The "E" Award Internship Program. Journal of Management Education, 30, (5), 690-699.
- Mello, Jeffrey A. (2006). Balancing Hate Speech, Professional Ethics and First Amendment Rights: A Case of and from the Judiciary. Employee Responsibilities and Rights Journal, 18, (1), 21-28.
- Mello, Jeffrey A. (2005). Defining "Hours of Service" Under the Family and Medical Leave Act in Employment Disputes. Journal of Employment and Labor Law, 11, (1), 120-128.
- Mello, Jeffrey A. (2005). Check but No Mate: Balancing the Rights of Employees and Employers Under the National Labor Relations Act - The Ongoing Saga. Employee Responsibilities and Rights Journal, 17, (2), 63-74.
- Mello, Jeffrey A. (2004) Salts, Lies and Videotape: Union Organizing Efforts, Management Responses and Their Consequences. Labor Law Journal, 55, (1), 42-52.

- Mello, Jeffrey A. (2003) Profiles In Leadership: Enhancing Learning Through Model and Theory Building. Journal of Management Education, 27, (3), 344-361. **Cited as one of the journal's five most-downloaded articles (#2).**
- Mello, Jeffrey A. (2002) Disorder In the Courts: The Application of the Americans With Disabilities Act to Health Insurance. Journal of Individual Employment Rights, 10, (3), 233-244.
- Mello, Jeffrey A. (2002) Employment-at-will Versus Wrongful Discharge: The Gray Matter of Ethics and Public Policy. Business Horizons, 45, (6), 3-6.
- Mello, Jeffrey A. (2001). The Supreme Court and Its Rulings Affecting the Employment of People With Disabilities: Advocates or Adversaries? Journal of Law & Business, 8, (1), 1-37.
- Mello, Jeffrey A. (2001) The Rights of Employees With Disabilities: Supreme Court Interpretations of the Americans With Disabilities Act and Their Implications for Human Resource Management. Employee Responsibilities and Rights Journal, 14, (4), 175-190.
- Mello, Jeffrey A. (2000) Commentary on "Cheating Goes Hi-Tech:" Combating Academic Dishonesty While Developing Assignments That Enhance Student Learning. Journal of Management Education, 24, (6), 741-744.
- Mello, Jeffrey A. (2000) The Dual Loyalty Dilemma for HR Managers in Title VII Compliance. Society for the Advancement of Management Advanced Management Journal, 65, (1), 10-15, 51.
- Mello, Jeffrey A. (2000) The Application of Title III of the Americans With Disabilities Act to Health Insurance. Journal of Employment Discrimination Law, 2, (4), 316-323.
- Mello, Jeffrey A. (1999) Reframing Leadership Pedagogy Through Model and Theory Building. Career Development, 4, (3), 163-169.
- Mello, Jeffrey A. (1998) Developing Managerial Skills: A Framework to Define the Faculty Role In Linking Field-Based Learning to Classroom Learning. Journal of Workplace Learning, 10, (6/7), 292-295.
- Mello, Jeffrey A. (1998) Redefining the Rights of Union Organizers and Responsibilities of Employers In Union Organizing Drives. Society for the Advancement of Management Advanced Management Journal, 63, (2), 4-9.
- Mello, Jeffrey A. (1997) In Defense of the HR Manager: Rethinking the Title VII Anti-Retaliation Provision. Labor Law Journal, 48, (7), 403-410.
- Mello, Jeffrey A. (1996) The Enemy Within: When Paid Union Organizers Become Employees. Labor Law Journal, 47, (10), 677-683.
- Mello, Jeffrey A. (1996) Personality Tests and Privacy Rights. HR Focus, 73, (3), 22-23.
- Mello, Jeffrey A. (1996) The Strategic Management of Workplace Diversity Initiatives: Public Sector Implications. International Journal of Public Administration, 19, (3), 425-447.
- Mello, Jeffrey A. (1996) The Fine Art of the Reprimand: Using Criticism to Enhance Commitment, Motivation and Performance. Employment Relations Today, 12, (4), 19-27.
- Mello, Jeffrey A. (1995) Four Steps to Turning Around Problem Performance. Supervisory Management, 40, (12), 1-5.

- Mello, Jeffrey A. (1995) Personality Screening In Employment: Balancing Information Gathering and the Law. Labor Law Journal, 46, (10), 622-626.
- Mello, Jeffrey A. (1995) The Public Policy Debate of Free Trade and Environmental Protection Under the North American Free Trade Agreement. Dickinson Journal of Environmental Law & Policy, 4, (2), 106-125.
- Mello, Jeffrey A. (1995) Employment Law and Workers With Disabilities: Implications for Public Sector Managers and Human Resource Practices. Public Personnel Management, 24, (1), 75-87.
- Mello, Jeffrey A. (1995) The Legality of Employment Decisions Based On Physical Appearance. Employment Relations Today, 21, (4), 481-487.
- Mello, Jeffrey A. (1994) The Color of NAFTA: The Environmental Cost of Free Trade. Business & Society Review, 91, 18-28,
- Mello, Jeffrey A. (1993) Employing and Accommodating Workers With Disabilities: Mandates and Guidelines for Labor Relations. Labor Law Journal, 44, (3), 162-170.
- Mello, Jeffrey A. (1993) Improving Individual Member Accountability in Small Work Group Settings. Journal of Management Education, 17, (2), 253-259.
- Mello, Jeffrey A. (1992) Perceptions In the Workplace: A Double Dilemma. HR Focus, 69, (7), 18.

Essays

- Mello, Jeffrey A. (2009). Building Effective Administrative Teams. eNEWSLINE: Management Education News from AACSB. February/March, 2009.
- Mello, Jeffrey A. (2007). Adjuncts: Groomed for Success. BizEd, November/December 2007, 42-44.
- Mello, Jeffrey A. (2006) Editor's Introduction - Special Issue on Sexual Orientation/Identity Issues in the Workplace. Employee Responsibilities and Rights Journal, 18, (1), 21.
- Mello, Jeffrey A. (2004) The Evolving Nature of the Employment Relationship: Growing Concerns in Management Practice, Law, and Policy. Employee Responsibilities and Rights Journal, 16, (2), 47-48.
- Mello, Jeffrey A. (2003) The Evolving Nature of the Employment Relationship: Reconsidering Employee Responsibilities and Rights. Employee Responsibilities and Rights Journal, 15, (3), 99-101.
- Mello, Jeffrey A. (1999) Working With the Media. Golden Gate Faculty News, 6, (1), 8-10.
- Mello, Jeffrey A. (1997) Telecommuting: A Strategic Approach. Connections: Golden Gate University Alumni Magazine, Fall, 1997, 29.
- Mello, Jeffrey A. (1995) Teaching and Research In the Professional Disciplines: Dichotomous or Synergistic? Golden Gate Faculty News, 2, (4) 4.
- Mello, Jeffrey A. (1992) Adding Up the Costs of A Death Penalty Law. Boston Business Journal, 12, (14), 11.

Book Reviews

- Mello, Jeffrey A. (2002). Brave New World: A Review of Alliances, Outsourcing and the Lean Organization. Journal of Organization Change Management, 15, (3) 327-330.
- Mello, Jeffrey A. (1999) High Quality Leadership: Practical Guidelines to Becoming A More Effective Manager International Journal of Organizational Analysis, 7, (4), 384-6.
- Mello, Jeffrey A. (1992) Crimes of the Middle Classes: White-Collar Offenders In the Federal Courts. Bimonthly Review of Law Books, 2, (5), 5-7.
- Mello, Jeffrey A. (1991) Rough Justice: Days and Nights of a Young D.A. Bimonthly Review of Law Books, 1, (6), 6-7.

Teaching Materials

- Mello, Jeffrey A. (2002) Instructor's Manual to accompany Strategic Human Resource Management by Mello. Cincinnati: South-Western College Publishing,
- Mello, Jeffrey A. (2001) Teaching note for "Implementation of Diversity Initiatives: Lessons from the Battle (field)" in Harvey, C. and Allard, M. J. Teacher's Manual for Understanding & Managing Diversity: Readings, Cases & Exercises, 2nd ed. Upper Saddle River, NJ: Prentice Hall.
- Hibbert, Douglas A., Mello, Jeffrey A., and Weathersford, Philip A. (1989) Test Bank to accompany Business by Luthans and Hodgetts. Dryden Press: Hinsdale, IL.

PRESENTATIONS

- Mello, Jeffrey A. (February, 2009). The Scholarship of Teaching: Publishing Teaching Innovations. Paper presented at the Pacific Southwest Academy of Legal Studies In Business Annual Meeting, Palm Springs, CA.
- Mello, Jeffrey A. (November, 2008). Recruiting, Developing and Rewarding Chairs and Associate Deans. Presentation at the Southern Business Administration Association Conference, Nashville, TN.
- Mello, Jeffrey A. (August, 2008). If, Why and How? Combining Parenting and Academic Life. Workshop presentation at the Academy of Management International Meeting, Anaheim, CA.
- Mello, Jeffrey A., Bailey J. R., Heisler, W. J. and Thacker, R. A. (August, 2008). How to Publish Teaching-Related Research. Workshop presentation at the Academy of Management International Meeting, Anaheim, CA.
- Mello, Jeffrey A. (April, 2008). Teaching What We Practice: Classroom Application of Human Resource Management in Academic Administration. Workshop to be presented at the Innovative Teaching In HRIR Conference. Minneapolis, MN.
- Mello, Jeffrey A. (February, 2008). Putting A Big Chill on A "Big Hurt:." Genuine Interest in Employment of Salts in Assessing Protection Under the National Labor Relations Act. Paper presented at the Pacific Southwest Academy of Legal Studies In Business Annual Meeting, Palm Springs, CA.
- Mello, Jeffrey A. (October, 2007). Romantic Relationships Between Faculty Members and Students: Freedom of Association or Unethical Behavior? Presentation at the Annual International Conference of the Association on Employment Practices and Principles, Fort Lauderdale, FL.

- Mello, Jeffrey A. (August, 2007). Teaching Human Resource Management from a Strategic Perspective. Workshop presentation at the Academy of Management International Meeting. Philadelphia, PA.
- Mello, Jeffrey A. (May, 2007). Age-Related Employment Discrimination: A Transatlantic Comparison of the United States and the United Kingdom. Paper presented at the Academic Business World International Conference, Nashville, TN.
- Mello, Jeffrey A. (May, 2007). Strategies for Recruiting, Developing and Gaining the Commitment of Outstanding Professionally Qualified (PQ) Faculty. Paper presented at the Academic Business World International Conference, Nashville, and TN. **Recipient of Outstanding Presentation Award.**
- Mello, Jeffrey A. (February, 2007). Managing Telework Programs Effectively. Paper presented at the Annual Meeting of the American Society of Business and Behavioral Science, Las Vegas, NV.
- Mello, Jeffrey A. (October, 2006). Making Telework Work. Paper presented at the Annual International Conference of the Association on Employment Practices and Principles, New York, NY.
- Mello, Jeffrey A. (October, 2006). Motivational Factors Affecting the Propensity to Engage in White Collar Crime. Panel presentation at the Annual International Conference of the Association on Employment Practices and Principles, New York, NY.
- Mello, Jeffrey A., Keenan, J., and Devintz, V. (October, 2006). Publishing in Employee Responsibilities and Rights Journal: A Dialog with the Editors. Workshop presented at the Annual International Conference of the Association on Employment Practices and Principles, New York, NY.
- Mello, Jeffrey A. (August, 2006). Eradicating Discrimination – Are Statutes and Policies Enough? A Teaching Case. Paper presented at Academy of Legal Studies In Business Annual Meeting, St. Petersburg, FL.
- Mello, Jeffrey A., Beck-Dudley, C and Salbu, S. (August, 2006). From the Classroom to the Dean's Office: Academic Administration As A Career Option. Workshop presented at Academy of Legal Studies In Business Annual Meeting, St. Petersburg, FL.
- Mello, Jeffrey A. and Tabak, F. (April, 2006). The Mirror Has Many Faces: An Experiential Exercise in Social Perception. Paper presented at the Academy of Business Education Annual Conference, San Antonio, TX.
- Mello, Jeffrey A. (February, 2006). Balancing Hate Speech, Professional Ethics and First Amendment Rights: A Case of and from the Judiciary. Paper presented at the Pacific Southwest Academy of Legal Studies In Business Annual Meeting, Palm Springs, CA.
- Mello, Jeffrey A. (October, 2005). Leadership in Management Education: Curriculum, Pedagogy and Programs. Symposium presentation at the Annual International Conference of the Association on Employment Practices and Principles, Baltimore, MD.
- Mello, Jeffrey A., Keenan, J., Devintz, V. and Vickers, M. (October, 2005). Publishing in Employee Responsibilities and Rights Journal: A Dialog with the Editors. Workshop presented at the Annual International Conference of the Association on Employment Practices and Principles, Baltimore, MD.
- Mello, Jeffrey A, Brennan, J. and Exner, C. (2005, April). When Faculty Become Administrators: Maintaining Effectiveness In the Classroom. Workshop presented at the Lilly-Conference On College and University Teaching, Towson, MD.

- Mello, Jeffrey A. (2005, February). Defining "Hours of Service" Under the Family and Medical Leave Act In Employment Disputes. Paper presented at the Pacific Southwest Academy of Legal Studies In Business Annual Meeting, Palm Springs, CA.
- Mello, Jeffrey A. (2004, October). Check but No Mate: Balancing the Rights of Employees and Employers Under the National Labor Relations Act - The Ongoing Saga. Paper presented at the Annual International Conference of the Association on Employment Practices and Principles, Fort Lauderdale, FL.
- Mello, Jeffrey A., Wynne W. and Allspach, J. (2004, June). Enhancing Quality: The Contribution of Standardized Testing. Workshop presented at the Hawaii International Conference On Business, Honolulu, HI.
- Mello, Jeffrey A. (2004, June). Enhancing the International Business Curriculum Through Partnership With the United States Department of Commerce: The AE" Award Internship Program. Paper presented at the Hawaii International Conference On Business, Honolulu, HI.
- Mello, Jeffrey A. (2004, May). Strategies for Recruiting Top-Notch Faculty and Integrating Them into the Department and College. Symposium presentation at the Eastern Academy of Management Annual Meeting, Providence, RI.
- Mello, Jeffrey A. (2004, May). Developing and Gaining Commitment of Adjunct Faculty. Symposium presentation at the Eastern Academy of Management Annual Meeting, Providence, RI.
- Mello, Jeffrey A. (2004, April). The Grading of Class Participation: Issues, Experiences, Challenges and Guidance. Interactive poster presentation at the Lilly-Conference On College and University Teaching, Towson, MD.
- Mello, Jeffrey A. (2003, October) Balancing Management Prerogatives and the Rights of Organized Labor Under the National Labor Relations Act: The Ongoing Saga. Paper presented at the Annual International Conference of the Association on Employment Practices and Principles, San Diego, CA.
- Mello, Jeffrey A. (2003, August) Salts, Lies and Videotape: Union Organizing Efforts, Management Responses and Their Consequences. Paper presented at the Academy of Legal Studies In Business Annual Meeting, Nashville, TN.
- Mello, Jeffrey A. (2003, April). Enhancing Teaching Effectiveness Through the Creation of A Student-Centered Learning Environment. Workshop presented at the Lilly-Conference On College and University Teaching, Towson, MD.
- Mello, Jeffrey A. (2003, March) From Dinosaurs to Beaches: Perspectives On Ethical Footprints. Roundtable presentation at the Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, PA.
- Ziv, L. B. and Mello, Jeffrey A. (2003, January). How Japanese Management Personnel Are Willing to Make Personal Financial Sacrifices for Their Company. Paper presented at the Second International Business and Economy Conference, San Francisco, CA.
- Mello, Jeffrey A. (2002, October). The Unintended Consequences of Diversity: Dealing With the Fallout in the Academy and the Classroom. Workshop presented at the University System of Maryland Teaching Diversity and Thinking Diversity Conference, Towson, MD.
- Mello, Jeffrey A. (2002, October). Fanning the Flames of Controversy: Rethinking Wrongful Discharge. Paper presented at the Annual International Conference of the Association on Employment Practices and Principles, New York, NY.

- Mello, Jeffrey A. (2002, September). The Practicalities and Pitfalls of Grading Class Participation. Workshop presented at the Academy of Business Education Annual Conference, Key West, FL.
- Mello, Jeffrey A. (Chair), and Balkin, D., Schneer, J. and Winslow, E. (2002, August). Perspectives On Becoming A Department Chair. Professional development workshop presented at the Academy of Management Annual Meeting, Denver, CO.
- Mello, Jeffrey A. (2002, June). The Continuing Saga of Grading Class Participation in the Organizational Behavior Classroom. Workshop presented at the 2002 Organizational Behavior Teaching Conference, Orange, CA.
- Mello, Jeffrey A. and Tromley, C. L. (2002, June). E-ob: the Teaching of Organizational Behavior Online; the Unrealistic? The (in)feasible? The Inevitable? Workshop presented at the 2002 Organizational Behavior Teaching Conference, Orange, CA.
- Mello, Jeffrey A. (2002, April). Building Communities Within Our Organizations Through A Strategic Approach to the Management of Diversity Initiatives. Workshop presented at the Chesapeake Human Resources Association Annual Conference, Baltimore, MD.
- Mello, Jeffrey A. (2002, March). Professional Graduate Education in Health Care Management: MBA vs. Specialized Masters Programs. Invited presentation to the American College of Healthcare Executives, Towson, MD.
- Mello, Jeffrey A. (2002, March) The Craft of Teaching. Roundtable presentation at the Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, PA.
- Mello, Jeffrey A. (2002, February) Bad Cop, No Donut - Good Cop, No Job: Too Strict Construction of the Employment-at-Will Doctrine? Paper presented at the Pacific Southwest Academy of Legal Studies In Business Annual Meeting, Palm Springs, CA.
- Mello, Jeffrey A. (2001, November) The Implementation of Diversity Initiatives: Two Case Study Lessons From the (Battle)field. Paper presented at the Decision Sciences Institute Annual Meeting, San Francisco.
- Mello, Jeffrey A. (2001, October) The Rights of Employees With Disabilities: Supreme Court Interpretations of the Americans With Disabilities Act and Their Implications for Human Resource Management. Paper presented at the Annual International Conference of the Association on Employment Practices and Principles, San Francisco, CA. **Winner of Best Paper Award.**
- Mello, Jeffrey A. (2001, August) The Ambiguity Surrounding "Public Accommodation" Under Title III of the Americans With Disabilities Act Paper presented at the Academy of Legal Studies In Business Annual Meeting, Albuquerque, NM.
- Mello, Jeffrey A. (2001, June) Reinventing the Wheel: Collaboration, Conflict, Cooperation, Communication and Group Dynamics In Action. Workshop presented at the Organizational Behavior Teaching Conference , Harrisonburg, VA.
- Mello, Jeffrey A. (2001, May) Does the Americans With Disabilities Act Prohibit Differential Coverage In Health Insurance? Paper presented at the Eastern Academy of Management Annual Meeting, New York NY.
- Mello, Jeffrey A. (2000, August). The Supreme Court and its Rulings Affecting the Employment of People with Disabilities: Advocates or Adversaries? Paper presented at the Academy of Legal Studies In Business Annual Meeting, Baltimore, MD.

- Mello, Jeffrey A. (2000, June). The Self-Management of Personal Stress and the Pursuit of Excellence in Teaching. Workshop presented at the 2000 Organizational Behavior Teaching Conference, Carrollton, GA.
- Mello, Jeffrey A., Bilimoria, D. and O'Neil, D.A. (2000, June). Excellence in Reviewing: Developing Scholars in Management Education. Workshop presented at the 2000 Organizational Behavior Teaching Conference, Carrollton, GA.
- Mello, Jeffrey A., Bilimoria, D. and Fitzgibbons, D. (2000, June). Publishing in Management Education. Workshop presented at the 2000 Organizational Behavior Teaching Conference, Carrollton, GA.
- Mello, Jeffrey A. (2000, April). Combating High-Tech Academic Dishonesty While Developing Assignments That Enhance Student Learning. Paper presented at the Western Decision Sciences Institute Annual Meeting, Maui, Hawaii. Nominated for the Best Paper Award, Innovative Education Division.
- Mello, Jeffrey A., Maier, M., Liberty J. and Rausch, E. (2000, February). The Dichotomy Between Management and Leadership In Management Education and Training: An Artificial Distinction?. Workshop presented at the 1999 Western Organization and Management Teaching Conference, Orange, CA.
- Mello, Jeffrey A. (1999, June). Using Field-Based Research to Teach Strategic Human Resource Management. Workshop presented at the Innovative Teaching In Human Resources/Industrial Relations Conference, Atlanta, GA.
- Mello, Jeffrey A. (1999, June). Challenges and Opportunities In Teaching In the Multicultural HR/IR Classroom. Workshop presented at the Innovative Teaching In Human Resources/Industrial Relations Conference, Atlanta, GA.
- Mello, Jeffrey A. (1999, April). Reframing Leadership Pedagogy Through Model and Theory Building. Paper presented at the Western Decision Sciences Institute Annual Meeting, Puerto Vallarta, Mexico.
- Mello, Jeffrey A., Rausch, E. and Halfhill, S. (1999, February). Leadership Domain: The Neglected Component In Management Education. Workshop presented at the 1999 Western Organization and Management Teaching Conference, Orange, CA.
- Mello, Jeffrey A. (1998, October). Redefining Workplace Sexual Harassment After Oncale. Symposium presentation at the Annual International Conference of the Association on Employment Practices and Principles, San Francisco, CA.
- Mello, Jeffrey A. (1998, October). Telecommuting As Part of A Strategic Human Resource Management Program. Paper presented at the Annual International Conference of the Association on Employment Practices and Principles, San Francisco, CA.
- Mello, Jeffrey A. (1998, September -November). Reframing Leadership Pedagogy Through Model and Theory Building. Paper presented at the MCB University Press Internet Conference on Leadership In Management.
- Mello, Jeffrey A. (1998, August). Teaching and Learning In the Multicultural Classroom: Challenges and Opportunities. Doctoral consortium presentation, Management Education and Development Division, at the Academy of Management Annual Meeting, San Diego, CA.
- Mello, Jeffrey A. (1998, June). Enhancing Teaching Effectiveness and Student Classroom Experiences. Workshop presented at the 1998 Organizational Behavior Teaching Conference, La Verne, CA.

- Mello, Jeffrey A. and Bilimoria, D. (1998, June). Publishing About Teaching In the Management Disciplines. Workshop presented at the 1998 Organizational Behavior Teaching Conference, La Verne, CA.
- Mello, Jeffrey A. (1998, June). Similarities Between and Differences Among MBA Student Groups and Programs. Workshop presented at the 1998 Organizational Behavior Teaching Conference, La Verne, CA.
- Mello, Jeffrey A. (1998, April). The Dual Loyalty Dilemma for HR Managers in Title VII Compliance. Paper presented at the International Society for the Advancement of Management Conference, Washington, DC.
- Mello, Jeffrey A. (1998, March). In Defense of the HR Manager: Rethinking the Title VII Anti-Retaliation Provision. Paper presented at the Western Academy of Management Annual Meeting, Portland, OR.
- Mello, Jeffrey A. (1997, September - December). Developing Managerial Skills: A Framework to Define the Faculty Role In Linking Field-Based Learning to Classroom Learning. Paper presented at the MCB University Press Internet Conference on New Approaches to Management Education and Development. Recipient of Highly Commended Internet Conference Award for 1998.
- Mello, Jeffrey A. (1997, October). Enhancing the Effectiveness of the HR Function In Title VII Compliance. Paper presented at the Annual International Conference of the Association on Employment Practices and Principles, Miami Beach, FL. **Winner of Best Paper Award**.
- Mello, Jeffrey A. (1997, July). Redefining the Rights of Union Organizers and the Responsibilities of Employers In Union Organizing Drives. Paper presented at the International Decision Sciences Institute Annual Meeting, Sydney, Australia. **Winner of Best Paper Award, Business Law and Ethics Division**.
- Mello, Jeffrey A. (1997, June). The Role of Class Participation In Management Training Across Cultural and National Settings. Workshop presented at the 1997 Organizational Behavior Teaching Conference, Cleveland, OH.
- Mello, Jeffrey A. (1997, May). No More Dog and Pony Show: The Evolution of Technology In Training from Luxury to Mandate. Address presented at the Conference On Technology Competencies for HRD Professionals of the Golden Gate Chapter of the American Society for Training and Development, San Francisco, CA.
- Mello, Jeffrey A. (1997, April). Paid Union Organizers As Employees Under the National Labor Relations Act. Paper presented at the Western Academy of Legal Studies In Business Annual Meeting, Monterey, CA.
- Mello, Jeffrey A. (1997, February). Clarifying Roles and Evaluating Performance of Faculty. Workshop presented at the Western States Association of Faculty Governance Conference On the Future of Faculty In Higher Education, Houston, TX.
- Mello, Jeffrey A. (1997, January). Challenging Culturally-Based Assumptions In Management Training: Western Pedagogy and Chinese Students. Workshop presented at the International Organizational Behavior Teaching Conference, Hong Kong.
- Mello, Jeffrey A. (1997, January). The Role of Class Participation In Management Education Across Cultural and National Settings. Workshop presented at the International Organizational Behavior Teaching Conference, Hong Kong.

- Mello, Jeffrey A. (1997, January). Using Leadership to Teach About Diversity In Management Education. Workshop presented at the International Organizational Behavior Teaching Conference, Hong Kong.
- Mello, Jeffrey A. (1996, September). Meeting the Global Challenge: Developing Employee Skills for the 21st Century. Address presented at the Workplace Learning Conference of the Golden Gate Chapter of the American Society for Training and Development, San Francisco.
- Mello, Jeffrey A. (1996, June). The Practicalities and Pitfalls of Grading Class Participation. Workshop presented at the Innovative Teaching In Human Resources/Industrial Relations Conference, Atlanta, GA.
- Mello, Jeffrey A. (1996, June). Developing An Effective Coop/Internship Program In HR/IR. Workshop presented at the Innovative Teaching In Human Resources/Industrial Relations Conference, Atlanta, GA.
- Mello, Jeffrey A. (1996, April). Legal Challenges to Personality Testing of Employees. Paper presented at the Western Academy of Legal Studies In Business Annual Meeting, Monterey, CA.
- Mello, Jeffrey A. (1996, March). Reframing Leadership Pedagogy: A Student-Centered Approach to Teaching Leadership. Workshop presented at the 1996 Western Organization and Management Teaching Conference, Pomona, CA.
- Mello, Jeffrey A. (1996, March). Technology In Training: The More Things Change... Address presented at the Conference On Technology Competencies for HRD Professionals of the Golden Gate Chapter of the American Society for Training and Development, San Francisco, CA.
- Mello, Jeffrey A. (1995, November). Personality Screening and Privacy Rights of Employees: Guidelines for Employers. Paper presented at the Decision Sciences Institute Annual Meeting, Boston, MA.
- Mello, Jeffrey A. (1995, November). Employment Law and Workers With Disabilities: Implications for Human Resource Management Practice. Paper presented at the Decision Sciences Institute Annual Meeting, Boston, MA.
- Mello, Jeffrey A. (1995, October). Reframing Leadership Theory and Pedagogy. Paper presented at the Institute of Behavioral and Applied Management Annual Conference, Seattle, WA. Nominated for Best Paper Award, Management Education Division.
- Mello, Jeffrey A. (1995, August). The Public Policy Debate of Free Trade and Environmental Protection Under the North American Free Trade Agreement. Paper presented at the Annual International Conference of the Association of Management, Vancouver, B.C.
- Mello, Jeffrey A. (1995, August). The Strategic Management of Diversity Initiatives In Higher Education. Paper presented at the Annual International Conference of the Association of Management, Vancouver, B. C.
- Mello, Jeffrey A. (1995, June). Making A Difference In the Classroom: Evaluation of Field-Based Work Experience for Academic Credit. Workshop presented at the 1995 Organizational Behavior Teaching Conference, Macomb, Illinois.
- Mello, Jeffrey A. (1995, May). Preparing Organizations for the Future: The Role of Basic Literacy Training. Address presented at the Workplace Learning Conference of the Golden Gate Chapter of the American Society for Training and Development, San Francisco.
- Mello, Jeffrey A. (1995, April). The Color of NAFTA: The Environmental Cost of Free Trade. Paper presented at the Western Academy of Management Annual Meeting, San Diego, CA.

- Mello, Jeffrey A. (1995, April). Controversies Surrounding Diversity: Lessons from the (Battle)field. Paper presented at the Western Academy of Management Annual Meeting, San Diego, CA.
- Mello, Jeffrey A. (1995, February). The Multicultural Classroom: Techniques to Facilitate the Teaching of Asian Students. Workshop presented at the 1995 Western Organization and Management Teaching Conference, Pomona, CA.
- Mello, Jeffrey A. (1994, October). Developing Theory From Practice: The Lessons of Diversity. Paper presented at the Institute of Behavioral and Applied Management Annual Conference, Washington, DC.
- Mello, Jeffrey A. (1994, June). Class Participation: Is It Important, Should It Be Graded, and, If So, How? Workshop presented at the 1994 Organizational Behavior Teaching Conference, Windsor, Ontario.
- Mello, Jeffrey A. (1994, June). Evaluating Competencies In Skill-Based Behavioral Training. Workshop presented at the 1994 Organizational Behavior Teaching Conference, Windsor, Ontario.
- Mello, Jeffrey A. (1993, October). Employing and Accommodating Workers With Disabilities: Implications and Recommendations for Human Resource Management. Paper presented at the American Management Foundation & Association on Employment Practices and Principles Annual Conference, San Diego, CA.
- Mello, Jeffrey A. (1993, May). Exploring the Perceptual Process Within Small Group Social Settings. Paper presented at the Eastern Academy of Management Annual Meeting, Providence, RI. Nominated for Best Paper Award.
- Mello, Jeffrey A. (1992, June). Improving Teaching Effectiveness in the O.B. Classroom. Workshop presented at the 1992 Organizational Behavior Teaching Conference, Calgary, Alberta.
- Mello, Jeffrey A. (1992, May). Managing Behavior and Performance In A Matrix: An Experiential Case. Paper presented at the Eastern Academy of Management Annual Meeting, Baltimore, MD. Nominated for Best Paper Award.
- Mello, Jeffrey A. (1992, April). The Impact of Child Care Issues and Legislation On Organizations. Symposium conducted at the Northeast Decision Sciences Institute Annual Meeting, Cambridge, MA.
- Mello, Jeffrey A. (1992, April). Skill-Based Pay: Current Issues and Future Prospects. Symposium conducted at the Northeast Decision Sciences Institute Annual Meeting, Cambridge, MA.

PROFESSIONAL ACTIVITIES

Memberships

Academy of Management
Organizational Behavior Teaching Society
Academy of Legal Studies In Business
Industrial Relations Research Association
Decision Sciences Institute
Eastern Academy of Management
Society for Human Resource Management

Professional Service / Editorial

Co-Editor, Employee Responsibilities & Rights Journal, 2006-2008
 Associate Editor, Employee Responsibilities & Rights Journal, 2003-2006
 Associate Editor, Journal of Management Education, 1997-2001
 Guest Editor, Employee Responsibilities & Rights Journal, 2002, 2003, 2005, 2006
 Staff Editor, Journal of Legal Studies Education, 2006-present
 Editorial Board, Journal of Human Resources Education, 2008- present
 Editorial Board, Journal of Employment and Labor Law, 2004-present
 Editorial Board, Employment and Labor Law Quarterly, 1994-2001
 Editorial Board, Journal of Management Education, 2001- present
 Editorial Board, Group and Organization Management, 1996-2006
 Editorial Board, Employee Responsibilities & Rights Journal, 2003, 2008- present
 Editorial Board, California Employer Advisor, 1996-2001
 Guest Editorial Board, Journal of Management Systems, 1998
 Chair, Editor Search and Selection Committee, Journal of Management Education, 2002
 Editorial Reviewer, Academy of Management Executive, 2000-present
 Editorial Reviewer, Human Resource Management Journal, 1999-present
 Editorial Reviewer, Human Resource Management Review, 1998-present
 Editorial Reviewer, Journal of Business and Management, 2001- present
 Editorial Reviewer, Group and Organization Management, 1992-1996
 Editorial Reviewer, Journal of Management Education, 1994-1997
 Editorial Reviewer, Employee Responsibilities & Rights Journal, 2001- 2003

Professional Service / Meetings and Conferences and Offices Held

Program Chair and Local Arrangements Chair, Association of Employment Practices and Principles Annual International Conference, 2007
 Review Board/Program Committee, Academic Business World International Conference, 2007
 Director and Executive Committee, Association of Employment Practices and Principles, 2003-2008
 Program Chair and Local Arrangements Chair, Association of Employment Practices and Principles Annual International Conference, 2005
 Vice-President, Eastern Academy of Management, 2002-2003
 Director, Western Organization and Management Teaching Conference, 1997, 1998
 Local Arrangements Chair, Association of Employment Practices and Principles Annual Conference, 1998
 Track Chair, Association of Employment Practices and Principles Annual Conference, 1998, 2002, 2003.
 Planning and Program Committee, Organizational Behavior Teaching Conference, 1998
 Program Committee / Track Chair, Eastern Academy of Management, Managing in A Global Economy International Conference, 2003
 Program Committee / Track Chair, Eastern Academy of Management Annual Meeting, 2002
 Best Paper Committee, Eastern Academy of Management Managing in A Global Economy International Conference, 2001
 Best Paper Committee, Eastern Academy of Management, Experiential Learning Association, 2002
 Local Arrangements Committee Co-Chair, Eastern Academy of Management, 2003
 Mentor to First-time Presenters, Organizational Behavior Teaching Conference, 1996 - present
 Reviewer, Eastern Academy of Management Managing in Global Economy International Conference, 2006.
 Reviewer, Western Academy of Management International Conference, 1998
 Reviewer, Western Academy of Management Annual Meeting, 1995-present

Reviewer, Management Education and Development Division, Academy of Management Annual Meeting, 1995-present
Reviewer, Academy of Business Education Annual Conference, 2002- present
Reviewer, Western Organization and Management Teaching Conference, 1995-present
Reviewer, Organizational Behavior Teaching Conference, 1991-present
Reviewer, International Organizational Behavior Teaching Conference, 1996-present
Reviewer, Western Decision Sciences Institute, 1998-present
Session Chair, Association of Employment Practices and Principles, 1998- present
Discussant, Annual International Conference of the Association of Management, 1995
Reviewer, Eastern Academy of Management Annual Meeting, 1988-1993
Session Chair, Eastern Academy of Management Annual Meeting, 1989-1993
Discussant, Eastern Academy of Management Annual Meeting, 1989-1993
Reviewer, Northeast Decision Sciences Institute Annual Meeting, 1992
Discussant, Northeast Decision Sciences Institute Annual Meeting, 1992