

CURRICULUM VITAE

Patricia Alice Simpson

Fall, 2005

Work Address:

Associate Professor
Institute for Human Resources and Industrial Relations
School of Business Administration
Loyola University Chicago
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Chicago, Ill. 60611
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Education:

Ph.D., Jan., 1998

University of Illinois

Institute of Labor and Industrial Relations

Area of Specialization:

Labor Markets and Social Stratification

Major Cognate: Sociology

Minor Cognate: Economics

Dissertation Title:

Functional Content Shifts and Changes in Black Male Employment
Patterns in the 1980s

ACADEMIC EXPERIENCE

Spring, 1998 -
Present

**Associate Professor
Institute of Human Resource
and Industrial Relations
Loyola University Chicago**

Fall, 1996 -
Spring, 1994

**Teaching Assistant
Institute of Labor and
Industrial Relations
University of Illinois**

Fall, 1994

**Visiting Lecturer
Institute of Labor and
Industrial Relations
University of Illinois**

SCHOLARSHIP

PUBLICATIONS-REFEREED JOURNAL/VOLUMES

Ferber, M. F., Simpson, P. A., and Rouillon, V. (Forthcoming). "The Aging Population and Social Security: Women as the Problem and as the Solution." Challenge.

Simpson, P. A., and Varma, A. (Forthcoming). "Distributive Justice Revisited: A Reconceptualization and Empirical Test." Journal of Labor Research.

Simpson, P. A., and Kaminski, M. (2004). "Rising Income Inequality in a Time of Plenty: The Influence of Micro-Justice Standards and Group Membership on Macro-Justice Perceptions." Employee Rights and Responsibilities, 17: 47-61.

Perry, E. L., Simpson, P. A., NicDomhnaill, O., and Siegel, D. (2004). "Is There a Technology Wage Gap? Associations Among Age, Skills, and Compensation." International Journal of Selection and Assessment, 11: 141-149.

Simpson, P. A., and Stroh, L. K. (2004). "Gender Differences in the Content and Effects of Emotional Labor in Managerial Jobs." Journal of Applied Psychology, 89: 715-721.

Simpson, P. A., and Stroh, L. K. (2003). "The Effects Of Age Group, Technology and Social Policy on Adult Women's Training Participation." In D. Bills (Ed.). The Sociology of Job Training , Research in Sociology of Work, 12: 287-318.

Simpson, P. A., and Lenoir, D. (2003). "Win Some: Lose Some: Women's Status in the Field of Human Resources in the 1990's." Women in Management Review, 18: 191-198.

Simpson, P. A., and Stroh, L. K. (2002). "Revisiting Gender Variation in Training." Feminist Economics, 8: 21-53.

Simpson, P. A., Greller, M. M. and Stroh, L. K. (2002). "Variation in Human Capital Investment Activity by Age." Journal of Vocational Behavior, 61: 109-138.

Simpson, P. A. (2000) "Skills Shifts and Black Male Joblessness in Major Urban Labor Markets." Social Science Research, 29: 327-355.

Greller, M. M., and P. A. Simpson (1999). "In Search of Late Career: A Review of Contemporary Social Science Research Applicable to the Understanding of Late Career." Human Resource Management Review, 9, 309-347.

Blau, F., Simpson, P. A., and Anderson, D. (1998) "Continuing Progress? Trends in Occupational Segregation in the United States Over the 1970's and 1980's." Feminist Economics, 4, 29-71.

Simpson, P. A., and Martocchio, J. J. (1997). "The Influence of Work History Factors on Arbitral Decision-Making." Industrial and Labor Relations Review, 50, 252-267.

PUBLICATIONS – REFEREED JOURNALS/VOLUMES – UNDER REVIEW

Pichler, S., Simpson, P. A., and Stroh, L. S.. “To What Effect Innovation? The Impact of Strategic HR and Employee Involvement on Women’s Status in Human Resources,” Human Resource Management Journal.

Simpson, P. and Kaminski, M. “Women, Organizational Justice, and Union Organizing,” Employee Rights and Responsibilities.

PUBLICATIONS-BOOK CHAPTERS

Simpson, P. A. (2004). “Academic Perspectives on Training Older Workers.” In Beatty, P. A., and Visser, R. (Eds.), Managing an Aging Work Force. Krieger Publishing.

Stroh, L. K., Langlands, C., and Simpson, P. A. (2002). “Shattering the Glass Ceiling in the New Millennium. In Crosby, F. and Stockdale, P. (Eds.), The Psychology and Management of Workplace Diversity. Thousand Oaks, CA: Sage Publications

Greller, M. M., Simpson, P.A., and Stroh, L. K. (2000) “A Human Capital Approach to Worklife Vitality.” Goedhard, W. J. A., (Ed.), Healthy and Productive Aging of Older Workers. ICOH Scientific Committee, The Hague, NL.

PUBLICATIONS-WORKING PAPERS

Blau, F., Simpson, P. A., and Anderson, D. (1998) Continuing Progress? Trends in Occupational Segregation in the United States Over the 1970’s and 1980’s. National Bureau of Economic Research.
Working Paper 6716.

PUBLICATIONS-REFEREED PROCEEDINGS

Varma, A., Simpson, P. A., and Toh, S. M. (2003). “High Performance Work Systems: The Impact of Human Resource Activities.” Proceedings of the Seventh Annual International Human Resources Conference.

Simpson, P. A. (2001). “Human Resources in the New Millennium: The Case for Extending the Work life of Older Adults.” Proceedings of the First Annual Conference, Polish-American Center for Resolution of Labor-Management Disputes.

Simpson, P. A., and Kaminski, M. (2001.) “Unionists’ Reactions to Rising Wage Inequality: The Relationship Between Microjustice and Macrojustice Revisited.” Proceedings of the 52nd Annual Meeting, Industrial Relations Research Association.

Simpson, P. A. (2000). "Skills Shifts and Changes in Racial Labor Market Allocation Over the 1980's." Proceedings of the 52nd Annual Meeting, Industrial Relations Research Association..

Simpson, P. A., and Martocchio, J. J. (1995). "The Past as Present: The Influence of Work History Factors on Arbitral Decision Making." Proceedings of the 55th Annual Meetings, Academy of Management.

COMPETITIVELY REFEREED CONFERENCE PAPERS

Ferber, M. F., Simpson, P. A. and Rouillon, V., (2005), "The Aging Population and Social Security: Must We Destroy Social Security to Save It?" Annual Meeting, Midwest Economics Association, March.

Ferber, M. F., Simpson, P. A., and Rouillon, V. (2004). "Social Security Reform: A Literature Review with International Data," 13th Annual Conference on Feminist Economics; International Association of Feminist Economics, Aug. 6.

Perry, E. L., Simpson, P. A., NicDomhnaill, O., and Siegel, D. (2002). "Is There a Technology Wage Gap? Associations Among Age, Skills, and Compensation." SIOP, April 28-30.

Simpson, P. A., and Stroh, L. K. (2002). "Organizing Women: What Works and What Doesn't?" Annual Meeting, Industrial Relations Research Association, Jan. 4-6.

Simpson, P. A., and Stroh, L. K. (2001). "Age and Gender Variation in Post-School Training." Annual Meeting, Gerontological Society of America, Chicago, Illinois, Nov. 16-17.

Varma, A., and Simpson, P. A. (2001). "Distributive Justice: A New Dimension?" Annual Meeting, SIOP, April 27-29.

Simpson, P. A., and Kaminski, M. (2001). "Unionists' Reactions to Rising Wage Inequality: The Relationship Between Microjustice and Macrojustice Revisited." Labor Unions Refereed Papers Competition. Annual Meeting, Industrial Relations Research Association, January 4-7.

Simpson, P. A., and Stroh, L. K. (2000). "Revisiting Gender Variation in Post-School Human Capital Investment." Women and Education Referred Roundtable. Annual Meeting, American Sociological Association, August 12-16.

Simpson, P. A., and Stroh, L. K. (2000). "Are Women Training More." Women, Capital, and Labor Section, 10th Annual Women and Society Conference, June 9-11.

Perry, E. L., and Simpson, P. A. (2000). "Age and Technology: A Comparison of Computer Use Among Older and Younger Workers." Annual Meeting, American Psychological Society, June 10-12.

Simpson, P. A. (2000). "Skills Shifts and Changes in Racial Labor Market Allocation Over the 1980's." Labor Markets Refereed Papers Competition, Annual Meeting, Industrial Relations Research Association, January 7-10.

Simpson, P. A. (1999). "Skills Shifts and Changes in Racial Labor Market Allocation Over the 1980's." Labor Markets Regular Session, Annual Meeting, American Sociological Association, August 6-8.

Simpson, P. A. (1998) "Skills Shifts and Black Male Joblessness in Urban Labor Markets Over the 1980s." Labor Markets Roundtable, Annual Meeting, American Sociological Association, San Francisco, CA, August 13-16.

Simpson, P. A., & Martocchio, J. J. (1995). "The Past as Present: The Influence of Work History Factors on Arbitral Decision Making." Annual Meeting, Academy of Management, Vancouver, British Columbia, August 6-9.

BOOK REVIEWS

Simpson, P. A. (2005). Review of Employment Equity and Affirmative Action: An International Comparison by H. Jain, P. Sloane, and Horowitz, F. Human Resource Management, 43: 281-283.

Simpson, P. A. (1997). Review of Differences and Changes in Wage Structures by R. Freeman and L. Katz. Journal of Labor Research, 18, 484-486.

Simpson, P. A. (1992). Review of What's Left: Women in Culture and the Labor Movement by J. Swindells and L. Jardine, Labor Studies Journal, 17, 84-85.

Simpson, P. A. (1990). Review of Union Brotherhood, Union Town: The History of the Carpenters Union of Chicago, 1863-1981 by R. Schneirov and T. J. Suhrbur, Labor Studies Journal, 15, 100-101.

Simpson, P. A. (1981). Review of Labor Education for Women Workers by B. Wertheimer, International Labor and Working Class History, 21, 162-165.

POSTER SESSIONS

Simpson, P. A. (1992). "Stewards as Strawmen: Myth or Reality? The Autonomous Executive Authority of Union Stewards in Contract Administration." Industrial Relations Research Association Annual Meetings, New Orleans, LA, January 3-5, 1992.

WORKS IN PROGRESS

Simpson, P. A., and Kaminski, M. "The Effects of Union Membership on Organizational Justice Perceptions." - Surveys for this project have been developed, distributed, and returned. Data have also been entered and analysis has commenced.

FELLOWSHIP

Recipient of Faculty Fellowship, Ann Ida Gannon, BVM, Center for Women and Leadership, Loyola University, Spring Semester, 2001, \$5,000.

RESEARCH GRANTS SECURED

Simpson, P. A. (Principal Investigator). Summer Research Grant, Institute of Human Resources and Industrial Relations, Loyola University Chicago. June-August 1998. Title: "Skills Shifts and Black Male Joblessness in Major Urban Labor Markets."

CONFERENCE PANELS ORGANIZED

Along with Michelle Kaminski (Michigan State University), co-organized a panel session on women and unions for the 2001 Annual Meeting of the Industrial Relations Research Association.

REFEREE AND RELATED ACTIVITIES

Member, Team of academic and policy experts advising Beatty, P., and Visser, R, Managing an Aging Workforce (tentative title). Dr. Beatty and Mr. Visser have negotiated a major publisher to produce a book on the subject of older workers. In 2001 I was asked to become a member of a team of academic and policy experts who will advise the authors in the developmental stage of producing this book.

Ad hoc referee, Human Relations

Ad hoc referee, Sociological Quarterly

Reviewed Contemporary Labor Economics (5th Edition) by McConnell, Brue, and MacPherson for McGraw-Hill, 1999.

TEACHING

CREDIT COURSES TAUGHT

Loyola University Chicago

*Graduate Level Courses Taught,
Present*

Overall Instructor Rating- Spring 1998 –

Human Capital Economics

Consistently above 4.5

History of Work in America

Consistently above 4.5

Collective Bargaining	Consistently above 4.5
Labor Management Relations	Consistently above 4.5
Global Industrial Relations (Contemporary Labor Problems)	Consistently above 4.5

OTHER TEACHING

Supervised credited independent study with six students.

Arrange student visits to Regional Office, Federal Conciliation and Mediation Service, Fall, 2000 and Spring, 1999

STUDENT ADVISEMENT/COMMITTEES/RELATED

Named official advisor, Industrial Relations Degree Program, 2002.

Academic Advisor, approximately 25 students, 1998-2001.

Contact person, Internship Program, Region 13, National Labor Relations Board. Four students have been placed in the program, Tami Dumke, Brad Hull, Theresa Hill, and Jennifer Lopez.

Organizer and Facilitator, *Careers in Industrial Relations* Panel, Nov. 4, 1999.

SERVICE

EXTERNAL SERVICE ACTIVITIES

Board Member/Committee Work

President, Chicago Chapter, Industrial Relations Research Association (IRRA) – 2003-2005.

Board member, Chicago Chapter, Industrial Relations Research Association (IRRA) - 1998-Present.

Academic Advisory Board, Chicago Community Trust Fellowship Recipient, Laura Sugerman, Executive Director, Chicago Women in the Trades, 1999.

Member, Review Committee, Melvin Tracht Memorial Writing Competition, Chicago Chapter, Industrial Relations Research Association, 2000-2001.

Invited Addresses/Workshops

Workshop Speaker, "Handling Grievances." Boilermakers Local 60, Aug. 23, 2003.

Workshop Speaker, "A Brief History of Labor in the United States." Boilermakers Local 60, Aug. 16, 2003.

Workshop Speaker, "American Labor History." Peoria Trades and Labor Council, May 17 and 23, 2003.

Invited Speaker, "A Brief History of Labor in the United States." Union Counselor Training Program, Chicago Federation of Labor, Apr. 2, 2003.

Invited Speaker, "Assessing the Training Needs of the Membership of the Illinois State Council," Illinois State Council, SHRM, Annual Conference, May 17, 2002.

Keynote Speaker, "The New Economy and Changing Labor Markets," Chicago Alliance for Collaborative Effort, Nov. 28, 2000.

Keynote Speaker, "Labor Trends for the New Century," Chicagoland's Human Resource Association, Nov. 14, 2000.

Workshop Speaker, "The New Economy and Changing Labor Markets," Illinois State Council, SHRM, Annual Conference, May 4, 2000.

Guest Speaker, Chicago Chapter, IRRA, meeting honoring Martin Wagner, May 20, 1999.

Keynote Speaker, "Working Women: The Road Taken to the Road Ahead." Mar. 25, 1999.

Workshop Speaker, "Internet Information Sources for Collective Bargaining," EEO Conference, Center for Dispute Resolution, March 11, 1999.

Keynote Speaker, "Women in Labor History," Polk Conference for Women Workers, Chicago Labor Education Program, Oct. 15, 1998.

Keynote Speaker, "Women in Labor History," C-U Chapter, Coalition of Labor Union Women, Sept. 21, 1998.

Workshop Speaker, "Internet Information Sources for Collective Bargaining," Collective Bargaining Conference, Center for Dispute Resolution, June 11, 1998.

Reports

Simpson, P. A. (2003). "Report on the Relationship Between Organizational Justice Perceptions and Employee Motivation and Commitment at Automated Data Processing (ADP)," May 28, 2003. A report submitted to ADP as part of an access agreement with this organization. ADP allowed Me to

survey their employees for a study I am conducting with Michelle Kaminski on the impact of unionization on organizational justice perceptions.

Simpson, P. A. (2001). "Report on the Competencies and Skills Development Needs of the Membership of the Illinois State Council, Society for Human Resource Managers," Sept. 5. A report of results from a survey conducted on behalf of the Illinois State Council and presented to the Executive Board of this organization.

Miscellaneous

Co-organizer, Professional Development Workshop: Private Sector Collective Bargaining and Mediation. Sponsored by Chicago Chapter, Industrial Relations Research Association, Region 13, National Labor Relations Board, Chicago Metropolitan Area, Federal Mediation and Conciliation; Management Association of Illinois. June, 17, 2005.

Co-chaired meeting sponsored by the International Visitors Center of Chicago with members of the European Union, WTO, and ILO to discuss labor standards in trade agreements, Dec. 4, 1998.

INTERNAL SERVICE WORK

Board Member/Committee Work

Treasurer, Loyola University Chicago AAUP, 2004-05

Faculty representative, Faculty Affairs, University Policy Committee, 2005-07.

Member, School of Business Administration Advisory Council, 2002-05.

Invited Addresses/Workshops

Invited speaker, "Women's Role in the Work Force in World War II." A special workshop offered as part of Women's History Month at Loyola, March 13, 2003.

Invited Speaker, "Emotional Labor in the Field of Human Resources," Membership Meeting, Women's Studies Program, Loyola University Chicago, Sept. 17, 2001.

Miscellaneous

Participant, Loyola African Immersion Trip, May 24 – June 13, 2005.

Co-organizer. One-day conference, Labor Relations in the New Millennium, co-sponsored by the Institute for Industrial Relations, Loyola University Chicago, and Region 13, National Labor Relations Board, Nov. 29, 2001. Generated over \$10,000 in revenues for future industrial relations programming and for the next joint conference.

Developed initial proposal for an Industrial Relations/Employment Relations concentration and model curriculum. With some modifications, this proposal was eventually adopted by HRIR faculty and the administration of the School of Business Administration, 2003.

Organizer and Facilitator, Charles Kernaghan, National Labor Committee, Gallagher Lecturer, Nov. 16, 2000.

Conducted industrial relations section in Fundamental of Human Resource Management Workshop, Mar. 8, 2000.

Consistent attendance at Faculty Meetings, Open Houses, and Workplace Graduate Programs graduations and graduation receptions.

Honors/Awards

Invited to become an affiliate faculty member, Women's Studies Program, Loyola University Chicago, pending.

Proposal to the Mellon Endowment, Special Projects Fund, Loyola University Chicago accepted in June, 2001. Awarded \$2100 to cover expenses associated with a one-day conference co-sponsored by the Institute of Human Resources and Industrial Relations, Loyola University Chicago, and Region 13, National Labor Relations Board.

Loyola Woman Leader Award, 2000.

PROFESSIONAL AFFILIATIONS

Member, National Industrial Relations Research Association.

Member, Chicago Chapter, Industrial Relations Research Association.

Member, American Association of University Professors.

Member, University Association of Labor Educators.