

Matthew M. Piszczek

Wayne State University
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Research Overview

My research is focused on the effects of and rationale for family-friendly and workforce aging HR policies. As part of this research, I also seek to understand micro-level processes associated with work-nonwork role management and successful aging.

Academic Appointments

2017-Present	Assistant Professor of Management Wayne State University Mike Ilitch School of Business Department of Management and Information Systems
2014-2017	Assistant Professor of Human Resource Management University of Wisconsin Oshkosh College of Business Department of Management and Human Resources
2016-2017	Ad hoc Program Specialist University of Wisconsin Extension UW Flex Business Program
2014	Instructor Michigan State University School of Human Resources & Labor Relations

Education

2014	PhD, Industrial Relations & Human Resources Michigan State University, School of Human Resources & Labor Relations Cognates: Organizational Behavior & Research Methods
2009	Master of Human Resources & Labor Relations Michigan State University, School of Human Resources & Labor Relations
2007	Bachelor of Science Michigan State University Majors: Psychology, Linguistics, Honors College

Publications (Peer-reviewed)

1. McAlpine, K., & Piszczek, M.M., in press. Faculty unions as a fourth actor: Two paths to supporting women professors in academia. Commentary accepted at *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
2. Zhang, L., Tekleab, A., Piszczek, M.M., & Qiu, Y., in press. Does work-related information and communication technology use after hours promote work engagement? A daily diary study. OnlineFirst at *Journal of Business Research*.
<https://doi.org/10.1016/j.ibusres.2022.113551>
3. McAlpine, K., & Piszczek, M.M., in press. Along for the ride through liminal space: A role transition and recovery perspective on the work-to-home commute. OnlineFirst at *Organizational Psychology Review*. <https://doi.org/10.1177/20413866221131394>
4. Berg, P. & Piszczek, M.M., 2022. Organizational response to workforce aging: Tensions in human capital perspectives. *Work, Aging and Retirement* 8(1), 7-24.
<https://doi.org/10.1093/workar/waab026>
5. Kossek, E.E., Dumas, T.*, Piszczek, M.M.*, & Allen, T., 2021. Pushing the boundaries: A qualitative study of how STEM women adapted to disrupted work-nonwork boundaries during COVID-19. *Journal of Applied Psychology* 106(11), 1615-1629. *Shared 2nd authorship <http://dx.doi.org/10.1037/apl0000982>
6. Piszczek, M.M., Martin, J.E., Pimputkar, A.S., & Laulie, L., 2021. What does schedule fit add to work-family research? The incremental effect of schedule fit on work-family conflict, schedule satisfaction, and turnover intentions. *Journal of Occupational and Organizational Psychology* 94(4), 866-889. <https://doi.org/10.1111/joop.12367>
7. Nsair, V., & Piszczek, M.M., 2021. Gender matters: The effects of gender and segmentation preferences on work-to-family conflict in family sacrifice climates. *Journal of Occupational and Organizational Psychology* 94(3), 509-530. <https://doi.org/10.1111/joop.12361>
8. Piszczek, M.M. & Pimputkar, A.S., 2021. Flexible schedules across working lives: Age-specific effects on well-being and work. *Journal of Applied Psychology* 106(12) 1907-1920.
<https://doi.org/10.1037/apl0000844>
9. Berg, P., Hamman, M.K., Piszczek, M.M., & Ruhm, C.J., 2020. Can policy facilitate partial retirement? Evidence from a natural experiment in Germany. *ILR Review* 73(5), 1226-1251.
<https://doi.org/10.1177%2F0019793920907320>
10. Piszczek, M.M., & Berg, P., 2020. HR policy attributions: Implications for work-family person-environment fit. *Human Resource Management Review* 30(2), 100701.
<https://doi.org/10.1016/j.hrmr.2019.100701> (Finalist: *Human Resource Management Review Best Paper of 2020*).
11. Piszczek, M.M., 2020. Reciprocal relationships between workplace childcare initiatives and collective turnover rates of men and women. *Journal of Management* 46(3), 470-494.
<https://doi.org/10.1177/0149206318799480> (Finalist: 2021 Rosabeth Moss Kanter International Award for Research Excellence in Work and Family).
12. Piszczek, M.M., DeArmond, S., & Feinauer, D., 2018. Employee work-family role boundary management in the family business. *Community, Work & Family* 21(2), 111-132.
<https://doi.org/10.1080/13668803.2017.1366297>
13. Piszczek, M.M., 2017. Boundary control and controlled boundaries: Organizational expectations for technology use at the work-family interface. *Journal of Organizational Behavior* 38(4), 592-611. <https://doi.org/10.1002/job.2153>

14. Kossek, E.E., Huang, J., Piszczek, M.M., Fleenor, J., & Ruderman, M., 2017. Rating expatriate leader effectiveness in multisource feedback systems: Cultural distance and hierarchical effects. *Human Resource Management* 56(1), 151-172. <https://doi.org/10.1002/hrm.21763>
15. Berg, P., Hamman, M., Piszczek, M.M., & Ruhm, C., 2017. The relationship between establishment training and the retention of older workers: Evidence from Germany. *International Labour Review* 156(3-4), 495-523. <https://doi.org/10.1111/ilr.12031>
16. Piszczek, M.M.*, Pichler, S. *, Turel, O., & Greenhaus, J., 2016. The information and communication technology user role: Implications for the work role and inter-role spillover. *Frontiers in Psychology*, 7. <https://doi.org/10.3389/fpsyg.2016.02009> *Shared authorship.
17. Kossek, E.E., Piszczek, M.M., McAlpine, K., Burke, L. & Hammer, L., 2016. Work schedulers and schedule support in organizations. *ILR Review*, 69(4), pp. 961-990. <https://doi.org/10.1177/0019793916642761>
18. Piszczek, M.M. & Berg, P., 2014 Expanding the boundaries of boundary theory: Work, family, and regulative institutions. *Human Relations*, 67(12), p. 1491-1512. <https://doi.org/10.1177/0018726714524241>
19. Berg, P. & Piszczek, M.M., 2014. The limits of equality bargaining in the USA. *Journal of Industrial Relations*, 56(2), 170-189. <https://doi.org/10.1177/0022185613517469>
20. Piszczek, M. & Kaminski, M., 2010. It isn't always rational: The psychology of voting and lessons for labor. *Labor Studies Journal*, 35, 116. <https://doi.org/10.1177/0160449X09353040>

Publications (Other)

1. Berg, P. & Piszczek, M.M., 2022. The role of organizations and institutions in an aging workforce. In *Overtime: America's Aging Workforce and the Future of "Working Longer"*, Berkman, L. and Truesdale, B. Eds. Oxford University Press, Oxford, UK.
2. Berg, P. & Piszczek, M.M.. Retirement-proof your company. *Harvard Business Review* digital article. November 14th, 2018. <https://hbr.org/2018/11/retirement-proof-your-company>
3. Piszczek, M.M., 2018. National/Social policy and economic indicators. In *The Cambridge Handbook of the Global Work-Family Interface*, Shockley, K.M., Shen, W., & Johnson, R.C., Eds. Cambridge University Press., Cambridge, UK.
4. Berg, P., Hamman, M., Piszczek, M.M., & Ruhm, C., 2015. The relationship between establishment training and the retention of older workers: Evidence from Germany. NBER Working Paper Series, No. 21746.
5. Berg, P., Hamman, M., Piszczek, M.M., & Ruhm, C., 2015. The relationship between establishment training and the retention of older workers: Evidence from Germany. IZA Discussion Paper Series, No. 9508. Institute for the Study of Labor, Germany.
6. Berg, P., Hamman, M., Piszczek, M.M., & Ruhm, C., 2015. Can policy facilitate partial retirement? Evidence from Germany. NBER Working Paper Series, Np. 21478.
7. Berg, P., Hamman, M.K., Piszczek, M.M., & Ruhm, C. J., 2015. Can policy facilitate partial retirement? Evidence from Germany. IZA Discussion Paper Series, No. 9266. Institute for the Study of Labor, Germany.
8. Piszczek, M.M., 2015. [Review of the book *Unequal Time: Gender, Class, and Family in Employment Schedules.*] *Industrial and Labor Relations Review*, 68(2).

9. Berg, P. & Piszczek, M.M., 2013. *Work-life balance*. In *Sociology of Work: An Encyclopedia*. SAGE.

Manuscripts Under Review

1. Piszczek, M.M., Yestrepky, J., & Thrasher, G. Age-aware organizations and the effects of shift work on psychological well-being across the lifespan. Initial submission at *Work, Aging & Retirement*.
2. Van Egdome, D., Piszczek, M.M, Spitzmueller, C., Lindner, P., & Clauset, A. Supporting working parents: The effects of work-family policies on research productivity trends. Initial submission at *Personnel Psychology*.
3. Piszczek, M.M., & Yestrepky, J. A punctuated equilibrium model of work-family role reconstruction. Revising for submission. Initial submission at *Journal of Applied Psychology*.

Manuscripts in Preparation

1. Piszczek, M.M., Berg, P., Hochfellner, D., & Ruhm, C.J., & Eckrote, M. Organizational responses to workforce aging: Drivers of age-related HR practices. (Writing; Target: *ILR Review*).
2. Piszczek, M.M. & McAlpine, K. Along for the ride: Commute characteristics, psychological detachment, and work-to-family emotional exhaustion spillover. (Writing; Target: *Journal of Management*).
3. McAlpine, K., Piszczek, M.M., & Raghuram, S. Work-family interruptions and spillover while working from home. (Writing; Target: *Journal of Management*).
4. Kossek, E.E., Allen, T.D., Bodner, T., Pratt, B. R., Piszczek, M.M., & Misco, A. U.S. faculty work-life inclusion and blurring boundaries in the overwork university. (Data analysis; Target: *Academy of Management Journal*).
5. Piszczek, M.M., Tainsky, S., & Kerwin, S. The role of the commute and coaching style in post-match affective spillover. (Data collection; Target: TBD).
6. Van Egdome, D., Piszczek, M.M., Zhang, J., Wen, X., Spitzmueller, C., & Granillo-Velasquez, K. When do fathers matter? A crossover model of mother's work and breastfeeding. (Revising; Target: *Journal of Occupational and Organizational Psychology*).

Grants

1. Piszczek, M.M., 2022. Spillover effects of work and family interruptions during remote work. Fraser Fellowship, Douglas A. Fraser Center for Workplace Issues, Wayne State University. \$2,500.
2. Piszczek, M.M., 2019. Employee commuting and work-family role management. Fraser Center Summer Research Grant. Douglas A. Fraser Center for Workplace Issues, Wayne State University. \$5,000.
3. Piszczek, M.M., 2018. Work schedules and employee well-being. Fraser Center Summer Research Grant. Douglas A. Fraser Center for Workplace Issues, Wayne State University. \$5,000.

4. Berg, P., Hamman, M., Hochfeller, D., Piszczek, M.M., & Ruhm, C., 2016. Establishment responses to longer working lives: Evidence from a social security reform. Alfred P. Sloan Foundation. \$487,203 (Subcontractor).
5. Piszczek, M.M.. 2016. Older workers and flexible work practices. Faculty Development Grant (Research component), University of Wisconsin Oshkosh. \$905 + 7.5% CAS.
6. Piszczek, M.M., 2016. Person-environment fit in the work-family domain: A roadmap to conceptual clarity. Faculty Development Grant (Research component), University of Wisconsin Oshkosh. 7.5% CAS.
7. Piszczek, M.M., 2015. Organizational practices and workforce aging. Faculty Development Grant (Research component), University of Wisconsin Oshkosh. \$4,010 + 7.5% CAS.
8. Piszczek, M.M., 2015. A cross-country study on workforce aging. Faculty Development Grant (Research component), University of Wisconsin Oshkosh. \$1,100 + 7.5% CAS.

Conference Presentations (* = as presenter)

1. Piszczek, M.M., Yestrepky, J., & Thrasher, G. Age-aware organizations and the effects of shift work on psychological well-being across the lifespan. To be presented at the 2023 Society for Industrial and Organizational Psychology Annual Meeting, Boston, MA.
2. Piszczek, M.M., & McAlpine, K. A role transition and psychological recovery perspective of the work-to-home commute. To be presented at the 2023 Society for Industrial and Organizational Psychology Annual Meeting, Boston, MA.
3. Piszczek, M.M., Berg, P., Hochfeller, D., & Ruhm, C.J., & Eckrote, M. Organizational responses to workforce aging: The role of employment relations institutions. Presented September 2022 at the International Labor and Employment Relations Association Annual Meeting, Barcelona, Spain.
4. *McAlpine, K., Piszczek, M.M., & Raghuram, S. Spillover effects of cross-domain work and family interruptions during remote work. Presented August 2022 at the Academy of Management Annual Meeting, Seattle, WA.
5. Kossek, E.E., Allen, T.D., Bodner, T., Pratt, B.R., Piszczek, M.M., & Misco, A. U.S. faculty work-life inclusion and blurring boundaries in the overwork university. Presented August 2022 at the Academy of Management Annual Meeting, Seattle, WA.
6. *Piszczek, M.M. & Yestrepky, J. A punctuated equilibrium model of work-family role reconstruction. Presented June 2022 at the Work and Family Researchers Network Conference, New York, NY.
7. *McAlpine, K., Piszczek, M.M., & Raghuram, S. Spillover effects of work and family interruptions during remote work. Presented June 2022 at the Work and Family Researchers Network Conference, New York, NY.
8. *Piszczek, M.M., Berg, P., Hochfeller, D., & Ruhm, C.J., & Eckrote, M. Organizational responses to workforce aging: Drivers of age-related HR practices. Presented March 2022 at the Dismantling Bias Conference Series, West Lafayette, IN.
9. Piszczek, M.M., Yestrepky, J., & Thrasher, G. Age-specific effects of shift work and age structure analysis on psychological well-being. Presented at the 2021 Academy of Management Annual Meeting, online.

10. Nsair, V. & Piszczek, M.M. Gender matters: The effects of gender and segmentation preferences on work-to-family conflict. Presented at the 2021 Academy of Management Annual Meeting, online.
11. Van Egdome, D., Spitzmueller, C., & Piszczek, M.M. New work-family policies after COVID-19. Presented at the 2021 Society for Industrial and Organizational Psychology Annual Meeting, online.
12. Nsair, V. & Piszczek, M.M. Family sacrifice work climate creates biased work environments: Gender and segmentation preference moderate its relationship with work-family conflict. Presented at the 2020 Work and Family Researchers Network Conference, online.
13. *Piszczek, M.M., & McAlpine, K. The bright side of commuting: Effects of psychological detachment on negative work-family spillover. Presented October 2020 at the Work and Family Researchers Network Conference, online.
14. *Piszczek, M.M., & McAlpine, K. On the road again: The mitigating effects of commuting on work-family negative spillover. Presented August 2020 at the Academy of Management Annual Meeting, online.
15. Berg, P. & Piszczek, M.M. Organizational response to workforce aging across three industries: Tensions in human capital perspectives. Presented June 2020 at the Industry Studies Association Annual Conference, online.
16. *Piszczek, M.M., & McAlpine, K. The Bright Side of Commuting: Work-Family Boundary Tactics. Poster presented February 2020 at the Crimson Conference on Work & Family, Tuscaloosa, AL.
17. Hochfellner, D., Berg, P., Hamman, M., Eckrote, M., & Piszczek, M.M. Pension reforms and their implications for establishment survivals. Presented January 2020 at the Allied Social Science Associations, San Diego, CA.
18. *Berg, P. & Piszczek, M.M. The role of organizations and institutions in an aging workforce. Presented November 2019 at the "Overtime: America's Aging Workforce and the Future of 'Working Longer' authors' meeting, Harvard Center for Population and Development Studies, Cambridge, MA.
19. *Piszczek, M.M., Berg, P., Hochfellner, D., & Ruhm, C.J. Organizational HR practice responses to workforce aging. Presented August 2019 at the Academy of Management Annual Meeting, Boston, MA.
20. *Piszczek, M.M., Martin, J.E., & Pimputkar, A.S., & Laulie, L. The cognitive assessment process in work-family fit: Schedule perceptions and attributions. Presented August 2019 at the Academy of Management Annual Meeting, Boston, MA.
21. *Piszczek, M.M., Berg, P., Hochfellner, D., & Ruhm, C.J. Public pension reform and human resource practice responses. Presented June 2019 at the Labor and Employment Relations Association Annual Meeting, Cleveland, OH.
22. *Piszczek, M.M., Martin, J.E., & Pimputkar, A.S., & Laulie, L. Schedules and perceptions of management: Opening the black box of work-family schedule fit. Presented June 2019 at the Labor and Employment Relations Association Annual Meeting, Cleveland, OH.
23. Berg, P. & Piszczek, M.M. Workforce aging and human capital flows in organizations: A comparative study of Germany and the United States. Presented May 2019 at the Industry Studies Association Annual Meeting, Nashville, TN.

24. Eckrote, M., Berg, P., Hamman, M.K., Hochfellner, D., Piszczek, M.M., & Ruhm, C.J. Is it bad to be green in a greying firm? An analysis of the impact of postponed retirement on younger workers' wage growth. Presented January 2019 at the Allied Social Science Associations, Atlanta, GA.
25. Hochfellner, D., Berg, P., Hamman, M.K., Piszczek, M.M., Eckrote, M., & Ruhm, C.J. Pension reforms and their implications for establishment survival. Presented December 2018 at the International Workshop on Establishment Panel Analyses, Nuremberg, Germany.
26. *Berg, P. & Piszczek, M.M. Human capital pipelines and the aging workforce: Determinants of site-level aging issues. Presented August 2018 at the Academy of Management Annual Meeting, Chicago, IL.
27. *Piszczek, M.M. & Pimputkar, A.S. Age, well-being, and work: Effects of flexible and shift-based schedules across working lives. Presented August 2018 at the Academy of Management Annual Meeting, Chicago, IL.
28. *Piszczek, M.M. & Pimputkar, A.S. A resource-based perspective of work-family conflict through the life course. Presented June 2018 at the Work and Family Researchers Network Conference, Washington D.C..
29. Berg, P., Hamman, M.K., Hochfellner, D., Piszczek, M.M., & Ruhm, C.J. The impact of changes in public pension eligibility on employers: Evidence from German establishment data. Presented October 2017 at the International Workshop on Establishment Panel Analyses, Nuremberg, Germany.
30. *Piszczek, M.M., & Berg, P. Person-environment fit in the work-family domain: A roadmap to conceptual clarity. Presented August 2017 at the Academy of Management Annual Meeting, Atlanta, GA.
31. *Piszczek, M.M., DeArmond, S., & Feinauer, D. Employee work-family role boundary management in the family business. Presented August 2017 at the Academy of Management Annual Meeting, Atlanta, GA.
32. Berg, P., & Piszczek, M.M. Human capital pipelines amidst an aging workforce. Presented June 2017 at the Labor and Employment Relations Association Annual Meeting, Anaheim, CA.
33. *Piszczek, M.M., DeArmond, S., and Rau, B. Work-family role construction and management in family firms: Family and non-family employees. Presented August 2016 at the Academy of Management Annual Meeting, Anaheim, CA
34. *Piszczek, M.M. & Berg, P. Person-environment fit in the work-family domain: a roadmap to conceptual clarity. Presented June 2016 at the Work and Family Researchers Network Conference, Washington D.C..
35. *Piszczek, M.M., DeArmond, S., & Rau, B. Individual work-family role construction in family firms: Integrating organizational and family theories. Presented June 2016 at the Work and Family Researchers Network Conference, Washington D.C..
36. *Piszczek, M.M., DeArmond, S., & Feinauer, D. A comparison of outcomes of role boundary management among family and non-family employees. Presented June 2016 at the Work and Family Researchers Network Conference, Washington D.C..
37. *Berg, P., & Piszczek, M.M. Comparing firm responses to workforce aging in the U.S. and Germany. Presented May 2016 at the Labor and Employment Relations Association Annual Meeting, Minneapolis, MN

38. Kossek, E.E., Piszczek, M.M., McAlpine, K., Hammer, L.B., & Burke, L. Filling the holes: Work schedulers as job crafters of employment practice in long-term health care. Presented May 2016 at the Labor and Employment Relations Association Annual Meeting, Minneapolis, MN.
39. Berg, P., Baird, M., & Piszczek, M.M. Schedule inequality and equality bargaining in Australian workplace agreements. Presented February 2016 at the Association of Industrial Relations Academics in Australia and New Zealand conference, Sydney, Australia.
40. Berg, P., Hamman, M., Piszczek, M.M., & Ruhm, C. Can policy facilitate partial retirement? Evidence from Germany. Presented October 2015 at the International FDZ User Workshop, Ann Arbor, MI.
41. *Berg, P., Baird, M., & Piszczek, M.M. Schedule inequality and equality bargaining in Australian workplace agreements. Presented May 2015 at the Labor and Employment Relations Association Annual Meeting, Pittsburgh, PA.
42. Berg, P. & Piszczek, M.M. The importance of age-diverse practices in an aging workforce. Presented June 2014 at the Work and Family Researchers Network Conference, New York, NY.
43. *Piszczek, M.M. Two faces of technology: Organizational expectations at the work-family interface. Presented June 2014 at the Work and Family Researchers Network Conference, New York, NY.
44. Pichler, S., Turel, O., & Greenhaus, J. Piszczek, M.M. Managing work-technology boundaries: A role and identity theory perspective. Presented June 2014 at the Work and Family Researchers Network Conference, New York, NY.
45. Pichler, S., Turel, O., & Greenhaus, J. Piszczek, M.M. Managing work-technology boundaries: A role and identity theory perspective. Presented May 2014 at the Society for Industrial and Organizational Psychology Annual Meeting, Honolulu, HI.
46. Kossek, E.E., Piszczek, M.M., McAlpine, K., Burke, L., & Hammer, L. Filling the holes: Work schedules as schedule support (and control) in health care organizations. Presented March 2014 at the ILR Review Special Conference on Employment Relations in Healthcare, New Brunswick, NJ.
47. Pichler, S., Turel, O., Greenhaus, J., & Piszczek, M.M. A role theory perspective on the management of work-technology boundaries. Presented December 2013 at the International Conference on Information Systems, Milano, Italy.
48. Kossek, E.E., Piszczek, M.M., McAlpine, K., Burke, L., & Hammer, L. Filling the holes: Work schedulers and schedule support (and control) in organizations. Presented October 2013 at the People and Organizations Conference, Philadelphia, PA.
49. *Berg, P., Hamman, M., Piszczek, M.M., & Ruhm, C. The relationship between establishment training efforts and retention of older workers: Evidence from Germany. Presented October 2013 at the People and Organizations Conference, Philadelphia, PA.
50. *Hall, A., Wikhamn, W., Zinko, R., & Piszczek, M.M. Examining antecedents to employee legal claiming: The role of demographics and social influence. Presented at the Academy of Management Annual Meeting, August 2013, Orlando, FL.
51. *Piszczek, M.M. The Effectiveness of organizational childcare policies in reducing establishment turnover in Germany. Presented at the Academy of Management Annual Meeting, August 2013, Orlando, FL.

52. *Piszczek, M.M. The Effectiveness of organizational childcare policies in reducing establishment turnover in Germany. Presented at the Community, Work, and Family Conference, July 2013, Sydney, Australia.
53. Berg, P., Piszczek, M.M., & Kossek, E.E. The role of unions, supervisors, and contracts in work-family policy access fairness. Presented at the Community, Work, and Family Conference, July 2013, Sydney, Australia.
54. Kossek, E.E., Piszczek, M.M., McAlpine, K., Hammer, L., & Buxbaum, L. Work schedulers and schedule flexibility in organizations. Presented at the Work, Stress, and Health Conference, May, 2013, Los Angeles, CA.
55. *Piszczek, M.M. Effectiveness of childcare policies in German establishments: A longitudinal investigation. Michigan State University Graduate Academic Conference, February, 2013, East Lansing, MI.
56. Berg, P., Hamman, M., Piszczek, M.M., & Ruhm, C. Supply of and demand for gradual retirement: Evidence from a German policy experiment. Presented at the Labor Employment Relations Association Meeting, January, 2013, San Diego, CA.
57. Kossek, E.E., McAlpine, K., Piszczek, M.M., & Hammer, L. Work schedulers and schedule support (and control) in organizations. Presented at The Academy of Management Annual Meeting, August, 2012, Boston, MA.
58. *Berg, P., Hamman, M., Piszczek, M.M., & Ruhm, C. Effects of age-targeted and non-age-targeted training on retirement: Evidence from Germany. Presented at the International Labor and Employment Relations Annual Meeting, July, 2012, Philadelphia, PA.
59. *Berg, P., & Piszczek, M.M. The role of institutions in work-family boundary management. Presented at the Work and Family Researchers Network Conference, June, 2012, New York City, NY.
60. Pichler, S., Piszczek, M.M., Varma, A., & Trau, R. Adequate notice in performance appraisal reactions. Presented the Society for Industrial and Organizational Psychology Annual Meeting, April, 2012, San Diego, CA.
61. Reeder, M.C., Golubovich, J.G., Piszczek, M.M., Ryan, A.M., & Morgeson, F.P. Malleability perceptions: Extending implicit theory concepts to selection research. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, April, 2012, San Diego, CA.
62. *Berg, P., & Piszczek, M.M. Dual-track equality bargaining in the United States. Presented at the Equality Bargaining Workshop, March, 2012, Sydney, Australia.
63. Kossek, E.E., Piszczek, M.M., Berg, P., & Petty, R. Work-life flexibility access by the line: Linkages to group job context and individual effectiveness. Presented at The Academy of Management Annual Meeting, August, 2011, San Antonio, TX.
64. *Kossek, E.E., Piszczek, M., & Berg, P., 2011. Comparing union, family, and supervisor linkages to coworker support: A job demands resources approach. Presented at the Work, Stress, and Health Conference, May, 2011, Orlando, FL.
65. *Huang, J., Kossek, E.E., Piszczek, M., Fleenor, J., & Ruderman, M. Cultural distance and expatriate leadership effectiveness in international assignments. Presented at the Society for Industrial and Organizational Psychology Annual Meeting, April, 2011, Chicago, IL.

66. *Pichler, S., Piszczek, M.M. & Varma, A. The social context of performance appraisal. Presented at the Society for Industrial and Organizational Psychology Annual Meeting, April, 2010, Atlanta, GA.
67. *Piszczek, M.M., & Kaminski, M. It isn't always rational: The psychology of voting and lessons for labor. Presented at United Association for Labor Education Conference, April, 2009 Silver Spring, MD.
68. *Piszczek, M.M. & Kerr, N. Social disapproval and cooperation in social dilemmas. Poster presented at the University Undergraduate Research & Arts Fair, April 2007, East Lansing, MI.

Teaching Experience

Wayne State University

- Undergraduate: Human Resource Management, Employee Relations
- Graduate: Compensation Administration, Managing Employee Relations
- WSU Exceed Leadership Certificate Program: Leadership from a Posture of Equity, Work-life Balance

University of Wisconsin Oshkosh

- Undergraduate: Essentials of HR Management, Employee Relations
- Executive MBA: Managing Talent

University of Wisconsin Extension

- Undergraduate: HR Competencies

Michigan State University

- Undergraduate: Navigating the World of Work (course administrator); Power, Conflict, and Exchange (TA)
- Graduate: Data Sources in Labor & Industrial Relations (TA), Fundamentals of Statistics (non-credit; course administrator)

Internal Service

Graduate Students Supervised

- | | |
|------------------------------------|------------------|
| • Joe Yestrepky (Org. Behavior) | Chair |
| • Viva Nsair (Org. Behavior, 2022) | Committee member |
| • Karen Landay (MBA thesis, 2016) | Committee member |

Wayne State University

University-level

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| • Daycare Implementation Committee | Member, 2019-Present |
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Mike Ilitch School of Business

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| • MISB Undergraduate Curriculum Change Committee | Member, 2022-Present |
| • MISB Research Committee | Member, 2022-present |
| • MISB Undergraduate Education Policy Committee | Supporting member, 2021-2022 |
| • MISB Elevator Pitch Competition | Judge, 2021 |
| • MISB Outstanding Student Award | Judge, 2019 |

Department of Management and Information Systems

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| • Junior Faculty Mentor | 2022-2023 |
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- Dept. Teaching & Curriculum Committee Member, 2020-2022
- Dept. PhD Coordinator 2021-present
- Dept. HR Curriculum Committee (ad hoc) Member, 2019-2021
- OB Faculty Search Committee Chair, 2019
- HR Faculty Search Committee Chair, 2019
- MGT Lecturer Search Committee Member, 2019
- Dept. PhD Committee Member, 2018-Present
- CARMA Webcast Coordinator Co-organizer, 2017-2019

Panels, Webinars, and Roundtables

- Supporting Well-being of Virtual Workers. Wayne State University: Organization and Employee Development, August 5th, 2020. (Webinar; presenter).
- Supporting the Success of Our Students with Children. Wayne State University: Office for Teaching and Learning, Feb. 20th, 2020. (Panel; invited panelist).

University of Wisconsin Oshkosh

University-level

- Faculty Development Board Research Panelist, 2015-2017

College of Business

- AACSB Report Finishing Committee Member, 2016
- Undergraduate Program Committee Member, 2016-2017
- Advising Task Force Member, 2016

Department of Management and Human Resources

- Dept. Search and Screen Committee Member, 2015
- Society for Human Resource Management, UW Oshkosh Chapter Faculty Advisor, 2015-2017
- HR Major Faculty Advisor 2015-2017
- Dept. Curriculum Committee Member, 2014-2017

Michigan State University

School of Human Resources and Labor Relations

- Brown Bag Research Forum Committee Member, 2010-2011
Chair, 2011-2012
- IT Committee Member, 2009-2014
- Exam Proctor LIR 868 (Berg, P.), 2012
LIR 832 Entrance Exam, 2010-2014
ISS 210 (Belman, D.), 2010
LIR 865 (Wolkinson, B.), 2009

External Service

Editorial Boards

- Journal of Organizational Behavior (2023-present)
- Journal of Managerial Psychology (2020-present)
- Journal of Occupational and Organizational Psychology (2019-present)

Ad-hoc Reviewer (detailed review history available at [Web of Science](#))

- Academy of Management Annual Meeting
- Academy of Management Review
- Asia Pacific Journal of Human Resources
- Community, Work and Family
- European Journal of Work and Organizational Psychology
- European Management Journal
- Human Relations
- Human Resource Management Journal
- ILR Review
- Industrial and Organizational Psychology: Perspectives on Science and Practice
- International Journal of Human Resource Management
- Journal of Applied Psychology
- Journal of Industrial Relations
- Journal of Occupational and Organizational Psychology
- Journal of Organizational Behavior
- Journal of Vocational Behavior
- Labor Studies Journal
- Organization Science
- Personnel Psychology
- Stress and Health
- Work, Aging and Retirement

Committees

- AOM – OB Division Outstanding Practitioner-Oriented Publication in OB Award Committee (Member/Reviewer, 2022)
- International Review Committee, Rosabeth Moss Kanter Award for Excellence in Work-Family Research (Member/Reviewer, 2022)
- Membership Engagement Committee, Work and Family Researchers Network (Member, 2018-2019; Chair, 2019-present)
- AOM - GDO Division Best Paper Based on a Dissertation Award Committee (Member/Reviewer, 2020)
- Social Media Team, Academy of Management HR Division (2018)

Chaired Sessions

- Formal and informal HR practices and DEI outcomes. Dismantling Bias Conference, March 2022, West Lafayette, IN. (Moderator, Research Paper Small Group Discussion).
- Diversity and Aging, Academy of Management Annual Meeting, July 2021, online. (Paper session, Chair).
- The Work-Family Interface across the Life Course. Work and Family Researchers Network Conference, June 2018, Washington, D.C.. (Symposium, Co-chair with Greg Thrasher).
- Communicative Technology at the Work-Family Interface. Work and Family Researchers Network Conference, June 2014, New York, NY. (Symposium, Co-chair with Shaun Pichler).
- Work and Family in a Multicultural World. Academy of Management Annual Meeting, August 2013, Orlando, FL (Showcase Symposium, Chair).
- Work-Family Resources: New Theory and Perspectives. Academy of Management Annual Meeting, August 2012, Boston, MA. (Symposium, Co-chair with Ellen Kossek and Kristie McAlpine).

Panels and Roundtables

- Hill, S. & Villamor, I. Promoting employee well-being in remote work. Academy of Management Annual Meeting, August 2022, Seattle, WA. (Panelist).
- Koopman, J., and Piszczek, M.M. HR Research roundtable forum. Academy of Management Annual Meeting, August 2022, Seattle, WA. (Co-Organizer).
- Golden, L. "Time smart": Implementing a 4-day workweek. Presented June 2022 at the Work and Family Researchers Network, New York, NY. (Panelist).
- Van Egdorn, D. Are we there yet?: Closing the research-practice gap in work-family. Society for Industrial and Organizational Psychology annual meeting, April 2021. (Roundtable, Invited facilitator).
- HR practices and the work-family interface. Crimson Conference on Work & Family, February 29, 2020, Tuscaloosa, AL. (Roundtable, Invited facilitator).
- Djurdjevic, E., Gabriel, A., Koopman, J., Piszczek, M.M., & Roth, P. HR research roundtable forum. Academy of Management Annual Meeting, August 2019, Boston, MA. (Co-Organizer).
- Djurdjevic, E., Gabriel, A., Koopman, J., Piszczek, M.M., & Roth, P. HR research roundtable forum. Academy of Management Annual Meeting, August 2018, Chicago, IL. (Co-Organizer).

Awards and Honors

2021	Finalist: Rosabeth Moss Kanter International Award for Excellence in Work-Family Research, Purdue University Center for Families/Boston College Center for Work & Family (for "Reciprocal relationships between workplace childcare initiatives and collective turnover rates of men and women").
2021	Finalist: <i>Human Resource Management Review</i> Best Paper of 2020 (for "HR policy attributions: Implications for work-family person-environment fit").
2020	WSU Mike Ilitch School of Business Distinguished Research Award
2016	"High Commendation", GLOBE Robert J. House Best Research Paper Award (for "Rating expatriate leader effectiveness in multisource feedback systems: Cultural distance and hierarchical effects")
2015	Work and Family Researchers Network Early Career Fellowship
2014	MSU Graduate School Dissertation Completion Fellowship
2013	MSU Graduate School Research Enhancement Award
2013	MSU College of Social Science Research Enhancement Award
2013	MSU Graduate School Travel Fellowship
2013	MSU Council of Graduate Students Travel Award
2013	MSU International Business Center Travel Grant
2013	MSU Graduate School Summer Fellowship
2013	MSU Graduate School Fellowship
2013	MSU Graduate Academic Conference Research Award
2012	Work and Family Researchers Network Travel Award
2012	MSU Graduate School Summer Fellowship
2011	MSU Graduate School Summer Fellowship
2010	MSU Graduate School Summer Fellowship
2009	MSU Rasmussen Fellowship

2009	United Association for Labor Education New Generation Conference Scholarship
2007	Runner-up, University Undergraduate Research & Arts Forum
2006	Cole Excellence Award Scholarship, MSU Honors College

Invited Talks

Commutes as role transitions and psychological recovery. Michigan State University, Department of Psychology. Organizational Psychology Brown Bag Series. February 6th, 2023, East Lansing, MI.

Women's management of disrupted work-life boundaries during COVID-19. Invited keynote presentation at Dismantling Bias Conference. March 23rd, 2022, West Lafayette, IN.

Qualitative methods in management research. Guest speaker for Meredith Woehler's PhD seminar on research methods, Purdue University, Krannert School of Business. Nov. 2nd, 2021, virtual.

Spillover effects of work and family interruptions during remote work. Yonsei University, Management Department, School of Business. May 13th, 2021, virtual.

The bright side of commuting: Mitigating negative work-family spillover. Wayne State University, Department of Psychology. I/O Brown Bag Colloquium Series. Nov. 8th, 2019, Detroit, MI.

Age, well-being, and work: Effects of flexible and shift-based schedules across working lives. Wayne State University, Mike Ilitch School of Business. Management Speaker Series. Jan. 18th, 2019, Detroit, MI.

Age, well-being, and work: Effects of flexible and shift-based schedules across working lives. Michigan State University, School of Human Resources and Labor Relations. SHRLR Brown Bag Series. Feb. 9th, 2018, East Lansing, MI.

Human capital pipelines and the aging workforce: Determinants of site-level skill shortages. Wayne State University, Mike Ilitch School of Business. Board of Visitors meeting. January 26th, 2018, Detroit, MI.

Expanding the impact of person-environment fit in work-family research: Review and theoretical implications. Michigan State University, Department of Psychology. Organizational Psychology Brown Bag Series. December 1st, 2017, East Lansing, MI.

Media Appearances/Interviews

Davis, J. "Small businesses shift gears to compete for seasonal workers." May 16th, 2022. <https://www.crainsdetroit.com/small-business/small-businesses-shift-gears-compete-seasonal-workers>

Monacelli, N. "Labor shortage: Why it's happening and what can be done." October 15th, 2021. WDIV Newscast. <https://www.clickondetroit.com/news/local/2021/10/15/labor-shortage-why-its-here-and-what-can-be-done/>

Walsh, D. "Adding up the reasons for the pervasive worker shortage." October 4th, 2021. *Crain's Detroit Business*. <https://www.crainsdetroit.com/voices-dustin-walsh/adding-reasons-pervasive-worker-shortage>

Greene, J. "Blue Cross 'work-at-home' surge emblematic of the times." November 18th, 2018. *Crain's Detroit Business*. <https://www.crainsdetroit.com/health-care/blue-cross-work-home-surge-emblematic-times>