

Matthew M. Piszczek

Wayne State University
Mike Ilitch School of Business
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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)

Piszczek, M.M., DeArmond, S., & Feinauer, D. Employee work-family role boundary management in the family business. Conditionally accepted at *Community, Work & Family*.

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.

- Kossek, E.E., Huang, J., Piszczek, M.M., Fleenor, J., & Ruderman, M., 2017. Cultural Distance and Expatriate Leadership Effectiveness in International Assignments. *Human Resource Management* 56(1), 151-172.
- 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. *First two authors contributed equally.
- Berg, P., Hamman, M., Piszczek, M.M., & Ruhm, C., 2016. The Relationship between Establishment Training and the Retention of Older Workers: Evidence from Germany. Forthcoming at *International Labour Review*. doi:10.1111/ilr.12031
- Kossek, E.E., Piszczek, M.M., McAlpine, K., Burke, L. & Hammer, L., 2016. Work schedulers and schedule support in organizations. *Industrial & Labor Relations Review*, 69(4), pp. 961-990.
- Piszczek, M.M. & Berg, P., 2014 Expanding the Boundaries of Boundary Theory: Work, Family, and Regulative Institutions. *Human Relations*, 67(12), p. 1491-1512.
- Berg, P. & Piszczek, M.M., 2014. Equality Bargaining in the United States. *Journal of Industrial Relations*, 56(2), 170-189.
- Piszczek, M. & Kaminski, M., 2010. It Isn't Always Rational: The Psychology of Voting and Lessons for Labor. *Labor Studies Journal*, 35, 116.

Publications (Other)

- Piszczek, M.M. National/Social Policy and Economic Indicators, in press. In *The Cambridge Handbook of the Global Work-Family Interface*, Shockley, K.M., Shen, W., & Johnson, R.C., Eds.
- 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.
- 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.
- Berg, P., Hamman, M., Piszczek, M.M., & Ruhm, C., 2015. Can Policy Facilitate Partial Retirement? Evidence from Germany. NBER Working Paper Series, Np. 21478.
- 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.
- Piszczek, M.M., 2015. [Review of the book *Unequal Time: Gender, Class, and Family in Employment Schedules*.] *Industrial and Labor Relations Review*, 68(2).
- Berg, P. & Piszczek, M.M., 2013. *Work-Life Balance*. In *Sociology of Work: An Encyclopedia*. SAGE.

Manuscripts under Review

- Berg, P., Hamman, M., Piszczek, M.M., & Ruhm, C. Can Policy Facilitate Partial Retirement? Evidence from a Natural Experiment in Germany. Initial submission to *Journal of Public Economics*.

Manuscripts in Preparation

- Piszczek, M.M. The Relationship between Organizational Childcare Practices and Establishment Turnover in Germany.
- Piszczek, M.M., & Berg, P. Person-Environment Fit in the Work-Family Domain: A Roadmap to Conceptual Clarity.
- Piszczek, M.M. HR practices and work-life conflict across the life course.
- Berg, P., & Piszczek, M.M. Firm Responses to Workforce Aging: A Comparative Study of the U.S. and Germany.
- Piszczek, M.M., DeArmond, S., & Rau, B. Work-family role boundaries in family employees: Implications for family businesses.

Grants

- 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 total (Subcontractor).
- Piszczek, M.M.. 2016. Older Workers and Flexible Work Practices. Faculty Development Grant (Research component), University of Wisconsin Oshkosh. \$905 + 7.5% CAS.
- 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.
- Piszczek, M.M., 2015. Organizational practices and workforce aging. Faculty Development Grant (Research component), University of Wisconsin Oshkosh. \$4,010 + 7.5% CAS.
- 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

- Piszczek, M.M., & Berg, P. Person-Environment Fit in the Work-Family Domain: A Roadmap to Conceptual Clarity. To be presented August 2017 at the Academy of Management Annual Meeting. (Presenter)
- Piszczek, M.M., DeArmond, S., & Feinauer, D. Employee work-family role boundary management in the family business. To be presented August 2017 at the Academy of Management Annual Meeting. (Presenter)
- Berg, P., & Piszczek, M.M. Human capital pipelines amidst an aging workforce. To be presented June 2017 at the Labor and Employment Relations Association Annual Meeting.
- 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 (Presenter).
- 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. (Presenter).

- 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. (Presenter).
- 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. (Presenter).
- 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 (Presenter).
- 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.
- 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.
- 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.
- 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. (Presenter).
- 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.
- 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. (Presenter).
- 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.
- 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-Organizational Psychologists, Honolulu, HI.
- 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.
- 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.
- 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.

- 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. (Presenter).
- 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. (Presenter).
- 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. (Presenter).
- 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. (Presenter).
- 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.
- 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.
- Piszczek, M.M. Effectiveness of Childcare Policies in German Establishments: A Longitudinal Investigation. Michigan State University Graduate Academic Conference, February, 2013, East Lansing, MI. (Presenter).
- 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.
- 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.
- 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 Conference, July, 2012, Philadelphia, PA. (Presenter).
- 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. (Presenter).
- Pichler, S., Piszczek, M.M., Varma, A., & Trau, R. "Adequate Notice in Performance Appraisal Reactions." Presented at the annual conference of the Society for Industrial-Organizational Psychologists, April, 2012, San Diego, CA.
- Reeder, M.C., Golubovich, J.G., Piszczek, M.M., Ryan, A.M., & Morgeson, F.P. "Malleability Perceptions: Extending Implicit Theory Concepts to Selection Research." Presented at the annual conference of the Society for Industrial-Organizational Psychologists, April, 2012, San Diego, CA.
- Berg, P., & Piszczek, M.M. "Dual-Track Equality Bargaining in the United States." Presented at the Equality Bargaining Workshop, March, 2012, Sydney, Australia. (Presenter).

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.

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 National Institute of Occupational Safety and Health conference, May, 2011, Orlando, FL. (Presenter).

Huang, J., Kossek, E.E., Piszczek, M., Fleenor, J., & Ruderman, M. "Cultural Distance and Expatriate Leadership Effectiveness in International Assignments." Presented at the annual conference of the Society for Industrial-Organizational Psychologists, April, 2011, Chicago, IL. (Presenter).

Pichler, S., Piszczek, M.M. & Varma, A. "The Social Context of Performance Appraisal." Presented at the annual conference of the Society for Industrial-Organizational Psychologists, April, 2010, Atlanta, GA. (Presenter).

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. (Presenter).

Kerr, N., Piszczek, M.M., Seok, D. & Stivers, E.. "Social disapproval and cooperation in social dilemmas." Presented at Group Processes and Intergroup Relations Pre-Conference, 2008.

Piszczek, M.M. & Kerr, N. "Social disapproval and cooperation in social dilemmas." Presented at the University Undergraduate Research & Arts Fair, 2007, East Lansing, MI. (Presenter).

Teaching Experience

University of Wisconsin Oshkosh

Undergraduate: Essentials of HR Management, Employee Relations

Graduate: Managing Talent (Executive)

University of Wisconsin Extension

HR Competencies (Online, competency-based "flex" degree program)

Michigan State University

Undergraduate: Navigating the World of Work (Online, course administrator), Power, Conflict, and Exchange (TA)

Graduate: Data Sources in Labor & Industrial Relations (TA), Fundamentals of Statistics (course administrator)

Internal Service

University of Wisconsin Oshkosh

AASCB Report Finishing Committee	Member, 2016
College of Business Undergraduate Program Committee	Member, 2016-2017
College of Business Advising Task Force	Member, 2016
Dept. Search and Screen Committee	Member, 2015

Faculty Development Board	Research Panelist, 2015-2017
Society for Human Resource Management, UW Oshkosh Chapter	Faculty Advisor, 2015-2017
HR Major Faculty Advisor	2015-2017
Department Curriculum Committee	Member, 2014-2017
MBA Thesis Committee	Student: Karen Landay (2016)
<i>Michigan State University</i>	
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

Ad-hoc Reviewer

Academy of Management Review; Human Relations; Industrial and Labor Relations Review; International Journal of Human Resource Management; Asia-Pacific Journal of Human Resources; Labor Studies Journal; Community, Work, and Family; European Journal of Management; Academy of Management Annual Meeting (HR Division, OB Division);

Chaired Symposia

Piszczek, M.M. & Pichler, S. Communicative Technology at the Work-Family Interface. Work and Family Researchers Network Conference, June 2014, New York, NY.

Piszczek, M.M. Work and Family in a Multicultural World. Academy of Management Annual Meeting, August 2013, Orlando, FL (Featured Symposium).

Kossek, E.E., Piszczek, M.M., & McAlpine, K. Work-Family Resources: New Theory and Perspectives. Academy of Management Annual Meeting, August 2012, Boston, MA.

Awards

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

Professional Development

University of Wisconsin Oshkosh, Center for Excellence in Teaching and Learning. *One Session Wonder—Advising as Teaching*. October, 2015.

University of Wisconsin Oshkosh, LGBTQ Resource Center. *Students, Staff, and Faculty for Equality (S.A.F.E.) Training*. April, 2015.

University of Wisconsin Oshkosh, Center for Excellence in Teaching and Learning. *One Session Wonder—Creative Learning Processes: The Simulation*. October, 2014.

Michigan State University, CSTAT. *Structural Equation Modeling with Stata*. October, 2012.

Michigan State University, CSTAT. *Introductory and Intermediate Structural Equation Modeling*. July, 2012.

Michigan State University, CSTAT. *Scale Development & Factor Analysis*. January, 2011.

Michigan State University, HR Executive Education Center. *Certified Labor Relations Professional*. April, 2008.

Professional Affiliations

Academy of Management (HR & OB Divisions)

Labor & Employment Relations Association

Society for Human Resource Management

Work and Family Researchers Network (Work-Life Policy; Early Career; and Aging, Work and Family interest groups)