**REBECCA M. PALUCH, CPA**

Human Resource Studies Department

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**EDUCATION\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Ph.D. CORNELL UNIVERSITY, School of Industrial & Labor Relations (Expected 2019)

Human Resource Studies

M.S. CORNELL UNIVERSITY, School of Industrial & Labor Relations (2016)

Concentration: Human Resource Studies

M.S. LOYOLA UNIVERSITY CHICAGO, Quinlan School of Business (2012)

Concentration: Human Resources, High Dean’s Honors

B.S. LEHIGH UNIVERSITY, College of Business and Economics (2006)

Business Administration, Double Major: Finance and Marketing, Honors

**PEER- REVIEWED PUBLICATIONS\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Nishii, L. H., Khattab, J.\*, Shemla, M.\*, & **Paluch, R. M.\***, (Forthcoming, 2018). A multi-level process model for understanding diversity practice effectiveness. **Academy of Management Annals**

\*Authors contributed equally

**OTHER PUBLICATIONS\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Paluch, R.M.,** Nishii, L.H., Shemla, M., & Khattab, J. (2017). A multi-level process model for understanding diversity practice effectiveness. **Academy of Management Best Paper Proceedings**

**PAPERS UNDER REVIEW & WORKING PAPERS\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Explaining unintended negative consequences of work-life benefits: The role of employee attributions.(with Lisa H. Nishii). Stage: *Preparing for submission.*

Corporate alumni practices: How HR practices facilitate relationships alumni and former employers. (Dissertation)

The revolving door: Utilizing corporate alumni practices to attract job applicants. Stage: *Data Collection.*

The dynamic impact of diversity and turnover on organizational outcomes. (with John Hausknecht). Stage: *Data Analysis.*

**TEACHING EXPERIENCE\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Co-Instructor** for ILRHR 4687/4697: Human Resource Management for Entrepreneurs in Developing Markets with Lisa H. Nishii. (Fall 2016/Spring2017 & Fall 2017/Spring2018)

Developed and taught an Engaged Learning course located in Ithaca, NY and Nicaragua for undergraduate students.

**Teaching Assistant** for NBA 6700: Becoming a Leader with Hannes Leroy. (Fall 2013)

Elective class for full-time MBA students.

**PEER-REVIEWED CONFERENCE PRESENTATIONS**

Paluch, R.M., Nishii, L. H., Khattab, J., & Shemla, M. (2017). A Multi-level Process Model for Understanding Diversity Practice Effectiveness. *Annual Meeting of the Academy of Management, Atlanta, Georgia.*

Paluch, R.M. & Nishii, L. H. (2017). Work-Life or Work-Work Benefits? The Paradox of Work-Life Benefit Utilization. *Annual Meeting of the Academy of Management, Atlanta, Georgia.*

Paluch, R. & Livingston, B. A. (2015). What is more important? Clarifying how individuals prioritize work and family. *Annual Meeting of the Academy of Management, Vancouver, British Columbia.*

Paluch, R. & Nishii, L.H. (2016). Work-Life or Work-Work Benefits: How Employee Attributions Affect the Outcomes of Work-Life Benefits. *Work and Family Researchers Network, Washington D.C.*

**RELATED EXPERIENCE**

Human Resource Studies Department, Cornell University – Fall 2013 to Spring 2016

Research Assistant for Beth Livingston.

Kellogg School of Management, Northwestern University – Fall 2010 to Spring 2013

Research Assistant for J. Keith Murnighan and Daniel Effron.

**AWARDS AND HONORS**.

* AOM Annual Meeting Best Paper for “A Multi-level Process Model for Understanding Diversity Practice Effectiveness” at the 2017 Annual Meeting of the Academy of Management in Atlanta, Georgia.
* Best Student Paper Award in the Gender and Diversity in Organizations Division for “A Multi-level Process Model for Understanding Diversity Practice Effectiveness” at the 2017 Annual Meeting of the Academy of Management in Atlanta, Georgia.
* Outstanding Reviewer Award for the Gender and Diversity in Organizations Division. August 2015. Received at the Academy of Management Conference, Vancouver, BC.
* Outstanding Reviewer Award for the Gender and Diversity in Organizations Division. August 2014. Received at the Academy of Management Conference, Philadelphia, PA.
* 2nd place winner of the 2014 National Academy of Human Resources Ram Charan HR Essay Contest. November 2014, New York, NY. Co-authors: Jae Eun Lee and Ozias Moore.
* Invited to attend NSF-funded Corporate Social Responsibility Summit. April 2016. Anaheim, CA

**SERVICE**

***Academy of Management Positions***

* Executive Committee Member for the Gender and Diversity in Organizations (GDO) Division of the Academy of Management, September 2015 – Present.
  + Newsletter Editor (September 2015 – Present)
  + Communications and Technology Team (January 2017 – Present)
* Student Representative on the Executive Committee for the Human Resources Division of the Academy of Management, August 2016 – August 2018
  + Middle Stage Doctoral Consortium Committee (August 2017 to August 2018)
  + Membership and Communications Committee/Social Media Team (August 2016 to August 2017)

***Cornell University- Industrial and Labor Relations School***

* Training on Diversity and Inclusion in the Classroom for Teaching Assistants Orientation - Fall 2017

***Memberships***

* Academy of Management: Human Resources Division, Gender & Diversity in Organizations Division.
* Work and Family Researchers Network
  + Special Interest Groups: Work-Life Policy & Aging, Work, and Family
* Society for Industrial and Organizational Psychology (SIOP)

***Reviewing***

* Reviewer, Academy of Management Annual Convention 2017: Human Resources Division – Atlanta, GA.
* Reviewer, Academy of Management Annual Convention 2015: Gender and Diversity in Organizations Division – Vancouver, BC.
* Reviewer, Academy of Management Annual Convention 2014: Gender and Diversity in Organizations Division and Human Resources Division – Philadelphia, PA.

**Other Work Experience**

Workforce Analyst and Strategy Specialist, Chicago Public Schools - Chicago, IL – (June 2012 to August 2013)

Human Resources Intern- Recruiting Division, The Federal Reserve Bank of Chicago - Chicago, IL – (March 2012 to June 2012)

Lecturer, Burapha University - Chonburi, Thailand – (May 2010 to May 2011)

Financial and Accounting Consultant, Huron Consulting Group - Chicago, IL – (July 2006 to March 2010)

**Other Professional Affiliations**

* Certified Public Accountant, Illinois
* American Institute of Certified Public Accountants, Member