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Degrees

Ph.D. in Management, U.C.L.A., 1977
Master of Business Administration, U.C.L.A., 1973
B.S. in Business Administration, Drexel, 1969

Credential

Lifetime California Community College Instructor in Business Management

Forensic Experience

Have given trial testimony in over 70 cases for both plaintiffs and defense.

Practitioner Experience

After first being employed as a human resource manager for Ford Motor Company, I have over 35 years experience as a consultant to over 100 organizations around the world concerning how to improve human resource management policies and practices. These include the following: Arco-Atlantic Richfield Company, Bausch & Lomb, Brother International Corporation, ConAgra, General Dynamics Corporation, In-N-Out Burger, Interstate Electronics Corporation, Pioneer Electronics, Reynolds Metals Company, Shasta Beverages, Shell Oil Company, Toshiba, and Yoshinoya.

Extended Education Experience

From 1988 to 2002 have taught classes concerning effective employee management for the general public through University Extended Education at California State University, Fullerton, helping managers and supervisors from hundreds of organizations.

University Experience

1977-2020: Professor of Human Resource Management, California State University, Fullerton

Regularly have taught classes concerning effective employee management in both graduate and undergraduate programs. Have also taught graduate courses concerning effective employee management at Chapman University and California State University, Dominguez Hills.

Publications

Have published over 500 articles in a wide variety of academic and professional journals and books. These include the following:

New developments in health care organizational management. Co-authored. Journal of Health Management, 2007, 9 (3).

How to write excellent human resource policies. Co-authored. Nonprofit World, 2006, 24 (5), 22-23.

Managing for excellence in the food and beverage industry. Co-authored. Journal of food Service Business Research, 2007, 10 (3), 107-119.

Managing for excellence in the pharmaceutical industry. Co-authored. Journal of Pharmaceutical finance, Economics and Policy, 2007, 16 (4), 105-112.

Are you risking a negligent-retention lawsuit? Co-authored. Nonprofit world, 2009, 27 (2), 17-19.

Organization change can rescue industry. Co-authored. Industrial Management, 2009, 51 (2), 20-24.

Workplace reduction guidelines. Co-authored. Taking Sides: Clashing Views in Management, 3/e. Street, M.D. and Street. V. L. (eds.) Dubuque, IA: McGraw-Hills, 2009.

Effective management in the tissue banking and organ procurement industry: An analysis. Co-authored. International Journal of Management. 2009, 26 (3), 456-646.

Modeling systems by nature. Co-authored. Industrial management, 2010, 52 (1), 8-13.

Are your employees fit for duty? Co-authored. Industrial management, 2010, 52 (4), 25-30.

New developments in the workers' compensation system in California: The workers' compensation system in California in constant evolution. Co-authored.

New developments in health care organizational management. Co-authored. Journal of Health Management, 2007, 9 (3).

How to write excellent human resource policies. Co-authored. Nonprofit World, 2006, 24 (5), 22-23.

Managing for excellence in the food and beverage industry. Co-authored. Journal of Food Service Business Research, 2007, 10 (3), 107-119.

How to investigate discrimination and harassment complaints. Co-authored. Equal Opportunities International, 2000, 19 (6/7), 105-112.

Discrimination towards customers in the restaurant industry. Co-authored. Equal Opportunities International, 2005, 24 (7/8), 29-37.

Nursing at the crossroads: Increasing workforce diversity and addressing health disparities. Co-authored. Equal Opportunities International, 2005, 24 (7/8), 1-10.

Reasonable accommodation of teachers with amputated legs in public schools. Co-authored. Equal Opportunities International, 2005, 24 (5/6), 115-121.

New developments concerning sexual assaults of patients by health care professionals. Co-authored. Equal Opportunities International, 2005, 24 (5/6), 107-114.

New developments concerning discrimination towards customers in the restaurant industry. Co-authored. Equal Opportunities International, 2005, 24 (5/6) 101-106.

Analyzing jobs to determine exempt or non-exempt status. Co-authored. Equal Opportunities International, 2005, 24 (5/6) 93-100.

How to comply with the Americans with Disabilities Act. Co-authored. Equal Opportunities International, 2005, 24 (5/6) 86-92.

How to avoid hiring illegal aliens. Co-authored. Equal Opportunities International, 2005, 24 (5/6) 79-85.

California's recent paid family leave law. Co-authored. Equal Opportunities International, 2005, 24 (5/6) 65-78.

Individual response strategies to sexual harassment. Co-authored. Equal Opportunities International, 2005, 24 (5/6) 41-48.

California's recent paid family leave law. Co-authored. Equal Opportunities International, 2005, 24 (5/6) 32-40.

New developments concerning age discrimination in the workplace. Co-authored. Equal Opportunities International 2005, 24 (5/6) 15-23.

- New developments concerning pregnancy discrimination in the workplace. Co-authored. Equal Opportunities International 2005, 24 (5/6) 1-14.
- How to distinguish between independent contractors and employees. Co-authored. Management Research News, 2005, 28 (2/3), 136-149.
- Effective management of pension plans. Co-authored. Management Research News, 2005, 28 (2/3), 127-135.
- Effective human resource management in the entertainment industry. Co-authored. Management Research News, 2005, 28 (2/3), 100-107.
- The duties of a chief executive officer. Co-authored. Management Research News, 2005, 28 (2/3), 88-99.
- Effective human resource management of school districts. Co-authored. Management Research News, 2005, 28 (2/3), 42-57.
- An overview of CAL/OSHA requirements. Co-authored. Management Research News, 2005, 28 (2/3), 34-41.
- Compensation management of commissioned sales employees. Co-authored. Management Research News, 2004, 27 (10), 2-10.
- When it's time to say good-bye: How to discharge workers without legal hassles. Co-authored. Nonprofit World, 2005, 23 (2), 12-14.
- Determining exempt and non-exempt status in the fast food industry. Co-authored. Management Research News, 2004, 27 (10), 51-57.
- Executive compensation in internet-related business. Co-authored. Management Research News, 2004, 27 (8/9), 84-97.
- Incentive practices in the US automobile industry. Management Research News, 2004, 27 (7), 49-56.
- Managing wage and hours in the hotel industry. Co-authored. Management Research News, 2004, 27 (6), 21-30.
- New developments concerning benefits and retirement plans. Co-authored. Management Research News, 2004, 27 (4/5), 116-124.
- How to hire employees effectively. Co-authored. Management Research News, 2004, 27 (4/5), 108-115.
- Effective employment screening practices. Co-authored. Management Research News, 2004,

27 (4/5), 99-107.

Effective management in the foods industry. Co-authored. Management Research News, 2004, 27 (4/5), 72-81.

Effective franchise management. Co-authored. Management Research News, 2004, 27 (4/5), 63-67.

New developments concerning managing mergers and acquisitions. Co-authored. Management Research News, 2004, 27 (4/5), 54-52.

The use of options in compensation packages. Co-authored. Management Research News, 2004, 27 (4/5), 23-31.

An overview of trends in employee benefits programmes. Co-authored. Management Research News, 2004, 27 (4/5), 2-8.

A three-step approach to managing workplace stress. Co-authored. Nonprofit World, 2004, 22 (1), 17-19.

Ethics of competitive salesmanship. Co-authored. Ethics & Critical Thinking Journal, June 15, 2004.

Drug testing in the workplace. Co-authored. Journal of Business and Society, 2004, 17 (1 & 2)

Workforce reduction guidelines. Co-authored. Southern Business Review, 2004, 29 (2), 16-22.

Operations management of a bank branch. Co-authored. Southwestern Business Administration Journal, 2004, 4 (1), 109-115.

The effective managements of mergers. Co-authored. Leadership & Organization Development Journal, 2003, 24 (8), 447-454.

Analyzing jobs to determine exempt or non-exempt status. Co-authored. Equal Opportunities International, 2003, 22 (6/7), 67-73.

New developments concerning the Unruh Act. Co-authored. Equal Opportunities International, 2003, 22 (6/7), 58-66.

Discrimination in city fire departments. Co-authored. Equal Opportunities International, 2003, 22 (6/7), 46-75.

How to show retaliation at work. Co-authored. Equal Opportunities International, 2003, 22 (6/7), 37-45.

Standards enforced by the division of labor standards enforcement. Co-authored. Equal Opportunities International, 2003, 22 (6/7), 31-36.

Racial discrimination in the gaming industry. Co-authored. Equal Opportunities International, 2003, 22 (6/7), 17-23.

How to comply with the Americans with Disabilities Act. Co-authored. Equal Opportunities International, 2003, 22 (6/7), 9-16.

Statistical analysis for determining pay discrimination. Co-authored. Equal Opportunities International, 2003, 22 (6/7), 1-8.

How to avoid retaliation claims. Co-authored. Nonprofit World, 2003, 21 (6), 13-15.

Managing stress arising from work. Co-authored. Management Research News, 2003, 26 (6), 68-76.

New developments in managing job related stress. Co-authored. Equal Opportunities International, 2003, 22 (5), 64-70.

New developments concerning termination in violation of public policy. Co-authored. Management Research News, 2003, 26 (2/3/4), 239-246.

New developments concerning the implied contract requiring good cause for termination. Co-authored. Management Research News, 2003, 26 (2/3/4), 232-238.

Bias in workplace investigations and how to minimize it. Co-authored. Management Research News, 2003, 26 (2/3/4), 227-231.

How to assess credibility when conducting workplace investigations. Co-authored. Management Research News, 2003, 26 (2/3/4), 219-226.

New legal developments concerning human resource management. Co-authored. Management Research News, 2003, 26 (2/3/4), 212-218.

Understanding and preventing workplace retaliation. Co-authored. Management Research News, 2003, 26 (2/3/4), 206-211.

New developments concerning wrongful termination. Co-authored. Management Research News, 2003, 26 (2/3/4), 200-205.

Preparing and interpreting collective bargaining agreements. Co-authored. Management Research News, 2003, 26 (2/3/4), 193-199.

The no-fault attendance policy in the era of the Family and Medical Leave Act. Co-authored. Management Research News, 2003, 26 (2/3/4), 185-192.

The workers' compensation exclusivity rule and the special employer relationship. Co-authored. Management Research News, 2003, 26 (2/3/4), 181-184.

Keys to hiring employees effectively in a small business. Co-authored. Management Research News, 2003, 26 (2/3/4), 170-180.

Performance standards: Defining quality service in community based organizations. Co-authored. Management Research News, 2003, 26 (2/3/4), 161-169.

New developments concerning negligent hiring in public schools. Co-authored. Management Research News, 2003, 26 (2/3/4), 155-160.

New developments concerning wages and hours in the restaurant industry. Co-authored. Management Research News, 2003, 26 (2/3/4), 148-154.

New developments concerning academic grievances. Co-authored. Management Research News, 2003, 26 (2/3/4), 141-147.

Trends in ethics education at U.S. colleges and universities. Co-authored. Management Research News, 2003, 26 (2/3/4), 130-140.

Excellence at Toyota Motor Manufacturing in the United States. Co-authored. Management Research News, 2003, 26 (2/3/4), 116-122.

The Hay system of compensation. Co-authored. Management Research News, 2003, 26 (2/3/4), 109-115.

The downsized workplace. Co-authored. Management Research News, 2003, 26 (2/3/4), 97-108.

New developments concerning employee benefits and pensions. Co-authored. Management Research News, 2003, 26 (2/3/4), 89-96.

How organizations manage the issue of employee privacy today. Co-authored. Management Research News, 2003, 26 (2/3/4), 82-88.

Electronic surveillance in the workplace. Co-authored. Management Research News, 2003, 26 (2/3/4), 72-81.

How to manage unpaid volunteers in organizations. Co-authored. Management Research News, 2003, 26 (2/3/4), 63-71.

The effect of downsizing on morale and attrition. Co-authored. Management Research News, 2003, 26 (2/3/4), 52-62.

The relationship between grades and career success. Co-authored. Management Research News, 2003, 26 (2/3/4), 42-51.

- New developments concerning the covenant of good faith and fair dealing. Co-authored. Management Research News, 2003, 26 (2/3/4), 35-41.
- New developments concerning negligent hiring in municipal governments. Co-authored. Management Research News, 2003, 26 (2/3/4), 27-34.
- Hiring practices in the amusement park industry. Co-authored. Management Research News, 2003, 26 (2/3/4), 20-26.
- New developments in executive relocation practices. Co-authored. Management Research News, 2003, 26 (2/3/4), 12-19.
- How to evaluate the performance of chief executive officers effectively. Co-authored. Management Research News, 2003, 26 (2/3/4), 3-11.
- How organizations should respond to rape in the workplace. Co-authored. Journal of Employment Counseling, 2003, 40 (3), 123-128.
- Reasonable care in preventing sexual molestation of school children. Co-authored. Equal Opportunities International, 2003, 22 (3), 58-66.
- How to prevent discrimination based on taking family and medical leave. Co-authored. Equal Opportunities International, 2003, 22 (3), 49-47.
- Housing discrimination based on race. Co-authored. Equal Opportunities International, 2003, 22 (3), 16-48.
- Benefit programmes for disabled employees. Co-authored. Equal Opportunities International, 2003, 22 (3), 10-15.
- Common racial stereotypes. Co-authored. Equal Opportunities International, 2003, 22 (3), 1-9.
- Don't be sued for negligent hiring. Co-authored. Nonprofit World, 2003, 21 (3), 14-15.
- How to prevent sexual harassment in the workplace. Co-authored. Equal Opportunities International, 2003, 22 (2), 59-66
- How to hire the right person on the first time. Co-authored. Nonprofit World, 2003, 21 (2), 9-11.
- Do you have a gay-friendly organization? Co-authored. Nonprofit World, 2003, 21 (1), 11-12.
- New developments concerning marital status discrimination. Co-authored. Equal Opportunities International, 2002, 21 (8), 51-58.

- Effective hiring. Co-authored. Management Research News, 2002, 25 (6/7), 60-68.
- How to hire the best people without breaking the law. Co-authored. Nonprofit World, 2002, 20 (5), 17-18.
- How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 76-84.
- How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 65-75.
- How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 58-64.
- How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 48-57.
- How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 39-47.
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- How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 21-29.
- How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 12-20.
- How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (5), 3-11.
- Reasonable accommodation of employees with cancer. Co-authored. Equal Opportunities International, 2002, 21 (3), 32-40.
- How to conduct job analysis effectively. Co-authored. Management Research News, 2002, 25 (3), 73-81.
- How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (3), 51-58.
- Creating productivity in public institutions. Co-authored. Management Research News, 2002, 25 (3), 43-50.
- Recruitment and training of public servants. Co-authored. Management Research News, 2002, 25 (3), 28-42.

Managing human behavior in county government. Co-authored. Management Research News, 2002, 25 (3), 11-20.

Managing human behavior in city government. Co-authored. Management Research News, 2002, 25 (3), 1-10.

The downsized workplace. Co-authored. Nonprofit World, 2002, 20 (3), 30-32.

Conducting effective and legally safe background and reference checks. Co-authored. Managerial Law, 2002, 44 (1/2), 136-150.

How companies can downsize legally. Co-authored. Managerial Law, 2002, 44 (1/2), 128-135.

How to differentiate essential job duties from marginal job duties. Co-authored. Managerial Law, 2002, 44 (1/2), 121-127.

New developments concerning managing human factors for safety. Co-authored. Managerial Law, 2002, 44 (1/2), 112-120.

New developments in California OSHA Laws. Co-authored. Managerial Law, 2002, 44 (1/2), 99-104.

New developments concerning ERISA. Co-authored. Managerial Law, 2002, 44 (1/2), 81-85.

Termination at will vs. termination for just cause: Where are we today? Co-authored. Managerial Law, 2002, 44 (1/2), 75-80.

Recent trends in downsizing legally. Co-authored. Managerial Law, 2002, 44 (1/2), 69-74.

Effective employment screening practices. Co-authored. Managerial Law, 2002, 44 (1/2), 62-68.

New developments concerning wrongful termination. Co-authored. Managerial Law, 2002, 44 (1/2), 55-61.

New developments concerning negligent hiring. Co-authored. Managerial Law, 2002, 44 (1/2), 50-54.

Developments concerning the Occupational Safety and Health Act. Co-authored. Managerial Law, 2002, 44 (1/2), 37-44.

An overview of ERISA. Co-authored. Managerial Law, 2002, 44 (1/2), 16-24.

Implications of the Family and Medical Leave Act for organizations. Co-authored. Managerial Law, 2002, 44 (1/2), 9-15.

- Inventory management in the women's retail clothing industry. Ethics and Critical Thinking Journal, March 15, 2002.
- How to hire employees effectively. Co-authored. Management Research News, 2002, 25 (1), 49-59.
- How to hire employees effectively. Co-authored. Management Research News, 2001, 24 (12), 31-38.
- Steps to help prevent sexual harassment and discrimination from occurring in fire fighting organizations. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 205-218.
- Discrimination and harassment in the restaurant industry. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 192-204.
- Discrimination and harassment in the United States Postal Service. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 184-191.
- Sex discrimination in fire fighting organizations. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 175-183.
- New developments concerning discrimination and harassment in universities. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 165-174.
- New developments concerning discrimination and sexual harassment in the transportation industry. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 156-164.
- How to write nondiscrimination policies effectively. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 148-155.
- Pregnancy in the workplace. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 137-147.
- New developments concerning religious discrimination in the workplace. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 128-136.
- New developments concerning national origin discrimination. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 116-127.
- New developments concerning discrimination and harassment of gay students. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 108-115.
- The old boys network today. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 101-107.

- New developments concerning sexual orientation discrimination and harassment. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 92-100.
- New developments concerning discrimination and harassment in the workplace. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 83-91.
- New developments concerning discrimination against the American Indian. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 74-62.
- Statistical techniques used in actual discrimination court cases. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 65-73.
- The psychological effects of working in a racially hostile environment. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 59-64.
- How to investigate age discrimination complaints. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 53-58.
- Explaining the pay disparity between women and men in similar jobs. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 37-52.
- New developments concerning discrimination by manufacturers. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 14-36.
- Sexual harassment in the business environment. Co-authored. International Journal of Sociology and Social Policy, 2001, 21 (8/9/10), 3-13.
- Relationship between bilingualism and pay. Co-authored. Keeping Good Companies, 2001, 53 (9), 562-564.
- Age discrimination in hiring. Co-authored. Equal Opportunities International, 2001, 20 (8), 25-32.
- New developments concerning reasonable accommodation of disabilities in American organizations. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 152-156.
- How to accommodate common disabilities in organizations. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 146-151.
- New developments concerning discrimination based on medical conditions. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 142-145.
- Examples of unreasonable hardship in accommodating disabilities in Organizations. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 138-141.
- Reasonable accommodation of psychiatric disability under the ADA. Co-authored. Equal

- Opportunities International, 2001, 20 (5/6/7), 133-137.
- Discrimination in the restaurant industry. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 128-132.
- Pay discrimination in the retail industry. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 121-127.
- Discrimination in the computer industry. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 117-120.
- Discrimination and harassment in the health care industry. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 112-116.
- Discrimination and harassment in law firms. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 106-111.
- Sexual harassment and discrimination in law enforcement. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 100-105.
- Sexual harassment in public schools. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 96-99.
- Sexual harassment in government. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 88-95.
- Sexual harassment in city government. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 82-87.
- Implications of the California Family Rights Act for organizations. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 79-81.
- Sexual harassment of students by teachers in public schools. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 74-78.
- Discrimination in the financial industry. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 70-73.
- Discrimination against Asian Americans. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 64-69.
- New developments concerning discrimination against Hispanics. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 59-63.
- African-American perception of sexual harassment. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 53-58.

- Is age a handicap in finding employment? Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 48-52.
- New developments concerning discrimination based on marital status. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 45-47.
- What employers need to do to ensure compliance with EEOC and FEHC requirements. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 41-44.
- What is retaliatory discrimination at work? Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 37-40.
- New developments concerning homosexual harassment in the workplace. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 32-36.
- New developments concerning sexual orientation issues in the workplace. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 27-31.
- Reasonable care of small business to prevent employment discrimination. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 24-26.
- New developments concerning defending sexual harassment claims. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 19-23.
- How to conduct diversity training effectively. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 14-18.
- Discrimination against employees who exercise their First Amendment rights. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 10-13.
- A review of current empirical research concerning discrimination. Co-authored. Equal Opportunities International, 2001, 20 (5/6/7), 5-9.
- How to hire employees effectively. Co-authored. Management Research News, 2001, 24 (6/7), 35-42.
- How to effectively check references and perform background investigations of job applicants. Co-authored. Keeping Good Companies, 2001, 53 (5), 299-304.
- Recent trends in performance measurement systems - The balanced scorecard approach. Co-authored. Management Research News, 2001, 24 (3/4), 153-156.
- How to manage personnel with positive drug test results. Co-authored. Management Research News, 2001, 24 (3/4), 145-148.
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- New developments in ergonomics. Co-authored. Management Research News, 2001, 24 (3/4), 114-117.
- How to manage promotion decisions effectively. Co-authored. Management Research News, 2001, 24 (3/4), 109-113
- The compensation of directors in organizations. Co-authored. Management Research News, 2001, 24 (3/4), 106-108.
- The difficulties of whistleblowers finding employment. Co-authored. Management Research News, 2001, 24 (3/4), 97-100.
- New developments concerning reductions in force. Co-authored. Management Research News, 2001, 24 (3/4), 90-93.
- The art and science of effective stress management. Co-authored. Management Research News, 2001, 24 (3/4), 86-69.
- Stress reduction in small business. Co-authored. Management Research News, 2001, 24 (3/4), 67-71.
- Developments concerning career development and transition. Co-authored. Management Research News, 2001, 24 (3/4), 33-39.
- Managing for excellence in the telecommunication industry. Co-authored. Management Research News, 2001, 24 (3/4), 29-32.
- Managing automobile dealerships effectively. Co-authored. Management Research News, 2001, 24 (3/4), 22-28.
- New developments concerning discrimination in government. Co-authored. Equal Opportunities International 2001, 20 (3), 12-18.
- Your duty to investigate workplace complaints. Co-authored. Nonprofit World, 2001, 19 (3), 34-36.
- New developments concerning the Occupational Safety and Health Act. Co-authored. Managerial Law, 2001, 43 (1/2), 138-146.
- Criminal background checks of prospective employees: Why and how should it be done? Co-authored. Managerial Law, 2001, 43 (1/2), 132-137
- Analyzing jobs to determine exempt or non-exempt status. Co-authored. Managerial Law, 2001, 43 (1/2), 128-131
- What is ERISA? Co-authored. Managerial Law, 2001, 43 (1/2), 116-121.

- New developments concerning the Occupational Safety and Health Act: Preventing and managing cumulative trauma disorders. Co-authored. Managerial Law, 2001, 43 (1/2), 103-111.
- Federal and state statutory exemption to at-will employment. Co-authored. Managerial Law, 2001, 43 (1/2), 92-98.
- California minimum wage and overtime. Co-authored. Managerial Law, 2001, 43 (1/2), 87-91.
- New developments concerning overtime policy in organizations. Co-authored. Managerial Law, 2001, 43 (1/2), 83-86.
- Administrative exemptions in paying overtime. Co-authored. Managerial Law, 2001, 43 (1/2), 76-82.
- New developments concerning negligent supervision. Co-authored. Managerial Law, 2001, 43 (1/2), 69-75.
- New developments concerning negligent retention. Co-authored. Managerial Law, 2001, 43 (1/2), 62-68.
- The use of the four-fifths rule in discrimination cases. Co-authored. Managerial Law, 2001, 43 (1/2), 57-61.
- Whistle blowing in the aerospace and defense industries. Co-authored. Managerial Law, 2001, 43 (1/2), 50-56.
- New developments in forensic psychology. Co-authored. Managerial Law, 2001, 43 (1/2), 44-49.
- New developments concerning wrongful termination in academic institutions. Co-authored. Managerial Law, 2001, 43 (1/2), 32-43.
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- Understanding and effectively managing Asian employees. Co-authored. Equal Opportunities International, 1992, 11 (2), 18-22.
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Managing engineers effectively. Co-authored. Business, 1987, 37 (4), 49-52.

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Human resource management in the manufacturing industry. Co-authored. Accepted for Solutions.

Nurse residency program: An effective tool for recruitment and retention. Co-authored. Accepted for Journal of Health Care Finance.

Quality assurance in the healthcare industry. Co-authored. Accepted for Journal of Health Care Finance.

New developments concerning health care financial management. Co-authored. Accepted for Journal of Health Care Finance.

Effective executive management in the pharmaceutical industry. Co-authored. Accepted for Journal of Health Care Finance.

Current critical issues on health care human resources. Co-authored. Accepted for The Health Care Supervisor.

The future in health care. Co-authored. Accepted for Health Care Management Review.

Practices of excellent companies in the drug industry. Co-authored. Accepted for International Journal of Health Care Quality Assurance.

New developments in reengineering organizations. Co-authored. Accepted for Aircraft Engineering and Aerospace Technology.

New developments in creating cycle time reduction. Co-authored. Accepted for Aircraft Engineering and Aerospace Technology.

New developments in time compression management. Co-authored. Accepted for Aircraft Engineering and Aerospace Technology.

Global trends in managing innovation and quality. Co-authored. Accepted for Aircraft Engineering and Aerospace Technology.

Managing for excellence in the telecommunication industry. Co-authored. Accepted for Boardroom.

Discrimination and harassment in the restaurant industry. Co-authored. Accepted for Ethics & Critical Thinking Journal.

Global trends in entrepreneurship and small business management. Co-authored. Accepted for The Business Journal For Entrepreneurs.

When the main U.S. job discrimination law applies to small companies. Co-authored. Accepted for The Business Journal For Entrepreneurs.

How to write excellent human resource policies. Co-authored. Accepted for Australian Company Secretary.

How to prevent sexual harassment in the workplace. Co-authored. Accepted for Fair Employment Report.

Same sex sexual harassment. Co-authored. Accepted for Franklin Law Review.

Homosexual harassment in the workplace. Co-authored. Accepted for EEO Update.

How to investigate sexual harassment in the workplace. Co-authored. Accepted for EEO Update.

How to investigate sexual harassment in the workplace. Co-authored. Accepted for Australian Company Secretary.

How to determine proper corrective action following sexual harassment investigations. Co-

authored. Accepted for EEO Update.

New developments concerning sexual harassment. Co-authored. Accepted for EEO Update.

New developments in reverse discrimination. Co-authored. Accepted for EEO Update.

New developments concerning race discrimination in the workplace. Co-authored. Accepted for EEO Update.

Understanding and effectively managing national origin discrimination. Co-authored. Accepted for EEO Update.

New developments concerning discrimination against African-Americans. Co-authored. Accepted for EEO Update.

New developments concerning discrimination against Hispanics. Co-authored. Accepted for Franklin Law Review.

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How to conduct job analysis effectively. Co-authored. Accepted for Boardroom.

The interactive process required to provide reasonable accommodation of disabilities under the ADA. Co-authored. Accepted for EEO Update.

Reasonable accommodation of employees with cancer. Co-authored. Accepted for Nonprofit World.

New developments concerning disability discrimination in the workplace. Co-authored. Accepted for Nonprofit World.

New developments concerning discrimination based on medical condition. Co-authored.

Accepted for EEO Update.

New developments concerning discrimination against workers with HIV or AIDS. Co-authored. Accepted for EEO Update.

New developments concerning discrimination based on denial of pregnancy disability leave. Co-authored. Accepted for EEO Update.

New developments concerning discrimination based on refusal of family care leave. Co-authored. Accepted for EEO Update.

Current compliance with the Family and Medical Leave Act. Co-authored. Accepted for EEO Update.

How to investigate and prove disability discrimination. Co-authored. Accepted for EEO Update.

The old boys network today. Co-authored. Accepted for Nonprofit World.

New developments concerning gender discrimination in the workplace. Co-authored. Accepted for EEO Update.

New developments concerning gender discrimination. Co-authored. Accepted for Nonprofit World.

New developments concerning sex discrimination in the workplace. Co-authored. Accepted for Franklin Law Review.

Sex discrimination in hiring: The glass ceiling. Co-authored. Accepted for EEO Update.

New developments concerning discrimination based on marital status. Co-authored. Accepted for Franklin Law Review.

New developments concerning discrimination against gay or lesbian employees. Co-authored. Accepted for EEO Update.

New developments concerning sexual orientation discrimination and harassment. Co-authored. Accepted for Nonprofit World.

New developments concerning religious accommodation in the workplace. Co-authored. Accepted for EEO Update.

How to investigate age discrimination complaints. Co-authored. Accepted for International Journal of Management.

How to investigate age discrimination complaints. Co-authored. Accepted for Nonprofit World.

New developments in age discrimination. Co-authored. Accepted for EEO Update.

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The relationship of age and employment opportunities. Co-authored. Accepted for Australian Company Secretary.

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Age discrimination and downsizing. Co-authored. Accepted for EEO Update.

Understanding and preventing workplace retaliation. Co-authored. Accepted for Non-profit World.

A review of current empirical research concerning discrimination at work. Co-authored. Accepted for Franklin Law Review.

How organizations should manage discrimination and harassment complaints. Co-authored. Accepted for EEO Update.

Bias in workplace investigations and how to minimize it. Co-authored. Accepted for Nonprofit World.

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How companies can downsize legally. Co-authored. Accepted for EEO Update.

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How to conduct a legally valid employee performance appraisal. Co-authored. Accepted for Australian Company Secretary.

Personnel file management. Co-authored. Accepted for Australian Company Secretary.

When it's time to say good-bye: How to discharge workers without legal hassles. Co-authored. Accepted for Nonprofit World.

New developments concerning wrongful termination. Co-authored. Accepted for Nonprofit World.

New developments concerning the implied contract requiring good cause for termination. Co-authored. Accepted for Nonprofit World.

Virtual workers: Are they worth the risk? Co-authored. Accepted for Nonprofit World.

A comparative view of employment testing. Co-authored. Accepted for EEO Update.

How to effectively check references and perform background investigation of applicants. Co-authored. Accepted for Boardroom.

Keys to hiring employees effectively in a small business. Co-authored. Accepted for Australian Company Secretary.

Drug testing in the workplace. Co-authored. Accepted for International Journal of Value-Based Management.

How to manage promotion decisions effectively. Co-authored. Accepted for Boardroom.

How to orient employees. Co-authored. Accepted for Nonprofit World.

Orienting employees into new positions. Co-authored. Accepted for Nonprofit World.

How to orient employees into new positions successfully. Co-authored. Accepted for Empowerment in Organizations.

New developments concerning negligent retention. Co-authored. Accepted for Nonprofit World.

What employers need to do to ensure compliance with EEOC and FEHC requirements. Co-authored. Accepted for Franklin Law Review.

Understanding defamation in the workplace. Co-authored. Accepted for Franklin Law Review.

New developments concerning work/family programs. Co-authored. Accepted for Nonprofit World.

How to evaluate the performance of chief executive officers effectively. Co-authored. Accepted for Nonprofit World.

New developments in executive compensation. Co-authored. Accepted for HR Advisor and ITWire.

The use of options in compensation packages. Co-authored. Accepted for Ethics & Critical Thinking Journal.

Employee benefit programs. Co-authored. Accepted for Employment Bulletin & Industrial Relations Digest.

New developments concerning employee benefits and pensions. Co-authored. Accepted for Australian Company Secretary.

New developments concerning benefits and retirement plans. Co-authored. Accepted for Employment Bulletin & Industrial Relations Digest.

How to reduce workers' compensation costs. Co-authored. Accepted for Safety & Health.

New developments concerning the Occupational Safety and Health Act. Co-authored. Accepted for Nonprofit World.

New developments concerning the Occupational Safety and Health Act: Preventing and managing cumulative trauma disorder. Co-authored. Accepted for Nonprofit World.

New developments concerning workplace safety training: Managing stress arising from work. Co-authored. Accepted for Nonprofit World.

Book That Was Accepted for Publication

Managing For Excellence by Kern International, Inc.

Professional Memberships

Society For Human Resource Management

Society For Nonprofit Organizations

Honors

In 2019 was featured in the social media blog of the Bar Association of San Francisco as the "Expert to Know", the only Employment expert listed in their Directory ever so honored.

In 2015 was formally honored by the Dean of the College of Business and Economics at California State University, Fullerton for the high quality of my research publications during the last five years.

In 2014 was formally honored by the Dean of the College of Business and Economics at California State University, Fullerton for the high quality of my research publications during the last five years.

In 2013 was formally honored by the Dean of the College of Business and Economics at California State University, Fullerton for the high quality of my research publications during the last five years.

In 2012 was formally honored by the Dean of the College of Business and Economics at California State University, Fullerton for the high quality of my research publications during the last five years.

In 2011 was formally honored by the Dean of the College of Business and Economics at California State University, Fullerton for the high quality of my research publications during the last five years.

In 2009 my achievements during the past five years were evaluated by the President of California State University, Fullerton as "exceeded expectation."

In 2008 was favorably featured in Employment Law Verdict Reports.

In 2007 was profiled in the September issue of Bender's California Labor & Employment Bulletin as a result of my forensic expert successes and other professional achievements.

In 2003 was honored by the President of California State University at a special recognition event for my "distinguished service."

In 2001 was chosen to be honored at an "Outstanding Faculty Recognition" event by the Vice President for Academic Affairs at California State University, Fullerton for my "Outstanding Scholarly and Creative activity" during "the past three years."

In 2000 won California State University, Fullerton's Faculty Merit award for my "professional achievements and superior contributions to the school and the university."

In 1999 received a letter of commendation from the President of California State University, Fullerton.

In 1998 was honored by the Vice President for Academic Affairs at California State University, Fullerton at an "Outstanding Recognition Event" for my "noteworthy level of activity in the past three years" with regard to "scholarly and creative activity."

In 1997 was awarded a two-step Performance Salary Increase "given in recognition of your outstanding and meritorious performance as a member of the California State University, Fullerton faculty."

In 1996 was awarded a two-step Performance Salary Increase "given in recognition of your outstanding and meritorious performance as a member of the California State University,

Fullerton faculty."

In 1996 a program was hosted in my honor by CSUF's Office of the Vice President for Academic Affairs and the Institute for the Advancement of Teaching and Learning in recognition of my accomplishments over the past two years as a teacher scholar.

In 1996 taught the first graduate course on managing human resources ever to be televised for the public in the United States.

In 1995 taught the first graduate course on human behavior in organizations ever to be televised for the public in the United States.

Selected in 1994 to develop a peer review of faculty program to be implemented throughout the California State University system.

Nominee for the 1993 Bradford Outstanding Educator in the United States Award

Finalist for the 1992 Annual Outstanding Faculty Award, School of Business Administration and Economics, California State University, Fullerton

Recipient of the 1986, 1987, 1988, 1989, 1990 School of Business Administration and Economics' Meritorious Performance and Professional Promise Award

Selected for the following: Who's Who in Business Higher Education, Who's Who in Finance and Industry, Who's Who in California, Personalities of America, Community Leaders of America, and Who's Who in the World