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EDUCATION

- Ph.D. Georgia State University, 1999. Major: Human Resource Development
Dissertation Title: The Relationship of Participation and Gender to Leadership Perceptions
- M.S. Georgia State University, 1989. Major: Management
- M.A. Georgia State University, 1987. Major: History
Thesis Title: The Amalgamated Clothing Workers of America and Soviet Russia, 1917-1933
- B.A. Georgia State University, 1977. Major: History

ACADEMIC WORK EXPERIENCE

- 1993 - Present Instructor, Department of Management, J. Mack Robinson College of Business, Georgia State University
- 1990 - 1993 Adjunct, Department of Management, J. Mack Robinson College of Business, Georgia State University

RESEARCH

Journal Articles

- Bunch, K. J.** The state of undergraduate business education: A perfect storm or climate change. *Academy of Management Learning and Education*, 19, 2020: 1-18.
- Bunch, K. J.** The role of vignettes in teaching HR law to undergraduates, *Western Journal of Human Resource Management*, 2008: 23-29.
- Bunch, K. J.** Training failure as a consequence of organizational culture. *Human Resource Development Review*, 6, 2007: 142-163.

Book Chapter

- Bunch, K. J.** The Influence of Organization Culture on Training Effectiveness. In Carol D. Hansen and Yih-teen Lee, Editors. *The Cultural Context of HRD*. New York: Palgrave Macmillan. 2009.

Scholarly Conference Presentations

- Bunch, K. J.**, Swenson-Roth, W. *Student incivility in business higher education*. Southern Management Association Annual Meeting, 2020.
- Bunch, K. J.**, Palladi, R. S. *Assumptions about older faculty and the quality of higher education*. Academy of Management Meeting, 2017.
- Bunch, K. J.**, *The "perfect storm" as a metaphor for the state of undergraduate business education*. Academy of Management Meeting, 2015.

Bunch, K. J., *What's in it for me? Selling students on the benefits of collaborative learning*. Organizational Behavior Teaching Society Meeting, 2001.

Bunch, K. J., Palladi, R. S. *What's so funny? Using humor in the classroom to improve teaching effectiveness*. Organizational Behavior Teaching Society Meeting, 2000.

Scholarly Conference Proceedings and Presentations

Bunch, K. J. Overcoming resistance to critical thinking through writing. *Proceedings of the Academy of Management Meeting*, 2013.

Bunch, K. J. Assessing critical thinking using employment law cases to develop situational judgment tests. *Proceedings of OBTC 2009: Teaching Conference for Management Educators* (Organizational Behavior Teaching Society). 2009.

Bunch, K. J. Promale bias among women in the workplace. *Proceedings of the Southern Management Association*, 2006.

Bunch, K. J. Female stigma and underrepresentation of women in higher levels of management. *Proceedings of the Southern Management Association*, 2005.

Bunch, K. J. Effects of supervisor, subordinate, and dyad gender on perceived participation and leadership. *Proceedings of the Southern Management Association Meeting*, 2004.

Bunch, K. J. Sexual harassment policies and perceptions of women in management. *Proceedings of the Southern Management Association Meeting*, 2003.

Bunch, K. J. Leadership perceptions: Explaining managerial resistance to participation. *Proceedings of the Southern Management Association Meeting*, 2002.

Bunch, K. J. Organization culture and training effectiveness. *Proceedings of the Academy of Human Resource Development Meeting*, 2001.

Bunch, K. J. Subordinate preference for male leadership. *Proceedings of the Southern Management Association*, 2000.

Presentations Given

Bunch, K. J., 2016 Georgia Labor Management Conference, "Trends in the Labor Force," Savannah, Georgia. (July 15, 2016).

Bunch, K. J., FDC Workshop on Critical Thinking, "Resistance to Critical Thinking through Writing," RCB Faculty Development Committee, Manners Room. (January 22, 2015).

Bunch, K. J., Roundtable on Women and Academic Negotiation, Association of Historians at Georgia State University (AHGSU), GSU. (April 17, 2014).

Presented short programs and workshops on employment law, leadership, and pedagogy for groups and organizations including the Southern Crescent chapter of the Society for Human Resource Management, **Epilepsy Foundation of Georgia**, **Bell South**, **Cox Communications**, The Labor and Employment Relations Association (**LERA-Atlanta**), **SHRM-Atlanta**, Brazilian-American Chamber of Commerce of Georgia, USGHRA 2011 Spring Conference, CTW Annual Conference, CTW Ambassador Workshop, GSU Housing Speakers Series, Georgia College & University Professional Association for Human Resources (CUPA-HR), **and** Atlanta Journal-Constitution.

Awards and Honors

Recent publication ranked 4th of top 20 list of the most-read *Insights* summaries in 2019., Academy of Management. 2019.

MED Outstanding Reviewer Award, Academy of Management, Management Education Division. (June 20, 2016).

Grant

Bunch, K. J. "Instructional Innovation Grant for Summer 2013 for proposal: "Flipping the Classroom to Promote Critical Thinking."

TEACHING

Open Access Resources: Teaching Materials

Created course content to replace textbooks for MGS 4320 and 8320 for **15 years**, MGS 4300 for **5 years**, and MGT 8330 this fall. Developed over 100 topic outlines with hundreds of relevant links. **Every** outline is original, not "borrowed" from other faculty or publishers. All outlines were updated as needed, even during the semester if needed. Cases, exams, and other assignments are revised or replaced every semester.

Teaching Experience

Undergraduate

Human Resource Management
Human Resource Selection
Legal Environment of Human Resource Management
Management Concepts, Theory, and Practice
Organization Theory and Practice
Organizational Behavior
Organizational Communication
Strategic Management

Graduate

Human Resource Management
Employee Relations
Legal Environment of Human Resource Management
Organizational Behavior
Performance Management
Strategic Human Resource Management
Training and Development

Non-Credit Instruction

TA Workshop, 10 participants. (August 23, 2019).

Directed Student Learning

Directed Individual/Independent Study, Managerial Sciences. Advised: Yannic Horn "How Cross-Cultural Differences Influence the Production of an App," 2018.

Directed Individual/Independent Study, Managerial Sciences. Advised: Valerie Acree "HRM in a Global Environment," 2017.

Directed Individual/Independent Study, Managerial Sciences. Advised: Taylor Newman "Training and Development," 2016.

Directed Individual/Independent Study, Managerial Sciences. Advised: Ying Fang "The Theory and Practice of Absence Control Initiatives," 2016.

Directed Individual/Independent Study, Managerial Sciences. Advised: Tanisha Yorrick "Strategic Human Resource Management," 2016.

Directed Individual/Independent Study, Managerial Sciences. Advised: Bernarda Mendoza-Aguilar "Global HRM," 2015.

Directed Individual/Independent Study, Managerial Sciences. Advised: Eva Bradley "Organization Change Management and Development (OCMD) across Three Sectors: Public, Non-Profit, and For-Profit," 2014.

Directed Individual/Independent Study, Managerial Sciences. Advised: Richard Kimberly "The Role of HR in Personal Selling and Sales Management," 2013.

Directed Individual/Independent Study, Managerial Sciences. Advised: Rachel Watters "Directed Readings in Human Resource Management (Training and Development)," 2010.

Directed Individual/Independent Study. Advised: Amy Goode "Effective Employee Discipline," 2009.

Directed Individual/Independent Study, Managerial Sciences. Advised: David E. Rogers - "Employee Separation and Retention," 2009.

Directed Individual/Independent Study, Managerial Sciences. Advised: Tricia Laws "Female Hostility Among Women," 2009.

Directed Individual/Independent Study, Managerial Sciences. Advised: Quintin Owens "Executive Compensation," 2009.

Directed four graduate and two undergraduate readings courses: Mary Bell, John Carson, Tracy Hall, Ischare Francis, Nick Tilford. 2003 – 2008.

Honors Thesis. Latoya Wilson, "Stigma and Affirmative Action," 2005.

Member - Program/exam Committee. Advised: Chester Galloway - Andrew Young School of Policy Studies, doctoral program. 2009

Member - Program/exam Committees. Advised: Pamela Anthony – College of Education, doctoral program. 2008

Dissertation Committee Member, EDB - Executive Doctorate. (September 2013 - December 2014). Advised: Travon Moore "The Moderating Effects of Generational Affiliation: The Impact of Psychological Contract Fulfillment on Employee Engagement in the Millennial Generation."

Dissertation Committee Member, EDB - Executive Doctorate. (March 2013 - August 2014). Advised: Michael Williams "Faculty Service Quality and the impact to Student Persistence: SHRM practices in Higher Education."

Dissertation Committee Member, Other (Within Georgia State University). (2004 - November 2008). Advised: Sage Smith "Leading in Diverse Schools: Principals' Perceptions of Building Relationships with Hispanic/Latino Families."

SERVICE

Department Service

Student advisor and mentor, Student advisement and student counseling. Counseled thousands of students regarding career options, job search techniques, resume writing, interview preparation, professional portfolios, course selection and academic program planning.

Academic Program Review Committee Member. 2013, 2019-2020.

Academic Program Review Lead. 2003.

Member - Writing Across the Curriculum Committee. 2008 – 2011.

CTW Ambassador. 2008 – 2011.

Member - Undergraduate Steering Committee. 2011 - 2013.

Member - QEP – Career to College Team. 2017.

Assessment Documentation for the BBA in Managerial Sciences. 2017, 2018, 2019.

College Service

Faculty Advisor, Society for Human Resource Management at GSU Student Chapter. (January 1, 2005 - Present). SHRM at GSU is the only student organization on campus related to the management major. Recruit and train officers, update procedures and policies, invite speakers, interact frequently with members of HR community, coordinate meetings, communicate frequently with organization officers and members, promote certification preparation, arrange job shadowing and organization visit. Attend National Association of African Americans in Human Resources Atlanta Chapter Meetings. GSU SHRM at GSU has received numerous “Merit Awards” over the last 20 years “for excellence in the following areas: chapter operations, programming, professional development, support for the HR profession, and strong student engagement.” SHRM at GSU is one of the largest chapters in the U.S. with an average of 65 members. The chapter has a long relationship with SHRM-Atlanta, an organization with over 1,200 members including many GSU alumni. SHRM-Atlanta waives student membership fees and event discounts for chapter members. The SHRM-Atlanta president speaks at one SHRM at GSU meeting annually. Through SHRM-Atlanta, students develop powerful networks that produce internships and jobs to many members.

- SHRM at GSU participated in its first SHRM Student Case Competition in 2016.
- In the last 10 years, the chapter has received five Merit Awards and the SHRM Outstanding Chapter Award in 2016 reserved for the top 25 student chapters (out of 500) in the United States.

RCB Graduation Commencement - **Profiled in Video**. (December 18, 2019).

Presented Panther Preview "Mock Lecture" for Accepted High Seniors. (2018, 2019).

Represented College at MBA/MS open houses, Honors Day, Panther Previews, Major Fair, Organization Fairs, Commencement Ceremonies, Graduate and Undergraduate Recognition Ceremonies, and Career Fairs.

Recruited and hosted guests for Annual Business Hall of Fame Dinner (3 years).

Attended over 50 Labor and Employment Relations Association Atlanta chapter meetings, frequently invite graduate and undergraduate students.

Attended MS MGS – Mentor/Mentee Kick-off Receptions and Graduation Luncheons (2018, 2019).

Hosted student visits GSU1010 and BCOM. 2017 - 2019.

Reviewed six proposals. Faculty Development Committee. 2016.

Professional Service

QEP Lead Evaluator, SACS/COC Reaffirmation Committee for Presbyterian College. (January 1, 2017 - April 15, 2017).

Ad Hoc Reviewer - Academy of Management Annual Meetings, Southern Management Association Meetings, *Human Resource Management*, *Human Resource Management Development*, *Academy of Management Learning and Education*.

Discussant/Session Chair - Academy of Management Annual Meetings, Southern Management Association Meetings

Professional Memberships

SHRM-Atlanta.

Society for Human Resource Management (SHRM National).

Academy of Management.

Southern Management Association.

The Labor and Employment Relations Association.

Teaching Society for Management Educators.

Media Contributions

Magazine

AOM Insights (October 1, 2019).

Atlanta Woman Magazine (February 27, 2008).

Newspaper

Atlanta Business Chronicle (July 16, 2016).

The Atlanta Journal-Constitution (June 21, 2016).

Atlanta Business Chronicle (June 20, 2014).

Chicago Tribune (February 24, 2002; May 22, 2002)