Nancy E. Day
Henry W. Bloch School of Business and Public Administration
University of Missouri - Kansas City
5110 Cherry
Kansas City, MO 64110
(816) 235-2333
(816) 235-6506 (fax)
dayn@umkc.edu

ACADEMIC POSITIONS

Bloch School of Business and Public Administration
University of Missouri at Kansas City

Associate Professor, Human Resources and Organizational Behavior, 1996 to present
Director, Executive MBA Program, 2000 to 2003
Interim Associate Dean and Director, Business Administration, 2001 to 2002
Director, Business Administration and Graduate Business Programs, 2000 to 2001
Director, Business Administration, 1998 to 2000
Assistant Professor, Human Resources and Organizational Behavior, 1991 to 1996
Member, Doctoral Faculty

EDUCATION

University of Kansas, Lawrence. Ph.D.: 1987

Field of Study: Social Psychology with major emphasis in Organizational/Personnel Psychology. Dissertation: *Clarifying the Relationship Between Organizational Commitment and Performance*

University of Missouri, Kansas City. MA: 1979

Field of Study: Counselor Education. Recognized for superior performance by the School of Education

Southwest Missouri State University, Springfield. BS Ed.: 1976

Field of Study: Psychology, Education. Graduated Cum Laude

ADMINISTRATION

Director of 25 business administration faculty teaching in four programs: Bachelor's in Business Administration, Masters in Business Administration, Executive MBA and International Executive MBA. Supervise four staff members. Supervise and coordinate curricular revision and AACSB reaccredidation process.

PUBLICATIONS: Peer-Reviewed Journals

Day, N.E., "An Investigation into Pay Communication: Is Ignorance Bliss?", *Personnel Review*, forthcoming, 2007.

Day, N.E., "Religion in the Workplace: Correlates and Consequences of Individual Behavior," *Journal of Management, Spirituality, and Religion*, 2005, 2:1, pp. 104-135.

Day, N.E., & Glick, B., "Teaching Diversity: A Study of Organizational Needs and Diversity Curriculum in Higher Education," *Journal of Management Education*, 2000, 24:3, pp. 338-352.

Day, N.E., & Schoenrade, P. "The Relationship Among Perceived Public Knowledge of Homosexuality, Anti-Discrimination Policies, Top Management Support and Work Attitudes of Gay and Lesbian Employees, *Personnel Review*, 2000, 29:3, pp. 346-363.

Day, N.E., "Does the Size of Organizations Affect Compensation Strategies? An Empirical Analysis," *Journal of Small Business Strategy*, Spring, 1997.

Day. N.E. and Schoenrade, P. "Staying in the Closet Versus Coming Out: Relationships Among Communication About Sexual Orientation and Work Attitudes," *Personnel Psychology*, March, 1997.

Day, N.E., "Compensation Managers' Beliefs About Strategies that Affect Compensation Program Goals," *Journal of Business Strategies*, 1996.

Day. N.E., "Organizational Commitment and Instrumentality Perceptions: Differentiating the Concepts," *Current Topics in Management, Vol. 1*, a peer-reviewed book of research (Eds. Rahim, Golembiewski & Lundberg), 1996.

Day. N.E., "Can Performance Raters Be More Accurate? Investigating the Benefits of Prior Knowledge of Performance Dimensions," *Journal of Managerial Issues*, 1995.

Hollister, L., Day, N.E. and Jesaitis, P.T., "Diversity Programs: Key to Competitiveness or Just Another Fad?", *Organizational Development Journal*, Spring, 1994.

Day, N.E., "Performance in Salespeople: The Impact of Age," *Journal of Managerial Issues*, Summer, 1993.

Jesaitis, P.T. and Day, N.E., "People: Black Boxes of Many Organizational Development Strategies," *Organizational Development Journal*, Spring, 1992.

Huselid, M.A. and Day, N.E., "Organizational Commitment, Job Involvement and Turnover: A Substantive and Methodological Analysis," *Journal of Applied Psychology*, June, 1991.

PUBLICATIONS: Peer Reviewed Proceedings

Day, N.E. "The Effects of Pay Secrecy on Employee Attitudes and Behavior: The Less You Know, the Happier You Will Be?" *Electronic Proceedings of the Midwest Academy of Management, 41st Annual Meeting*, April 18, 1998.

Day, N.E. and Schoenrade, P. "HR Manager Perceptions of Employee Resistance Toward Working with Gay and Lesbian Workers," *Electronic Proceedings of the Midwest Academy of Management, 40th Annual Meeting*, April 5, 1997.

Day, N.E. "Effects of Work Context Factors on Attitudes of Full-time and Part-time Employees," *Proceedings of the International Conference on Advances in Management*, June 28, 1996.

Day, N.E. "An Investigation of the Generalizability and Component Structure of Gomez-Mejia'a Compensation Strategy Scale," *Electronic Proceedings of the Midwest Academy of Management 39th Annual Meeting*, April 19, 1996.

Day, N.E. and Schoenrade, P. "Staying in the Closet Versus Coming Out: How Perceived Public Knowledge of Sexual Orientation Affects Work Attitudes," *Proceedings of the Annual National Conference of the Association on Employment Practices and Principles*, October, 1995.

Day, N.E., "An Investigation into Pay Level Policy: Relationships with Pay Structure Characteristics and Effectiveness," *Proceedings - Midwest Academy of Management Meeting*, March-April, 1995.

Day, N.E., "Organizational Commitment and Instrumentality Perceptions: Differentiating the Concepts," *Proceedings of the Second Biennial International Conference on Advances in Management*, Calgary, Alberta, June, 1994.

Day, N.E. and Ludvic, L., "Valuing Jobs: Considering Alternative Approaches," *Proceedings of the Midwest Division of the Academy of Management Meetings*, Chicago, Illinois, April, 1994.

Day, N.E., "Categorization of Effective and Ineffective Employees: A Laboratory Study," *Proceedings of the Association of Employment Practices and Principles and American Management Foundation Conference*, San Diego, California, October, 1993.

Day, N.E. and Glick, B.J., "Linking Students and Business Leaders Through Portfolios," *Proceedings of the Association for Business Simulation and Experiential Learning*, Savannah, Georgia, April 1, 1993.

PRESENTATION OF PAPERS AND SYMPOSIA: Peer-Reviewed

Day, N.E., & Greene, P. "Sexual Orientation Policies, Attitudes, and Firm Size: An Exploratory Study," to be presented at the Featured Poster session at the 2007 Conference for the Society for Industrial & Organizational Psychology, New York, April 27.

Day, N.E., invited participation in Academy of Management Professional Development Workshop, "Religion and Work: Developing a Research Program in an Understudied Area," to be presented August 5, 2007, chaired by James King, University of Alabama.

Ahmed, A., & Day, N.E., "Dental Coverage as an Employment Benefit: Do Job seekers Value It?", to be presented at the 134th Annual Meeting & Exposition of the American Public Health Association, Boston, November 4-8, 2006.

Day, N.E., & Peluchette, J., "How Business Schools Manage: Do They Practice What They Preach?", to be presented at the 2006 Midwest Academy of Management, October 13, Louisville.

Day, N.E., "Religious Identity in the Workplace," 2006 Academy of Management Meetings, Atlanta, August 12, 2006

Day, N.E. "Pay Communication and Secrecy: A Justice Perspective," 2006 Academy of Management Meetings, Atlanta, August 12, 2006.

Day, N.E., "Religion in the Workplace: When Does Belief Make a Difference?", presented as part of the symposium, *Effects of Religion on Employee Wellbeing*, convened by Dr. Katherine E. Wiegand, at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, May 2006.

Day, N.E., "An Investigation into Pay Communication, Referent Choice and Pay Attitudes: Is Ignorance Bliss?" Presented at the 2004 Academy of Management Meetings, New Orleans.

Day, N.E., "Religion in the Workplace: Correlates and Potential Consequences," Presented at the 2004 Academy of Management Meetings, New Orleans.

PUBLICATIONS: Invited Book Chapters and Proceedings

Day, N.E., "Religion in the Workplace: Correlates and Consequences of Individual Behavior," chapter in *At Work: Spirituality Matters* (formerly published in the *Journal of Management, Spirituality, and Religion*), Gerald Biberman and Michael Whitty, Editors. University of Scranton Publishing, forthcoming 2007.

Day, N.E., "Religion and Pay: Implications for Compensation," chapter in *Human Resource Management Ethics* (working title), John Deckop, Editor. Information Age Publishing, forthcoming 2006.

Day, N.E., "Total Rewards Programs in Nonprofit Organizations," chapter in *Handbook of Nonprofit Organizations*, Jossey-Bass/Pfeiffer, A Wiley Company, 2005 (revision).

Day, N.E., "Compensation and Benefits in Nonprofit Organizations," chapter in *Handbook of Nonprofit Organizations*, Jossey-Bass Publishers, 1994.

Day, N.E., "Pay Equity: Myths, Realities and the Future," *Society for Human Resource Management Proceedings*, June, 1994.

SUBMITTED PUBLICATIONS: Under peer-review

Day, N.E., & Peluchette, J., "Do We Practice What We Preach? An Exploratory Study About How Business School Manage", under review for the *Academy of Management Learning & Education.*

Day, N.E., & Greene, P. "Best Practices for Enhancing Sexual Orientation Diversity in Small and Large Organizations: A Minefield or a Cakewalk?," under revision for *Human Resource Management Journal*, Fall 2006.

Day, N.E. "Religious Identity in the Workplace," submitted to *Academy of Management Review*, Fall 2006.

WORKING PAPERS

Day, N.E., "Pay Communication and Justice Perceptions," in progress.

Ahmed, A., & Day, N.E., "Preferences for Dental Benefits among Job Search Candidates," in progress.

Day, N.E., & Hudson, D., "The Spirit of Capitalism: Leaders' Religious Values in Small, Innovative Companies," in progress.

GRANTS

External: Received Society for Human Resource Management Foundation Research Grant ($8,000) to fund research on workplace policies on sexual orientation and work attitudes, 1994.

Internal: Kemper Summer Research Grant, 2006, for research, "Pay Communication, Justice Perceptions, and Worker Attitudes."

Kemper Summer Research Grant, 2005, for research, "Effects of Organizational Communication about Pay and Pay Secrecy on Worker Attitudes."

Bloch School Star Award for data collection for research, "Effects of Organizational Communication about Pay and Pay Secrecy on Worker Attitudes," 2004.

UMKC Office of Research Awards and Bloch School New Horizons funding, 1994 to 1995 for travel to present a paper at the Annual Meeting of the Midwest Academy of Management, St. Louis, Missouri, March 30 to April 1, 1995.

Funding for presentation at the 14th Organization Development World Congress, Oxford, England, July, 1994, from UMKC International Travel Fellowship, UMKC Office of Research Awards

Kemper Summer Research Grants, 1994, 1995, and 1996 to conduct research on compensation and other human resource issues.

Bloch School New Horizons Grants to present papers at the International Advances in Management Conferences, Calgary, Alberta, Canada, June 1994 and Boston, June 1996 as well as the Innovative Teaching in Human Resources and Industrial Relations Conference, Atlanta, June 1996.

funding to present paper at the Association of Employment Practices and Principles, San Diego, California, October 1993, from UMKC Office of Research Awards, Henry W. Bloch School New Horizons Grant

UMKC Travel to Enhance Teaching Grant, 1993, to present paper at the Association of Business Simulation and Experiential Learning.

AWARDS

Best Paper Award: Day, N.E. & Schoenrade, P. “HR Manager Perceptions of Employee Resistance Toward Working with Gay and Lesbian Workers,” Midwest Academy of Management Meeting, Ann Arbor, April, 1997.

Elmer P. Pierson Teaching Award, 1995.

1995 Contributor of the Year Award, Human Resource Management Association of Greater Kansas City, for contributions to furthering the field of human resources.

1995 President’s Award, Human Resource Management Association of Greater Kansas City, for Outstanding Contributions by a Board Member, for organizing the Educational Initiative Task Force.

Good Paper Award: Day, N.E., "Organizational Commitment and Instrumentality Perceptions: Differentiating the Concepts," Second Biennial International Conference on Advances in Management, Calgary, Alberta, June, 1994.

ACADEMIC PRESENTATIONS

Day, N.E., and Glick , B. “Curriculum Content of Diversity Courses and Its Relevance to HR Managers,” presented at the Innovative Teaching in Human Resources and Industrial Relations Conference, Atlanta, June 7, 1996.

Day, N.E., “Expanding the Concept of Diversity: Sexual Orientation and Organizational Implications,” presented at the 14th World Congress on Organization Development, Oxford, England, June 27, 1994.

Day, N.E., Discussant for Organizational Development and Potpourri sessions at Second Biennial International Conference on Advances in Management, Calgary, Canada, June 18, 1994.

Glick, B.J. and Day, N.E., "Portfolio Assessment of Competencies in Management," presented at the American Association for Higher Education Conference on Assessment in Higher Education, Miami Beach, Florida, June 22, 1992.

Glick, B.J. and Day, N.E., "The Student Portfolio as an Assessment Tool," invited presentation to the Semi-Annual Meeting of the Council on Postsecondary Accreditation, Chicago, Illinois, April 6, 1992.

EDITORIAL BOARDS

Journal of Managerial Issues
Personnel Review

PROFESSIONAL PRESENTATIONS

Presented lecture, “Team Management” to Labor Relations Course, Institute for Labor Studies, February 3, 1996.

Moderator for panels: “The X-Generation Enters the Workforce” and “Educating the American Workforce,” presented at the Heartland Labor and Employment Institute, Kansas City, Missouri, September 28 and 29, 1994.

Expert speaker on Glass Ceiling Employment Session at Women’s Equality Day, Kansas City, Missouri August 25, 1994.

"Pay Equity: Myths, Realities and the Future," presentation at the Society for Human Resource Management National Conference, St. Louis, Missouri, June 29, 1994.

"Valuing Jobs: Options for Establishing Internal Worth of Jobs within Innovative Pay Systems," presentation at the American Compensation Association National Conference, Chicago, Illinois, May 25, 1994.

"Understanding the Glass Ceiling," presented with Maurice Culver, Executive Director of Project Equality, to the Human Resource Management Association of Greater Kansas City, February 23, 1994.

Moderator for panel: "Nontraditional Pay: Practical and Legal Implications," presented at the Heartland Labor and Employment Institute, September 30, 1993.

Moderator for panel: "Annual CEO Roundtable" at the Human Resources Management Association of Greater Kansas City, September 22, 1993.

"Base Compensation: Where Do I Start?” presented at the Missouri Human Resource Conference, August 13, 1993.

"Importance of Continuing Education and Professional Involvement," presented at the Kansas City Chapter of the International Personnel Management Association, October 28, 1992.

"Women in Business: Looking Back and Looking Ahead," presented to Academic Women: Scholars and Symbols III, sponsored by the UMKC Women's Center, September, 1992.

"Human Resource Strategies," presented at the 1992 Executive Seminar in Nonprofit Management - Effective Management in Hard Economic Times, L.P. Cookingham Institute of Public Affairs, May 17-22, 1992.

"Selection Implications of the Civil Rights Act of 1991," presented with William Martucci, JD, at the Personnel Research Forum, February 20, 1992.

"Compensation Practices in Nonprofit Associations," presented for Center for Management Assistance, June 14, 1991.

"Pay for Performance," presented to the Kansas City, Kansas Chamber of Commerce, June 12, 1991.

Developed and conducted numerous seminars and presentations, including:

Personnel research, Human Resource Management Association of Greater Kansas City.

Compensation principles, American Law Association.

Performance appraisals, Human Resource Management Association of Greater Kansas City.

Workshops in variety of topics, including job description writing, compensation processes, performance management and performance appraisal for public and private sector clients.

TEACHING EXPERIENCE

Bloch School of Administration

Developed curricula and taught courses in undergraduate, graduate and executive courses, including:

Executive Programs

BMA 560E, Strategic Human Resource Management, 1996 to present
BMA 560, Human resource management, Bloch School's International Executive MBA Program, Kuala Lumpur, Malaysia, August, 1997.

Graduate Programs

BMA 560 Strategic Human Resource Management
BMA 562 Industrial Relations in the Workplace
BMA 566 Strategic Staffing
BMA 567 Total Rewards Management
BMA 597B Independent Study
BMA 505 Organizational Behavior
BMA 511 Theory of Organization

Undergraduate Programs

BMA 305 Behavior in Human Systems
BMA 340 Theory of Organization
BMA 360 Human Resource Management

Management Skills Portfolio

Designed and assisted in implementation of student portfolio system illustrating key management/professional skills. Assisted in design and coordination of advisor program in which business professionals evaluate student portfolios. Taught one section of MA 301, Introduction to Management Education, in conjunction with portfolio development.

PROFESSIONAL EXPERIENCE

Consultant: Lee & Burgess Associates
October 1988 to July 1991

Conducted a variety of human resources consulting activities, including compensation plans, salary surveys, productivity enhancements, organizational design, attitude surveys and related human resource activities for organizations in private, public and not-for-profit sectors.

Compensation: Kansas City Missouri Public School District, including an audit of current compensation practices and a salary survey. Made recommendations to the Desegregation Monitoring Committee.

State of Kansas, including market analysis and salary recommendations for all information systems positions.

Productivity: Merchandising department of a large Kansas City based retail company, including analysis of ordering and inventory systems.

National pharmaceutical manufacturing company, studying the management and efficiency of meetings.

Equal Pay Analysis: Major Midwestern utility, including an analysis of the relationships between gender and pay practices.

Attitude Surveys: Kansas City Missouri School District
Mechanical contracting firm

Acting Director Human Resources City of Overland Park
Compensation Specialist: April 1987 to October 1988

Actively involved in the design and implementation of personnel policies, affirmative action, assessment centers and selection methods, compensation, including job evaluation, and market analysis.

ACADEMIC SERVICE

Reviewer, *Academy of Management Journal*, *Journal of Management Education*, *American Review of Pubic Administration*.

Past President, Midwest Academy of Management, 2001 to 2002.

President, Midwest Academy of Management, 2000 to 2001.

Program Chair, Midwest Academy of Management, 1999 to 2000.

Program Chair Elect, Midwest Academy of Management, 1998 to 1999.

Chair of Organizational Behavior Track of the International Conference on Advances in Management, 1995 to 1996.

Chair, Liaison Committee, Academy of Management, 1995 to 1996; member 1993 to 1995.

UMKC and Bloch School Academic Service

Social Science Institutional Review Board
Member, Honors Advisory Council
Member, Social Science Institutional Review Board
Member, Mediation Advisory Council
Co-founder/Faculty Staff to Bloch School's HR Advisory Board.
Module 2 Coordinator, Executive MBA Program.
EMBA Management Committee, EMBA Policy and Planning Committee
BA Admissions Committee
Diversity Committee
Planning and Resources Committee
Chair, Bloch School Teaching Evaluation Committee
Grade Appeals Committee
BA Division Director Search Committee
INTI MBA Program Committee
Governance Committee
Doctoral/Graduate Faculty Nominating Committee
Curriculum Committee
Faculty Performance Review Committee
Budget and Resources Committee
Strategic Planning Committee
Levitt Chair in Human Relations Search Committee
Marion Bloch Leadership Chair Search Committee
Chancellor’s Advisory Board to UMKC Women's Center
HR Customer Advisory Board to UMKC’s Human Resource Director

Faculty Advisor

HRMA of Greater KC Student Chapter, 1992 to 1994
Delta Sigma Pi Business Fraternity, 1994 to 1998.

PROFESSIONAL SERVICE

Member, Research to Promote Thought Leadership Task Team, WorldatWork, 2006 to present

Board member, WorldatWork (formerly the American Compensation Association), 1998 to 2002.

Chair, Academic Partnership Network for the American Compensation Association (now WorldatWork), 1996 to 1998.

Research Advisory Panel for the American Compensation Association (now WorldatWork), 1995 to 1996.

Certified Compensation Professional, WorldatWork (formerly the American Compensation Association), 1990 to present.

Member, Select Committee on the Glass Ceiling in Kansas City, sponsored by the Department of Labor's Women's Bureau, 1993 to 1995.

Planning Committee, Heartland Labor Law Institute, 1993 to 1995.

Planning Committee, 1996 Regional American Compensation Association Conference.

Member, Board of Directors of the Human Resource Management Association of Greater Kansas City, 1994 to 1995. Chair, HRMA Educational Initiative Task Force, 1994 to 1995.

Vice President, Member Services, Human Resource Management Association of Greater Kansas City, 1991 to 1993.

Personnel Committee, American Red Cross of Kansas City, 1992 to 1994.

Society for Human Resource Management, 1991 to 1999.