

Associate Professor of Management  
College of Business and Economics, California State University East Bay  
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Michigan State University, *Human Resources and Industrial Relations*  
Xavier Institute of Management, *Human Resource Management/Organizational Behavior*  
Ravenshaw College, *Economics with Honors*

2021- Associate Professor of Management, California State University East Bay  
2014 to 2021 Assistant Professor of Management, California State University East Bay  
2013 - 2014 Assistant Instructor, School of Management and Labor Relations, Rutgers University

2019 Best Paper Nominee (top 3 papers selected) – *Organization Management Journal*.  
2019 *Marvin Remmich Outstanding Faculty Award for Teaching*, College of Business and Economics, CSU East Bay.  
2019-present *Work Family Researchers' Network Experts Panel*  
(<https://wfrn.org/expert/kaumudi-misra/>).  
2012 *Thomas A. Kochan & Stephen R. Sleigh Best Dissertation Honorable Mention Award*, Labor and Employment Relations Association.  
2009 *Medallion for Academic Excellence*, Michigan State University (MSU) Phi Kappa Phi Honor Society - given to top 10% of graduate students at MSU (approx. enrolment: 6,800).  
2008

Kossek, E. E., Gettings, P., and  
*Review*, September 2021. | [Related Website](#)

The Future of Flexibility at Work. *Harvard Business*





Kossek, Ellen E. and . New Perspectives in Work Motivation: When Context and Time Matter. Symposium paper presented at the Academy of Management Meetings, Philadelphia, Aug. 2007.

Kossek, E. E., Peter Berg and . Adding a Collective Unionized Voice Perspective to Work–Life Research. Symposium Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA, Aug. 2007.

Berg, Peter, and Kyoko Kato “Work Intensity and Work-Family Balance in Europe”, Paper presented at the Annual Meeting of the Academy of Management, Honolulu, HI, August 2005.

, Jagdip Singh and Melissa Cardon ( “Front Line Employee Empowerment in Service Organizations: A Goal-oriented Conceptualization and its Performance Consequences”, Paper presented at the American Marketing Association Summer Educators’ Conference, Chicago, IL, 2003. (*This paper received the Best Paper Award, Service Connections Track*).

Individual Faculty Support Research Grant 2021-22, CSU East Bay.

*Project Title:* Strategic HR Practices and Tech Teams: Impact on Productivity and Work-Life  
Individual Summer Research Grant 2020-21, College of Business & Economics, CSU East Bay.

*Project Title:* Cultural Intelligence and Flex Work: Impact on Team Productivity  
CABEC Individual Research Grant 2018, College of Business & Economics, CSU East Bay  
Individual Faculty Support Research Grant 2017-18, CSU East Bay

*Project Title:* Time Zone Effects: Strategic HR Practices and Global Team Performance  
Individual Faculty Support Research Grant 2016-17, CSU East Bay

*Project Title:* The Business Impact of Work-life Flexibility Practices: Effects on Productivity and Financial Performance

Graduate Research Grants, Michigan State University: 2008, 2009 and 2010.

*Alfred P. Sloan Foundation Project on “Work-*

Responsibilities also included survey design, coding and analysis of data to be collected from participating organizations.

Contributed in form of co-authored papers from the research project.

*Research Associate: National Science Foundation Project on "Organizational Change and Effectiveness"*

Provided research assistance for survey design, conducting interviews and data collection from Mid-West hospitals; and contributed to research outputs under the guidance of department faculty. Responsibilities also included collecting information on project funding and grant proposals, and data analysis using STATA and SPSS software.

*Work-Intensity Research:* Conducted research on Work Intensity and Work-Family outcomes and contributed to paper on Work Intensity and Work-Family Balance in Europe.

*Organizational Citizenship Be*

MGMT 3614 Organizational Behavior  
MGMT 4675 International Human Resource Management

*Rutgers University (2012-2014)*

*Graduate*

HRM 38:533:617 Organizational Behavior  
HRM 38:533:542 HR Decision Making: Data-Based Decisions

*Undergraduate*

HRM 37:533:315 Global Human Resource Management  
LSER 37:575:345 Organizational Behavior and Work  
LSER 37:575:230 People, Work and Organizations

*Michigan State University (2007-2012)*

HRLR 813 Organizational Behavior (graduate)  
HRLR 990 Work and Employment Relations Theory and Research (led multi-campus Ph.D. seminar)

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Headquartered in Mumbai, The Industrial Development Bank of India (*now called IDBI Bank*), is a premier financial institution of India and one of the largest Development Banks in Asia. It has an asset base nearing US \$15 billion and branches all over India. Its human capital currently includes approx. 13000 employees. Responsibilities as Manager, Human Resource Development included:

- Review and implement changes in the existing Performance Appraisal System to include Key Responsibility Areas and goal setting.
- Selection and recruitment for managerial positions in the HR and Finance departments.
- Participate in employee-management negotiation meetings along with top management team.
- Impart employee performance counseling and undertake organization-wide reviews of staffing and selection policies.
- Editor, in-house journal.

Designed and conducted in-house training sessions for middle and senior management  
Delivered lectures, facilitated discussions and team activities. (topics included Transactional Analysis, Motivation, Your Role and Identity in the Organization, Communication, Presentation Skills and Public Speaking, and Case Studies in Human Resources Management Theory and Application).

Invited Panelist, "New Ways of Working", Kingston Business School, UK (2021).  
Nominations Committee, Work Family Researchers' Network (2020)  
Experts Panel Member, Work Family Researchers' Network (2019 - present).  
Chair-Elect and Founder Member, Special Interest Group on Work-Family and Technology, Work Family Researcher's Network (2015-present).  
CSU East Bay Representative to the Ph.D. Project, Academy of Management Meetings (2015, 2016).  
Reviewer, Human Resource Management (2018-present).  
Reviewer, International Journal of Organization Theory & Behavior (2020)  
Reviewer, Human Resource Management Journal (2017-2019).  
Ad-hoc Reviewer, Academy of Management GDO Division (2017-present).  
Ad-hoc Reviewer, Academy of Management HR and OB Divisions (2008-present).  
Ad-hoc Reviewer, Group and Organization Management (2011-present).  
Ad-hoc Reviewer, Research in Careers Series (2010).  
Co-chair & Organizer, Symposium on Global Workforces, Labor and Employment Research Association Annual Meeting, Atlanta, GA (2010).  
Co-chair, Ph.D. Student Consortium, Labor and Employment Research Association Annual Meeting, Atlanta, GA (2010).  
Ad-hoc Reviewer, Human Relations Journal (2009 Special Issue).  
Member, Selection Committee, Academy of Management Carolyn Dexter Award (2007-08).

Member, Foundation Board, CSU East Bay (2021-2023)  
Member, Institutional Review Board, CSU East Bay (2021-)  
" Invited Panelist, CSU East Bay Alumni Engagement CareerBoost webinar, (2020).  
Reviewer, Start-it-Up Contributions, CBE Smith Center, CSU East Bay (2020).  
Name Reader, CSU East Bay Commencement Ceremony, (2016-present).  
Member, Advisory Board, Center for Student Research, CSU East Bay (2017-).  
" Academic Senate CSU East Bay At-Large Member (2019-21).  
Academic Senate CSU East Bay College Representative (2017-19).  
Chair and Diversity Advocate, HRM tenure-track faculty Search Committee, College of Business and Economics, CSU East Bay (2016-17).  
Member and Diversity Advocate, HRM tenure-track faculty Search Committee, College of Business and Economics, CSU East Bay (2015-16).

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Presenter, CSU East Bay Delta Sigma Pi Student Chapter, College of Business and Economics, 2016; 2017.

Faculty Supervisor, Independent Study on High Performance HR Practices (MBA), School of Business and Economics, CSU East Bay (2015; 2018).

Faculty Supervisor, Summer Internship (undergraduate senior), School of Management and Labor Relations, Rutgers University (2011).

Co-organizer, Research Seminar Series, School of Human Resources & Labor Relations, Michigan State University (2007-2008).

Academy of Management

Labor and Employment Relations Association

Work and Family Researchers Network

Society of Human Resource Management