

## **ACADEMIC & PROFESSIONAL POSITIONS**

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

- Professor Emeriti, Human Resources & Organizational Behavior, retired September 1, 2019
- Professor, Human Resources and Organizational Behavior, 2016 to 2019
- Faculty Ombudsperson, 2010 to 2019
- Interim Associate Dean and Director, Business Administration, 2001 to 2002.
- Director, Business Administration Division, 1998 to 2002.

Lee & Burgess Associates

- Consultant, Human Resources & Compensation, October 1988 to July 1991

City of Overland Park

- Acting Director Human Resources & Compensation Specialist, April 1987 to October 1988

## **ACADEMIC & PROFESSIONAL SERVICE**

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- Member, *Journal of Total Rewards* Editorial Advisory Council, WorldatWork, 2020 to present.
- Faculty Coordinator, Bloch School Human Resource Advisory Board, 1992 to 2019.
- Certified Compensation Professional, WorldatWork (formerly the American Compensation Association), 1990 to retirement in 2019.
- Board of Directors, Midwest Academy of Management, 2011 to 2014.

## **EDUCATION**

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- University of Kansas, Lawrence. PhD, 1987 – Social Psychology with major emphasis in Organizational/Personnel Psychology.
- University of Missouri, Kansas City. MA, 1979 – Counselor Education. Recognized for superior performance by the School of Education
- Southwest Missouri State University, Springfield. BS Ed, 1976 –Psychology, Education. Graduated Cum Laude

### *Research specialties*

- *Rewards & motivation*
- *LBGT workplace issues*
- *Bullying & workplace mistreatment*

### *Practical expertise in*

- *Rewards & compensation*
- *Managing conflict within organizations*
- *Survey construction & analysis*
- *Designing & delivering workshops, practicum, & other types of curriculum*

## ACADEMIC & PROFESSIONAL RECORD, 2010 - Present

### PUBLICATIONS

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- Day, N.E. (2023) Prostitution in America's Industrial and Progressive Eras: A "Dirty Work" Perspective on Creating Positive Self-Identities, *Journal of Management History*, 29(4), 533-553. doi: <https://doi.org/10.1108/JMH-10-2022-0060>
- Day, N.E., Meglich, P., & Porter, T.H. (2022) Comparing the Relationship of Perceptions of Bullying and PTSD in Bisexual versus Monosexual Worker, *Psychology of Sexual Orientation & Gender Diversity*. published first online, doi: <http://dx.doi.org/10.1037/sgd0000586>.
- Day, N.E., Meglich, P., & Porter, T. (2021). Bullying & Sexually Marginalized Workers: A Threat To The Employee Value Proposition, *Journal of Total Rewards*. Fourth quarter. 46-59. (Excerpted in *Workspan Daily*, June 29, 2022 and July 1, 2022. published online, <https://worldatwork.org/workspan/articles/study-sexually-marginalized-workers-face-bullying> and <https://worldatwork.org/workspan/articles/reduce-bullying-of-lgbt-workers-by-building-a-supportive-workplace-for-everyone>)
- Measuring Bullying in Sexual Minorities: Testing Two Bullying Scales in an LGB Sample, *Journal of Homosexuality*. published online, doi: <https://doi.org/10.1080/00918369.2021.1909393>.
- Meglich, P., Porter, T.M., & Day, N.E. (2020). Does sexual orientation of bullying target influence bystander response? *Irish Journal of Management*, 39(1), 17-33. doi: <https://doi.org/10.2478/ijm-2010-0005>
- Day, N.E., Love, M.S., & Stephens, G. (2019). Ombuds Interventions in Encouraging Covenantal Research Collaborations: I Am with You Always, Now and Beyond the End of Our Study. *Journal of the International Ombudsman Association*. 1-17.
- Day, N.E. (2019). How Well Do Pay and Nonfinancial Rewards Attract Applicants to Jobs? *WorldatWork Journal*, 25(1<sup>st</sup> quarter).
- Porter, T.H., Day, N.E., & Meglich, P. (2017). City of Discontent? The Influence of Perceived Organizational Culture, LMX, and Tenure on Reported Bullying in a Municipal Workforce, *Employee Rights and Responsibilities Journal*, 30(2), 119-141.
- Day, N.E. & Porter, T.H., (2017). "Lacerations of the Soul: Rejection-Sensitive Business School Faculty and Perceived Publication Performance." *Journal of Leadership & Organizational Studies*, 25(1), 105-115.
- Day, N.E., (2016). Total rewards programs in nonprofit organizations. In D. O. Renz (Ed.), *Handbook of Nonprofit Organizations, 4<sup>th</sup> Edition*, in press. San Francisco: Jossey-Bass/Pfeiffer, A Wiley Company.
- Smith, D.B. & Day, N.E. (2015). Family Development Credential Training Impact on Self-Efficacy Beliefs of Human Service Workers. *Journal of Health and Human Services Administration*, 38(3), 316-348.

- Day, N.E. (2014). What the Research Tells Us about Pay Secrecy. *WorldatWork Journal*, 4<sup>th</sup> Quarter, 102-110.
- Coen, W., Jackson, L., Magness, E., Day, N.E., & Goehler, A. (2014, February). Increasing the Minimum Wage: Do the Benefits Outweigh the Costs? *workspan*, 21-23.
- Day, Nancy. E. (2013). Transforming the role of money in the new economy: Removing pay as the star of the show." *WorldatWork Journal*, 4<sup>th</sup> Quarter, 7-20.
- Day, N.E. (2012). Pay Equity as a Mediator of the Relationships among Attitudes and Communication about Pay Level Determination and Pay Secrecy. *Journal of Leadership and Organizational Studies*, 19(4), 440-454.
- Hays, F.H., Day, N.E., & Belanus, S. (2012). Credit Union Performance: Does CEO Gender Matter? *Journal of Behavioral Studies in Business*, <http://www.aabri.com/manuscripts/111072.pdf>.
- Day, N.E. (2012). Managing sexual orientation: Evidence-based best practice. In M.A. Paludi (Ed.), *Managing Diversity in Today's Workplace* (Vol. 4, 125-152). Santa Barbara, CA: Praeger. Named as a "Notable Business Reference Source" by the American Library Association RUSA BRASS Committee, 2013.
- Day, N.E. (2011). The silent majority: Manuscript rejection and its impact on scholars. *The Academy of Management Learning & Education*, 10(4), 704-718.
- Day, N.E. (2011). Perceived pay communication, justice and pay satisfaction. *Employee Relations*, 33(5), 476-497.
- Day, N.E., Hudson, D., Roffol-Dobies, P., & Waris, R. (2011). Student or situation? Personality and classroom context as predictors of business school cheating. *Social Psychology of Education – An International Journal*, 14(2), 261-282.
- Day, N.E., & Hudson, D. (2011). US small company leaders' religious motivation and other-directed organizational values. *International Journal of Entrepreneurial Behaviour and Research*, 17(4), 361-379.
- Day, N.E., (2010). Total rewards programs in nonprofit organizations. In D. O. Renz (Ed.), *Handbook of Nonprofit Organizations*, 3<sup>rd</sup> Edition (709-752). San Francisco: Jossey-Bass/Pfeiffer, A Wiley Company.

#### **PRESENTATION OF PAPERS AND SYMPOSIA**

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- Day, N.E., Meglich, P., & Porter, T.H. Parsing Out the Differences: How Bisexuals Differ from Monosexuals In Response to Workplace Bullying. Accepted for presentation at the Gender, Work, & Organization Conference, University of Kent, Canterbury, UK June 30 – July 2.
- Meglich, P., Porter, T.H., & Day, N.E. Does Sexual Orientation of Bullying Targets Influence Bystander Response? Presented at the 2019 Irish Academy of Management, Dublin.
- Meglich, P., Day, N.E., & Porter, T.H. The Relationship of Perceptions of Bullying and Work Outcomes for Lesbian, Gay, and Heterosexual Workers. Presented at the 2018 Irish Academy of Management, Cork.

- Porter, T.H., Day, N.E., & Meglich, P. City of Discontent: Influence of Culture, LMX, and Tenure on Bullying in a Municipal Workplace. Presentation on August 7 at the 2017 Academy of Management Annual Meetings, Atlanta.
- Day, N.E. (2016). Rejection sensitivity in job seekers: Relationships with coping strategies, job search attitudes, and self-reported behavior. Presentation on August 9 at the 2016 Academy of Management Annual Meetings, Anaheim.
- Day, N.E., Love, M.S., & Stephens, G.K. (2016). Why Can't We Just Get Along? Practical Conflict Management Techniques and the Role of Ombudspersons. Presentation on August 6 at the 2016 Academy of Management Annual Meetings, Anaheim.
- Morton, J., Cascio, W.F., Day, N.E., & King, E. (2016). The Changing Sexual Orientation Landscape: Human Resource Implications. Invited symposium participant, 2016 Academy of Management Annual Meetings, Anaheim.
- Day, N.E. (2014). Rejection sensitivity in the workplace. Midwest Academy of Management, October 3, Minneapolis.
- Day, N.E. (2013). An exploratory study of business students' money attitudes and self-esteem. Midwest Academy of Management, October 11, Milwaukee.
- Day, N.E. (2012). The role of pay in the new economy. Midwest Academy of Management, October 5, Itasca, Illinois.
- Smith, D.B., & Day, N.E. (2011). Missouri Family Development Credential Evaluation: Self-Efficacy and Social Service Workers. Association for Research in Nonprofit Organizations and Voluntary Action, November 17 – 19, Toronto, Ontario, Canada (presented by Dr. Day).
- Hays, F.H., Belanus, S., Day, N.E. (2011). CEO gender and financial performance: evidence from U.S. credit unions. Academy of Business Disciplines Conference, November 10 – 12, Ft. Myers, Florida, recipient of "Best Paper in Session" (presented by Dr. Hays).
- Smith, D.B. & Day, N.E. (2010). Teaching resistance with on-the-job training? The case of the Missouri family development credential (MOFDC) Program. Gender, Work & Organizations 6<sup>th</sup> International Interdisciplinary Conference, 21st – 23rd June, Keele University, Staffordshire, U.K. (presented by Dr. Smith).

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### ***PROFESSIONAL PRESENTATIONS & WORKSHOPS***

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- "Accountability and Power Struggles in Professional Relationships: Navigating the Rapids of Tenure," with Boston, Massachusetts, August 2019.
- "Crucial Conversations," training presented for the UMKC Libraries, February – March, 2017.
- "Why Can't We All Just Get Along? Practical Conflict-Management Techniques and the Role of Ombudspersons", with Drs. Mary Sue Love and Gregory Stephens, workshop presented at the Academy of Management Meetings, Anaheim, California, August, 2016.
- "The Delicate Art of Managing Up," with Professor Doranne Hudson, for the Bloch School Professional MBA's Ecosystem of Learning, March 8, 2016.

- “Total Rewards: Transforming the Way We Think about Pay,” for the Bloch School’s Alumni Management Update, April 12, 2013
- “HR for Physicians,” for the Bloch School’s Executive Education Physician Leadership program, March 1, 2013
- “The Art and Science of Nonprofit Compensation,” half-day training presented for the Midwest Center for Nonprofit Leadership, April 5, 2012
- “Managing Up: Helping Visitors Improve Relationships with their Supervisors,” with Doranne Hudson, half-day training presented at the International Ombudsman Association conference, April 15, 2012.
- “The Art and Science of Nonprofit Compensation,” half-day training presented for the Bloch School’s Midwest Center for Nonprofit Leadership, April 5, 2012.
- “Research in Pay Communications,” presented to the Kansas City Applied Psychology Society,” September 1, 2011.
- “Getting and Keeping the Right People: Understanding the Nonprofit Competition for Talent,” webinar, recorded June 23, 2011, for the Bloch School’s Midwest Center for Nonprofit Leadership.

#### ***AWARDS***

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- Lifetime Service Excellence Award, Midwest Academy of Management, Fargo, North Dakota, October 2016.
- Outstanding Reviewer, Midwest Academy of Management, Fargo, North Dakota, October 2016.
- Outstanding Reviewer, Gender & Diversity in Organizations Division of the Academy of Management, San Antonio, Texas, August 2011.
- Best Paper in Session: Hays, F.H., Belanus, S., Day, N.E. CEO gender and financial performance: Evidence from U.S. credit unions, Academy of Business Disciplines Conference, November 10 – 12, 2011. Ft. Myers, Florida.