

ANNEX A

Biography – Dr. Ellen Ernst Kossek



Dr. Ellen Ernst Kossek is University Distinguished Professor at Michigan State University's School of Human Resources & Labor Relations. Dr. Kossek teaches graduate students and managers on organizational behavior and human resource challenges.

Her research involves managing organizational change on workplace flexibility and the employment relationship, international human resources management, workplace inclusion, gender, and diversity. She has won many awards including the Sage Scholarly Achievement award recognizing research to advance gender and diversity in organizations.

Dr. Kossek is Associate Director of the Center for Work, Family Health and Stress of the U.S. National Institutes of Health National Work, Family and Health Network. She has received funding from Alfred P. Sloan and Gerber Foundations, U.S. Center for Disease Control and National Institutes of Health, state, national and international governments, and employers.

She was elected to the Board of Governors of the National Academy of Management, Gender and Diversity in Organizations Division Chair, and a Fellow of the American Psychological Association and the Society of Industrial and Organizational Psychology. She currently serves on many journal editorial boards, and advisory boards.

Her book on flexstyles and work-life patterns is *CEO of Me: Creating a Life That Works in the Flexible Job Age* (with Lautsch, 2008, Wharton School Publishing). She has edited or authored 7 other books on diversity, work-life and human resource management.

She frequently consults, gives speeches, and partners on research with employers (public, private and nonprofit) in the U.S., Asia, Europe, and Americas.

Her educational degrees are from Yale University (Ph.D.); University of Michigan (MBA); Mount Holyoke College. She has been a visiting scholar at the University of Michigan, the Center for Creative Leadership, the University of Warwick, UK, and Harvard Business School.