BENJAMIN A. STAFFORD

UNIVERSITY OF MINNESOTA - CARLSON SCHOOL OF MANAGEMENT
Work and Organizations Department
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612.624.2500 - staff152@umn.edu

EDUCATION

Ph.D. Student University of Minnesota, 2012-present

Human Resources and Industrial Relations, Carlson School of Management

M.A. THE OHIO STATE UNIVERSITY, 2011

Public Policy and Management, John Glenn School of Public Affairs

M.L.H.R. THE OHIO STATE UNIVERSITY, 2009

Master of Labor and Human Resources, Fisher College of Business

B.S. THE OHIO STATE UNIVERSITY, 2004

Business Administration, specialization in Management and Human Resources,

Fisher College of Business

RESEARCH INTERESTS

 Strategic human resource management, leadership and work teams, organizational development and change

RESEARCH & PUBLICATIONS

Ellingson, J. E., **Stafford, B. A.**, & LeBreton, J. A. Recruiter consensus in judging applicant resume content. *Under review at the Journal of Applied Psychology*

MLHR Research Thesis: *"Recruiters' Consensus in Judging Applicant Résumé Content."* Advisors: Jill E. Ellingson, Ph.D. and Venkat Bendapudi, Ph.D. - Department of Management and Human Resources, Fisher College of Business.

TECHNICAL REPORTS

Staffard B 9 Ellipsean L E (2011) Descritor concensus when judging applicant recurse content

Stafford, B., & Ellingson, J. E. (2011). Recruiter consensus when judging applicant resume content. Prepared for the Office of Career Management, Fisher College of Business, The Ohio State University, Columbus, OH.

ACADEMIC EXPERIENCE

Research Assistant, 2012-present - University of Minnesota, Carlson School of Management Department of Work and Organizations, Professor Jason Shaw

Teaching Assistant, 2012-2013

- MGMT 1001: Contemporary Management, Prof. Priti Pradhan Shah
- HRIR 5023: Employment and Labor Law for the HRIR Professional, Prof. Carol O'Toole
- HRIR 5054: Public Policies on Employee Benefits: Social Safety Nets, Prof. James Scoville
- MBA 6110: Management and Organizational Behavior, Prof. Jason Shaw

TEACHING EXPERIENCE/INVITED LECTURES

Curriculum advisor and instructor for State of Ohio Department of Administrative Services' Professional Administrative Support Services Program - 2008-2009

- Professional development program targeted at high-potential administrative employees. Using a variety of curriculum topics, classroom delivery methods, and blended activities, participants learned and demonstrated new job techniques for continuous improvement
- Subjects: Personality and interpersonal communications, time management, business writing, conflict management, generational differences in the workplace, problem solving and decision making, team building, change management, career planning
- Winner of the 2004 "Program of the Year" Award from the National Association of Government Training and Development organization (NAGTAD)

State of Ohio Training Association Annual Conference - May 2009 Presentation- "Managing a Multi-Generational Workforce"

Authored Case Study: "The State of Ohio Employees and Quality Programs- The Case of the Public Utilities Commission of Ohio" (Service Quality Management)

The Ohio State University, Fisher College of Business- Introduction to Sustainability in Business-Applications & Solutions, Winter 2012. Invited Lecture: "Smart Grid and the Business of Electricity"

Invited Speaker on employment law and compliance issues (EEO, Sexual harassment, Ohio Ethics Law) – Ohio Dept. Natural Resources, Ashland University, Children's Hunger Alliance

PROFESSIONAL EXPERIENCE

Commissioner's Aide/Policy Aide, Public Utilities Commission of Ohio – 2009-2012 Public Service- work with State of Ohio government in development and implementation of objectives in public utility regulation. Specifically, this work focused on the advancement and development of markets and public policies impacting utilities and their customers.

Human Capital Management Analyst, Public Utilities Commission of Ohio – 2004-2009 Human Resources Generalist, specialized in training and development labor relations and employment policy

Human Resources Intern, Public Utilities Commission of Ohio- 2004 Human Resources Generalist

SELECT APPLIED/INDUSTRY GRADUATE PROJECT WORKS

- MLHR Practicum: Human Resources Information Systems Implementation and Lessons Learned-The Ohio Administrative Knowledge System (State of Ohio government enterprise resource planning system implementation)
- Examining a Human Resource Information System on the Local Level- Target Corporation, West Jefferson, Ohio (implementation and lessons learned)
- Balanced Scorecard for Strategic Management- Rolls Royce Engineering Systems, Mount Vernon, Ohio
- 360 Feedback Program Recommendations- Uno Chicago Grille, Uno Restaurant Holdings Corporation, Boston, MA
- High Performance Workplace Analysis- The Reserves Network, Cleveland, Ohio
- Policy Formulation and Implementation Analysis- Fair labor Standards Act Overtime Amendments of 2004 and the Employment Standards Administration
- Public Sector Performance Management and Performance Budgeting Analysis- State of Oregon,
 Commonwealth of Virginia
- Managing Public Organizations: Context, Accountability and Structure- U.S. Department of Energy

PROFESSIONAL HONORS/AFFILIATIONS

- Nominated as one of 20 management representatives in State of Ohio government as Facilitator for State of Ohio/Governor Ted Strickland's Joint Committee on Labor-Management.
 Nomination gained with management and union consensus.
- Member, Society for Human Resources Management
- Member, International Public Management Association for Human Resources (2004-2009)
- Volunteer member of Advisory Committee- Habitat for Humanity of Greater Columbus ReStore (2008-2010)
- Member, The Ohio State University Alumni Association
- Member, State of Ohio Training Association
- Ad-hoc guest lecturer and career advisor for Columbus area universities/career fairs