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**Joel Rudin, Ph.D.**  
**Professor**  
**Management**  
**Rohrer College of Business**  
[rudin@rowan.edu](mailto:rudin@rowan.edu)

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### **Academic Background**

Ph.D. Cornell University.

M.S. Cornell University.

B.App.Sc University of Toronto.

### **Professional Certifications**

Senior Professional in Human Resources, 2000

### **Work Experience**

#### **Work Experience**

##### **Academic**

Assistant Department Chair, Rowan University (2010 - Present), Glassboro, New Jersey.

Professor, Rowan University (2004 - Present), Glassboro, New Jersey.

Associate Professor, Rowan University (1999 - 2004), Glassboro, New Jersey.

### **Teaching**

#### **Courses Taught**

**Courses from the Teaching Schedule:** Business Research Field Experience, Design Development Leadership of High Performing Organizations, Employee Engagement and Performance, Human Resource Management in Health Promotion, Independent Study - Human Resources, Introduction Management Perspectives 21st Century, Labor/Employee Relations, Legal Aspects / Human Resource Management, Legal Aspects of Human Resource Management, Management Skills for Engineers, Management of Compensation, Management of Human Resources, Managing Engineering Teams, Operations Analytics, Organizational Behavior, PEOPLE ANALYTICS, Strategic Human Resource Management, Talent Leadership

### **Intellectual Contributions**

#### **Intellectual Contributions Grid:** All years

Category	BDS	AIS	TLS	Total
Articles in Peer-Reviewed Journals	1	10	5	16
Publications in Conference Proceedings (Refereed)		11	2	13
Publications of Non-refereed or Invited Papers		2		2
Paper Presentations (Refereed)	3	10	4	17

#### **Refereed Articles**

##### **Applied or Integrative/application Scholarship**

Rudin, J., Billing, T., Farro, A., & Yang, Y. (2023). When are trans women treated worse than trans men? *Equality, Diversity and Inclusion, 42* (6), 723-736.

- Rudin, J., & Lee, J. (2021). The Impact of corporate reputation on CEO compensation under diverse economic conditions. *Corporate Reputation Review*, 24 (3), 117-127.
- Rudin, J., Billing, T., Farro, A., & Yang, Y. (2020). Bigenderism at work? Organizational responses to trans men and trans women employees. *Organization Management Journal*, 17 (2), 63-81.
- Rudin, J., & Byrd, K. (2019). Lawyers as Strategists: The Case of Franchisors as Joint Employers. *Employee Relations Law Journal*.
- Rudin, J., Ruane, S., Ross, L., Farro, A., & Billing, T. (2014). Hostile territory: employers' unwillingness to accommodate transgender employees. *Equality, Diversity and Inclusion*.
- Mareschal, P., & Rudin, J. (2011). E-government versus e-business: A comparison of online recruitment in the public and private sectors. *American Review of Public Administration*.
- Rudin, J., Byrd, K., & Fleming, R. S. (2009). Assessing HRM-specific knowledge. *Journal of Human Resources Education*, 3 (2).
- Mareschal, P., & Rudin, J. (2009). Regulation of Child Custody Mediation: A Patchwork Quilt. *Journal of Public Management and Social Policy*, 15, 95-111.
- Rudin, J. (2007). Comparing Recruiting Websites in the Public and Private Sectors. *E-Business Review*, 7, 169-172.
- Rudin, J., Wingham, D., & Weaver, M. (2004). EEO Legislation and Small Businesses: Real Hazard or Red Herring? *Journal of Small Business and Entrepreneurship*, 17, 93-102.

#### **Basic or Discovery Scholarship**

- Banutu-Gomez, M., Fanneh, M., Tamimu-Saminaka, U., & Rudin, J. (2023). Measuring Organizational Leadership in Africa. *International Journal of Business & Economics*.

#### **Teaching and Learning Scholarship**

- Dominik, M., Rudin, J., Zhu, F. X., & Jovanovski, S. (2023). Evaluation of a summer course in entrepreneurship for disadvantaged high school students. *International Journal of Business and Economics*, 8 (1), 214-230.
- Zhu, F. X., & Rudin, J. (2022). Introducing students to business analytics: A case study. *International Journal of Business & Economics*, 7 (2), 129-139.
- Rudin, J., D'Intimo, R., Fleming, R., Nicholson, J., & Jovanoski, S. (2022). The impact of COVID-19 on current and prior learning. *Journal of Applied Research in Higher Education*, 15 (4), 1047-1055.
- Rudin, J., Yang, Y., Ruane, S., Ross, L., Farro, A., Tejinder Billing, Rowan University, United States of America (2016). Transforming Attitudes About Transgender Employee Rights. *Journal of Management Education*.
- Rudin, J. (2009). Teaching the Truth about Affirmative Action. *Business Research Yearbook*, 16, 497-502.

### **Refereed Proceedings**

#### **Applied or Integrative/application Scholarship**

- Rudin, J. (2013). Foucault's Foot Soldiers: American Human Resource Managers after Obamacare. *Critical Management Studies International Conference*.
- Rudin, J., Nicholson, J., & Nicholson, D. (2012). Encouraging the Evolution of E-Recruitment Research. *International Federation of Scholarly Associations of Management*.
- Rudin, J. (2012). America's Health Insurance Plans: What Are They Thinking? *Eastern Academy of Management Annual Meeting*.
- Rudin, J. (2011). Did the Global Economic Crisis Kill Social Dominance Theory? *Critical Management Studies International Conference*.
- Rudin, J. (2011). What have working-class Americans received from their last three Presidents? *Eastern Academy of Management Annual Meeting*.
- Rudin, J. (2009). Not too fat any more: Obesity discrimination and the Americans with Disabilities Amendments Act. *Association on Employment Practices and Principles*.
- Mareschal, P., & Rudin, J. (2009). On-line recruitment in the public and private sectors: A Comparison. *Midwest Political Science Association*.
- Rudin, J., & Bryant, T. (2008). Human resource management in entrepreneurial organizations: Are there global best

practices? *Association on Employment Practices and Principles*.

Rudin, J. (2007). Hoisted by their own petard: HRM as a force for positive social change. *Critical Management Studies International Conference*.

Rudin, J. (2006). Gender discrimination in global employment, 1994-2004. *Association on Employment Practices and Principles*

Mareschal, P., & Rudin, J. (2005). Patterns of professionalization: The case of child custody mediators. *Administrative Sciences Association of Canada*.

### **Teaching and Learning Scholarship**

Rudin, J., Billing, T., & DeMaria, J. (2016). Development and Design of an Online Teamwork Skills Assessment Instrument. *Eastern Academy of Management*.

Rudin, J., Yang, Y., Ruane, S., Ross, L., Farro, A., Tejinder Billing (2014). Reducing the Transphobia of Undergraduate Business Students. *Eastern Academy of Management Annual Meeting*.

### **Invited Articles/Reviews**

Rudin, J., & Pereles, K. (2012). Overweight and Overdue: Weight-Based Discrimination and the ADA Amendments Act. *Labor Law Journal*, 63 (2), 137-142.

Rudin, J., & Gover, K. (2007). Alternative Employment Practices: A Call to Arms. *Labor Law Journal*, 58 (1), 19-46.

### **Presentations of Refereed Papers**

#### **International**

Dominik, M., Rudin, J., & Zhu, F. (2022-2023, June). *Does the Think Like an Entrepreneur Summer Academy Increase Entrepreneurial Intentions?* EURAM 2023, Dublin, Republic of Ireland.

Rudin, J., Billing, T., Jonsen, R., Qu, Y., & Yang, Y. (2021-2022). *A Classroom Intervention to Reduce Bias against Individuals with Autism*. Eastern Academy of Management - International (EAM-I), Lyon, France.

Rudin, J. (2019-2020). *A Suite of Human Resource Management SAP Exercises*. SAP Next-Gen Chapter Conference, Milwaukee, Wisconsin.

Rudin, J. (2019-2020). *Can an old theory explain the feminization of a new profession? The case of financial wellness coaches*. European Group for Organizational Studies, Edinburgh, Scotland.

Rudin, J. (2017-2018). *How do we know if we are getting better? Measuring dehumanization at work*. European Group for Organizational Studies, Copenhagen, Denmark.

Rudin, J., Billing, T., Farro, A., & Yang, Y. (2016-2017). *Penis panic in the workplace: Differential responses to MTF and FTM transgender employees*. Academy of Management Annual Meeting, Anaheim, California.

Rudin, J., Yang, Y., Ross, L., Farro, A., & Billing, T. (2015-2016). *Are FTM and MTF Transgender Employees Equally Transgressive*. Academy of Management (AOM) Annual Meeting, Vancouver, Canada-British Columbia.

Rudin, J. (2014-2015). *One Direction: Theorizing Greater Acceptance of FTM than MTF Transgender Employees*. Equal is Not Enough, Antwerp, Belgium.

Rudin, J. (2014-2015). *Reconstructing the fairness of health care in the United States: The case of the 'Cadillac tax'*. Fairness at Work Research Centre, 2nd International Conference, Manchester, United Kingdom.

Rudin, J. (2012-2013). *Words about words: A discursive analysis of the union rights notification debate in the United States*. International Conference on Organizational Discourse, Amsterdam, Netherlands.

Rudin, J., Nicholson, J., & Nicholson, D. (2011-2012). *Encouraging the Evolution of E-Recruitment Research*. International Federation of Scholarly Associations of Management, Limerick, Ireland.

Rudin, J. (2010-2011). *Global patterns in relative exploitation by gender*. 2010 CMS Research Workshop, Montreal, Canada.

Rudin, J. (2010-2011). *Staggering towards second class citizenship: the evolution of sexual orientation equality policy in the United States*. Equal is Not Enough, Antwerp, Belgium.

#### **National**

Rudin, J. (2011-2012). *America's Health Insurance Plans: What Are They Thinking?* Eastern Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

## **Regional**

Rudin, J., Billing, T., Jonsen, R., Qu, Y., & Yang, Y. (2022-2023, May). *Can We Reduce Student Bias against Individuals with Autism?* Eastern Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Rudin, J. & Casper, C. (2020-2021). *Teaching Freshmen about the Sustainable Development Goals.* Eastern Academy of Management Annual Meeting, Virtual, Virtual.

Rudin, J. & Lee, J. (2018-2019, May). *When is Corporate Reputation Related to CEO Compensation?* 2019 Eastern Academy of Management, Wilmington, Delaware.

## **Service**

### **Service to the Institution**

#### **Department Assignments**

##### **Chair:**

2023-2024: Management Department

2021-2022 – 2022-2023: Management and Entrepreneurship

2014-2015 – 2020-2021: Department of Management and Entrepreneurship

#### **Department Assignments**

##### **Chair:**

2011-2012 – 2012-2013: Tenure and Recontracting Committee

#### **Department Assignments**

##### **Link students to the business community:**

2018-2019: Garden State Society for Human Resource Management Annual Meeting Student Chaperone

2018-2019: Society for Human Resource Management Annual Meeting Chaperone

2016-2017: Garden State Society for Human Resource Management Annual Meeting Student Chaperone

#### **Department Assignments**

##### **Member:**

2010-2011: Tenure and recontracting

#### **College Assignments**

##### **Chair:**

2008-2009 – 2011-2012: Assurance of Learning Committee

2008-2009: Rohrer College of Business Curriculum Committee

#### **College Assignments**

##### **Faculty Advisor:**

2008-2009 – 2010-2011: Society for Human Resource Management

#### **College Assignments**

##### **Member:**

2021-2022: Undergraduate Assurance of Learning Team

2018-2019 – 2020-2021: Assurance of Learning Team

2017-2018: Strategic Planning Assurance of Learning Team

2015-2016 – 2016-2017: Strategic Planning Undergraduate Assurance of Learning

2013-2014 – 2014-2015: Admissions Committee

2012-2013: Admissions Subcommittee  
2012-2013: Scholarship Committee  
2008-2009 – 2012-2013: SAP Taskforce

### **College Assignments**

#### **Chair:**

2010-2011: Curriculum Committee

### **University Assignments**

#### **Committee Member:**

2009-2010 – 2012-2013: Women's and Gender Studies Council  
2010-2011: Intercollegiate Athletics Committee  
2009-2010 – 2010-2011: Curriculum

## **Service to the Profession**

### **Reviewer - Book / Textbook**

2019-2020: Palgrave.

### **Editor: Academic PRJ - not on RCB journal list**

2017-2018 – 2020-2021: Journal of Workplace Rights.  
2015-2016 – 2017-2018: Journal of Workplace Rights.  
2012-2013 – 2013-2014: Journal of Workplace Rights.  
2008-2009 – 2012-2013: Journal of Workplace Rights.

### **Officer: Organization / Association**

2016-2017 – 2018-2019: Eastern Academy of Management.

### **Organize a professional or academic event**

2010-2011 – 2011-2012: Eastern Academy of Management Annual Meeting, Philadelphia, Pennsylvania. I chaired the Critical Management Studies track.  
2008-2009: Eastern Academy of Management Annual Meeting, Hartford, Connecticut. I chaired the Critical Management Studies track.

### **Reviewer: Ad Hoc Reviewer for a Journal**

2024-2025: Journal of Managerial Issues.  
2023-2024: Employee Rights and Responsibilities Journal.  
2022-2023 – 2023-2024: Management Decision.  
2022-2023: Management Decision.  
2020-2021 – 2022-2023: Journal of Management Education.  
2021-2022: Journal of Managerial Issues.  
2021-2022: Journal of Managerial Issues.  
2020-2021: Management Decision.  
2019-2020: Journal of Business Venturing.  
2019-2020: Equality, Diversity, and Inclusion.  
2018-2019 – 2019-2020: Journal of Managerial Issues.  
2018-2019: Journal of Managerial Issues.  
2016-2017 – 2017-2018: Human Resource Management.  
2016-2017: Journal of Managerial Issues.

2016-2017: Human Resource Management.  
2016-2017: Equality, Diversity, and Inclusion.  
2016-2017: International Journal of Transgenderism.  
2016-2017: Employee Rights and Responsibilities Journal.  
2016-2017: Organization Management Journal.  
2014-2015: Equality, Diversity, and Inclusion.  
2014-2015: Employee Rights and Responsibilities Journal.  
2014-2015: Journal of Managerial Issues.  
2012-2013: Employee Rights and Responsibilities Journal.  
2011-2012 – 2012-2013: Human Resource Management.  
2011-2012: Journal of Managerial Issues.  
2011-2012: Journal of Managerial Issues.

**Reviewer: Conference Paper**

2023-2024: Academy of Management Annual Meeting.  
2023-2024: Eastern Academy of Management Annual Meeting.  
2022-2023: European Academy of Management (EURAM) 2023.  
2021-2022 – 2022-2023: Academy of Management (AOM) Annual Meeting.  
2021-2022: Eastern Academy of Management Annual Meeting.  
2021-2022: Eastern Academy of Management - International (EAM-I).  
2008-2009 – 2011-2012: Academy of Management (AOM) Annual Meeting.  
2009-2010: Eastern Academy of Management Annual Meeting.  
2008-2009: Academy of Management (AOM) Annual Meeting.

**Significant editorial role for an academic journal**

2020-2021: Journal of Managerial Issues.  
2019-2020 – 2020-2021: Organization Management Journal.  
2017-2018 – 2018-2019: Organization Management Journal. Associate Editor

**Professional Development**

**Attend a day-long professional or academic seminar**

2015-2016 – 2018-2019: Middle Atlantic Organizational Behavior Teaching Conference.

**Other Professional Development**

2015-2016: Rowan University Rohrer College of Business Research Presentation (Yang Yang), October 12, 2015.

**Last updated by member on 24-Sep-24 (12:38 PM)**