

CURRICULUM VITAE
(12/1/2009)

- I. Brian Paul Heshizer**
- II. 210 Brookwood Lane**
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229.942.8543
- III. Education**
Ph.D. (1978) University of Wisconsin-Madison, Industrial Relations
M.A. (1976) Florida State University
B.A. (1971) Columbus College
- IV. Experience/Previous Positions**
1971-1973 Research Assistant, FSU
1973-1974 Teacher, Russell County Alabama
1974-1978 Research Assistant Univ of Wisconsin
1978-1979 Assistant Prof, FSU School of Business
1979-2002 Associate Prof Cleveland State Univ
2000-2002 Assoc Prof Troy Univ Phenix City
2002 to present Assoc Prof Georgia Southwestern State Univ
- V. Professional Experience as consultant:**
Expert witness and analyst for several law firms on employment related cases
Arbitrator, Fact-finder, and Mediator for State of Ohio, 1988-2002
- VI. Professional Meetings Attended**
Intellectbase International Consortium Annual Conference, October 15-17,
2009
Society of Business, Industry, and Economics Annual Meeting, April 14-18,
2008
International Academy of business and Public Administration Disciplines,
January 4-7, 2007
Southern Industrial Relations and Human Resource annual Conference,
October 13-15, 2005
National Business and Economics Society Conference, 2005
Association for Global Business Conference, 2004
National Business and Economics Society Conference, 2003
Troy State University 2002 Business Symposium
Troy State University 2001 Business Symposium
Southern Academy of Management Meetings, 1999
Southern Academy of Management Meetings, 1998

Meetings of Employee Rights and Responsibilities Association, 1996
Southern Academy of Management, 1994
Academy of Management 1990

VII. Development Activities/Continuing Education

Completed workshops on Lisrel (Purdue Univ, 1994)
Fund Raising for Public Institutions (Troy Univ 2002)

VIII. Teaching Experience U = Undergrad; G = Graduate Level
Georgia Southwestern State Univ, 2002-

Human Resources U
Selection and Testing U
Compensation U
Labor Relations and Collective Bargaining U and G
Purchasing Management U
Small Business Management U
Business Statistics I and II U
Forecasting U
Organizational Behavior U
History of Management Thought and Theory G
Business Ethics G

FSU, 1979

Org Behavior U
Human Resources U
Labor Relations G

Cleveland State Univ, 1979-2002

Organizational Behavior U and G
Organizational Development G
Business Policy U
Human Resources Management U and G
Selection and Testing U
Human Resources Employment Law U and G
Labor Relations and Collective Bargaining U and G
International and Comparative Labor Relations U and G
Labor Law U

Troy University, 2000-2002

Labor Economics U
Organizational Behavior U
Organizational Development U

**Labor Relations and Collective Bargaining U
Business Research Methods G**

IX. Professional Memberships
National Business and Economics Society (board member)

X. Peer reviewed publications

Heshizer, B and Howell, C. forthcoming 2010. AACSB Accreditation and the Homogeneity of the Business Educational Experience. Review of Higher Education and Self-Learning 2(4) forthcoming.

Howell, C. and Heshizer, B. 2008. Characteristics that assist future public accountants pass the CPA exam of fewer attempts. Journal of Applied Business and Economics, 8(3), 57-66.

Bond, M. T., Heshizer, B., Knapp, D. & Pesta, B. Experience with Consumer Driven Health Plans: Does the Performance of High Deductible Health Plans Match Expectations? 2007. Compensation and Benefits Review, 39(3), 60-68.

Howell, C. and Heshizer, B. 2006. AACSB accreditation and success on the Uniform CPA Exam. Journal of Applied Business and Economics, 6(3).

Valentine, D., Valentine, R., Heshizer, B. and Howell, C. 2006. E-Pricing: Cruising in the South, *Bottom Line*, Fall 2006.

Muscattello, J. & Heshizer, B. (2002). Safety teams: business and governmental organizations want the 3m and use them, but are they legal? Journal of Safety and Health, 33, 1-13.

Knapp, D. E. & Heshizer, B. P. (2001). Outcomes of request for summary judgments in Federal sexual harassment cases: policy-capturing revisited. Sex Roles, (44)3/4, 109-128.

Heshizer, B. & Ownesdorff, B . 1998-1999. Recent developments in the discrimination law on sexual harassment. Journal of Individual Employment Rights. 7(1), 1998-1999.

Heshizer, B. and Martin, H. (1998). Sex differences in union instrumentality. Psychological Reports, 83, 422.

Heshizer, B., Hrivnak, M., and Sterbenz, K. (1997). Gender differences in the

attitudes of young adults toward labor unions. *Mid-American Journal of Business*, 12(2): 47-56.

Heshizer, B., and Lund, J. (1997). Union commitment types and union member involvement: lessons for union organizers and labor educators? *Labor Studies Journal*, 22(2): 66-83.

Bond, M., Heshizer, B., and Hrivnak, M. (1997). Medical savings accounts: a health insurance option for the public sector. *Public Personnel Management*, 26(4): 535- 544.

Bond, M., Heshizer, B., and Hrivnak, M. (1996). Reducing employee health expenses with Medical Savings Accounts. *Compensation & Benefits Review*, September/October, 1996: 51-56.

Bond, M., Heshizer, B., and Hrivnak, M. (1996). Medical savings accounts: why do they work? *Benefits Quarterly*, 12(2): 78-83.

Bond, M., Heshizer, B., and Hrivnak, M. (1996). Medical savings accounts: the newest medical cost reduction tool for employers. *Business Horizons*, 39(4): 59-64.

Heshizer, B. & Hrivnak, M. (1995). The role of referent beliefs in the socialization of union attitudes. *Journal of Social Behavior and Personality*, 10(4): 771-790.

Heshizer, B. (1995). The impact of flexible benefit plans on job satisfaction, organizational commitment, and turnover intentions. *Benefits Quarterly*, vol. 10, no. 4, 84-90.

Bond, M., Heshizer, B. and Rapp, J. (1994). Corporate Governance and Constituencies. *Midwest Law Review*, vol. 12, no.2, 94-115.

Heshizer, B. (1993). The Memphis Sanitation Workers Strike of 1968. *Journal of Collective Negotiations in the Public Sector*, vol. 22, no. 2, 96-117.

Heshizer, B. (1992-1993). Watson, Wards Cove and the burden of proof in disparate impact discrimination. *Journal of Individual Employment Rights*, vol. 1, no. 1, 55-70, 1992-93.

Heshizer, B. & Martin, H. (1992). Correlates of local union officers' satisfaction. *Psychological Reports*, vol. 70, 459-465, 1992.

Heshizer, B., Martin, H., and Wiener, Y. (1991). Normative commitment and

instrumental attachment as intervening variables in the prediction of union participation. *Journal of Applied Behavioral Science*, vol. 27, no. 4, 532-549, 1991.

Heshizer, B. and Martin, H. (1989). Union officer perspectives on quality of worklife. *Mid-American Journal of Business*, vol. 4, no. 2, 35-44, 1989.

Yulish, D. and Heshizer, B. (1989). Defamation in the workplace: a new managerial concern. *Labor Law Journal*, vol. 40, no. 6, 355-361, 1989.

Heshizer, B. and Muczyk, J. (1988). Drug testing at the workplace: balancing individual, organizational, and societal rights. *Labor Law Journal*, vol. 39, no. 6, 342-357, 1988.

Muczyk, J. and Heshizer, B. (1988). Mandatory drug testing: managing the latest Pandora's Box. *Business Horizons*, vol. 31, no. 2, 14-22, March-April 1988.

Heshizer, B. and Muczyk, J. (1987/1988). A management perspective on the controlled substance testing issue. *The Journal of Law and Health*, vol. 2, no. 1, 27-38, 1987/1988.

Heshizer, B. (1987). Union officials assess the labor movement and labor management relations. *Labor Studies Journal*, vol. 11, 30-47, Spring 1987.

Heshizer, B. and Brittain, B. (1987). Management decision bargaining: the interplay of law and politics. *Labor Law Journal*, vol. 38, 220-235, April, 1987.

Heshizer, B. and Nwabueze, O. (1986). Wrongful discharge in Britain: lessons for the United States. *The Arbitration Journal*, vol. 41, 34-40, September 1986.

Muczyk, J. and Heshizer, B. (1986). Managing in an era of substance abuse. *Personnel Administrator*, vol. 31, no. 8, 91-103, August 1986.

Heshizer, B. (1986). Labor's perspective on labor: a view from the other side of the table. *Personnel*, vol. 63, no. 6, 58-62, June 1986.

Heshizer, B. and Downing, R. (1985). The contracting Weingarten doctrine: NLRB policy-making in a politicized environment. *Labor Law Journal*, vol. 36, no. 9, 707- 715, September 1985.

Heshizer, B. (1985). Unions and public opinion: why the declining relationship? *Labor Studies Journal*, vol. 9, no. 3, 254-270, Winter 1985.

Heshizer, B. (1985). The new common law of employment: changes in the concept of employment at will. *Labor Law Journal*, vol. 36, no. 2, 95-107, February, 1985.

Heshizer, B. and Graham, H. (1984). Is there a crisis in the labor movement: the trade unionists' view twenty years later. *Monthly Labor Review*, vol. 107, 23-25, August 1984. Reprinted in *National Public Employer Labor Relations Newsletter*, vol. 7, no. 3 September 1984.

Heshizer, B. (1984). The implied contract exception to employment at will. *Labor Law Journal*, vol. 35, no. 3, 131-141, March 1984.

Heshizer, B. and Graham, H. (1984). Justice without juries. *Management World*, vol. 13, no. 3, 10-15, March 1984.

Heshizer, B. (1984). An MBO approach to discipline. *Supervisory Management*, vol. 29, no. 3, 2-7, March 1984.

Graham, H. and Heshizer, B. (1982). Experience with the operation of the Wisconsin Employment Relations Commission. *Journal of Collective Negotiations in the Public Sector*, 337-350, Winter 1982.

Heshizer, B. and Graham, H. (1982). Discipline in the nonunion company: protecting employer and employee rights. *Personnel*, vol. 59, no. 2, 71-78, March-April 1982.

Graham, H. and Heshizer, B. (1979). The effect of contract language on low-level settlement of grievances. *Labor Law Journal*, vol. 30, no. 7, 427-432, June 1979.

Graham, H., Johnson, D., and Heshizer, B. (1979). Grievance arbitration--is there a crisis? *The Arbitration Journal*, vol. 33, 21-24, June 1979.

Heshizer, B. and Graham, H. (1978). Advisory arbitration: the experience in Illinois. *Journal of Collective Negotiations in the Public Sector*, vol. 7, no. 3, 225-241, Summer 1978.

Stern, S., Miller, R., Rubinfeld, S., Olson, C., and Heshizer, B. (1977). Urban mass transit labor relations: the legal environment. *Industrial Relations Law Journal*, vol. 2, 389-422, 1977.

XIV. Professional Presentations

Heshizer, B. and Howell, C. AACSB Accreditation and the Homogeneity of the

Business Educational Experience. Intellectbase International Consortium annual Meeting, October 15-17, 2009, Atlanta, Georgia.

Heshizer, B., and Howell, C. Does length of AACSB accreditation and accounting program accreditation affect the CPA passing rate? Society of Business, Industry, and Economics Annual Meeting, April 14-18, 2008

Heshizer, B. and Wilson, E. 2007. Plaintiff success under the regarded as definition of disability, International Academy of business and Public Administration Disciplines, January 4-7, 2007

Howell, C. and Heshizer, B. 2006. Different characteristics among persons who passed the CPA exam on the first, second, or third and more attempts. International College Teaching and Learning Conference, March 20-24, 2006.

Heshizer, B. and Wilson, E. 2005. Attention Deficit Disorder as a disability condition under the Americans with Disabilities Act: case law after the 1999 Supreme Court Sutton Decision. Southern Industrial Relations and Human Resources Conference, October 13-15, 2005.

Heshizer, B. 2005. The definition of disability after the 1999 Supreme Court Sutton decision: the case of mental impairments. National Business and Economics Association, March 9-11, 2005.

Howell, Curtis and Heshizer, B. 2005. Is there a difference: comparing the CPA passing rate of graduates of AACSB schools to non-AACSB schools. National Business and Economics Association, March 9-11, 2005.

Heshizer, B. & Belk, R. 2003. Union commitment patterns and member in-role and extra-role participation: an international comparative study. Association of Global Business, November 20-23, 2003.

Heshizer, B & Knapp, D. 2003. Outcomes of requests for summary judgments in federal cases involving depression under the Americans with Disabilities Act. National Business and Economics Society, March 6-8, 2003.

Heshizer, B. 2002. Relationships between forms of social support, negative affectivity, work stressors and stress symptoms. Troy State University System-Wide Business Symposium, January 21-February 2, 2002.

Heshizer, B. 2001. Relationship between union commitment and union behaviors: in role and citizenship activities. Troy State University System-Wide Business Symposium, February 23-24, 2001.

Knapp, D. and Heshizer, B. 1999. Outcomes of requests for summary judgments in federal sexual harassment cases: policy-capturing revisited. Academy of Management National Meetings, August 1999.

Heshizer, B. and Mary Hrivnak. Socialization and union attitudes. Presented at the November, 1998 meeting of the Southern Management Association.

Heshizer, B. 1996. Sexual harassment legal developments from Meritor to Harris. Presented at the October 1996 national meetings of Association on Employee Rights and Responsibilities, San Diego, CA.

Bond, M. and Heshizer, B. 1996. Medical savings accounts as an insurance option: costs, characteristics and concerns. Presented at the October 1996 national meetings of Association on Employee Rights and Responsibilities, San Diego, CA.

Heshizer, B. The impact of flexible benefit plans on job satisfaction, organizational commitment, and turnover intentions, presented at the November, 1993 meeting of the Southern Management Association.

Heshizer, B., Martin, H., and Wiener, Y. Union commitment and instrumental attachment as intervening variables in the prediction of union participation, Academy of Management National Meetings, August 1990.

Heshizer, B. and Muczyk, J. The legal implications of drug testing in the workplace, Decision Sciences Institute Meeting November 21-23, 1988.

XVI. Other Research/Consulting Research

Improving the productivity of local government services by human resources management: the case of police, solid waste collection, and parks and recreation, Inter- Institutional Urban Research Reports, No. 5, Northeast Ohio Urban Research Program, 1981 pp. 57-94.

Collective Bargaining in the Urban Mass Transit Industry (with S. Stern, R. Miller, S. Rubinfeld, C. Olson) U.S. Department of Transportation, Urban Mass Transit Administration, Report No. WI-11-0004, Washington, D.C.: National Technical Information Service, 1977.

The Legal Framework for Collective Bargaining in the Mass Transit Industry (with S. Stern, R. Miller, S. Rubinfeld, and C. Olson) Madison, Wisconsin: Industrial Relations Research Institute, 1977.

Consulting

Workforce analyses for several law firms in 1990s

Mediator, Fact-finder, and Conciliator, Ohio Employment Relations Board, 1988-2000

Ohio State Employment Relations Board Cases

Ohio Patrolmen's Benevolent Association (OPBA) and Trumbull County Sheriff's Department, 1989.

OPBA and City of Niles Police Department, 1990.

OPBA (Dispatchers) and Perry Township Police Department, 1992 and 1994.

OPBA (Uniformed Officers and Detectives) and Perry Township, 1992 and 1994.

American Federation of State, County, and Municipal Employees (AFSCME), Council 8, Local 343 and Coshocton County Engineering Department, 1993.

AFSCME, Council 8, Local 74 (Non-administrative and supervisory employees) and City of Warren, 1993.

AFSCME, Council 8, Local 185 (Non-administrative and supervisory employees) and City of Hubbard, 1993.

AFSCME, Council 8, Local 509 (Non-administrative and supervisory employees) and City of Niles, 1993.

AFSCME, Council 8, Local 2571 (Firefighters) and City of Bellevue, 1994.

OPBA (Uniformed Officers and Detectives) and City of Amherst, 1994.

OPBA and Poland Township Police Department, 1994.

Civilian Uniformed Police Personnel Organization (Dispatchers and Clericals) and City of Willowick, 1994.

Fraternal Order of Police (FOP) and City of Canton Police Department, 1994.

International Brotherhood of Teamsters, Local 504, Cuyahoga County Child Welfare Employees and Cuyahoga County, 1994.

OPBA and Jefferson County Sheriff's Department, 1995.

AFSCME, Council 8, Local 90 (Clerical and Service employees) and City of Youngstown, 1995.

FOP, Lodge 3 and City of Lorain Police Department, 1995.

International Association of Machinists, Local 439 and City of Cleveland, 1995.

FOP and City of Lyndhurst Police Department, 1995.

Alliance Association of Public School Employees and Alliance City Schools, 1995.

Euclid Association of Public School Employees and Euclid City Schools, 1995.

Ohio Patrolmen's Benevolent Association (OPBA) and City of Barberton, 1996.

Ohio Patrolmen's Benevolent Association (OPBA) and City of Brookpark, 1996.