

DIONNE M. POHLER, PHD
Room 154, 25 Campus Drive
Edwards School of Business, University of Saskatchewan
Saskatoon, SK Canada S7N 5A7
phone: (306) 966-1748; fax: (306) 966-2514
pohler@edwards.usask.ca

RESEARCH INTERESTS

union-management relationship; union impact and social responsibility; systems of voice; HR profession

TEACHING INTERESTS

(strategic) human resource management; industrial relations; quantitative research methods; organizational behaviour

ACADEMIC/RESEARCH POSITIONS

2009-present	University of Saskatchewan Assistant Professor, Tenure Track Department of Human Resources & Organizational Behaviour Edwards School of Business	Saskatoon, SK
2006-present	Statistics Canada Research Data Centre Researcher (Workplace and Employment Survey)	Edmonton, AB & Saskatoon, SK
2005-2009	University of Alberta, School of Business Research Assistant	Edmonton, AB

SPECIAL APPOINTMENTS

March 31-April 14, 2012	Cornell University Visiting Fellow ILR School	Ithaca, NY
2011-present	University of Saskatchewan Associate Member Johnson-Shoyama Graduate School of Public Policy	Saskatoon, SK

EDUCATION/CREDENTIALS

2011	Saskatchewan Association of Human Resource Professionals Certified Human Resources Professional
------	---

2005-10	University of Alberta Edmonton, AB Doctor of Philosophy (Human Resources & Industrial Relations) Department of Strategic Management and Organization School of Business Supervisory Committee: Andrew Luchak; Yonatan Reshef; Royston Greenwood; Terry Elrod External Examiners: Anil Verma, University of Toronto Rotman School of Management & Centre for Industrial Relations & Human Resources; Harvey Krahn, University of Alberta Department of Sociology	
2002-04	Dalhousie University Halifax, NS Bachelor of Commerce Co-operative Degree	
2000-02	University of Regina Regina, SK Bachelor of Administration, 2 years completed	

CURRENT/ONGOING RESEARCH GRANTS

2011-14	Social Sciences & Humanities Research Council Standard Research Grant	\$76,082
---------	---	----------

COMPLETED GRANTS

2011	Edwards School of Business Research Dissemination Grants	\$4,250
2010	Edwards School of Business Seed Money (Cold Fusion Server)	\$4,000
2010	Edwards School of Business Research Dissemination Grants	\$4,000
2010	University of Saskatchewan Vice-Provost Start-up Research Grant	\$5,000
2010	Edwards School of Business Faculty Start-up Research Grant	\$5,000

DOCTORAL AWARDS/GRANTS

2011	Thomas A. Kochan & Stephen R. Sleigh Best Dissertation Award, Labor and Employment Relations Association	\$500
2010	Governor General's Gold Medal Nominee, University of Alberta	
2009-10	Dissertation Fellowship	\$25,000
2009	Andrew Stewart Prize for Research Distinction in Doctoral Program	\$5,000
2007-09	Social Sciences and Humanities Research Council Doctoral Fellowship	\$40,000
2007-09	Honorary Izaak Walton Killam Memorial Doctoral Fellowship	\$16,000
2007-09	Walter H. Johns Graduate Fellowship	\$9,384
2005-09	University of Alberta/School of Business Graduate Fellowships	\$39,014
2006-07	Ziegler Fellowship	\$10,000
2006-07	Queen Elizabeth II Doctoral Fellowship, University of Alberta	\$10,500
2005-07	Provost Entrance Scholarship, University of Alberta	\$8,000
2006	The Faculty Club/Dr. William A. Preshing Graduate Scholarship	\$1,400
2005-06	Poole Fellowship	\$2,000

OTHER AWARDS/SCHOLARSHIPS

2000-04	TD Canada Trust Scholarship for Outstanding Community Leadership	\$50,000
2000-04	Academic Awards, Dalhousie University & University of Regina	\$7,905
2001	Golden Key International Honour Society	
2000	Carolyn Johnson Memorial Spirit of Youth Award, Naicam, SK	\$1,000
2000	Larry Swenson Memorial Spirit of Youth Award, Naicam, SK	
2000	National Winner, Canadian Principals Leadership Award	\$500
1998	Royal Bank Leadership Award, Rosetown, SK	

REFEREED PUBLICATIONS

Brandl, J., & Pohler, D. (2010) The Role of the Human Resource Department and Conditions That Affect Its Development: Explanations from Austrian CEOs. *Human Resource Management*, 49(6): 1025-1046.

Luchak, A., & Pohler, D. (2010) Pensions as Psychological Contracts: Implications for Work Outcomes. *Industrial Relations*, 49(1): 61-82.

Luchak, A., Pohler, D., & Gellatly, I. (2008) When Do Committed Employees Retire? The Effects of Organizational Commitment on Retirement Plans. *Human Resource Management*, 47(3): 581-599.

INVITED PRESENTATIONS

Pohler, D. To Compete or Cooperate? The Relationship Between Unions and Employee and Organizational Outcomes: The Moderating Effect of Management's Response. *Cornell University ILR School Workshop Series*. Ithaca, New York: April 2012.

Pohler, D. Human Resource Management for Small Business. *Saskatchewan Green Trades Conference*. Saskatoon, Saskatchewan: November 2011.

Pohler, D. Becoming a Strategic Partner: The HR Department's Role and Conditions that Affect its Development. *Saskatchewan Association of Human Resource Professionals Meeting*. Saskatoon, Saskatchewan: October 2010.

Lukasewich, S., Tucker, S., & Pohler, D. Preparing for the Job Market and Transitioning into your First Tenure-Track Position. *Administrative Sciences Association of Canada*. Regina, Saskatchewan: May 2010.

CONFERENCE PRESENTATIONS

Pohler, D., & Schmidt, J. HR Management as a Mediator of the Strategy-Performance Relationship. *Society for Industrial and Organizational Psychology*. San Diego, California: April 2012.

Pohler, D., & Luchak, A. Management Signals of Support for Employee Voice as a Moderator of “Strong” Union Impact. *Academy of Management Conference*. San Antonio, Texas: August 2011.

Pohler, D., Willness, C., & Tulloch, K. The Certified Human Resources Professional Designation in Canada. *Canadian Industrial Relations Association*. Fredericton, New Brunswick: June 2011.

Bayne, J., & Pohler, D. Discrimination in Job Applicant Screening Procedures. *Canadian Industrial Relations Association*. Fredericton, New Brunswick: June 2011.

Brandl, J., & Pohler, D. The Role of the HR Department and Conditions that Affect its Development: Explanations from the Top. *Academy of Management Conference*. Montreal, Quebec: August 2010.

Pohler, D., Hunter, K., & Luchak, A. The Differential Impact of Management and Union Responses to Each Other on Employee Attitudes and Behaviours. *Canadian Industrial Relations Association*. Quebec City, Quebec: June 2010.

Pohler, D., & Luchak, A. Harnessing the Potential for Joint Gain Between Employees and Organizations in Unionized Workplaces. *Academy of Management Conference*. Chicago, Illinois: August 2009.

Pohler, D., & Luchak, A. Trust and Contract in the Employment Relationship. *Canadian Industrial Relations Association*. Gatineau, Quebec: May 2009.

Pohler, D., & Luchak, A. Exit, Voice or Silence? Applying Social Exchange to Explain Employee Responses to Workplace Problems. *Academy of Management Conference*. Anaheim, California: August 2008.

Pohler, D., & Luchak, A. Exit, Voice or Silence? The Interactive Effects of Union Status & Labor Climate. *Employment Research Unit Conference*. Cardiff, Wales: September 2007.

Gondo, M., Pohler, D., & Mukherjee, D. The Role of Human Resource Managers in Strategic Human Resource Management and Strategic Change. *Academy of Management Conference*. Philadelphia, Pennsylvania: August 2007.

Luchak, A., & Pohler, D. The Meaning of Pension Incentives and Their Implications for Work Outcomes. *Academy of Management Conference*. Philadelphia, Pennsylvania: August 2007.

Pohler, D., & Luchak, A. Exit or Voice? The Moderating Impact of Labour Climate. *Canadian Industrial Relations Association*. Montreal, Quebec: June 2007.

Luchak, A., Pohler, D., & Gellatly, I. When Do Committed Employees Retire? An Examination of the Effects of Affective and Continuance Commitment on Retirement Plans Under a Defined-Benefit Pension Plan. *Academy of Management Conference*. Atlanta, Georgia: August 2006.

Pohler, D., & Luchak, A. The Moderating Effect of Employee Interpretations of Pension Risk on Workplace Outcomes. *Congress for the Humanities and Social Sciences*. Toronto, Ontario: June 2006.

Pohler, D., & Woolfrey, R. Doing Business in Singapore. *Research Symposium*. Halifax, Nova Scotia: February 2004.

INTERNAL RESEARCH PRESENTATIONS

Pohler, D. Are Unions Good or Bad for Individuals and Organizations? The Moderating Role of Management's Response. *Edwards School of Business Research Seminar*. Saskatoon, SK: November 2011.

Pohler, D., & Willness, C. The Certified Human Resources Professional Designation in Canada. *Edwards School of Business Research Seminar*. Saskatoon, SK: March 2011.

Pohler, D. The Role of the Human Resource Department and Conditions That Affect Its Development: Explanations from the Top. *Edwards School of Business Research Seminar*. Saskatoon, SK: February 2010.

Pohler, D. The Use of Scenario-Based Experiments to Study the Effects of Union and Management Responses to Each Other in Organizations. *Brownbag Research Seminar*. University of Alberta School of Business, Edmonton, AB: November 2009.

Pohler, D. Can Unions Be a Source of Competitive Advantage? *Business Research Conference*. University of Alberta School of Business, Edmonton, AB: October 2008.

Pohler, D., & Luchak, A. Exit, Voice or Silence? Applying Social Exchange to Explain Employee Responses to Workplace Problems. *Brownbag Research Seminar*. University of Alberta School of Business, Edmonton, AB: Fall 2007.

Pohler, D. Pension Incentives and Work Outcomes. *Business Research Conference*. University of Alberta School of Business, Edmonton, AB: October 2006.

CHAIR/DISCUSSANT/FACILITATOR

Organizer & Moderator. *Canadian Industrial Relations Association Doctoral Consortium*. Calgary, AB: May 2012.

Session Chair & Facilitator. *Academy of Management Conference*: Trust, Coordination and Intraorganization Competition. San Antonio, TX: August 2011.

Session Chair. *Canadian Industrial Relations Association*: Working with Multinationals. Fredericton, NB: June 2011.

Session Chair. *Symposium on Challenges for Work and Workers in a Knowledge Economy*: Evolving Representation. Halifax, NS: October 2010.

SYMPOSIA

Dare or Duty? The Caring Role and Other Tensions in Contemporary HR. *Academy of Management Conference*. Montreal, QU: August 2010.

COMMISSIONED REPORT

Martens, B., Moormann, M., Pohler, D., Slimmon, B., & Stafford, R. (2002) Graduated Driver's Licensing in Saskatchewan. Crown Investments Corporation Report: Government of Saskatchewan.

ACKNOWLEDGMENTS

Hayduk, L., Cummings, G., Boadu, K., Pazderka-Robinson, H., & Boulianne, S. (2007) Testing! Testing! One, Two, Three – Testing the Theory in Structural Equation Models! *Personality and Individual Differences*, 42(5): 841-850.

TEACHING EXPERIENCE

Teaching Awards

Nominee, University of Saskatchewan Students' Union Teaching Excellence Award, 2011-2012

University of Alberta Graduate Student Teaching Award (\$250), 2009

Publications Related to Teaching

Pohler, D. (2012) The Merit of a Points-Based Merit System at the Edwards School of Business. *Ivey Publishing*, Teaching Case Product #9B11C042, Teaching Note Product #8B11C042.

Pohler, D. (2011) Creating a High Engagement Culture at Aeroplan. *Effectif*, September/October, 14(4): 45-46.

Presentations Related to Teaching

Pohler, D. The Art of Deception as a Teaching Pedagogy. *Gwenna Moss Centre for Teaching and Learning Effectiveness, University of Saskatchewan*: February 2012.

Research Program Supervision

PhD Students (Johnson Shoyama Graduate School of Public Policy)

2011 Nyankomo Marwa (Supervisory Committee)

Honours Students (Edwards School of Business)

2011-12 Kathy Johnson (Supervisor)
2011-12 Kelsey Tulloch (Supervisor)
2010-11 Jennifer Bayne, High Honours (Supervisor)
 Discrimination in Screening Job Applicants

Research Assistants

2010-present Kelsey Tulloch
2010-11 Desiree DeMarsh

Executive Education

University of Saskatchewan Edwards School of Business

- 2011 Edwards School of Business Executive Business Administration Certificate (EBAC 53) Special Topic Seminar on Culture & Strategic Human Resource Management, Saskatoon, SK: January 2011.
- 2010 Edwards School of Business Master of Professional Accounting (MPAcc 992) Research Seminar Guest Speaker: The Role of the HR Department and Management Response to Unions. Saskatoon, SK: June 2010.

University of Alberta School of Business

- 2008-10 University of Alberta Master of Business Administration (SMO 500) Guest Speaker: Management Response to Unions, Edmonton, AB.

Undergraduate Teaching (Bachelor of Commerce)

University of Saskatchewan Edwards School of Business

- Fall 2011 Strategic Human Resource Management (COMM 489)
SEEQ Rating: 5/5, 94% response rate (1 section)
- Fall 2011 Strategic Human Resource Management (MBA 813)
SEEQ Rating: 4.37/5, 83% response rate (1 section)
- Winter 2011 Introduction to Human Resource Management (COMM 211)
SEEQ Rating: 4.44/5, 41% response rate (2 sections)
- Fall 2010 Strategic Human Resource Management (COMM 498)
SEEQ Rating: 4.85/5, 81% response rate (1 section)

University of Alberta School of Business

- Winter 2008 Managing the Workforce in Canada (SMO 311)
Rating: 4.5/5 (1 section)
- Winter 2008 Introduction to Organizational Behavior (SMO 301)
Rating: 4.8/5 (1 section)

Dalhousie University School of Business

- Fall 2003 Teaching Assistant, Business Communications

REVIEWER

- Ad Hoc Reviewer
 - British Journal of Industrial Relations (2011)
 - Journal of Labor Research (2011)

- Journal of Management Studies (2011)
- European Journal of Work and Organizational Psychology (2011)
- Journal of Organizational Behavior (2008)
- Academy of Management Conference
 - HR, OB & OMT Divisions, Boston, Massachusetts (2012)
 - HR, OB & OMT Divisions, San Antonio, Texas (2011)
 - HR & OB Divisions, Montreal, Quebec (2010)
 - OMT Division, Chicago, Illinois (2009)
- Administrative Sciences Association of Canada
 - HR & OB Divisions, Montreal, Quebec (2011)
 - HR Division, Regina, SK (2010)
 - HR Division, Niagara Falls, Ontario (2009)
- Awards
 - Allen Ponak Best Student Paper Award Selection Committee, Canadian Industrial Relations Association (2011)
- Textbooks
 - Balancing the HR Scorecard; Pearson Education (2009)

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Administrative Sciences Association of Canada
- Canadian Industrial Relations Association (National & Saskatoon Chapter)
- Labor and Employment Relations Association
- Saskatchewan Association of Human Resource Professionals

CONSULTING/WORK EXPERIENCE

2011	Royal Canadian Mounted Police <i>Workplace Representation Framework Project</i>	Saskatoon, SK
2004-05	Saskatoon Co-operative Association Ltd. <i>Human Resources Generalist</i>	Saskatoon, SK
2002-03	Oland Brewery/Labatt Atlantic <i>Human Resources/Finance Clerk</i>	Halifax, NS
2002	Crown Investments Corporation <i>Graduated Driver's Licensing Review Panel</i>	Regina, SK
2001-02	Saskatchewan Government Insurance <i>Communications, Safety Squad Member</i>	Regina, SK
2000	Saskatchewan Association of Health Organizations <i>Financial Clerk/Receptionist</i>	Regina, SK
1999	Government of Saskatchewan <i>Ministerial Assistant (Crown Investments Corporation)</i>	Regina, SK

DEPARTMENTAL/COLLEGE/UNIVERSITY COMMITTEES

2012-present	University of Saskatchewan Faculty Association Departmental Representative, Department of Human Resources & Organizational Behaviour
2012	COMM 402 Review Committee Member, Edwards School of Business
2011-12	Research Ethics Committee Member, Edwards School of Business
2011	Rawlco Director of Aboriginal Business Education Selection Committee Member, Edwards School of Business
2011	Sun West School Division Partnership Committee, Edwards School of Business
2010-11	Undergraduate Curriculum Committee Member, Edwards School of Business
2010-11	Search & Hiring Committee Member, Department of Human Resources & Organizational Behaviour
2009-10	Search & Hiring Committee Member, Department of Human Resources & Organizational Behaviour

PUBLIC/COMMUNITY CONTRIBUTIONS

University Related

2011-2012	Planning Committee Member, Canadian Industrial Relations Association Conference, Calgary, Alberta, May 2012
2012	Presentation for Pick-A-Major in Human Resources, Edwards School of Business Pick-A-Major Seminar (January 27), Saskatoon, SK
2011	Coach, Edwards School of Business Undergraduate Team, Excalibur Canadian University Tournament in Human Resources, Montreal, QU (Finalist)
2011	Presentation for Pick-A-Major in Human Resources, Edwards School of Business Pick-A-Major Seminar (January 28), Saskatoon, SK
2010	Coach, Edwards School of Business Undergraduate Team, Excalibur Canadian University Tournament in Human Resources, Montreal, QU (3 rd place)
2009	Judge, University of Alberta JDC West Undergraduate Case Competition, Edmonton, AB

- 2006 Planning Committee, University of Alberta Business Research Conference, Edmonton, AB
- 2005-09 Ambassador, University of Alberta, Edmonton, AB
- 2004 Vice-President, Dalhousie Business Conference, Halifax, NS
- 2004 Team Member (Dalhousie University), Excalibur Human Resources Competition, Montreal, QU
- 2004 Team Member (Dalhousie University), Manitoba International Marketing Competition, Winnipeg, MB
- 2003 Representative, Commerce Society, Dalhousie University, Halifax, NS
- 2003 Planning Committee, Business Ethics Case Competition, Dalhousie University, Halifax, NS
- 2003 Ambassador & First Year Mentor, Dalhousie University, Halifax, NS
- 2002 Coordinator, Business Administration Spring Gala, University of Regina, Regina, SK
- 2002 Assistant Volunteer Coordinator, Regina Firefighters Keg-A-Rama for Burn Victims, University of Regina, Regina, SK
- 2002 Ambassador, University of Regina, Regina, SK

Non-University Related

- 2008-09 Big Sister, Big Brothers Big Sisters, Edmonton, AB
- 2006-08 Home Visit & Furniture Pick-Up/Drop-Off Volunteer, St. Vincent de Paul Society, Edmonton, AB
- 2004-05 Mentor, resume-writing skills for inner-city youth, Egadz, Saskatoon, SK
- 2004-05 Social Committee Member & Kids' Club Volunteer, Saskatoon Co-operative Association Ltd., Saskatoon, SK
- 2002 Group Leader, World Youth Day, Toronto, ON
- 2001-present Child Care Foster Parent, Springhill, NS
- 2001-present Member, Amnesty International & UNICEF
- 2000-02 Visitation House Volunteer, drop-in centre for women and children, Regina SK

1998 Provincial President, Students Against Drinking & Driving, Regina, SK
1997-2000 Saskatchewan High School Motivational Young Speaker

MEDIA CITATIONS

Toronto Sun. Echoes of Occupy Movement in Business Course: A Lesson in Empathy. November 16, 2011.
24 Hours. Echoes of Occupy Movement in Business Course: A Lesson in Empathy. November 14, 2011.
Planet S, Saskatoon's City Magazine. Why No Gen Y? August 26-September 8, 2010, Volume 8, Issue 26.

MEDIA INTERVIEWS

January 2012, Star Phoenix, Saskatoon, SK.
November 15, 2011, Globe and Mail Report on Business, Ian Morfitt.
September 6, 2011, Canadian Broadcasting Corporation Noon Edition (Blue Sky), SIAST-SGEU Strike.
June 20, 2011, Canadian Labour Reporter, Danielle Harder. Public Support for Unions.
May 25, 2011, Canadian Broadcasting Corporation Morning Edition, Abby Schneider. Public Sector Strikes.
