

# REBECCA M. PALUCH

Sauder School of Business

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## ACADEMIC POSITIONS

### **Assistant Professor**

Sauder School of Business, University of British Columbia  
Organizational Behaviour and Human Resources Division

2019 –  
Present

## EDUCATION

**CORNELL UNIVERSITY**, School of Industrial & Labor Relations

Ph.D., Concentration: Human Resource Studies

2019

**CORNELL UNIVERSITY**, School of Industrial & Labor Relations

M.Sc., Concentration: Human Resource Studies

2016

**LOYOLA UNIVERSITY CHICAGO**, Quinlan School of Business

M.Sc., Concentration: Human Resource Management

2012

**LEHIGH UNIVERSITY**, College of Business and Economics

B.Sc., Double Major: Finance and Marketing

2006

## RESEARCH INTERESTS

Changing Nature of Employment Relationships, Equity, Diversity, and Inclusion (EDI) in Organizations, Human Resource Management

## PEER-REVIEWED PUBLICATIONS

(\*Denotes authors contributed equally. † Denotes a co-author who was a PhD student at the initiation of the project.)

Zhong, R. †, **Paluch, R. M.**, Shum, V. †, Zatzick, C., & Robinson, S. (2021). Hot, Cold, Or Both? A Person-Centered Perspective of Death Awareness During the COVID-19 Pandemic. *Journal of Applied Psychology*, 106(6): 839–855.

Nishii, L. H., Khattab, J.\*, Shemla, M.\*, & **Paluch, R. M.\*** (2018). A multi-level process model for understanding diversity practice effectiveness. *Academy of Management Annals*, 11(2): 37-82.

Nishii, L.H. & **Paluch, R. M.** (2018). Leaders as HR sensegivers: Four HR implementation behaviors that create strong HR systems. *Human Resource Management Review*, 28(3): 319-323.

## OTHER PUBLICATIONS

**Paluch, R. M.**, Nishii, L. H., Shemla, M., & Khattab, J. (2017). A multi-level process model for understanding diversity practice effectiveness. *Academy of Management Best Paper Proceedings*

## **PRACTITIONER REPORTS AND PUBLICATIONS**

**Paluch, R.M.** (2021) The 2021 Corporate Alumni Benchmarking Report. In collaboration with PeoplePath ([link](#))

**Paluch, R.M.** (2020) Corporate Alumni Programs for the New Normal. The SHRM Blog ([link](#))

## **GRANTS & FUNDING**

### **Grants**

- 2021 SSHRC Insight Development Grant. \$62,574 (over 2 years)
- 2021 UBC Sauder Exploratory Grant. \$7,100
- 2021 UBC Montalbano Centre for Leadership Development Grant. \$9,600
- 2020 UBC Sauder Exploratory Grant. \$6,000
- 2019 Hampton Grant. \$10,000
- 2018 Society for Human Resource Management (SHRM) Dissertation Grant. \$5,000
- 2017 ILR Theme Project Grant. \$5,000
- 2017 Benjamin Miller Fellowship. \$500

## **HONORS & AWARDS**

### **Academic Recognition**

- 2018 2<sup>nd</sup> place in the Organization Science/INFORMS Dissertation Proposal Competition
- 2017 AOM Annual Meeting Best Paper at the Annual Meeting of the Academy of Management in Atlanta, Georgia
- 2017 Best Student Paper Award in the Gender and Diversity in Organizations Division at the Annual Meeting of the Academy of Management in Atlanta, Georgia

### **Other Awards**

- 2020 Finalist for Michael Driver Best Symposium Award- Moving out and back in: Unpacking boomerang employment and its consequences. Co-Organizer with Yuna Cho
- 2016 Invitation to attend the Corporate Social Responsibility Summit in Anaheim, CA funded by the National Science Foundation
- 2014 2<sup>nd</sup> place winner of the National Academy of Human Resources Ram Charan HR Essay Contest. Co-authors: Jae Eun Lee and Ozias Moore

## **CONFERENCE AND INVITED PRESENTATIONS**

**Paluch, R.M.** & Cho, Y. (2020). Going backwards to move forward: Former employer embeddedness and boomerang employment. Moving out and back in again: Unpacking

boomerang employment and its consequences symposium at *Annual Meeting of the Academy of Management*, Boston, MA.

**Paluch, R.M.** (2019). Post-Employment Relationships: Extending the exchange relationship framework beyond the boundaries of employment. HR Division Award symposium at *Annual Meeting of the Academy of Management*, Boston, MA.

**Paluch, R.M.** & Martinez-Moreno, J.E. (2019). Enhancing attraction by advertising attrition: The relationship between boundaryless career recruitment messages, anticipated organizational support, and organizational attractiveness. Yu, K. Y. T. (Chair) Symposium conducted at the *Annual Meeting of the Academy of Management*, Boston, MA.

**Paluch, R.M.** (2018). Until we meet again: Managing post-employment relationships with corporate alumni benefits. *People and Organizations Conference*, The Wharton School of the University of Pennsylvania, Philadelphia, PA.

**Paluch, R.M.** (2018). Propelling the revolving door: How post-employment HR systems increase organizational attraction. *Annual Meeting of the Academy of Management*, Chicago, IL.

**Paluch, R.M.** (2018). Propelling the revolving door: How post-employment HR systems increase organizational attraction. *ExPO Lab Group*, Cornell University, Ithaca, NY.

**Paluch, R.M.**, Nishii, L.H., Khattab, J., & Shemla, M. (2017). A Multi-level Process Model for Understanding Diversity Practice Effectiveness. *Annual Meeting of the Academy of Management*, Atlanta, Georgia.

**Paluch, R.M.** & Nishii, L.H. (2017). Work-Life or Work-Work Benefits? The Paradox of Work-Life Benefit Utilization. *2017 International Doctoral Workshop in Industrial Relations*, London School of Economics, London, UK.

**Paluch, R.M.** & Nishii, L.H. (2017). Work-Life or Work-Work Benefits? The Paradox of Work-Life Benefit Utilization. *Annual Meeting of the Academy of Management*, Atlanta, Georgia.

**Paluch, R.M.** & Nishii, L.H. (2016). Work-Life or Work-Work Benefits: How Employee Attributions Affect the Outcomes of Work-Life Benefits. *2016 Work and Family Researchers Network Conference*, Washington D.C.

**Paluch, R.M.** & Livingston, B. A. (2015). What is more important? Clarifying how individuals prioritize work and family. *Annual Meeting of the Academy of Management*, Vancouver, British Columbia.

### **CONFERENCE SESSION ORGANIZER**

#BlackLivesMatter in the Workplace: How to Address Issues of Race in Our Teaching (2021). Annual Meeting of the Academy of Management, Virtual Conference. PDW Organizer with Tiffany Trzebiatowski

Tips, Tricks, and New Ideas for Managing Diversity and Inclusion in the Classroom (2020). Annual Meeting of the Academy of Management, Virtual Conference. PDW Organizer with Tiffany Trzebiatowski

Changing Trends in Career Mobility Within and Between Organizations (2019). Annual Meeting of the Academy of Management, Boston, MA. PDW Organizer with Kathryn E. Dlugos.

HR Division Middle-Stage Doctoral Consortium (2018). Annual Meeting of the Academy of Management, Chicago, IL. PDW Organizer with Corine Boon and Kang Yang Trevor Yu.

## **TEACHING EXPERIENCE**

### **University of British Columbia, Sauder School of Business**

#### *Undergraduate Courses*

COMM203 – Managing the Employment Relationship	2019-Present
**Course coordinator across sections- 2020 to Present	
COHR486a – Gender and Diversity in Leadership	2019-Present

#### *Graduate Courses*

BAHR580A– Leading Diversity and Inclusion	2020-Present
BAHR580D– Crisis Management Through an OB Lens*	2020
*Team Taught	

### **Cornell University, School of Industrial and Labor Relations**

Human Resource Management for Entrepreneurs in Developing Markets	2016-2018
**Developed this engaged learning course taught in Ithaca, NY and Managua, Nicaragua	

## **UNIVERSITY SERVICE**

### **University of British Columbia- UBC Sauder School of Business**

2020-2021	Equity, Diversity, and Inclusion Committee Member
2020-Present	OBHR Seminar Series Co-Organizer

### **Cornell University- School of Industrial and Labor Relations**

2017 - 2019	Training on Diversity and Inclusion in the Classroom for Teaching Assistants Orientation
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### **Cornell University- Presidential Task Force on Campus Climate**

2018 - 2019	Graduate Research Assistant
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## **PROFESSIONAL SERVICE**

### **Academy of Management Executive Committee Positions**

Executive Committee Member for the Gender and Diversity in Organizations (GDO) Division of the Academy of Management

2015 – 2019      Newsletter Editor  
2016 – 2019      Communications and Technology Team  
2018                Best Student Paper Award Review Committee

Student Representative on the Executive Committee for the Human Resources Division of the Academy of Management, August 2016 – August 2018

2016 – 2017      Membership and Communications Committee  
2017 - 2018      Middle Stage Doctoral Consortium Committee

### **Reviewing**

Reviewer for the Academy of Management Annual Conference- HR, GDO, OB, and Careers Divisions

Ad-hoc reviewer for Human Resource Management Journal

### **PROFESSIONAL MEMBERSHIPS**

Academy of Management: Human Resources, Gender & Diversity in Organizations, & Organizational Behavior Divisions  
Work and Family Researchers Network  
Society for Industrial and Organizational Psychology (SIOP)

### **OTHER WORK EXPERIENCE**

2012-2013      Workforce Analyst and Strategy Specialist, Chicago Public Schools, Chicago, IL  
2012              Human Resources Intern-Recruiting Division, The Federal Reserve Bank, Chicago, IL  
2010-2011      Lecturer, Burapha University, Chonburi, Thailand  
2006-2010      Financial and Accounting Consultant, Huron Consulting Group, Chicago, IL

### **OTHER PROFESSIONAL CERTIFICATIONS**

Certified Public Accountant, Illinois (License # 239020819)