

**Boniface Michael****Professor**

Management and Organizations, College of Business
PhD, Industrial Relations and Human Resources,
School of Management and Labor Relations, Rutgers University (2009)

Contact Information

Office Tahoe Hall 2022
Phone 916-278-7073
Email bmichael@csus.edu

Biography

Boniface Michael, PhD is a Professor of Management and Organizations in the College of Business at California State University, Sacramento. He is the Co-Editor for the *Journal of International Education in Business* and serves on the Editorial Board for *Management and Research Review*. He has also served on the Carlsen Center for Innovation and Entrepreneurship's Board and two-terms on Sac State's Faculty Senate. He earned his PhD in Industrial Relations and Human Resources from the School of Management and Labor Relations at Rutgers University, USA. He also has an MBA from FORE School of Management and an undergraduate degree in Economics from Hindu College, University of Delhi, India.

Dr. Michael researches and teaches organizational change with a focus on collaboration, founder's values and its association with employees' commitment patterns, knowledge management and solutions-oriented organizational performance including IBM's and J&J's values. He has published peer-reviewed articles on value change and formation, interest-based negotiation, matching instructional modalities to explicit knowledge characteristics, learning and memory using quantitative and qualitative methods. At the graduate level, he teaches managing in high performance work organizations, organizational design, leadership, change and comparative international management. At the undergraduate level, he teaches organizational behavior, human resource management and conflict management. He also consults, advises executive MBA students, has special projects and runs focus groups on high-performance solutions organizations, organizational design, leadership, change, ethics and interest-based negotiations.

Dr. Michael has worked as a human resource (HR) head in international joint ventures and acquisitions of design and development centers in India in Electronic Design Verification (IKOS), Geographic Information Systems (Risk Management Software) and Information Technology (Cofuture) and as a HR Manager in Consumer Durables (Whirlpool). He has worked in the Confederation of Indian Industry (CII) and taught economics and statistics, and coached soccer at Lawrence School, Sanawar, and also setup his own HR recruitment and consulting services business.

Publications

- Michael, B, Michael, R and Fuller, R. (2021). Matching learning conditions to explicit knowledge characteristics: informing employer-supported investments in individual human capital, *Human Resource Development International*, 24:1, 23-47.
- Fuller, R.P. and Michael, B. (2021). "Poking around and reading the tea leaves": analysis of issues affecting film and TV unions, *Employee Relations*, Vol. 43 No. 1, pp. 177-192.
- Michael, B. and Fuller, R. (2019). Structuring HR and line managers' attitudes through negotiation training: Sensemaking, sensebreaking and sensegiving. 2019 *Labor and Employment Relations Association Competitive Papers Proceedings*.
- Michael, B. (2019). Integrating to one program for re-accreditation: Shared governance, interactive dialogical and technology enabled assurance of learning. *Journal of Economic and Administrative*

Sciences. Special issue with AACSB

- Michael, B and Michael, R (2019). Show me and I'll remember: association between instructional modality and memory for learning, *Journal of International Education in Business*, Vol. 12 Issue: 1, pp.95-110
- Michael, B., & Sharma, R. (2016). Beyond the hardwired and malleable: From KSAs to 4iS competence model, *Business Manager*, 16 (9), March.
- Michael, B. and Michael, R. (2013). Interest based bargaining: Efficient, amicable and wise? *Employee Relations: The International Journal*, 35, 5, pp. 460 –478.
- Michael, B., Neubert, M., Michael, R. (2012). Three Alternatives to Organizational Value Change and Formation: Top Down, Spontaneous Decentralized and Interactive Dialogical. *The Journal of Applied Behavioral Science/ SAGE*, 48, 3, pp. 380 - 409.
- Michael, B., Michael, R. (2012). Outsourcing: Mass layoffs and displaced workers' experiences. *Management Research Review/Emerald*, 35, 11, pp. 1029 – 1045.
- Michael, B., Michael, R. (2012). Outsourcing: Mass layoffs and displaced workers' experiences. *Management Research Review/Emerald*, 35 (11), 1029 - 1045.
- Michael, B., Michael, R. (2012). Interest Based Bargaining: Innovating from the Basics. *International Journal of Business and Social Science*, 3 (6), 40 - 48.
- Michael, B., Michael, R. (2011). A transaction cost economics view of outsourcing. *International Journal of Business Humanities and Technology*, 1(2), 34 – 43.
- Heckscher, C., Saul, R., Niclas, E., Michael, B. (2009). Organizational Collaboration and the Quality of Health Care Delivery, Urbana Champaign, Illinois: *Labor and Employment Relations Association's Research Clearing House*.
- Harvard Business Case Study**
- Applegate, Lynda M, Heckscher, Charles, Michael, Boniface and Collins, Elizabeth (2006). "IBMs Decade of Transformation: Uniting Vision and Values". Harvard Business School Case Study N9807030.
- Applegate, L., Austin, R., Heckscher, C., Collins, E. and Michael, B. (2008 Revision). IBMs Decade of Transformation: Uniting Vision and Values (Revised-N9807030 ed., pp. 22). Massachusetts: Harvard Business School Press.
- Book chapter**
- Michael, B. (2016). Beyond the spirit and letter of HR law: Markets, hierarchies and trust in the management of contemporary organizations (pp. 119 - 141) in *Human Resource Law from A to Z*. NBI.
- Heckscher, C., Martin-Rios, C., Michael, B. (2007). The Research Base in *The Collaborative Enterprise: Managing Speed and Complexity in Knowledge-Based Businesses* (pp. 277 - 289). New Haven: Yale University Press.