

*Curriculum Vitae*  
Debra Rauanheimo Casey

Temple University  
Fox School of Business  
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Philadelphia, Pennsylvania 19122-6083  
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**Education**

Ph.D., Industrial Relations and Human Resource Management  
January 2007

Rutgers, The State University of New Jersey  
School of Management and Labor Relations  
New Brunswick, New Jersey

Dissertation:

*Managing Conflict through Organizational Ombuds Programs: The  
Exercise of Remedial and Preventive Voice in the Workplace*

Advisor: Dr. Adrienne Eaton

M.S., Industrial Relations and Human Resource Management  
October 2000

Rutgers, The State University of New Jersey  
School of Management and Labor Relations  
New Brunswick, New Jersey

Thesis: *Disability-Job Fit Perceptions for Various Scenarios*

Advisor: Dr. Barbara Lee

J.D.

December 1991; admitted to the PA and NJ Bars in 1992  
Marshall-Wythe School of Law, the College of William & Mary  
Williamsburg, Virginia

William and Mary Law Review

Order of the Coif, Phi Alpha Delta

B.S., Biology and B.A., Psychology

May 1989

Lebanon Valley College  
Annville, Pennsylvania

*magna cum laude*

College Honors Program, LVC Presidential Scholar, IBM Watson Scholar, Psi  
Chi, Tri Beta

## Teaching Experience

Assistant Professor, Human Resource Management, NTT                      2012- present  
Temple University  
Fox School of Business and Management  
Philadelphia, Pennsylvania

*Teach courses in business ethics, employment law and public policy, labor relations, negotiation, and management. Emphasize critical thinking, policy analysis, and dynamic writing skills. On the Instructional and Teaching Track, serving as co-advisor for the student chapter of the Society for Human Resource Management and liaison to national SHRM. A fellow in the 2013-2014 Faculty Online Teaching Circle, focusing on incorporating technology to foster engaged teaching in various instructional environments.*

Assistant Professor of Human Resource Management                      2012- 2013  
Program Coordinator, HRM Program  
Cabrini College  
Radnor, Pennsylvania

*Taught freshman and upper-level undergraduate courses, including Human Resource Management, Labor Relations, Training and Development, and Fundamentals of Management. Supervised undergraduate research projects and internships; advised human resource management majors.*

Assistant Professor of Business    2007-2012  
and Instructor of Business    2002-2007  
Penn State Abington  
Abington, Pennsylvania

*Taught upper-level undergraduate courses, including Human Resource Management, Fundamentals of Management, Organizational Behavior, Sociology of Work and Occupations, Leadership and Motivation, Business Policy and Strategy (capstone course), Project Management, and the academic component of the Business Internships. Supervised undergraduate research projects, independent studies, and honors theses. Advised and mentored approximately thirty business students per semester.*

Instructor, Employment and Labor Law  
Rutgers, The State University of New Jersey  
New Brunswick, New Jersey

Summer 2012  
1998 – 2001

*Taught upper-level undergraduate, masters, and the executive certificate programs. Courses included Conflict Resolution, Employment Law, American Labor Law, Perspective in Labor Relation Theory, and Law of Employment Relations. Taught via distance learning technology with concurrent remote classroom site, online, corporate on-site, and residential instruction.*

### **Professional Experience**

<i>Sole practitioner</i> Law Office of Debra Casey Willow Grove, Pennsylvania	1996-1998
<i>Associate, Labor and Employment Team</i> Morgan Lewis & Bockius Philadelphia, Pennsylvania	1995-1996
<i>Associate, Trial Team</i> Hangley, Connolly, Epstein, Chicco, Foxman & Ewing Philadelphia, Pennsylvania	1994-1995
<i>Law Clerk to the Honorable Robert E. Coyle, Chief Judge</i> United States District Court, Eastern District of California Fresno, California	1993-1994
<i>Associate, Trial Team</i> Dechert, Price & Rhoads Philadelphia, Pennsylvania	1991-1993
<i>Law Clerk</i> York County Attorney's Office Yorktown, Virginia	Summer 1990

## **Presentations**

Casey, Debra L. & McMillan, G. Steven (2018) “Employee Voice and Silence: A Bibliometric Analysis of the Literature” Presented at the 2018 International Conference for Arts and Sciences in Valetta, Malta.

McMillan, G. Steven, Bezzina, Frank, & Casey, Debra L. (2018) “International Collaboration Rates on Scientific Publications: An Examination of the Three Smallest EU Countries’ Universities” Presented at the 2018 International Conference for Arts and Sciences in Valetta, Malta.

Casey, Debra (February 2015). “Missionaries, Cannibals, Employee Voice, and U.S. Employment Law” presented as a guest lecture at the Centre for Labour Studies, University of Malta, Msida, Malta.

McMillan, G. Steven & Debra Casey (June 2014). “The Human (and Corporate) Side of Openness” presented at the R & D Management Conference, Stuttgart, Germany.

Casey, Debra, Lois Butcher, Kimberly Vega, Stan McDonald (March 2014). “If You Build It, They Will Learn: A Workshop on Video Course Introductions” presented at the Teaching with Technology Conference, Temple University, Philadelphia, Pennsylvania.

Casey, Debra & G. Steven McMillan (January 2014). “What does the Human Resources Department Need to Know About Happiness?” presented at the Labor & Employment Relations (LERA), 66<sup>th</sup> Annual Meeting, Philadelphia, PA.

Golden, Lonnie, Debbi Casey, Julia Henly, and Susan Lambert (October 2013). “When Time is Happiness at Work: The Importance of Flexible Work Scheduling for Employees” presented at the 6<sup>th</sup> Annual People & Organizations Conference, The Wharton School, University of Pennsylvania, Philadelphia, Pennsylvania.

Casey, Debra, and Lisa Ratmansky (May 2013). “Moving Beyond ‘How Long Does it Have to Be?’: Inspiring Engaged Student Research Through Writing-to learn Exercises” presented at the Business Professors’ Teaching Summit (BPTS), Drexel University, Philadelphia, Pennsylvania.

Casey, Debra, and Lisa Ratmansky (January 2013). “The Soul Never Thinks Without a Picture”: Designing Holistic Graphic Metaphors for Business School Courses, Temple University Conference on Teaching Excellence, Philadelphia, Pennsylvania.

Casey, Debra (July 2012). "Teaching Industrial Relations through the Great Books" presented at the International Labor and Employment Relations Association (ILERA), World Congress, Philadelphia, Pennsylvania.

Casey, Debra (January 2012). "Facilitating Employee Voice through Workplace Structures: Is there a Relationship to Organizational Innovation?," presented at the Labor and Employment Relations Association (LERA), 64th Annual Meeting, Chicago, Illinois.

The organizer of Panel Workshop (January 2012). "Creating a Climate of Employee Voice." Labor and Employment Relations Association (LERA), 64th Annual Meeting, Chicago, Illinois.

Casey, Debra (July 2011). "A Proposed Model of the Role of Employee Voice in 'Green' Innovation and Management," presented at the R & D Management Conference, Norrköping, Sweden.

Casey, Debra (January 2011). "Voice in the Workplace: A Proposed Taxonomy," presented at the Labor and Employment Relations Association (LERA), 63rd Annual Meeting, Denver, Colorado.

Casey, Debra (August 2009). "Managerial Use of Organizational Ombuds Programs to Facilitate Employee Voice," presented at the 2009 Academy of Management Annual Meeting, Chicago, Illinois.

McMillan, G. Steven & Debra L. Casey (September 2008). "Paradigm Shifts in Industrial Relations Research: A Bibliometric Approach," presented at the 13<sup>th</sup> Nordic Conference on Bibliometric Research Policy, Tampere, Finland.

McMillan, G. Steven & Debra Casey (January 2008). "Identifying the invisible colleges of labor union and collective bargaining research," presented at the Best Papers Proceedings, Labor and Employment Relations Association (LERA) conference, New Orleans, LA.

Casey, Debra. (September 2007). "The role of organizational ombuds programs in worker voice," presented at the International Industrial Relations Association conference, Manchester, UK.

Casey, Debra, and Katherine Winder. (September 2007). "The role of workplace chaplaincy in worker voice," presented at the International Industrial Relations Association conference, Manchester, UK.

McMillan, G. Steven, and Debra Casey (May 2007). "Identifying the invisible colleges of the *British Journal of Industrial Relations*: A bibliometric and social network analysis," presented at the European Academy of Management Conference, Paris, France.

Casey, Debra, and G. Steven McMillan (May 2007). "Identifying the invisible colleges of *Industrial & Labor Relations Review*," presented at the European Academy of Management Conference, Paris, France.

Casey, Debra (April 2007). "How research can support ombuds work: A study and a discussion," presented at the International Ombudsman Association conference, St. Louis, MO.

Casey, Debra Rauanheimo (January 2002). "Organizational ombuds: Resources for alternative dispute resolution," presented at the Industrial Relations Research Association (IRRA) conference, Atlanta, GA.

Casey, Debra Rauanheimo and Barbara A. Lee (April 2001). "Disability-job fit perceptions of human resource generalists for various hiring scenarios," presented at the Society of Industrial and Organizational Psychologists (SIOP) Conference, San Diego, CA.

### **Refereed Publications**

Casey, Debra L. & McMillan, G. Steven. (2019) "Employee Voice and Silence: A Bibliometric Analysis of the Literature" ***International Journal of Bibliometrics in Business and Management***. 1, 3, pp. 251-266.

McMillan, G. Steven & Casey, Debra L. (2018) "The Top Management Team Literature: A Bibliometric Approach" ***International Journal of Bibliometrics in Business and Management***, 1, 2, pp. 147-159.

McMillan, G. Steven & Casey, Debra L. (2018) "Examining the Scope of the Accounting Literature: A Bibliometric Review of a Decade of Research" ***International Journal of Bibliometrics in Business and Management***, 1, 3, pp. 123-132.

McMillan, G. Steven, Lalonde, Bastien, Bezzina, Frank, & Casey, Debra L. (2016) "Strength in Small: The University of Malta's Scientific Output since Accession" ***International Journal of Innovation Science***, 8,3 pp.269-287

- McMillan, G. Steven, Bezzina, Frank, & Casey, Debra L. (2016) “Smart Specialisation in Malta: A Bibliometric Look at Aquaculture” ***International Journal of Technology Intelligence and Planning***, 11, 1, pp. 51-61.
- McMillan, G. Steven, Bezzina, Frank, & Casey, Debra L. (2015) “Malta’s Science Base and Accession into the European Union: Before and After” ***International Journal of Innovation and Regional Development***, 6, 4, pp. 344-355.
- McMillan, G. Steven, Mauri, Alfredo & Casey, Debra L. (2014) “The Scientific Openness Decision Model: “Gaming” the Technological and Scientific Outcomes” ***Technological Forecasting and Social Change***, 86, pp. 132-142.
- McMillan, G. Steven and Casey, Debra L. 2012. Positive organizational outcomes associated with a penchant for openness. ***Science and Engineering Ethics***, 1-14.
- McMillan, G. Steven and Casey, Debra L. 2010. Paradigm shifts in industrial relations: A bibliometric and social network approach. ***Advances in Industrial & Labor Relations***, 17: 207-255.
- Casey, Debra L. & McMillan, G. Steven. 2008. Identifying the “invisible colleges” of the *Industrial & Labor Relations Review*: A bibliometric approach. ***Industrial & Labor Relations Review***, 62: 126-132.
- McMillan, G. Steven & Casey, Debra L. 2007. Identifying the invisible colleges of the *British Journal of Industrial Relations*: A bibliometric and social network approach. ***British Journal of Industrial Relations***, 45: 815-828.
- McMillan, G. Steven, Duska, Ronald, Hamilton, Robert & Casey, Debra L. 2006. The ethical dilemma of research and development openness versus secrecy. ***Journal of Business Ethics***, 69: 279-285.
- Casey, Debra Rauanheimo & Lee, Barbara. 1999. Mandatory arbitration clauses in individual employment contracts: Enhancing fairness and enforceability. ***Employee Relations Law Journal***, 25: 57-68.
- Rauanheimo, Debra L. 1992. Section 547(c)(2) remains uncertain after ZZZZ Best. ***Journal of Bankruptcy Law and Practice***, 1: 419-432.

## Service

- Advisor, Temple University Student Chapter of SHRM (2014 to present)
- Faculty Mentor, Fox DBA Program (Fall 2020 to present)
- HRM 3581, Co-Op Experience faculty, Fall 2020 to present
- SHRM Certification SCP-CP Prep Course, Fall 2020 to present
- Fellowship Mentor, New Leaders Council Philadelphia (NLC-PHL) (2021)
- Reviewer, Labor and Employment Relations Association (2020 to present)
- Session Chair, Competitive Papers II: Labor Unions and Employee Voice (Symposium): Labor and Employment Relations Association, 72nd Annual Meeting, June 13 – June 16, 2020, Virtual
- Volunteer Ombudsman and Member, Employer Support of the Guard and Reserve (ESGR), an organization working with the Department of Defense and the Department of Labor to present employer training and conflict resolution to civilian employers on USERRA, the Uniformed Services Employment and Reemployment Rights Act
- Merit committee, Human Resource Management Department, Fox School of Business (2014-2019)
- SHRM-SCP Certified, June 2018.
- Faculty Coach, Student Case Competition Team for SHRM Central Division Case Competition (Spring 2016); undergraduate team competed in Omaha, NE (placed fourth in the graduate division)
- Workshop Designer and Presenter, U.S. Department of Labor, Bureau of Labor Statistics (BLS), Philadelphia, Pennsylvania (May 2015). “Leading and Motivating with the Big Three: Mastery, Autonomy, and Purpose” at the request of the BLS Regional Commissioner.
- Faculty Coach, Student Case Competition Team for SHRM Eastern Division Case Competition (Spring 2015); first-time institution attended this event; the student team placed first in the undergraduate division.



- Panel Speaker, Temple University Conference on Clinical Supervision, “Human Resource Management, The Law, and Supervising Clinicians” (June 2013)
- Curriculum Development Committee, Temple University, Fox School of Business & Management, Human Resource Management Department (June 2013-present)
- Middle States Decennial Self-Study Institutional Stewardship Working Group, Cabrini College (2012-2013)
- Assessment Subcommittee, Cabrini College (2012-2013)
- Faculty Selection Committee Member, Schreyer Honors College (Spring 2012)
- Faculty Teach-In panelist, selected by the Faculty Senate Academic Environment Committee for “Occupy Wall Street vs. The Tea Party” (February 16, 2012)
- Search Committee for Professional Academic Advisor (Fall 2011)
- Ad hoc reviewer for Human Relations (2008-2010)
- Keynote Speaker, Opening Convocation (August 2009)  
*title of speech: “A Perfect Mess”*
- Senator, Faculty Senate (2004-present)
- Senate Council (2007-present)
- Chair, Faculty Senate Advising Committee (present)
- Judge, Undergraduate Research Colloquium (2008)
- Faculty Judge, Undergraduate Research (Local and Regional) (2010)
- Penn State Abington “Advisor of the Year” 2005

- Chair, Student Affairs Committee (2007-present)
- Co-chair, Faculty Awards Committee (2007-2008)
- Presenter, Open House (enrollment and retention event) (2006-2008)
- Presenter, Academic Overview Orientation Program (2007-present)
- Team member, Business Program Internal Assessment Team (“SelfStudy”)(2004-2006)
- Team member, AACSB research and evaluation effort (2006-2007)
- Search Committee member, Business Law and Accounting Positions (Summer 2007)
- Co-author, Vision Proposal for Development of a Legal Studies/ “PP&E” Major at Penn State Abington (2007)
- Chair, Curricular Affairs Committee (2006-2007)
- Team member, Accounting Option Curriculum Approval Team (2007)
- Faculty advisor, Schreyer Honors Thesis projects (2004-2007)
- Faculty advisor, Abington College Undergraduate Research Activity projects (2006-2007)
- Ad hoc reviewer for Conflict Resolution Section, Academy of Management conferences (2003 – 2009)
- Participant, University-wide BSB Governance Group (2002-present)
- Chair, Industrial Relations Research Association (now LERA) Doctoral Student Consortium in Atlanta, GA (2001)
- Ad hoc reviewer for Cornell University Press (2001)