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By Jean M. Phillips, Stanley M. Gully

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Editorial Review

About the Author
Jean Phillips is a professor of Human Resource Management in the School Labor and Employment Relations at Penn State University. Jean earned her Ph.D. in organizational behavior from Michigan State University. Jean was among the top 5% of published authors in Journal of Applied Psychology and Personnel Psychology during the 1990s, and she received the 2004 Cummings Scholar Award from the Organizational Behavior Division of the Academy of Management. Jean has served on multiple editorial boards of top journals and she has published over 30 research articles. She has authored nine books, including Strategic Staffing (3e, 2014), Organizational Behavior (2e, 2013), Human Resource Management (2013), Managing Now (2008), and the five-book Staffing Strategically (2012) series for the Society for Human Resource Management. Jean was also the founding co-editor of the Organizational Behavior/Human Resource Management series for Business Expert Press. She has taught classroom and hybrid classroom/online courses in strategic human resource management, organizational behavior, staffing, and teams and leadership in the United States, Iceland, and Singapore. Her research interests focus on recruitment and staffing, leadership and team effectiveness, and linking organizational survey results to business outcomes.

Stan Gully is a professor of human resource management in the School Labor and Employment Relations at Penn State University. Stan earned his Ph.D. in industrial/organizational psychology from Michigan State University. He is a fellow of the Society for Industrial and Organizational Psychology and has appeared on lists of most influential scholars inside and outside the Academy of Management. He has authored or co-authored numerous research articles, books, and book chapters on a variety of topics, including leadership, team effectiveness, motivation, training, strategic staffing, and recruitment. Professor Gully has won awards for his research, teaching, and service to the field, and he is serving or has served on the editorial boards of Academy of Management Journal, Journal of Management, Journal of Applied Psychology, Journal of Organizational Behavior, and Journal of Business and Psychology. He is a founding co-editor of the OB/HRM collection of Business Expert Press. He has taught undergraduate, master's, Ph.D., and executive classes on a wide variety of topics using traditional and distance learning technologies, both domestically and globally. Professor Gully's applied work includes, but is not limited to, managing at UPS, designing leadership training programs, developing team communication interventions, evaluating predictors of salesperson effectiveness, implementing employee surveys to drive organizational success, and enhancing managerial interviewing and communication skills. His research interests revolve around health and wellness, strategic recruiting, leadership and team effectiveness, training, and organizational learning.

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Doris Snell:

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