

CONSULTING RESUME

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Brief Description

Michael A. Campion is an Industrial and Organizational Psychologist and specializes in Human Resource (HR) management and Organizational Behavior. Dr. Campion operates a small consulting firm since 1988 that has conducted nearly 1700 projects on a wide range of HR topics for about 200 clients in both private and public sector settings. He is a Distinguished Professor of Management at Purdue University, where he has been since 1986. Previously he worked full time for 8 years (1978-1986) at IBM and Weyerhaeuser Companies.

Fields of Specialization

Employment Interviewing, Assessment, and Testing Design and implement recruiting and selection systems, including structured interviews, tests, assessment exercises, and customized procedures. Includes internet hosting.	Litigation Support Provide objective expert evaluation of HR systems, scientific evaluation of evidence, reviews of scientific literature, statistical analysis, and testimony relevant to discrimination lawsuits and arbitrations.
Job and Skill Analysis Analyze the tasks, duties, knowledge, skills, abilities, and personality traits necessary for successful job performance.	Validation and Legal Defensibility Evaluate and document the job relatedness and legal defensibility of selection, performance appraisal, and other human resource (HR) systems.
Machine Learning and Artificial Intelligence Develop and evaluate ML and AI tools and other applications in a wide range of Human Resource topics, such as personnel selection. Includes evaluating vendor products and advising organizations on their use.	Performance Management Create and implement custom performance appraisal and improvement systems, also including performance rating systems, 360 feedback programs, balanced scorecards, and high-performance practices.
Statistical Analyses Analyze and interpret complex employment-related data sets including descriptive and inferential statistics, bivariate and multivariate analyses, and database compilation, manipulation and management.	Surveys Conduct surveys and develop programs to improve employee satisfaction, morale, labor relations, culture/climate, customer satisfaction, safety, quality, and other topics. Includes internet hosting.
Compensation and Reward Systems Conduct job evaluations and wage surveys and develop pay structures to improve equity, control labor costs, and increase employee motivation, also including the development of incentive systems and fairness (discrimination) analyses.	Work, Team, and Organizational Design Design and reengineer jobs, teams, organizational structures, and processes to increase efficiency of the process, service to customers, and satisfaction of employees
Skills / Career Development Design systems to develop employee skills and careers, including career development programs, promotion systems, and skills standards and certifications.	Training and Management Development Design and implement programs to increase worker and management skill and productivity, also including training needs assessment, training evaluation, and web page content development.
Turnover Management Diagnose causes of turnover and develop reduction strategies, also including realistic job previews, incentives, exit interviews, and socialization programs.	

Approach to Services

We adopt a highly rigorous approach to creating solutions by working closely with stakeholders to determine business needs, applying state of the art scientific methods, and creating pragmatic solutions that work in the real world.

Perhaps the biggest difference in our approach and services is that we are much more scientific than other consultants. The principal consultant is one of the most published scientists in his field and a distinguished professor at a major university. This ensures the scientific correctness and currency of the advice you will be given and the technical quality of the systems developed for you.

In addition, we create only custom solutions. We do not promote off-the-shelf products because we have found that custom solutions not only better address your needs, but they are usually cheaper in the long run because you own the solution.

Everything we do is documented in highly-detailed technical reports that withstand legal scrutiny and provide a history of each project for knowledge management.

We currently operate with two PhD level associates and an administrative assistant, in addition to the principal.

Biographical Sketch of Principal

He is the Herman C. Krannert Distinguished Professor of Management at Purdue University (since 1986). He also has 8 years of previous industrial experience (1978-1986) with 4 years each at IBM and Weyerhaeuser Company. He has an MS and PhD in Industrial and Organizational (I/O) Psychology. He has over 155 articles in scientific and professional journals, and have given over 260 presentations at professional meetings, on such topics as employment testing, interviewing, mitigating employment discrimination, job analysis, work and team design, training, turnover, promotion, compensation, and artificial intelligence for employment decision making. He is among the 10 most published authors in the top journals in this field for the last three decades, with over 36,000 Google Scholar citations and over 11,000 Web of Science citations, and he is the second most cited author of over 9000 authors in textbooks in both I/O Psychology and Human Resources Management. He was the past editor of Personnel Psychology (a top scientific research journal) and past president of the Society for Industrial and Organizational Psychology (SIOP), both of which are roles that only 1% of I/O Psychologists have the opportunity to perform. He was promoted to the Herman C. Krannert Chaired Professorship in 2009 and to Distinguished Professorship in 2020 for contributions and productivity in scientific research. He is also the 2010 winner of the Distinguished Scientific Contribution Award given by the SIOP, which is the lifetime scientific contribution award and most prestigious award given by SIOP, and the 2023 winner of the Distinguished Professional Contribution Award given by the SIOP, which is the lifetime professional contribution award. He manages a small consulting firm (Campion Consulting Services) that has conducted over 1700 projects for 200 private and public sector organizations during the past 40 years on nearly all Human Resources topics.

Other Principal Work Experience

Purdue University, West Lafayette, IN (1986-present)

- Current position: Herman C. Krannert Distinguished Professor of Management
- Teaches Human Resource Management to student at all levels, but primarily MBA students, and conducts research for publication in the most prestigious scientific journals.

IBM Corporation, Research Triangle Park, NC and Santa Clara, CA (1983-1986)

- Managed personnel research department responsible for opinion surveys, organizational development, and research on Human Resources for a site of 10,000 employees.
- Managed college/professional recruiting department responsible for hiring all salaried employees for a site of 10,000 with a staff of 7.

Weyerhaeuser Company, Plymouth, NC (1978-1982)

- Conducted research and developed systems on personnel selection and testing, performance appraisal, equal employment opportunity, and affirmative action planning for a region of 5,000 employees.

Education

Ph.D. North Carolina State University (1982)
 Major: Industrial/Organizational Psychology
 Minor: Human Factors Engineering

M.A. University of Akron, OH (1978)
 Major: Industrial/Organizational Psychology
 Minor: Statistics

B.A. University of Minnesota (1975)
 Major: Psychology
 Minor: Industrial Relations

License

Practicing Psychologist (1984 to present)

Consulting Clients

• 3M	• Development Dimensions, Inc.	• Lafayette Eye Center	• R. R. Donnelley & Company
• Abbott (Kirkland & Ellis)	• Donnelley	• Lincoln Electric	• Rand
• ADM	• Doral Bank	• Littler Mendelson	• Ranger Aerospace Corporation
• U.S. Air Force	• Elanco Animal Health and Pig Improvement Company	• Lominger Limited	• Research Triangle Institute
• Aircraft Services International	• Eli Lilly and Company	• London House	• Research Triangle Institute International
• Alexander Hawes & Audet, LLP	• Employment Risk Advisors	• Lufkin Industries	• Revenue Storm
• AllianceRx	• Encore Career Institute	• Malone, LLC.	• Rotary Lift
• Allstate	• Equal Employment Opportunity Commission	• Mandel Legal Aid Clinic	• Roxanne Conlin & Associates, P. C.
• Altshuler Berzon	• Exxon	• Martin, Disiere, Jefferson & Wisdom, LLP	• Royal Bank of Scotland (Citizens Bank)
• Amazon	• FAIR	• Medtronic	• Saint Gobain
• American Feed Industry Association	• Fasken (Canada HMQ)	• MGM Resorts International	• Siegel, Brill, Greupner, Duffy, & Foster, P.A.
• American Institutes for Research and the U.S. Department of Education	• FBI	• Michigan Consolidated Gas Company	• SkillsNet
• Anna's Linens	• Federal Aviation Administration	• Michigan U.S. Employment Service	• Snyder & Brandt, P.A.
• Applied Extrusion Technology	• Federal Deposit Insurance Corporation	• Microsoft (Cambria Consulting)	• U.S. Social Security Administration
• Ardagh Group	• FedEx	• MindLeaders	• Solution Group
• Army Research Institute	• FedEx Express	• Morgan Lewis	• State Farm Insurance Company
• Arthur Andersen	• FedEx Ground	• Murray & Murray	• Stericycle, Inc.
• Assessment Systems, Inc.	• Galen Kroeck	• National Assessment Governing Board	• Stoneman, Chandler & Miller LLP
• Behavioral Technology	• GE Aviation	• National Coalition for Advanced Manufacturing	• Talbert
• Bell and Bell LLP	• General Cable	• National Institute for Literacy	• Talegent LP
• Bradley & Riley	• General Mills	• National Retail Federation and Assessment Systems Inc.	• Talent Alliance
• Bread Financial	• Gibson, Dunn & Crutcher LLP	• National Skills Standards Board	• Talent Select AI
• BrightHire	• Gingras, Cates, & Luebke	• NCS Pearson	• ThyssenKrupp North America, Inc.
• British Petroleum	• Goldman Sachs	• New Jersey Bar Association	• Trilogy Financial Services
• Brooks-Pierce	• Goldstein, Demchak, Baller, Borgen & Dardarian	• New Millennium Structural Steel	• Turtle Creek Management
• Buchanan & Edwards	• Gray Plant Mooty	• New York City	• U.S. Air Force

• Buffalo Wild Wings	• Harqen	• North Carolina U.S. Employment Service	• U.S. and Foreign Commercial Service
• Cambria Consulting	• Heartland Steel	• North Texas Center for the Study of Work Teams	• U.S. Department of Commerce
• Camden Property Trust	• Heidtman Steel	• Nucor Steel	• U.S. Department of Commerce, Office of International Operations
• Carolina Systems Technology	• HireVue	• Obermayer Rebmann Maxwell & Hippel LLP	• U.S. Department of Labor
• Central Soya	• Hoover Hull, LLP	• Ocwen Financial	• U.S. Department of State
• Ceridian	• HR Diagnostics AG	• Office of Financial Research	• U.S. Environmental Protection Agency
• Charles River Associates	• IBM	• Opticianry Summit Foundation	• U.S. Environmental Protection Agency and Buchanan & Edwards
• Chicago Mercantile Exchange (CME) Group	• Ice Miller, LLP	• Outten & Golden LLP	• U.S. Patent and Trademark Office
• Chugach Systems Integration	• Independent Consultant	• Oxley Rich Sammons	• U.S. Postal Service
• Cinergy PSI	• Indiana Automotive Fasteners (Toyota)	• PAN Testing	• UBS Group
• Citigroup, Inc.	• Indiana Precision Technology (Honda)	• Patterson Dental, Inc.	• United Animal Health
• City of Chicago	• Indiana State Teacher's Association	• Paul Green	• United Technologies Corporation
• City of Springfield, MA	• Jackson's Realty and Building Company	• Paul Hastings	• University of Indianapolis
• Commonwealth Edison (Jenner & Block)	• JBHunt	• Pepper Construction	• Vicinia Property Management
• Companhia Siderurgica Nacional	• Johnson-Smith	• Pittco	• Vinson & Elkins, LLP
• Consulting Psychologists, Inc. for Kellogg	• Keihin Aircon	• Playback Media	• Volkswagen
• Consumer Financial Protection Board (Charles River Associates)	• Kenexa (Pepper Hamilton LLP)	• Positive Impact Consulting (New Millennium Steel)	• Wabash National
• Corya Farms	• Kentucky Electric Steel	• Positive Impact Consulting (New Process Steel)	• Walgreens
• CSN	• Kessler & Collins, P.C.	• Positive Impact Consulting (Steel Dynamics)	• Weyerhaeuser
• Cummins Engine	• Knauf Fiberglass	• Potts Law	• Wilkinson Asset Management
• DataRobot	• Korn Ferry	• PremaLean	• Wilson Learning
• Department of Animal Sciences, Purdue	• Kraft Heinz	• Purdue University	• Young Conaway Stargatt & Taylor, LLP
			• Zurich Insurance

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