

**Hazel M Rosin**  
**Schulich School of Business**  
**York University**  
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## **PROFESSIONAL EXPERIENCE**

Associate Professor of Organizational Behaviour. York University, Schulich School of Business, Toronto, Ontario. (1991 to present).

Assistant Professor of Organizational Behaviour. York University, Schulich School of Business, Toronto, Ontario. 1986 - 1991.

International Business Machines (IBM), Armonk, New York. Personnel Research Intern. Designed and developed major survey of "Work-Life Issues". 1986.

Yale University Health Plan, Division of Mental Hygiene. Psychotherapist. 1977 - 1978.

Family Services of Hamilton-Wentworth, Hamilton, Ontario, Canada.. Clinical social worker. 1975-1976.

## **EDUCATION**

Ph.D. 1986 Organizational Behaviour. School of Management, Yale University, New Haven, Connecticut, U.S.A.

M.Phil. 1984 Organizational Behaviour. Yale University, School of Management.

M.S. 1981 Organizational Behaviour. Yale University, School of Management.

M.S.W. 1975 Wilfred Laurier University. Ontario, Canada.

B.A. 1972 University of Haifa. Haifa, Israel.. (English, Sociology)

University of the Witwatersrand. Johannesburg, South Africa. First two years of undergraduate study. (English, Psychology).

## **RESEARCH INTERESTS**

Entrepreneurship and culture, entrepreneurship development; turnover, career decisions and patterns, self-employment, dual careers, women and work, work-family conflict, cross-cultural management.

## **TEACHING AREAS**

### **MBA Courses**

The Art and Science of Leadership  
Managing People and Teams in a Global Context  
Introduction to Organizational Behaviour  
Strategic career management  
Developing Management Skills.

### **Executive Teaching**

Leadership at the Edge  
Leadership in Challenging Times  
Emotional Intelligence

## **HONOURS**

Nominated for Seymour Schulich Award for Teaching Excellence

## **PUBLICATIONS**

### **Refereed Journals**

Rosin, H.M., & Korabik, K. (2012.). Intention to Leave Scale, Reasons for Leaving Scale, Job Demands Scale, Met Expectations Scale. PsycTESTS Database. American Psychological Association.

McElwain, A.K., Korabik, K., and Rosin, H.M. (2005). An examination of gender differences in work-family conflict. *Canadian Journal of Behavioural Science*, 37:4, 269-284.

Kondratuk, T., Hausdorf, P.A., Korabik, K., & Rosin, H.M. (2004). Linking career mobility with corporate loyalty: How does job change relate to affective, normative, and continuance commitment? *Journal of Vocational Behavior*, 65, 332-349.

Mc Manus, K., Korabik, K., Rosin, H.M., & Kelloway, E.K. (2002). Employed mothers and the work-family interface: Does family structure matter? *Human Relations*, 55 (11), 1295-1324.

Rosin, H.M. & Korabik, K. 1995. The impact of children on women managers career behaviour and organizational commitment. *Human Resource Management Journal*, 34, 4.

Rosin, H.M. & Korabik, K. 1995. Organizational Experiences and Propensity to Leave: A Multivariate Investigation of Men and Women Managers. *Journal of Vocational Behavior*, 46, pp. 1-16.

Rosin, H.M. and Korabik, K. 1992. Corporate Flight of Women Managers: Moving from Fiction to Fact. *Women in Management Review*, 7(3), pp. 31-35.

Rosin, H.M. and Korabik, K. 1991. Workplace variables, affective responses, and intention to leave among women managers. *Journal of Occupational Psychology*, 64, pp. 317-30.

Rosin, H.M. and Korabik, K. 1991. Women Managers: A Closeup View of the Corporate Experience. *Equal Opportunities International*. Special issue on "Women in Management: Recent Developments in North America." Vol. 10, Number 3/4, pp. 37-44.

Rosin, H.M. 1990. The Effects of Dual Career Participation on Men: Some Determinants of Variation in Career and Personal Satisfaction. *Human Relations*. 43(2), pp.169-183.

Rosin, H.M. 1990. Some Professional and Personal Consequences for Men of Dual Career Marriages: Implications for Organizations. *Journal of Managerial Psychology*, 5(1), pp. 3-8.

Rosin, H.M. and Korabik, K.1990. Marital and Family Correlates of Women Managers' Attrition from Organizations. *Journal of Vocational Behavior*, 37, pp. 104-120.

Rosin, H.M. 1988. Men in Two Career Families: Consequences for Careers, Marriage, and Family Life. *Canadian Journal of Administrative Sciences*. Vol. 5(4), pp. 9-13.

### **Book Chapters**

Rosin, H.M. & Korabik, K. (2002). Do family friendly policies fulfil their promise? An investigation on work-family conflict and work and personal outcomes. In D.L. Nelson and R.J. Burke (Eds.) *Gender, work, stress, and health*. Washington, D.C.: APA Books.

Korabik, K., McDonald, L.M., and Rosin, H.M. (1993). Stress, coping, and social support among women managers. In *Women, Work, and Coping: A Multidisciplinary Approach to Workplace Stress*, by Long, B. and Kahn, S.E.. (eds.). McGill. Queen's Press.

### **Refereed Conference Presentations**

Rosin, H.M. 2014. "The impact of informal institutions on national rates of entrepreneurial activity". International Society for the Study of Work and Organizational Values. Riga, Latvia. June 29-July 2.

Rosin, H.M. 2012. "A Consideration of the role of Culture and/or Sub-culture as contributors to national profiles of Entrepreneurial Activity". International Congress of Psychology, Cape Town, South Africa. July 22-27.

- Rosin, H.M., & Hakak, L. (2010, June). "Culture's Role in Entrepreneurial Activity in South Africa". International Society for the Study of Work and Organizational Values. Estoril, Portugal
- Rosin, H.M., & McKague, K. (2008, June). "Building Entrepreneurial Values in Developing Economies: The Case of South Africa". International Society for the Study of Work and Organizational Values. Singapore.
- Rosin, H.M.(2006, July). Symposium: Cracking the glass ceiling: Needs, challenges and dilemmas. Presentation: "The Glass Ceiling: Time for an Overhaul?" 26th International Congress of Applied Psychology, Athens, Greece.
- Rosin, H.M.. (2005, June). "Self-exclusion of women from senior management: Can it be overcome?" Eastern Academy of Management, Cape Town, South Africa.
- Rosin, H.M., Hynes, T.L., Song, F., & Florescu, L. (2004, August). "Anticipated work-family conflict as a factor in business undergraduates' career considerations." International Society for the Study of Work and Organizational Values, New Orleans, Louisiana.
- Rosin, H.M., Kondratuk, T., Hausdorf, P., & Korabik, K. (2002, July). "Are job hoppers loyal? The relationship between career mobility and organizational commitment amongst professional workers." International Congress of Applied Psychology, Singapore
- Francis, L., Korabik, K., & Rosin, H.M. (2001, June). "On the relationship among job satisfaction, organizational commitment, and intention to leave: A consideration of gender differences." Canadian Psychological Association, St. Foy, Quebec.
- Korabik, K., McManus, K., & Rosin, H.M. (2000, August). "Employed mothers and the work-family interface: Does family type matter?" Academy of Management, Toronto, ON.
- Rosin, H.M., Korabik, K., & Cocivera, T. (2000, June). "An exploration of professionals' experiences of self- versus organizational employment: A qualitative study." International Society for the Study of Work and Organizational Values, Jerusalem, Israel.
- Cocivera, T., Korabik, K. & Rosin, H.M.(2000, June). "An exploration of professionals' experiences of self- versus organizational employment: A quantitative study." Canadian Psychological Association, Ottawa, ON.
- Rosin, H. M. and Korabik, K. (July, 1999). "The Antecedents and Outcomes of Work-Family Conflict among Men and Women Professionals." European Congress of Psychology, Rome.

Korabik, K. and Rosin, H. M.. (July, 1999). "A comparison of turnover rates among men and women professionals in four occupational groups." European Congress of Psychology, Rome.

Korabik, K., Rosin, H. M. And Cicivera, T. (August, 1998). "Self- versus organizationally-employment: Loving it or leaving it." American Psychological Association Annual Meeting. San Francisco, CA.

Rosin, H. M. and Korabik, K. (August, 1998). "The Impact of Family Friendly Policies on Work-Family Conflict." American Psychological Association Annual Meeting. San Francisco, CA.

Rosin, H. M. and Korabik, K. (July, 1998). "The contribution of organizational factors to work-related values, attitudes and behavioural outcomes". Sixth International Conference on Work Values and Behaviour. Istanbul, Turkey.

Rosin, H. M. and Korabik, K. (July, 1997). "Factors contributing to why professionals decide to quit". Symposium on : "Involvement or detachment: Responses of Professionals to role demands and organizational contingencies." Fifth European Congress of Psychology. Dublin, Ireland.

Rosin, H. M. and Korabik, K. (July, 1997). "Factors contributing to why professionals decide to stay". Symposium on : "Involvement or detachment: Responses of Professionals to role demands and organizational contingencies." Presented at the Fifth European Congress of Psychology. Dublin, Ireland.

Rosin, H.M. and Korabik, K.(August, 1996). "Accounting for Success: The Careers of Men and Women in the Accounting Profession." XXVI International Congress of Psychology. Montreal.

Rosin, H.M. and Korabik, K. (August, 1996). "Accounting for Success: The Careers of Men and Women in the Accounting Profession. XXVI International Congress of Psychology. Montreal.

Rosin, H.M. and Korabik, K. (August, 1996). "Attracting and Retaining the Best and Brightest: The Human Resource Perspective. Fifth International Society for the Study of Work and Organizational Values Conference. Montreal.

Rosin, H.M. and Korabik, K. ( July, 1995)."Work Experiences and Organizational and Work Attitudes Among Women and Men in Engineering". IVth European Congress of Psychology. Athens, Greece.

- Rosin, H.M. and Korabik, K.( July, 1994). "A Comparison of Self- and Organizationally Employed Men and Women". 23rd International Congress of Applied Psychology. Madrid, Spain.
- Rosin, H. M. and Korabik, K. ( July, 1992)."Managerial career development: Identifying the career patterns of women managers". 25th International Congress of Psychology. Brussels, Belgium.
- Rosin, H. M. ( June, 1992). "Finding a guide through the academic maze - a report from the finish line." Administrative Sciences Association of Canada Annual Meeting. Symposium on The Social Context of Mentoring. Quebec City.
- Rosin, H. M. and Korabik, K. ( May, 1992). "Organizational experiences and quit intentions of men and women managers: A comparative study". Symposium on Women in Corporate Management: Recent Canadian Research Contributions. Society for Industrial and Organizational Psychology Annual Conference. Montreal.
- Rosin, H. M. and Korabik, K. (July 1991)."The stress of otherness: An in-depth look at the organizational experiences of executive women." Symposium on Work-Family Interface. Second European Congress of Psychology, Budapest, Hungary.
- Rosin, H. M. and Korabik, K. (July 1991). "The career patterns and expectations of men and women managers". Symposium on Work-Family Interface. Second European Congress of Psychology. Budapest, Hungary.
- Korabik, K. and Rosin, H. M. (July 1991)."The impact of children on women managers' commitment: An investigation and assessment." Second European Congress of Psychology. Budapest Hungary.
- Rosin, H. M. & Korabik, K. (July 1990)."Work experiences, dissatisfaction, and stress: Are female and male managers different?" Symposium on Gender Roles, Identity and Stress. Presented at 22nd International Congress of Applied Psychology. Kyoto, Japan.
- Rosin, H. M. & Korabik, K. (June 1990.) "An investigation into the reasons why men and women managers leave organizations". Canadian Psychological Association Annual Meeting. Symposium on "Work and Family". Ottawa, Canada.
- Rosin, H. M. & Korabik, K. (August 1989). "Workplace Factors and Female Managers' Attrition from Organizations". Academy of Management Annual Meeting. Washington, D.C.
- Rosin, H. M. & Korabik, K. (August 1989). "Marital and family correlates of women managers' attrition from organizations". Academy of Management Annual Meeting. Washington, D.C.

- Rosin, H. M. "Progressive Disillusionment: Stages of Disappointment among Corporate Women". (June 1989). XXII Interamerican Congress of Psychology. Buenos Aires, Argentina.
- Rosin, H. M. (August 1988). "Professional and Personal Consequences for Men of Dual Career Marriages: Implications for Organizations". Academy of Management Annual Meeting. Anaheim, CA..
- Rosin, H. M. (August 1988). "Variations in Work and Personal Satisfaction Among Men in Dual Career Families: Developing a Conceptual Model", (finalist for best paper in the Women in Management Division). Academy of Management Annual Meeting. Anaheim, CA.
- Rosin, H. M. (June 1988). "Professional and Personal Consequences for Men of Dual Career Family Membership". Canadian Psychological Association Annual Meeting. Symposium on "Integrating Work and Personal Life". Montreal, Quebec.
- Rosin, H.M. (February 1988). "Men's concerns in the Dual Career Family context". Ontario Psychological Association. Symposium on "Work and Family: Implications for Individuals". Toronto, Ontario.
- Rosin, H. M. (December 1987). "Professional and Personal Consequences for Men of Dual Income Marriages: Organizational and Policy Implications". Second European Regional Congress on Industrial Relations. Tel-Aviv, Israel.
- Rosin, H. M. (June 1987). "Mens' Careers: Emergent Trends in Dual Career Families." Administrative Studies Association of Canada. National Conference. Toronto, Ontario.
- Rosin, H. M. (November 1986). "Mens' Careers: What Happens When Wives Have One Too?" Human Resource Management and Organizational Behavior National Conference. New Orleans, La.

### **Conference Sessions Chaired**

- Rosin, H.M. Symposium Organizer and Chair. "A match made in heaven (or hell): The impact of organizations on professionals' work values". Sixth International Conference on Work Values and Behaviour. Istanbul, Turkey, July 10-15, 1998.
- Rosin, H.M. Symposium Organizer and Chair. "Involvement or detachment: Responses of Professionals to role demands and organizational contingencies." Fifth European Congress of Psychology. Dublin Ireland. July 6 - 11, 1997.
- Rosin, H.M. Symposium Organizer and Chair. "Current Research on Work Values, Attitudes, and Behavioral Outcomes". Fourth International Conference on Work Values and Behavior. Barcelona, Spain, July 10-13, 1994

- Rosin, H. M. Symposium Organizer and Chair. "Gender and Work Values". The Third International Conference on Work and Organizational Values. Karlovy Vary, Czechoslovakia. July 11-15, 1992.
- Rosin, H. M. Symposium Organizer and Chair. "Men and Women in Management: Current Topics in Organizational Research". Canadian Psychological Association Annual Convention. Quebec City, July 11-13, 1992.
- Rosin, H. M. Session Chair. "Emerging issues and perspectives on women in management." Administrative Sciences Association of Canada. Annual Meeting. Niagara Falls, Ontario May/June 1991.
- Rosin, H. M. Symposium Organizer and Chair: "Opting out: Are Professional Women leaving Corporations?" Academy of Management Annual Meeting. Washington, D.C. August 1989.
- Rosin, H. M. Symposium Organizer and Chair "New Work-Family Configurations: HumanResource Implications for the Future". Human Resource Management and Organizational Behavior National Conference. New Orleans, La. U.S.A. November 1986.

## **SERVICE**

- MBA Admissions Committee. July 2014 – present.
- SSB Affirmative Action Advocate to Real Property Management. Fall 2014 to present
- SSB Affirmative Action Advocate to Strategic Management/Policy 2011/12 –July 2013.
- Member of IMBA Committee 2007-2012
- Tenure and Promotions Committee 2007-2011
  
- Editor, Special Issue on “Cross Cultural Perspectives on Work Ethics”. International Journal of Cross Cultural Management (IJCCM). Forthcoming, 2007.
  
- Member of Scientific Committee, 2000 to present. International Society for the Study of Work and Organizational Values.
  
- Associate Director, International MBA Program, Schulich School of Business. 2005 - 2006
  
- Area Coordinator, Organization Studies Area, Schulich School of Business. 1993-1999, 2001-2004.
  
- Reviewer : Human Relations, Sex Roles, Journal of Vocational Behavior, Group & Organization Management, Canadian Journal of Administrative Studies, Gender & Work in Organizations, Personnel Review

## **AFFILIATIONS**

Academy of Management

American Psychological Association

International Society for the Study of Work and Organizational Values.