

Thomas E. Murphy

Executive Professor

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Introduction

Summary

Initially a law professor and associate dean of a law school, Thomas Murphy interrupted his teaching experience with what was intended to be a brief “practical venture” in the private sector. That detour turned out to be 23 years in the supermarket and food manufacturing industry. In 1998 he returned to teaching—his first passion and one he was committed to revisit. Mr. Murphy has blended his practical experience as a senior corporate executive with the traditional and rigorous elements of academe and molded an effective set of leading-edge learning experiences for students. He has taught both undergraduate and graduate students in the U.S., Europe, and the Middle East.

Academic and Consulting Experience

August 1998 to August 1999
August 2000 to Present

Miami University (of Ohio) **Farmer School of Business**

Executive Professor in the Department of Management, teaching human resources management, employment law, employee compensation, employee benefits, human capital metrics, negotiation and conflict resolution, and global management competencies to undergraduates and MBA candidates. Helped to introduce a new course, Human Capital Metrics that teaches students how to use data and metrics in designing and implementing new management practices. The course includes student research projects with area employers. Consistently received high student evaluations; recipient of Miami University’s Samuel Laws Outstanding Teaching Award, 2009, “Honored Professor” Award (2002 and 2003); nominated by Miami Alumni Association’s “Effective Educator Award,” 2008; selected by Miami’s MBA students as one of top three professors (1999), and “Best Professor” in the Boot Camp program by MBA Class of 2007. Recently published a comprehensive and unique textbook on employee benefits.

August 2006 and 2009

20th International Summer University^{WU} 2009

Guest Lecturer at Vienna University of Economics and Business, (Wirtschafts Universität Wien) teaching Global Leadership Competencies to European students.

September 2003 to 2006

International University of Monaco

Member of faculty, teaching human resources management, global management and leadership, career development, and negotiations and dispute resolution. Courses are taught on a comparison basis using EU and U.S. practices, laws, and customs. Levels include undergraduate, MBA, and EMBA students from over 40 different countries. In spring 2005, supervised and edited a special publication prepared by IUM MBA students called, "Global Security and Health Care Issues," which describes and analyzes the social security and health care practices of 18 European and Asian countries. Consistently received exceptionally high student evaluations.

*January 1998 to June 1998
September 1999 to May 2000*

Fulbright Scholar

Fulbright Scholar and Senior Consultant on projects to link public universities and industries and to improve business performance in Jordan. Assignment involved matching resources on university faculties with diagnostic needs assessments of Jordanian companies. The objective was to enhance the quality of higher education and the competitiveness of Jordanian industry. Assigned to Jordan's National Center for Human Resources Development. On second tour in Amman, developed R&D linkages between business and universities. Reported to the Higher Council for Science and Technology. Both assignments achieved significant successes. During 1999-2000, worked as Senior Management Consultant for USAID funded project, Jordan-United States Business Partnership (JUSBP), to provide management consulting assistance to Jordanian companies and several NGOs in preparation for Jordan's admission into the WTO.

September 1995 to December 1997

**University of Cincinnati
Xavier University**

Adjunct Professor in UC's and Xavier's graduate programs, teaching human resources management, compensation, and benefits courses.

September 1970 to June 1974

University of Cincinnati College of Law

Associate Professor of Law (tenured), teaching employment law subjects.
Served as Associate Dean of the College from 1971-1974.

Professional Experience

1974-1997

The Kroger Co.

Headquartered in Cincinnati, Ohio, Kroger is a Fortune 26 company and the largest retail grocer in the United States with fiscal sales of \$76 billion. The company employs approximately 290,000 full and part-time employees and operates over 2500 retail stores as well as over 40 food manufacturing plants.

Senior Officer and Group Vice President

Responsible for Kroger's human resources and labor relations, and primary contact with the Board of Directors' Compensation Committee. Initiated new approaches to "win/win" labor relations programs. Had extensive involvement in company's \$4.8 billion recapitalization program; started programs that resulted in increased employee ownership, from 5% to 37%. Responsible for company's retirement plans and introduced data and metrics driven human capital programs.

Vice President and Senior Counsel

Supervised a section of Kroger's law department involved in labor and employment matters, and worked on anti trust, real estate, benefit law issues, and mergers and acquisitions.

1969 to 1970

U.S. Department of Labor

Trial Attorney for the U.S. Department of Labor, handling age and sex discrimination cases, wage and hour matters, and union misconduct and corruption investigations.

Publications

"Benefits and Beyond – A Comprehensive and Strategic Approach to Retirement, Health Care and More." This is a new textbook published by Sage Publications (Thousand Oaks, Ca. 2010).

"Human Capital Metrics - What Undergraduates Should Know," (April 2008), with Professor J. Schwarz, *Journal of Management Education*, Volume 32, No.2 pp. 164-182.

"Market Forces and The Middle East's New Interest in HRM," *Business Horizons*, Fall 2002, Volume 45, Issue 5, p. 63-71, Indiana University.

"A Metrics and Data Driven Approach to HR," with Professor Sourushe Zandvakili, *Human Resource Management*, Spring 2000, Volume 39, Number 1, University of Michigan.

"Using Customers to Support HR," *Proceedings of the International Applied Business Research Conference*, (2000), 1-4, with S. Zandvakili.

"What is Driving HR in Developing Countries?" published conference proceedings, "Human Resource Management in the New Millennium," March 9-11, 2000, School of Business, Lebanese American University.

"Wasta—The Hidden Force in Middle Eastern Society" a book review, *Public Voices Journal*, Volume 4, Number 1 (1999).

"Creating Market Conditions for the Delivery of Health Care—The Cincinnati Experience." *Human Resource Management*, Winter 1995, Volume 34, Number 4, University of Michigan.

"Female Wage Discrimination - A Study of the Equal Pay Act," 39 *University of Cincinnati Law Review* 615 (1970), cited by the U.S. Supreme Court in *Frontiero v. Richardson*, 93 S.Ct. 1764 (1973).

"Sex Discrimination in Employment—Can We Legislate a Solution?" 17 *New York Law Forum* 335 (1971).

"An End to American Serfdom—The Need for Farm Legislation," 25 *Labor Law Journal* 85 (1974).

Presentations

"Reductions in Force – the Human Resource Perspective," December 2008. A webinar offered by the law firm of Keating Muething & Klekamp PLL, Cincinnati, Ohio.

"Challenges for HRM in a Recessionary Economy," and "Scar Tissue – The Learning Experiences of a Corporate Executive and How to Develop a Real Learning Organization," Society for Human Resources Management, Butler County, Ohio, 2009 and 2007.

"European and U.S. Health Policies – A Comparison of Approaches, Designs, and Efficacies," The University of Cincinnati, College of Medicine Institute for the Study of Health, Health Policy Forum, Cincinnati, Ohio, October 2006.

"Using Financial Measures to Evaluate HR Policies and Practices," Society for Human Resources Management, Oxford, Ohio, 2005.

"The American Labor Market Since September 11," presented at School of Economy and Law, University of Genoa, Italy, March 2003.

"International Employment Law," "Market Forces Reshaping Health Care Designs," and "How to Develop a Learning Organization," presented to faculty and students at School of Economy and Law, University of Genoa, Italy, May 2002.

"A Learning Organization – A Practical Guide," presented to HR Executive Forum, Lebanese American University (LAU), Beirut, Lebanon, June 2001.

"What is Driving HR in Developing Countries?" presented to LAU in May 2000 and Cranfield University, London, UK, International Executive Education Forum, Developing Economies in the Middle East and Africa, July 2000.

"Metrics and Human Resources," presented in April 2000 to HR Executive Forum, LAU, Beirut, Lebanon.

"Using Customers to Support HR Practices," International Applied Business Research Conference, Puerto Vallarta, Mexico, March 2000 (S. Zandvakili).

"What is Driving HR in Developing Countries?" "Human Resource Management in the New Millennium," March 9-11, 2000, School of Business, LAU.

"Using Customers to Support HR Practices in the Service Industry," Society for Industrial and Organizational Psychology, Atlanta, Georgia, April 1999 (S. Zandvakili).

"How Human Resources Can Improve the Bottom Line," presented to the Jordan Export Development and Commercial Centers Corporation, February-March 1998, Amman, Jordan.

"Linking Jordanian Academe and Industries," presented to Jordan's public and private universities (10 presentations and workshops), February to June 1998, Amman, Jordan.

"Health Care--A Managed Competition Model," presented to The White House, Food Marketing Institute, the Arkansas Hospital Association, the Cincinnati Law and Medicine Institute, and many other groups from 1993 to 1995.

"Facilitative Leadership--A Means to Empowerment," and "The Role of a HR Executive," presented to St. Mary's University HR Conference, San Antonio, Texas (1989-1990).

Education

Bachelor of Arts, University of Cincinnati, Economics
Juris Doctorate, University of Cincinnati

Memberships and Other Awards

"Distinguished Alumni Award," University of Cincinnati, College of Arts and Sciences, Economics (2002).

Peer Review Committee, Fulbright International Scholar Program, Middle East and Arab Countries. Community and professional activities have included board memberships on the American Heart Association (Chair), Bethesda Hospital, Cincinnati Opera (Chair, Development Committee), Jobs for Cincinnati Graduates (Chair), The Business Roundtable Human Resources Task Force, International Society for Labor Law and Social Security, International Industrial Relations Association, and the American Bar Association's International Labor Law Committee.

Languages

English and Italian

(October 2009)