

VITA

CHARLES J. HOBSON

PERSONAL DATA

Winter 2022

Office Address: School of Business & Economics
Indiana University Northwest
3400 Broadway
Gary, Indiana 46408 (219) 980-6903

Home Address: 7069 Deer Valley Dr.
South Haven, MI 49090 (269) 227-9296

EDUCATION

Ph.D. Purdue University
Major: Industrial/Organizational Psychology
Minor: Industrial Relations

M.A. Western Kentucky University
Major: Industrial/Organizational Psychology

B.A. Western Kentucky University
Major: Psychology
Minor: Sociology

PROFESSIONAL EXPERIENCE

2004 – Present Professor of Business Administration, School of Business and Economics, Indiana University Northwest.

Jan. 2016 – Jul. 2017 Interim Dean, School of Education, Indiana University Northwest.

1987 – 2004 Associate Professor of Business Administration, School of Business and Economics, Indiana University Northwest.

1997 – 1998 Associate Dean, School of Business and Economics, Indiana University Northwest.

1986 - 1993 Management Area Coordinator.

1986 - 1989 Acting Director, Center for Management Development.

Fall 1985 Acting Co-Director of Masters Program in Business Administration.

1981 - 1987 Assistant Professor of Management, School Business and Economics, Indiana University Northwest.

1979 - 1981 Research Assistant, Army Research Institute Grant on Organizational Feedback Processes, Purdue University.

Spring 1980 Graduate Instructor, Krannert School of Management, Purdue University.

Charles J. Hobson

Page 2

1978 - 1979 Data Analyst, Institute for Organizational Behavior Research, Houston, Texas.

Summer 1978 Graduate Instructor, Psychology Department, Western Kentucky University.

1976 - 1977 Staff Assistant, Teacher Preparation and Evaluation Program, Western Kentucky University.

PROFESSIONAL ACTIVITIES

Memberships

American Psychological Association
Society for Industrial and Organizational Psychology
Society for Human Resource Management
American Association of School Administrators
Phi Kappa Phi National Honor Society
Psi Chi National Honor Society
Delta Sigma Pi

Reviewing

Manuscript reviewing for Social Sciences
Manuscript reviewing for Nonprofit Management and Leadership
Manuscript reviewing for Academy of Management Review
Manuscript reviewing for Journal of Multivariate Behavioral Research
Manuscript reviewing for Organizational Behavior and Human Decision Processes
Manuscript reviewing for Personnel Review
Textbook reviewing for Houghton-Mifflin
Textbook reviewing for Prentice-Hall
Textbook reviewing for McGraw-Hill
Textbook reviewing for Harper & Row

Expert Witness

Functioned as an Expert Witness in 41 Employment Discrimination Cases

HONORS AND AWARDS

Excellence in Teaching Award, The National Society of Leadership and Success, 2013
Indiana University Trustees' Teaching Award, 2000-2001
Who's Who Among America's Teachers – 2000
TERA Teaching Award, 2000, Indiana University Northwest
TERA Teaching Award, 1999, Indiana University Northwest
Who's Who Among America's Teachers – 1998
Who's Who Among America's Teachers – 1996
Northwest Indiana Wellness Council's Annual "Wellness Champion" Award - 1996
Who's Who Among America's Teachers - 1994

Indiana University President's Council on the Social Sciences Research Grant – 1986
Indiana University Northwest Research Grant - 1985
National Defense University Washington, D.C., Selected as Summer Research Advisor -
1985
Indiana University President's Council on International Programs Grant - 1984
Indiana University Northwest Teaching Award – 1984
Indiana University Northwest Teaching Award - 1983
Learning Resources, Indiana University Research Grant - 1982
Indiana University Northwest Research Grant - 1981

COMMUNITY SERVICE

Board Member, S.E.S.A.M.E.-Stop Educator Sexual Abuse, Misconduct, and
Exploitation, Las Vegas, NV
Founding Board Member, South Haven School Foundation, South Haven, MI
Past Board President, Wellness Council of Northwest Indiana, Merrillville, IN
Past Board Member and Market Research Chair, Lake Area United Way, Griffith, IN
Past Board Member, Visiting Nurses Association, Hammond, IN
Past Volunteer, Nazareth Home for Medically Challenged Infants, East Chicago, IN
Past Volunteer, Maternal Support Services/Infant Support Services for the Indigent,
South Haven, MI
Volunteer Consultant, Geminus Corporation, LEAD Program to Prevent Teen Drug
Abuse, Merrillville, IN
Volunteer Consultant, Elkhart and St. Joseph Counties Head Start Consortium,
South Bend, IN
Volunteer Consultant, Hispanic/Latino Health Coalition of Elkhart County, Elkhart, IN
Volunteer, Immigrant Solidarity Network, Berrien County, Michigan

MILITARY SERVICE

1972 - 1975, Enlisted Service in U.S. Army - Europe
1985 - 1987, Officer in Indiana Army National Guard

RESEARCH

Publications

1. Griffin, A., Hobson, C.J., Novak, J.M., Mitchell, M.B., Szostek, J., Burosh, J., & Hobson, A. (In Press) A Statistical Examination of Comparative National trends in White and Black College Student Six-Year Graduation Rates. Journal of Underrepresented and Minority Progress.
2. Hobson, C.J., Szostek, J., & Griffin, A. (2020) Adverse Impact in Black Student 6-Year College Graduation Rates, Research in Higher Education Journal, Vol. 39, 1-5.
3. Hobson, C.J., Roberts, C.S., Selladurai, R., Szostek, J., & Gibson, J. (2019) Assessing and Developing Leadership Capabilities in MBA Students Using the 16PF® Personality Test, Business Education Innovation Journal, Vol. 11, No. 1, 118-125.
4. Pollak, M., Arshanapalli, B., & Hobson, C. (2019), The Business Case For Hiring Military Veterans/Reservists: Stock Price Performance of Military Friendly Firms, Journal of Veterans Studies, Vol. 4, No. 2, 52-63.

5. Hobson, C.J., Szostek, J., Griffin, A., Lusk, D., & Rydecki, K. (2017) Identifying the Specific Behaviors That Define Teamwork – A Review of the Literature and Integrative Meta-Model for Business School Applications. Business Education Innovation Journal, Vol. 9, No. 1, 6-17.
6. Hobson, C.J., Szostek, J., & Fitzgerald, L. (2015) The Development of a Content Valid Tool to Assess Organizational Policies and Practices Concerning Workplace Sexual Harassment, The Industrial-Organizational Psychologist, Vol. 52, No. 4, 111-119.
7. Hobson, C.J., Strupeck, D., Griffin, A., Szostek, J., & Rominger, A.S. (2014) Teaching MBA Students Teamwork and Team Leadership Skills-An Empirical Evaluation of a Classroom Educational Program, The American Journal of Business Education, Vol. 7, No. 3, 191-212.
8. Hobson, C.J., Strupeck, D., Griffin, A., Szostek, J., & Rominger, A.S. (2013) Assessing and Teaching Team Leadership Capabilities: Field Testing a Behavioral Roles Approach with Business Undergraduate Students, Journal for Excellence in Business Education, Vol. 2, No. 1, <http://www.jebejournal.org/index.php/jebe/article/view/30>.
9. Hobson, C.J., Strupeck, D., Griffin, A., Szostek, J., Selladurai, R., & Rominger, A.S. (2013) Facilitating and Documenting Behavioral Improvements in Business Student Teamwork Skills, Business Education Innovation Journal, Vol. 5, No. 1, 83-95.
10. Hobson, C.J., Strupeck, D., Griffin, A., Szostek, J., Selladurai, R., & Rominger, A. (2013) Field Testing a Behavioral Teamwork Assessment Tool with U.S. Undergraduate Business Students, Business Education and Accreditation, Vol. 5, No. 2, 17-27.
11. Hobson, C.J., Hobson, J.J., Henry, S., Rouse, S.M., Griffin, A., Szostek, J.D., & Murillo, N. (2012), A Field Study Extending the Hobson-Heler Model to Assess Website “Volunteer-Friendliness” of the Top 200 Charities in the United States, The International Journal of Volunteer Administration, Vol. XXIX, No. 1, 1-15.
12. Szostek, J.D., Hobson, C.J., Griffin, A., Rominger, A., Vasquez, M., & Murillo, N. (in press) EEOC Sexual Harassment Settlements: An Empirical Analysis, Employee Relations Law Journal, 38, No. 1, 3-13.
13. Szostek, J.D. & Hobson, C.J. (2011) Employment Test Evaluation Made Easy: Effective Use of Mental Measurements Yearbooks, Employee Relations Law Journal, 36, No. 5, 116-124.
14. Szostek, J.D., Hobson, C.J., Rominger, A., & Vasquez, M. (2011) The How to Manage the Attorney-Expert Witness Relationship, The Practical Litigator, 22, No. 2, 49-57.
15. Hobson, C.J., Szostek, J.D., Mudge, R.M., Wells, D., & Gunn, L. (2010) Selecting Pre-employment Tests, Society for Human Resource Management (SHRM) Research Paper.
16. Hobson, C.J., Strupeck, D., & Szostek, J. (2010) A Behavioral Roles Approach to Assessing and Improving the Team Leadership Capabilities of Managers, International Journal of Management, 27, No. 1, 3-15.

17. Hobson, C.J. & Delunas, L. (2009) Efficacy of Different Techniques for Reducing Stress: A Study Among Business Students in the United States, International Journal of Management, 26, No. 2, 186-196.
18. Hobson, C.J., McCarthy, H., Murff, S., Rosetti, D., Thomas, A., & Murillo, N.G. (2009) Standardizing and Evaluating the "Presenter" Variable in the Peer vs. Adult Debate in Youth Drug Prevention Research, Journal of Alcohol and Drug Education, 53, No. 1, 16-34.
19. Hobson, J.J. & Hobson, C.J. (2009) Harnessing Environmental Activism via the Internet--Assessing and Enhancing the "Volunteer-Friendliness" of Environmental Nonprofit Organization Websites, International Journal of Business and Public Administration, Vol. 6, No. 2, 128-142.
20. Hobson, C.J. & Heler, K. (2007) The Importance of Initial Assignment Quality and Staff Treatment of New Volunteers: A Field Test of the Hobson-Heler Model of Nonprofit Agency "Volunteer-Friendliness", International Journal of Volunteer Administration, XXIV, No. 6, 47-56.
21. Hobson, C.J., Kesic, D., Rosetti, D., Delunas, L., & Hobson, N.G. (2004) Motivating Employee Commitment With Empathy and Support During Stressful Life-Events, International Journal of Management, 21, No. 3, 332-337.
22. Kini, R. B. & Hobson, C.J. (2003) Making Total Quality Initiatives Successful in Thailand – The Motivation Theory Effect, Journal of Transnational Management Development, Vol. 9, No. 1, 21-37.
23. Hobson, C.J., Kesic, D., Rosetti, D., & Guziewicz, J.D.W. (2003) Updating Company Sexual Harassment Programs Using Recent Behavioral Science Research, Society for Human Resource Management (SHRM) White Paper, Alexandria, VA: SHRM.
24. Hobson, C.J. & Guziewicz, J. (2002) Sexual Harassment Preventive/Protective Practices at U.S. Colleges and Universities, College Student Affairs Journal, Vol. 21, No. 2, 17-29.
25. Kini, R.B. & Hobson, C.J. (2002) Motivational Theories and Successful Total Quality Initiatives, International Journal of Management, Vol. 19, No. 4, 605-613.
26. Hobson, C.J. & Heler, K., & Milbourne, C. (2002) Is Your Campaign Really Volunteer-Friendly? Campaigns and Elections, September, 40-43.
27. Hobson, C.J. & Kesic, D. (2002) A Behavioral Framework for Skills Assessment and Development in Teamwork Training, International Journal of Management, Vol. 19, No. 2, 147-154.
28. Hobson, C.J. & Delunas, L. (2001) National Norms and Life-Event Frequencies for the Revised Social Readjustment Rating Scale, International Journal of Stress Management, Vol. 8, No. 4, 299-314.
29. Hobson, C.J., Kesic, D., & Delunas, L. (2001) A Framework for Redesigning or Fine-tuning Your Benefit Package – Results from a National Survey of Stressful Life-Events.

Benefits Quarterly, Vol. 17, No. 3, 46-50.

30. Hobson, C.J., Delunas, L., & Kesic D. (2001) Compelling Evidence of the Need for Corporate Work-Life Balance Initiatives: Results from a National Survey of Stressful Life-Events, Journal of Employment Counseling, Vol. 38, 38-44.
31. Hobson, C.J., & Malec, K.L. (1999) Initial Telephone Contact of Prospective Volunteers With Nonprofits: An Operational Definition of Quality and Norms for 500 Agencies. The Journal of Volunteer Administration, Sum-Fall, 21-27.
32. Hobson, C.J., Kamen, J., Szostek, J., Nethercut, C.M., Tidmann, J.W., & Wojnarowicz, S. (1998) Stressful Life Events: A Revision and Update of the Social Readjustment Rating Scale, International Journal of Stress Management, Vol. 5, No. 1, 1-23.
33. Hobson, C.J., Rominger, A., Malec, K., Hobson, C.L., & Evans, K. (1996) Volunteer Friendliness of Nonprofit Agencies: Definition, Conceptual Model, and Applications, Journal of Nonprofit and Public Sector Marketing, Vol. 4(4), 27-41.
34. Hobson, C.J. & Malec, K. (1996) Aftermarketing with Best Customers: A Case Study, Journal of Nonprofit and Public Sector Marketing, Vol. 4(3), 77-81.
35. Hobson, C.J., Ward, R., & Vandermeer-Robinson, A. (1994) Transferring Skills Learned in Managerial Training Back to the Workplace--The USS-Gary Works Experience, Northwest Indiana Business Conditions, Vol. 2, No. 3, 1-6.
36. Blaney, D.R., Hobson, C.J., & Meade, M.E. and Scodro, J. (1993). The Assessment Center: Evaluating Nursing Potential. Nursing Management, Vol. 24, No. 2, 54-58.
37. Hobson, C.J. (1993) Workforce Job Satisfaction in Northwest Indiana. Northwest Indiana Business Conditions, Vol. 2, No.1, 4-9.
38. Blaney, D.R., Hobson, C.J., & Stepniewski, A.B. (1990) Measuring Nursing Attitudes Toward Cost Effectiveness: Further Development and Psychometric Evaluation of the Blaney/Hobson Scale. In C.F. Waltz and O.L. Strickland (eds.) Measurement of Nursing Outcomes; Vol. 3, New York: Springer Publishing Co.
39. Hobson, C.J., Blaney, D.R., & McHenry, J. (1988) Improving the Cost Effectiveness of Nursing Practice in a Hospital Setting. Journal of Continuing Education in Nursing, 19 (3), 113-117.
40. Blaney, D.R., & Hobson, C.J., (1988) Developing Financial Management Skills: An Educational Approach, Journal of Nursing Administration, 18 (6), 13-17.
41. Dworkin, J.B., Feldman, S.P., Brown, J.M., & Hobson, C.J. (1988) Preferences for Bargaining Outcomes: An Empirical Analysis. Industrial Relations, 27 (1), 7-20.
42. Blaney, D.R., & Hobson, C.J. (1988) Measuring Attitudes Toward Cost-Effectiveness in Nursing. In C.F. Waltz & O.L. Strickland (eds.) Measurement of Nursing Outcomes, Vol. 2, New York: Springer Publishing Co.
43. Hobson, C.J., Hoffman, J.J., Jr., Corso, L.N., & Freismuth, P.K. (1987) Corporate

- Fitness: Understanding and Motivating Employee Participation, Fitness in Business, 2 (3), 80-85.
44. Hobson, C.J., Moran, R.F, Jr., & Stevens, A.L. (1987) Circulation/Reserve Desk Personnel Effectiveness. The Journal of Academic Librarianship, 13 (2), 93-98.
45. Hobson, C.J., & Blaney, D.R. (1987) Techniques That Cut Costs, Not Care. American Journal of Nursing, February, 185-187.
46. Hobson, C.J., Newman, R.G., & Scodro, J. (1986) Evaluating Small Business Management Skills: An Assessment Center Approach. Business Insight, VI (1), 9-11.
47. Hobson, C.J., (1986) Factors Affecting the Frequency, Timing, and Sign of Informal Supervisory Feedback to Subordinates in a Simulated Work Setting. Multivariate Behavioral Research, 21, 187-200.
48. Hobson, C.J., & Dworkin, J.B. (1986) West German Labor Unrest: Are Unions Losing Ground to Workers Councils? Monthly Labor Review, February 1986, 46-48.
49. Hobson, C.J., Meade, M.E., & Soverly, D. (1985) The Employment Interview: Training to Meet the Unique Demands on Nurse Interviewers. Journal of Continuing Education in Nursing, 16 (5), 153-156.
50. Hobson, C.J., Meade, M.E., & Soverly, D. (1985) CE: Outdated Notions Can't Update Nurses. Nursing Management, 16, 35-38.
51. Hobson, C.J., Hobson, R.B., & Hobson, J.J. (1985) Why Managers Use Criticism Instead of Praise. Supervisory Management, 30, 24-31.
52. Hobson, C.J., Hobson, R.B., & Hobson, J.J. (1984) People Skills: A Key to Success in the Service Sector. Supervisory Management, 29, 2-9.
53. Pelfrey, S., & Hobson, C.J. (1984) Keeping Employees Physically Fit Can Be Cost Efficient. Management Accounting, June, 39-43.
54. Hoffman, J.J., Jr., & Hobson, C.J. (1984) Physical Fitness and Employee Effectiveness: Research Findings and Recommendations for Management. Personnel Administration, April, 101-126.
55. Hobson, C.J., & Gibson, F.W (1984) Capturing Supervisor Rating Policies: A Way to Improve Performance Appraisal Effectiveness. Personnel Administrator, March, 59-68.
56. Hobson, C.J., Dworkin, J.B, & Frieling, E. (1984) A Preliminary Analysis of the Work Ethic in West Germany. International Journal of Management, 1, 20-25.
57. Dworkin, J.B, Hobson, C.J., & Frieling, E. (1984) Research on Codetermination: An Industrial Relations Perspective. International Journal of Management, 1, 75-81.
58. Dworkin, J.B., Hobson, C.J., Frieling, E., & Oaks, D.M. (1983) How German Workers View Their Unions. Columbia Journal of World Business, Summer, 48-54.
59. Hobson, C.J., Meade, M.E. Soverly, D. & Vasquez, M. (1983) RJP's - A Cost Effective

Way to Reduce Nursing Turnover. Journal of Nursing Administration, September, 42.

60. Hobson, C.J., & Gibson, F.W. (1983) Policy Capturing as an Approach to Understanding and Improving Performance Appraisal: A Review of the Literature. Academy of Management Review, 8, 640-649.
61. Hobson, C.J., Mead, M.E., Soverly, D., & Pelfry, S. (1983) Categorizing and Accounting for the High Costs of Nursing Turnover. Journal of Nursing Administration, October, 3.
62. Hobson, C.J. (1982) Why Employees Should Rate Supervisor Effectiveness. Supervisory Management, 27, 8-11.
63. Hobson, C.J. (1982) Determinants of the Frequency of Informal Supervisory Feedback to Subordinates. Proceedings of the Eastern Academy of Management Meeting.
64. Hobson, C.J., Martin, B.A., & Gibson, F.W. (1981) The Timing of Supervisory Feedback to Subordinates. Proceedings of the Southern Management Association Meeting.
65. Hobson, C.J., Mendel, R.M., & Gibson, F.W. (1981) Clarifying Performance Appraisal Criteria. Organizational Behavior and Human Performance, 28, 164-188.
66. Ilgen, D.R., Hobson, C.J., & Dugoni, B.L. (1981) Performance Feedback in Organizations: The Development of a Measure. Journal Supplement Abstract Service, 11, Manuscript 2319, 62.

Books

1. Selladurai, R., Hobson, C., Selladurai, R., & Greer, A. (Editors) (2020), Evaluating Challenges and Opportunities For Healthcare Reform, IGI Global, Inc. United States.
2. Hobson, C.J. (2012) Passing the Trash: A Parent's Guide to Combat Sexual Abuse/Harassment of Their Children in School, North Charleston, SC: CreateSpace.
3. Hobson, C.J. & Hobson, C.L. (2002) The Lecherous University: What Every Student and Parent Should Know About the Epidemic of Sexual Harassment on Campus, Bangor, ME: Booklocker.com, Inc.
4. Blaney, D.R., & Hobson, C.J. (1988) Cost Effective Nursing Practice, Philadelphia: Lippincott Publishers.

Book Chapters

1. Greer, A., Selladurai, R.S., Pfieffe, A., Selladurai, R., & Hobson, C. (2020) Effective Teamwork and Healthcare Delivery Outcomes, In Selladurai, R., Hobson, C., Selladurai, R., & Greer, A. (Editors) Evaluating Challenges and Opportunities for Healthcare Reform, IGI Global Inc., United States.

Publication Reprints

1. Hobson, C.J., & Gibson, F.W. Capturing Supervisor Rating Policies: A Way to Improve Performance Appraisal Effectiveness. Reprinted in Performance Appraisal (Reprint

Collection) American Society for Personnel Administration, 1985.

Professional Papers

1. Long, J., Hobson, C.J., Griffin, A., Novak, J.M., & Mitchell, M.B. (2021) A Comparison of National Trends in College 6-Year Graduation Rates for Black and White Students. Paper presented at the International Academy of Business and Public Administration Disciplines (IABPAD) Fall Conference, Las Vegas, NV, October 2021.
2. Young, M., Hobson, C.J., Griffin, A., Novak, J.M., & Mitchell, M.B. (2021) Comparing National Trends in College 6-Year Graduation Rates for Hispanic and White Students. Paper presented at the International Academy of Business and Public Administration Disciplines (IABPAD) Fall Conference, Las Vegas, NV, October 2021.
3. DeLeon, J., Payne, R., Griffin, A., & Hobson, C.J. (2021) A National Comparison of Adverse Impact in Black and Hispanic Student 6-Year College Graduation Rates. Paper presented at the IABPAD (International Academy of Business and Public Administration Disciplines) Summer Conference, Dallas, TX July 2021.
4. Payne, R., Plascencia-Garcia, S., Hobson, C.J., Szostek, J., & Griffin, A. (2021) A National Assessment of Adverse Impact I Hispanic Students' 6-Year College Graduation Rates. Paper presented at the International Academy of Business and Public Administration Disciplines (IABPAD) Winter Online Conference, January 2021.
5. Azemi, Y., Griffin, A., Hobson, C. J., Madigan, R. and Lusk, D. 'An Assessment of Bias Against People with Disabilities in the Volunteer Process: A National Study in the United States', The International Academy of Business and Public Administration Disciplines, Florida, January 3,2019.
6. Pollak, M., Camery, C., Arshanapalli, B., & Hobson, C.J. The Comparative Stock Market Performance of Veteran-Friendly Firms. Paper Presented at the Academic and Business Research Institute Conference, St. Augustine, FL, January 2018.
7. Hobson, C.J., Szostek, J., Griffin, A.E.C., Lusk, D., Breckenridge, S., & Rydecki, K. Identifying the specific behaviors that define teamwork: A review of the literature and integrative meta-model. Paper presented at the meeting of the International Academy of Business and Public Administration Disciplines, Spring International Conference, Dallas, TX, April 2015.
8. Hobson, C.J., Strupeck, D., Griffin, A., Szostek, J., Selladurai, R., and Rominger, A.S. "Assessing and Norming Behavioral Teamwork Skills of Undergraduate Business Students." Paper presented at the Academy of Business Disciplines (ABD) Annual Conference, Ft. Myers, FL, Nov. 2012.
9. Hobson, C.J., Szostek, J., Rominger, A., Vasquez. M., and Griffin, A. (2012). A Comprehensive Comparative Analysis of Federal Sexual Harassment Protections in Employment vs. Education: The Most Vulnerable Have Been Abandoned. Paper Presented at IABPAD (International Academy of Business and Public Administration Disciplines) Fall International Conference, Las Vegas, NV, October 2012.

10. Hobson, C.J. Launching a Native American Entrepreneur Assessment and Development Center. Paper presented at the National Center for American Indian Enterprise Development RES2011 Conference, Las Vegas, NV, March 2011.
11. Hobson, C.J., Szostek, J., Griffin, A., Rominger, A., Vasquez, M., & Murillo, N.G. An Analysis of EEOC Settlement Agreements in Workplace Sexual Harassment Cases From 1999-2010. Paper presented at the International Academy of Business and Public Administration Disciplines Conference, Orlando, FL, January 2011.
12. Hobson, C.J., Lusk, D., Szostek, J., Hobson, J., Rouse, S., Griffin, A., & Henry, S. A Preliminary Investigation of Nonprofit Discrimination in Responding to Prospective Disabled Volunteers. Paper presented at the International Academy of Business and Public Administration Disciplines Conference, New Orleans, LA, October 2010.
13. Hobson, C.J., Hobson, J., Henry, S., Rouse, S., Szostek, J., & Griffin, A. A Field Study Extending the Hobson-Heler Model to Assess the Website "Volunteer-Friendliness" of the Top 200 Charities in the United States. Paper presented at the International Academy of Business and Public Administration Disciplines Conference, New Orleans, LA, October 2010.
14. Hobson, C.J., Szostek, J., Henry, S., Rouse, S., & Griffin, A. Development and Application of the Hobson & Szostek Organizational Sexual Harassment Profile. Paper presented at the International Academy of Business and Public Administration Disciplines Conference, New Orleans, LA, October 2010.
15. Hobson, C.J. How to Become an Expert Witness. Invited presentation at the 55th Annual International Education Conference of the International Right of Way Association, Indianapolis, IN, 30 June 2009.
16. Hobson, C.J., Szostek, J., Mudge, R.M., & Wells, D. A Hiring Manager's Best Friend: Effective Use of Mental Measurements Yearbooks. Paper presented at the Academic Business World Conference, Nashville, TN, May 2009.
17. Hobson, J.J. & Hobson, C.J. Harnessing Environmental Activism via the Internet - Assessing and Enhancing the "Volunteer-Friendliness" of Environmental Nonprofit Organization Websites. Paper presented at the International Academy of Business and Public Administration Disciplines Conference in Memphis, TN, October 2008.
18. Hobson, C.J., Strupeck, D., Rosetti, D., & Szostek, J. A Behavioral Roles Approach to Assessing and Improving an Individual's Team Leadership Capabilities. Paper presented at the Academic Business World International Conference, Nashville, TN, May 2008.
19. Hobson, C.J. & Rosetti, D. What Concerned Faculty Can Personally Do to Stop Sexual Harassment on Campus - Impactful Strategies to Protect Students. Paper presented at the Academic Business World International Conference, Nashville, TN, May 2008.
20. Hobson, C.J., McCarthy, H., Murff, S., Rosetti, D., Thomas, A., & Murillo, N.G. Standardizing and Evaluating the "Presenter" Variable in the Peer vs. Adult Debate in Youth Drug Prevention Research. Paper presented at the 15th Annual Meeting of the

Society for Prevention Research, Washington, D.C., May 2007.

21. Williams, D.E. & Hobson, C.J. A Preliminary Operational Definition and Theoretical Model of International Economic Gender Mainstreaming. Paper presented at the Sixth Annual Hawaii International Conference on Business, Honolulu, HA, May 2006.
22. Hobson, C.J., Delunas, L. & Rosetti, D. Identifying "At-Risk" Individuals for Stressful Life-Events as a Function of Four Primary Demographic Factors. Paper presented at the National Business and Economics Society Meeting, Big Island, HI, March 2004.
23. Hobson, C.J., Rosetti, D., Hobson, N.G., & Coulombe, B. Improving the Effectiveness of Efforts to Prevent Sexual Harassment of Students in Higher Education Using Recent Behavioral Science Research. Paper presented at the National Meeting of the Academy of Business Disciplines, Ft. Meyers, FL, November 2003.
24. Hobson, C.J., Heler, K., Milbourne, C.C. & Rosetti, D. How Volunteer Friendly is Your Policital Campaign? Paper presented at the National Meeting of the Academy of Business Disciplines, Ft. Meyer, FL, November 2003.
25. Milbourne, C.C., Ellis, S.L., Hobson, C.J. & Heler, K. Marketing Volunteerism to College Students: The Role of Satisfaction. Paper presented at the National Meeting of the Academy of Business Disciplines, Ft. Meyer, FL, November 2003.
26. Hobson, C.J., Rosetti, D., & Kesic, D. Using Behavioral Science Research to Formulate Effective Sexual Harassment Prevention Programs in Organizations. Paper presented at the Midwest Business Administration Association Meeting, Chicago, IL, March 2003.
27. Strupeck, C.D., Milbourne, C.C., & Hobson, C.J. Student Teams: Can Team Skills Training Improve Individuals as Team Members, Given Personality Predispositions? Paper presented at the American Society of Business and Behavioral Sciences Annual Conference, Las Vegas, NV, February 2003.
28. Heler, K.C. & Hobson, C.J. Evaluating Volunteer Jobs: Using the Job Characteristics Model. Paper presented at the Midwest Business Administration Association Meeting, Chicago, IL, March 2002.
29. Hobson, C.J., Rosetti, D., & Kesic, D. Rating the Importance of Specific Consumer Rights for College Students and Their Parents Concerning Faculty Sexual Harassment. Paper presented at the National Meeting of The Academy of Business Disciplines, Ft. Meyers, FL, November 2002.
30. Hobson, C.J. HR Professional Practice Standards in Preventing and Dealing with Harassment. Invited paper presented at the Association of Trial Lawyers of America Annual Convention, Atlanta, GA, July 2002.
31. Hobson, C.J. Assessing the Financial Impact of Human Resource Programs. Invited paper presented at the Annual Northwest Indiana Society for Human Resource Management (SHRM) Conference, Hammond, IN, March 2002.
32. Hobson, C.J., Malec, K., Milbourne, C., & Strupeck, C.D. A Field Test of the Hobson-Malec Model of Nonprofit Agency "Volunteer-Friendliness". Paper presented at the

- National Meeting of the Academy of Business Disciplines, Ft. Meyers, FL, November 2001.
33. Hobson, C.J. Employee Testing and Validation. Invited paper presented at the Annual Northwest Indiana Society for Human Resource Management (SHRM) Conference, Chesterton, IN, March 2001.
 34. Hobson, C.J., Malec, K., Dillon, J., Kuehnemund, C., & Osterlund, A. Marketing the United Way. Paper presented at the Midwest Business Administration Association Meeting, Chicago, IL, March 2001.
 35. Delunas, L. & Hobson, C.J. Gender Differences in Life-Event Stress: Results from a Large Scale Sample of the U.S. Population. Paper presented at the 25th Annual Midwest Nursing Research Society Conference, Cleveland, OH, March 2001.
 36. Strupeck, C.D., Hobson, C.J. & Seibert, L. (2000) Differences in Peer Rated Team Performance as a Function of Personality and Academic Major: Preliminary Findings. Paper presented at the American Academy of Accounting and Finance Annual Meeting in New Orleans, LA, December 2000.
 37. Hobson, C.J. An Overview of Professional Practice Standards and Key References in Human Resource Management and Industrial/Organizational Psychology. Invited paper presented at the Association of Trial Lawyers of America National Seminar on Litigating Employment Law Cases, Las Vegas, NV, March 2000.
 38. Hobson, C.J. Developing a Professionally Sound and Legally Defensible Interview. Invited paper presented at the Annual Northwest Indiana Society for Human Resource Management (SHRM) Conference, Chesterton, IN, March 2000.
 39. Hobson, C.J. & Kesic, D. A Compelling Rationale for Redesigning Your Benefit Package--Results from a National Survey of Stressful Life-Events. Paper presented at the Midwest Business Administration Association Meeting, Chicago, IL, March 2000.
 40. Malec, K.L., Hobson, C.J., & Guzewicz, J. A Field Application of the Hobson-Malec Model of Non-Profit Agency Volunteer-Friendliness. Paper presented at the Midwest Business Administration Association Meeting, Chicago, IL, March 2000.
 41. Hobson, C.J. & Kesic, D. A Behavioral Framework for Skills Assessment and Development in Teamwork Training. Paper presented at the National Academy of Business Disciplines Conference, Ft. Meyers, FL, November 1999.
 42. Hobson, C. J., Delunas, L & Kesic, D. A. New Stressful Life-Events Questionnaire for Use in Employee Training. Paper presented at the Applied Business Research National Conference, Denver, CO, August 1999.
 43. Malec, K. L. & Hobson, C. J. Volunteering: Using the Job Characteristics Model to Evaluate Student Experiences as Volunteers. Paper presented at the national conference of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Seattle, WA, November 1998.
 44. Hudson, N., Hobson, C.J., & Whitehead, K. Earning a National Well Workplace Award – The Indiana University Northwest Experience. Paper presented at the Wellness 1997

Conference, Myrtle Beach, SC, March 1997.

45. Malec, K. & Hobson, C.J. Volunteer-Friendliness of Nonprofit Agencies: The Test of a Conceptual Model. Paper presented at the national conference of the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), New York, NY, November 1996.
46. Kini, R. & Hobson, C.J. Applicability of Human Motivational Concepts in the Success and Failure of Total Quality Initiatives. Paper presented at the International Association of Management Annual Conference, Toronto, Canada, August 1996.
47. Gallmeier, C. & Hobson, C.J. Service Learning Options in the Classroom. Paper presented at A National Gathering: Education and Service Learning, Indianapolis, IN, June 1996.
48. Hobson, C.J., Training on a Shoestring Budget. Paper presented at the Entrepreneurial Excellence Conference, Merrillville, IN, November 1995.
49. Hobson, C.J., Rominger, A., Malec, K., Hobson, C.L. & Evans, K. The Volunteer Friendliness of Nonprofit Organizations. Paper presented at the National Meeting of Campus Compact, Providence, RI, May 1995.
50. Hobson, C.J., Rominger, A., Malec, K., Hobson, C.L., & Evans, K. Volunteer Friendliness of Nonprofit Agencies: Definition, Conceptual Model, and Applications. Paper presented at the Third Annual Business Research Conference, Indiana University Northwest, November 1994.
51. Hobson, C.J., Gill, J.R., & Gill, B. The Key to SPC Program Success-Mobilizing your Human Resources. Invited paper presented at the International Conference of the Society of Manufacturing Engineers in Toronto, Canada, October 1988.
52. Blaney, D.R., Hobson, C.J., & Stepniewski, A.B. Further Development and Psychometric Evaluation of the Blaney/Hobson Scale to Measure Nursing Attitude Towards Cost Effectiveness. Paper presented at the Second Measurement of Clinical and Educational Nursing Outcomes Conference, March 1988.
53. Dworkin, J.B., Feldman, S.P., Brown, J.M., & Hobson, C.J. Workers' Preferences for Bargaining Outcomes: An Empirical Analysis. Paper presented at the Second Columbia University Conference on Behavioral Research in Industrial Relations, May 1987.
54. Blaney, D.R., & Hobson, C.J. Differences in Attitude Toward Cost Effectiveness Between Nursing Administrators, Head Nurses, and Staff Nurses. Poster presented at the 11th Annual Midwest Nursing Research Society Conference, April 1987.
55. Feldman, S.P., & Hobson, C.J. New Data in Labor Economics. Paper presented at the Midwest Business Administration Association Meeting, March 1987.
56. Hobson, C.J., Blaney, D.R., & McHenry, J. Improving the Cost Effectiveness of Nursing Practice in a Hospital Setting. Paper presented at the National Academy of Management Meeting, August 1986.

57. Hobson, C.J., Newman, R.G., & Scodro, J. Evaluating Small Business Management Skills: An Assessment Center Approach. Paper presented at the Midwest Business Administration Association Meeting, March 1986.
58. Hobson, C.J., & McCue, B.J. The Case for Research Based Approaches to Management Training in Human Resources. Paper presented at the ReTrain America 85 Conference in Detroit, MI, June 1985.
59. Hobson, C.J. Dworkin, J.B. & Frieling, E. An Empirical Investigation of Potentially Important Psychological Causes of the Growing Labor Unrest in West Germany. Paper presented at the Midwest Business Administration Association Meeting, March 1985.
60. Hobson, C.J., Moran, R.F., Pelfrey, S.H., & Stevens, A.L. Circulation/Reserve Desk Personnel Effectiveness: A Means for Improvement. Paper presented at the Midwest Business Administration Association Meeting, March 1985.
61. Hobson, C.J. Codetermination Research. Invited address presented at the University of Kassel, West Germany, July 1984.
62. Hobson, C.J. Issues in Codetermination and the Small Business Sector. Invited address presented at the University of Augsburg, West Germany, July 1984.
63. Hobson, C.J. & Hricik, C.J. An Empirical Analysis of Perceptions of Performance Feedback in Organizations. Paper presented at the Midwest Business Administration Association Meeting, April 1984.
64. Hobson, C.J., Hobson, R.B., & Hobson, J.J. Why Managers Use Criticism Over Praise - The Captious Complex: A Preliminary Look at Consequences, Causes and Cures. Paper presented at the Midwest Business Administration Association Meeting, April 1984.
65. Hobson, C.J. The Role of Work in Defining Our Self-Concept and Promoting Psychological Health. Invited address presented at the Sixth Annual Conference on Families - Families and Work, Indiana University Northwest, April 1983.
66. Hobson, C.J. & Gibson, F.W. Policy Capturing as an Approach to Understanding and Improving Performance Appraisal: A Review of the Literature. Paper presented at the Midwest Business Administration Association Meeting, March 1983.
67. Pelfrey, S. & Hobson, C.J. The Economics of Physical Fitness in the Business Organization. Paper presented at the Midwest Business Administration Association Meeting, March 1983.
68. Hoffman, J.J., Jr., & Hobson, C.J. Physical Fitness and Employee Effectiveness: Research Findings and Recommendations for Management. Paper presented at the Midwest Business Administration Association Meeting, March 1983.
69. Hobson, C.J. The Economic Outlook for Small Business in Northwest Indiana. Invited address presented at the Indiana Hispanic Chamber of Commerce Meeting, Gary, IN, November 1982.

70. Hobson, C.J. Forecasting Vocational-Technical Training Needs for Lake County, Indiana in the 1980's. Invited address at (1) Lake County Indiana CETA Conference on "Job Preparation in the 1980's, October, 1982 and (2) Lake County Indiana Private Industry Council Conference on "Identifying Employment Opportunities and Training Needs for the 1980's," October 1982.
71. Hobson, C.J. Determinants of the Frequency of Informal Supervisory Feedback to Subordinates. Paper presented at the Eastern Academy of Management Meeting, May 1982.
72. Hobson, C.J. Subordinate Feedback to Supervisors: A Neglected Yet Important Topic. Paper presented at the Midwest Business Administration Association Conference, March 1982.
73. Hobson, C.J. Factors Affecting the Frequency of Supervisory Feedback to Subordinates in a Simulated Work Setting. Paper presented at the Midwest Business Administration Association Meeting, March 1982.
74. Hobson, C.J. & Gibson, F.W. Capturing Supervisor Rating Policies: A Way to Improve Performance Appraisal Effectiveness. Paper presented at the 5th Annual Occupational Analyst's Conference, Randolph Air Force Base, TX, May 1981.
75. Hobson, C.J. & Gibson, F.W. Policy Capturing (POLYCAP): A New Approach to Performance Appraisal. Paper presented at the Midwest Business Administration Association Conference, April 1981.

Technical Reports, Training Handbooks, and Other Publications:

1. Hobson, C.J. Volunteer-Friendly Assessment Report, Geminus Head Start, December 2010.
2. Devine, T.C. & Hobson, C.J. Head Start Volunteer-Friendly Assessment Report, Elkhart and St. Joseph Counties Head Start Consortium, November 2009.
3. Hobson, C.J. Child Outcomes Evaluation Report, Elkhart and St. Joseph Counties Head Start Consortium, August 2009.
4. Hobson, C.J. Head Start Community Needs Assessment, Elkhart and St. Joseph Counties Head Start Consortium, July 2009.
5. Hobson, C.J. Early Head Start Community Needs Assessment, Elkhart and St. Joseph Counties Head Start Consortium, June 2009.
6. Kauffman, S., McCarthy, H., Murff, S., Caffrey, A., & Hobson, C.J., LEAD Initiative Evaluation Report, Cohort Two, Year One, Enhancement Phase, September 2006.
7. Hobson, C.J., Geminus Head Start XXI, 2004-2005 Program, Final Evaluation Report, December 2005.
8. Caffrey, A., Bachman, J., Hobson, C.J., Kauffman, S., & McCarthy, H. L.E.A.D. Initiative Evaluation Report, June 30, 2005.

9. Hobson, C.J., Miga, G.P., Kesic, D., Rosetti, D., & Rominger, A. (2002) Developing Leaders for Today and the Future, IUN Business Briefs, Vol. I, Issue II, 1-8.
10. Hobson, C.J. Final Report on Survey of Scout Members, Parents, and Leaders Project, Calumet Council of the Boy Scouts of America, 1999.
11. Hobson, C.J. & Kennelly, L.R. Understanding and Preventing Academic Sexual Harassment at Indiana University Northwest – A Guidebook for Students, Training Handbook for University Students, 1998.
12. Hobson, C.J., Diversity Training Program Evaluation – Final Report, Indiana University Northwest, Spring 1998.
13. Hobson, C.J. Understanding and Preventing Academic Sexual Harassment at Indiana University Northwest, Training Handbook for University Faculty, Academic Staff, and Administrators, 1997.
14. Hobson, C.J. Understanding and Preventing Workplace Sexual Harassment at Indiana University Northwest, Training Handbook for all University Employees and Supervisors, 1997.
15. Hobson, C.J., Barlas, A., DuVall, D.L., Saper, R.A., Gallagher, C., Karp, D., & Scott, R. (1997) Lake Area United Way 1996-1997 Donor Choice Study, Report #1997-1., 1997.
16. Hobson, C.J., Young, F., Lafata-Johnson, P., and Milich, M. Customer Service Quality at Indiana University Northwest – Final Report, Spring 1995.
17. Hobson, C.J., Hentz, M., Bulger, A., Evans, K., Stafford, K., Schoon, D., and Tippy, F. Assessing the “Volunteer Friendliness” of Lake Area United Way Agencies, Report #1994-3, 1994.
18. Hobson, C.J., Smith E.L., & MacConnell, R. Lake Area United Way 1993 Donor Satisfaction and Donor Choice Study, Report #1994-2, 1994.
19. Hobson, C.J., Stafford, K., & Evans, K. Survey of Lake Area United Way Leadership Givers, Report #1994-1, 1994.
20. Hobson, C.L. & Hobson, C.J. The “Family Friendliness” of Organizations in Northwest Indiana, April 1992.
21. Hobson, C.J., Gill, J.R., & Gill, B. The Key to SPC Program Success-Mobilizing Your Human Resources. Technical Report No. MS-506, Society of Manufacturing Engineers, Dearborn, Michigan, October 1988.
22. Hobson, C.J. A Guide to Formulating Export Control Implementation and the Transfer of Strategic Technology to the Federal Republic of Germany. Prepared for the National Defense University, Washington, D.C., Summer 1985.
23. Hobson, C.J. Factors Affecting the Frequency of Feedback from Supervisors: A Laboratory Investigation. Technical Report No. 81-2, Department of Psychological

Sciences, Purdue University, West Lafayette, Indiana, May 1981.

24. Ilgen, D.R., Dugoni, B.L., & Hobson, C.J. The Impact of Source Credibility and Feedback Sign on Work Performance and Perceptions of Feedback. Technical Report No. 8-4, Department of Psychological Sciences, Purdue University, West Lafayette, IN, October 1980.
25. Hobson, C.J., Mendel, R.M., & Gibson, F.W. Clarifying Performance Appraisal Criteria. Technical Report No. 80-3, Department of Psychological Sciences, Purdue University, West Lafayette, IN, October 1980.
26. Ilgen, D.R., Hobson, C.J., & Dugoni, B.L. Performance Feedback: The Development of a Measure. Technical Report No. 8-2, Department of Psychological Sciences, Purdue University, West Lafayette, IN, September 1980.

RESEARCH IN PROGRESS AND CURRENT RESEARCH INTERESTS

Stressful Life-Events and Health Outcomes
Sexual Harassment Prevention in the Workplace and Education
Evaluating the "Volunteer Friendliness" of Nonprofit Organizations
Evaluating the Impact of Teamwork Training
Using Assessment Centers with Entrepreneurs

COURSES TAUGHT

| | |
|---|--------------------------|
| Teamwork and Team Leadership | Graduate & Undergraduate |
| Leadership | Graduate |
| Advanced Organizational Behavior | Graduate |
| Organizational Behavior and Leadership | Graduate & Undergraduate |
| Human Resource Management | Graduate & Undergraduate |
| Personnel Research and Measurement | Graduate & Undergraduate |
| Entrepreneurship | Undergraduate |
| Introduction to Business Administration | Undergraduate |
| SwingShift Classes in Industrial / Organizational Psychology and Entrepreneurship for Union Workers on Rotating Shifts | Undergraduate |
| Personnel Psychology | Graduate |
| Psychological Tests and Measurements | Graduate & Undergraduate |
| Experimental Psychology | Undergraduate |

CONSULTING AND TRAINING WITH THE FOLLOWING ORGANIZATIONS:

Head Start Program, Bowling Green, Kentucky
Institute for Organizational Behavior Research, Houston, Texas
National Association of College and University Food Services, Valparaiso, Indiana
Purdue Staff Training Council, West Lafayette, Indiana
St. Catherine Hospital, East Chicago, Indiana
Library, Indiana University Northwest, Gary, Indiana
Small Business Administration, Gary, Indiana

Hispanic Chamber of Commerce, East Chicago, Indiana
People's Federal Savings and Loan, Hammond, Indiana
Indiana National Guard, Valparaiso, Indiana
Jewish Federation, Inc., Munster, Indiana
Lake County Job Training Corporation, Gary, Indiana
Midwest Steel Corporation, Portage, Indiana
Bethlehem Steel Corporation, Burns Harbor, Indiana
Methodist Hospitals, Gary, Indiana
Southlake Mall, Merrillville, Indiana
Visiting Nurses Association of Northwest Indiana, Merrillville, Indiana
St. Anthony's Hospital, Crown Point, Indiana
Gary Post-Tribune, Gary, Indiana
Service Corp of Retired Executives, Gary, Indiana
U.S. Steel Corp., Gary, Indiana
Strack and Van Til/Ultra/Cub Food Stores, Schererville, Indiana
Northwest Indiana Council of Hospital Nursing Service Administrators, Dyer, Indiana
Akron City Hospital, Akron, Ohio
Area Welding, Hammond, Indiana
Kankakee Valley Job Training Corporation, LaPorte, Indiana
American Journal of Nursing, Inc. New York, New York
Omni 41, Schererville, Indiana
Our Lady of Mercy Hospital, Dyer, Indiana
South Bend Memorial Hospital, South Bend, Indiana
Northern Indiana Public Service Company, Hammond, Indiana
Kentucky Fried Chicken, Dyer, Indiana
Lake County Public Library, Merrillville, Indiana
Metro Metals, Portage, Indiana
Wise Way Food Stores, Merrillville, Indiana
Cavalier Ink, Richmond, Virginia
Lake Central School Corporation, St. John, Indiana
Millprint, Inc., Milwaukee, Wisconsin
Great Lakes Productivity Institute, Merrillville, Indiana
US Army Reserves, Harvey, Illinois
Amoco Oil Company, Chicago, Illinois
Bendix Corporation, South Bend, Indiana
Enamel Products, Portage, Indiana
Kay Bee Toy Stores, Merrillville, Indiana
Artistic Cleaners, Lake Station, Indiana
Society for Human Resource Management, Michiana Chapter, South Bend, Indiana
Air Products, Naperville, Illinois
BP America, Cleveland, Ohio
Wellness Council of Northwest Indiana, Merrillville, Indiana
Teachers Credit Union, South Bend, Indiana
South Bend Waterworks, South Bend, Indiana
Gainer Bank, Merrillville, Indiana
Inland Steel, East Chicago, Indiana
Amoco Chemical Company, Chicago, Illinois
Manville Corporation, Elkhart, Indiana
Flint Area School Employees Credit Union, Flint, Michigan
Lehigh Cement, Gary, Indiana
Whirlpool Corporation, St. Joseph, Michigan

North American Van Lines, Fort Wayne, Indiana
US Post Office, Gary, Indiana
I/N Tek, New Carlisle, Indiana
Centier Bank, Merrillville, Indiana
Gary Sanitary District, Gary, Indiana
Hammond Clinic, Hammond, Indiana
Wellness Councils of America, Omaha, Nebraska
Centers for Health Excellence, Schererville, Indiana
MPI, Indiana Fineblanking, Knox, Indiana
Lakeshore Employment and Training Partnership, Inc., Gary, Indiana
Lever Brothers, Hammond, Indiana
Northwest Indiana Forum, Portage, Indiana
Imperial Wallcoverings, Hammond, Indiana
Kitchen Aid, St. Joseph, Michigan
Association of Black Law Enforcement Officers, Chicago, Illinois
M.A. Dilts & Associates, Merrillville, Indiana
Merrillville Chamber of Commerce, Merrillville, Indiana
Indiana Federal Bank, Valparaiso, Indiana
First National Bank, Valparaiso, Indiana
Valparaiso Chamber of Commerce, Valparaiso, Indiana
Safety Kleen, Chicago, Illinois
Chesebrough Ponds, Chicago, Illinois
Canonie, Inc., Porter, Indiana
Purdue North Central, Westville, Indiana
WYIN, Channel 56, Public Service Television, Merrillville, Indiana
Goshen Hospital, Goshen, Indiana
St. Anthony Home, Crown Point, Indiana
Weldun International, Bridgeman, Michigan
U.S. Gypsum, East Chicago, Indiana
Lake Area United Way, Griffith, Indiana
Northwest Indiana Healthcare Alliance, Portage, Indiana
First Citizens Bank, Michigan City, Indiana
Schererville Chamber of Commerce, Schererville, Indiana
Whiteco Metrocom, Merrillville, Indiana
Leadership Northwest Indiana, Portage, Indiana
City of Hobart, Hobart, Indiana
Highland School Corporation, Highland, Indiana
Building and Construction Resource Center, Inc., Hammond, Indiana
Deaf Services, Merrillville, Indiana
Labor Management Resource Association, Dyer, Indiana
Goodrich Quality Theaters, Kentwood, Michigan
The Summit Group, South Bend, Indiana
Red Cross, Merrillville, Indiana
Powdertech Corp., Valparaiso, Indiana
Northwest Indiana Education Foundation, Michigan City, Indiana
The Times, Munster, Indiana
Rhone-Poulenc, Chicago Heights, Illinois
Lear Seating Corporation, Hammond, Indiana
Selmer, Elkhart, Indiana
Southwestern Chapter of Michigan Credit Unions, Benton Harbor, Michigan
Indiana Trucking and Warehouse, Hammond, Indiana

Calumet Construction, Hammond, Indiana
Indianapolis Association of Independent Auditors, Indianapolis, Indiana
National Association of Purchasing Management-Northwest Indiana, Inc., Merrillville, Indiana
Majestic Star Casino, Gary, Indiana
Great Lakes Warehouse Corp., Hammond, Indiana
Indiana Library Federation, Indianapolis, Indiana
Porter-Starke Counseling Centers, Valparaiso, Indiana
WELDCO, Inc., Griffith, Indiana
Lake County Council, Crown Point, Indiana
Heat Wagon, Valparaiso, Indiana
Barney Enterprises Management Services, Inc., Merrillville, Indiana
Olive, Indianapolis, Indiana
Tx: Team PostCare, Indianapolis, Indiana
Beta Steel, Portage, Indiana
BP Amoco, Chicago, Illinois
Association of Trial Lawyers of America (ATLA), Washington, D.C.
Trump Casino, Gary, Indiana
Calumet Council of the Boy Scouts of America, Munster, Indiana
Duneland School Corporation, Chesterton, Indiana
Society for Human Resource Management, Northwest Indiana Chapter, Merrillville, Indiana
National Federation of Independent Businesses (NFIB), Indianapolis, Indiana
Maternal Support Services/Infant Support Services Program, South Haven, Michigan
Mothers Who Care, Gary, Indiana
Bank Calumet, Hammond, Indiana
Empowerment Zone, Gary/Hammond/East Chicago, Indiana
Geminus Corporation, L.E.A.D. Initiative, Merrillville, Indiana
City of East Chicago, East Chicago, Indiana
Social Security Administration, Merrillville, Indiana
City of LaPorte, LaPorte, Indiana
City of Crown Point, Crown Point, Indiana
Attorney General, State of Washington, Seattle, Washington
Geminus Corporation, Head Start XXI, Merrillville, Indiana
Great Lakes Works, U. S. Steel, Detroit, Michigan
Indiana Botanic Garden, Hobart, Indiana
AM General, South Bend, Indiana
Southlake Mental Health Center, Merrillville, Indiana
Tri-City Mental Health Center, East Chicago, Indiana
Edgewater Systems for Balanced Living, Gary, Indiana
B & B Molders, South Bend, Indiana
CTI Field Services, Whiting, Indiana
St. Joseph County/Elkhart County Head Start, South Bend, Indiana
Mittal Steel USA, East Chicago, Indiana
U.S. Steel – Fairfield Works, Birmingham, Alabama
Cass County Council on Aging, Cass County, Indiana
South Bend School Corporation, South Bend, Indiana
Utilimaster, Elkhart, Indiana
Krieg-Devault Attorneys at Law, Schererville, Indiana
Pokagon Band of Potawatomi Indians, Dowagiac, Michigan
Auburn Hills Chamber of Commerce, Auburn Hills, Michigan

Crown Point Chamber of Commerce, Crown Point, Indiana
YMCA, Hobart, Indiana
St. Joseph and Elkhart Counties Consortium Early Head Start, South Bend, Indiana
Mno Bmadsen, Dowagiac, Michigan
Geminus Corporation Early Head Start, Merrillville, Indiana
Better World Books, Mishawaka, Indiana
YWCA, Gary, Indiana
Eagle Express Trucking, South Holland, Illinois
The National Center for American Indian Enterprise Development, Mesa, Arizona
South Haven Chamber of Commerce, South Haven, Michigan
HealthLinc, Inc., Valparaiso, Indiana
Paw Paw Chamber of Commerce, Paw Paw, Michigan
Society for Human Resource Management, SRKA Chapter, Kenosha, Wisconsin
Portage Fire Department, Portage, Indiana
Reschcor, Elkhart, Indiana
Statewide Aluminum, Inc., Elkhart, Indiana
AACOA Extrusions, Inc., Elkhart, Indiana
Center of Workforce Innovations, Valparaiso, Indiana
Indiana Department of Homeland Security, Indianapolis, Indiana
Duncan, Inc. Elkhart, Indiana
Four Winds Casino, New Buffalo, Michigan
Wharton MBA Program, University of Pennsylvania, Philadelphia, Pennsylvania
Bomarko, Inc., Plymouth, Indiana
Cass County Council on Aging, Cassopolis, Michigan
Robert Weed Plywood, Bristol, Indiana
EDCOAT, New Carlisle, Indiana
Five Star Sheets, New Carlisle, Indiana
Indiana Toll Road, South Bend, Indiana
AACOA, Niles, Michigan
Pokagon Gaming Commission, New Buffalo, Michigan
Chi Ishobak, Dowagiac, Michigan
American Roller Company, Walkerton, Indiana
Kessington LLC, Elkhart, Indiana
Northwest Indiana Small Business Development Center, Crown Point, Indiana
Dometic Corp., Elkhart, Indiana
Elkhart Economic Development Association, Elkhart, Indiana
Indiana Head Start Association, Indianapolis, Indiana
Bradley Company, South Bend, Indiana
Vista Manufacturing, Elkhart, Indiana
Mid-City Supply, Elkhart, Indiana
O-Tech Corporation, Rolling Prairie, Indiana