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Wayne F. Cascio holds the Robert H. Reynolds Chair in Global Leadership and is a Distinguished University Professor at the University of Colorado. He has served as president of the Society for Industrial and Organizational Psychology (1992-1993), Chair of the SHRM Foundation (2007), the HR Division of the Academy of Management (1984), and as a member of the Academy of Management's Board of Governors (2003-2006). He is a senior editor of the *Journal of World Business*.

He has authored or edited 27 books on human resource management, including *Investing in People* (with John Boudreau, 2nd ed., 2011), *HR Strategy: A Risk-Management Approach* (with John Boudreau, 2012), *Managing Human Resources* (9th ed., 2013), and *Applied Psychology in Human Resource Management* (7th ed., with Herman Aguinis, 2011). He is a two-time winner of the best-paper award from the *Academy of Management Executive* for his research on downsizing and responsible restructuring.

In 1999 he received the Distinguished Career award from the HR Division of the Academy of Management. He received an honorary doctorate from the University of Geneva (Switzerland) in 2004, and in 2008 he was named by the *Journal of Management* as one of the most influential scholars in management in the past 25 years.

In 2010 he received the Michael R. Losey Human Resources Research Award from the Society for Human Resource Management. Currently he serves as Chair of the U.S. Technical Advisory Group that is developing international standards for the Human Resources profession, and he represents the United States to the International Organization for Standards. Dr. Cascio has consulted with many organizations on six continents and is an elected Fellow of the National Academy of Human Resources, the Academy of Management, and the American Psychological Association. His work is featured regularly in business media, including *The Wall Street Journal*, *Newsweek*, *Time*, *The New York Times*, *National Public Radio*, and *Harvard Business Review*, among others.

Dr. Cascio earned his B.A. degree from Holy Cross College, his M.A. degree from Emory University, and his Ph.D. in industrial/organizational psychology from the University of Rochester.