

THE UNIVERSITY OF MICHIGAN

*Regents Communication*

ACTION REQUEST

**Subject: Report of Faculty Retirement**

**Action Requested: Adoption of Retirement Memoir**

**Joseph Wayne Brockbank, Ph.D.**, clinical professor of business in the Stephen M. Ross School of Business, retired from active faculty status on July 31, 2020.

Professor Brockbank received his B.A. and M.A. degrees from Brigham Young University in 1972 and 1974, respectively, and his Ph.D. degree from the University of California, Los Angeles in 1984. He joined the University of Michigan faculty in 1985. He became a clinical professor of business when his teaching load transitioned to executive education.

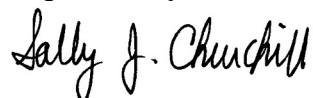
Professor Brockbank was an acknowledged worldwide leader in the field of human resource management (HRM). His research led the evolution of HRM for more than 30 years. With over 100,000 participants, he and his colleagues have conducted the largest continuous global research on human resource professionals and departments. This empirical research has defined concepts such as market driven organization capability, competitive organizational cultures, information architecture, and the competencies of effective HR professionals. This research has been documented in seven books and dozens of academic articles. He was acknowledged as one of the top twenty thinkers in global HRM by HR's Most Influential in 2013. He was honored with *Human Resource Management Journal's* Best Paper of the Year (2000), the Human Resource Planning Society's Best Research Paper of the Year (1996), and the Society of Human Resource Management's Yoder-Heneman Award for Outstanding Research (1989).

Professor Brockbank was an outstanding teacher in conveying these concepts. He served as the director and core faculty of the Advanced Human Resource Executive Program and Strategic Human Resource Planning. For 30 years, these programs were consistently rated as the best HR executive programs by the *Wall Street Journal*, *Business Week*, and *Leadership Excellence*. He served as the director of the Center for Strategic HR Leadership. He framed and initiated the Multidisciplinary Application Project (MAP), a defining component of the Ross M.B.A.

His influence was on a global scale. He served as the faculty director of HR executive programs in China, the Middle East, India, and Europe and the Global Management Development Program in India. Based on his research, he advised over 100 global 500 firms and shaped HRM on every continent. He served on the Board of Directors for the Society of Human Resource Management and the Human Resource Planning Society.

The Regents now salute this distinguished faculty member by naming **Joseph Wayne Brockbank, clinical professor emeritus of business**.

**Requested by:**



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**Sally J. Churchill, J.D.**  
Vice President and Secretary of the University

February 2021