

## Curriculum Vita

**Talya N. Bauer**  
*Cameron Professor of Management*  
School of Business  
Portland State University  
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### Education

Ph.D. 1994 Business: Organizational Behavior and Human Resource Management,  
Purdue University, West Lafayette, IN

1990 Industrial/Organizational Psychology Masters Program, San Francisco State  
University, San Francisco, CA

B.A. 1989 Psychology Major, Art History Minor, Humboldt State University, Arcata, CA

### Employment

2006-present Gerry and Marilyn Cameron Professor of Management. School of Business,  
Portland State University, Portland, OR. (Affiliated faculty Department of  
Psychology.) Teaching at the graduate and undergraduate level: organizational  
behavior, training and development, interview skills, interpersonal relationships  
and influence, and community based learning courses on the quarter system using  
online and in-person formats, cases, role plays, and group projects. Average  
career teaching evaluations are 4.38 and 4.44 since promotion to Professor (on a  
5-point scale).

2009-2011 Editor, *Journal of Management*.

2010 & 2011 Visiting Professor, School of Management, Université Paris-Sud 11. Dauphine  
Conference Participant, Paris.

2004-2005 Professor of Management. School of Business, Portland State University,  
Portland, OR. Teaching at the graduate and undergraduate level: organizational  
behavior, training and development, interview skills, interpersonal relationships

and influence, and community based learning courses on the quarter system using online and in-person formats, cases, role plays, and group projects.

- 2001-2004 Faculty in Residence for Scholarship. Center for Academic Excellence, Portland State University. In charge of campus-wide research groups (numbers ranged from 15 to 25 groups per year) with the Vice Provost for Special Projects from the RFP and selection of participants to group management including monthly meetings and writing retreats as well as the yearly publication of a summary of the year's activities.
- 1999-2004 Associate Professor of Management. Portland State University, Portland, OR. Teaching at the graduate and undergraduate level: organizational behavior, training and development, interview skills, interpersonal relationships and influence, and community based learning courses on the quarter system using online and in-person formats, cases, role plays, and group projects. Average career evaluations during to this point were 4.38 (on a 5-point scale).
- 1994-1999 Assistant Professor of Management. Portland State University, Portland, OR. Teaching at the graduate and undergraduate level: organizational behavior, training and development, and negotiations on the quarter system using lectures, business simulations, small group discussions and role plays. Average teaching evaluations during this time were 4.40 (on a 5-point scale).
- 1996-1999 Trainer: Assessment Systems Incorporated. Participated in assessment centers which put Hewlett-Packard managers through realistic job situations and then provide feedback to them to enhance leadership skills in Portland, San Diego, Boise, San Francisco, & Hong Kong.
- 1992-1994 Data collection coordinator: Subaru-Isuzu Automotive. Coordinated the yearly data collection of opinion questionnaires for three years from over 3,000 employees.
- 1992 Researcher/interviewer: NASA, Ames Airforce Base. Investigated the role of development and innovation in organizational effectiveness and product champions.
- 1991 Instructor: Purdue University, Human Resource Management and Organizational Behavior.

### **Honors**

- Editor, *Journal of Management*. Published by Sage. Sponsored by the Southern Management Association, July 1, 2008- July 1, 2011
- Center for Interdisciplinary Mentoring Research (CIMR) Associate, Portland State University
- *h-index* 17
- Awarded Professorship, *Gerry and Marilyn Cameron Professor of Management*, School of Business, Portland State University, 2006

- Portland State University Excellence in Community-based Teaching and Learning Award, 2007
- Selected as a Society for Industrial/Organizational Psychology Fellow, 2005
- Selected as an American Psychological Society Fellow, 2005
- Tied for the 13<sup>th</sup> most published author in the 1990's as well as tying for the 5<sup>th</sup> most published female author in the 1990's (2<sup>nd</sup> in the 2000's based on a recent informal analysis), as noted in: Ones, D. S., & Viswesvaran, C. (2000). Most published authors in *Journal of Applied Psychology* and *Personnel Psychology* during the 1990s. *The Industrial-Organizational Psychologist*, Vol. 37, No. 4.  
<http://www.sio.org/tip/backissues/TipApril00/3Ones.aspx>
- Western Academy of Management Ascendant Scholar Award, 2001
- Portland State University Civic Engagement Award, 2001
- Portland State University Teaching with Technology Award, 2001
- Nominated for the Ernest J. McCormick Award for Early Career Contributions, 2000
- Portland State University School of Business Annual Award for Research Performance, 1997
- Portland State University School of Business Annual Award for Overall Performance, 1996
- Wherry Best Student Paper award from the Society of Industrial and Organizational Psychology and the IO/OB Convention, 1994
- American Psychological Association Dissertation Research Award, 1994

### **Dissertation**

“A longitudinal test of recruiting and leadership influence on newcomer socialization and performance” (1994). Chair: Stephen G. Green. Committee Members: Michael A. Campion, Howard Weiss, & Larry J. Williams. *Awarded the David Ross Dissertation Fellowship and APA Dissertation Research Award.*

### **Published Research**

1. Erdogan, B., Bauer, T. N., Peiró, J. M., & Truxillo, D. M. (in press). Overqualified employees: Making the best of a potentially bad situation for individuals and organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
2. Erdogan, B., & Bauer, T. N. (2010). Differentiated Leader-Member Exchange (LMX): The moderating role of justice climate. *Journal of Applied Psychology*, *95*, 1104-1120.
3. Zaniboni, S., Fraccaroli, F., Truxillo, D. M., Bertolino, M., & Bauer, T. N. (2010). Training valence, instrumentality, and expectancy scale (T-VIES-it): Factor structure and nomological network in an Italian sample. *Journal of Workplace Learning*, *23*.
4. Ford, D., Truxillo, D. M., & Bauer, T. N. (2009). Rejected but still there: Shifting the focus to the promotional context. *International Journal of Selection and Assessment*, *17*, 402-416. In Special Issue: “Applicant Perspectives in Selection: Going beyond Preferences in Reactions” with Guest Editors U. R. Hülsheger & N. Anderson.

5. Johnson, J., Truxillo, D. M., Erdogan, B., Bauer, T. N., & Hammer, L. (2009). Perceptions of overall fairness: Are effects on job performance moderated by LMX? *Human Performance, 22*, 432-449.
6. Truxillo, D. M., Bodner, T., Bertolino, M., Bauer, T. N., & Yonce, C. (2009). Effects of explanations on applicant reactions: A meta-analytic review. *International Journal of Selection and Assessment, 17*, 346-361. In Special Issue: "Applicant Perspectives in Selection: Going beyond Preferences in Reactions" with Guest Editors U. R. Hülsheger & N. Anderson.
7. Erdogan, B., & Bauer, T. N. (2009). Perceived overqualification and its outcomes: The moderating role of empowerment. *Journal of Applied Psychology, 94*, 557-565.
8. Truxillo, D. M., Bauer, T. N., & Campion, M. A. (2009). Organizational justice interventions: Practicalities, concerns, and potential. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 2*, 211-214.
9. Truxillo, D. M., Seitz, R., & Bauer, T. N. (2008). The role of cognitive ability in self-efficacy and self-assessed test performance. *Journal of Applied Social Psychology, 38*, 903-918.
10. Bauer, T. N., Bodner, T., Erdogan, B., Truxillo, D. M., & Tucker, J. S. (2007). Newcomer adjustment during organizational socialization: A meta-analytic review of antecedents, outcomes, and methods. *Journal of Applied Psychology, 92*, 707-721.
11. Bauer, T. N., Truxillo, D. T., Tucker, J. S., Weathers, V., Bertolino, M., Erdogan, B., & Campion, M. A. (2006). Selection in the information age: The role of personal information privacy concerns and computer use in understanding applicant reactions. *Journal of Management, 32*, 601-625.
12. Bauer, T. N., Erdogan, B., Liden, R. C., & Wayne, S. J. (2006). A longitudinal study of the moderating role of extraversion: LMX, performance, and turnover during new executive development *Journal of Applied Psychology, 91*, 298-310.
13. Paglis, L. L., Green, S. G., & Bauer, T. N. (2006). Does mentoring add value to the training and productivity of scientists? *Research in Higher Education, 47*, 451-476.
14. Sanchez, R. J., Bauer, T. N., & Paronto, M. E. (2006). Peer-mentoring freshmen: Implications for satisfaction, commitment, and retention to graduation. *Academy of Management Learning and Education, 5*, 25-37.
15. Truxillo, D. M., Bauer, T. N., Campion, M. A., & Paronto, M. E. (2006). A field study of the role of Big Five personality in applicant perceptions of selection fairness, self, and hiring organization. *International Journal of Selection and Assessment, 14*, 269-277.

16. Erdogan, B., & Bauer, T. N. (2005). When do proactive individuals feel successful in their careers? The role of person-job and person-organization fit. *Personnel Psychology*, 859-891.
17. Maertz, C. P., Bauer, T. N., Mosley, D. C., Posthuma, R., & Campion, M. A. (2005). Predictors of self-efficacy for cognitive ability employment tests: Race and gender effects. *Journal of Business Research*, 58, 160-167.
18. Bauer, T. N., Truxillo, D. M., Campion, M. A., & Weekley, J. (2004). Fairness reactions and technology: Does selection screening method matter? *International Journal of Selection and Assessment*, 12, 135-148.
19. Hammer, L. B., Bauer, T. N., & Grandey, A. A. (2003). Work-family conflict and work-related withdrawal behaviors. *Journal of Business & Psychology*, 17, 419-436.
20. Hunthausen, J., Truxillo, D. M., Bauer, T. N., & Hammer, L. (2003). A field study of frame-of-reference effects on personality test validity. *Journal of Applied Psychology*, 88, 545-551.
21. Maertz, C. P., Bauer, T. N., Mosley, D. C., Posthuma, R., & Campion, M. A. (2003). Do procedural justice perceptions in a selection testing context predict applicant attraction and intentions toward the organization? *Journal of Applied Social Psychology*, 33, 1-22.
22. Paronto, M. E., Truxillo, D. M., Bauer, T. N., & Leo, M. (2002). Drug testing, drug treatment, and marijuana use: A fairness perspective. *Journal of Applied Psychology*, 87, 1159-1166.
23. Tierney, P., Bauer, T. N., & Potter, R. (2002). The influence of group acceptance and job attitudes on extra-role behavior among Mexican employees. *International Journal of Selection and Assessment*, 10, 292-303.
24. Truxillo, D. M., Bauer, T. N., Campion, M. A., & Paronto, M. E. (2002). Selection fairness information and applicant reactions: A longitudinal field study. *Journal of Applied Psychology*, 87, 1020-1031.
25. Truxillo, D. M., Bauer, T. N., & Paronto, M. E. (2002). Reactions to organizational alcohol testing and treatment programs. *Journal of Business & Psychology*, 17, 31-45.
26. Bauer, T. N., Truxillo, D. M., Sanchez, R., Craig, J., Ferrara, P., & Campion, M. A. (2001). Development of the Selection Procedural Justice Scale (SPJS). *Personnel Psychology*, 54, 387-419.
27. Aiman-Smith, L. A., Bauer, T. N., & Cable, D. (2001). Are you attracted? Do you intend to pursue? A recruiting policy-capturing study. *Journal of Business & Psychology*, 16, 219-237.

28. Truxillo, D. M., Bauer, T. N., & Sanchez, R. J. (2001). Multiple dimensions of procedural justice: Longitudinal effects on selection system fairness and test-taking self-efficacy. *International Journal of Selection and Assessment, 9*, 336-349.
29. Truxillo, D. M., Normandy, J. L., & Bauer, T. N. (2001). Drug use history, drug test consequences, and the perceived fairness of organizational drug testing programs. *Journal of Business & Psychology, 16*, 87-99.
30. Bauer, T. N., & Truxillo, D. M. (2000). Temp-to-permanent employees: A longitudinal study of stress and selection success. *Journal of Occupational Health Psychology, 5*, 337-346.
31. Sanchez, R. J., Truxillo, D. M., & Bauer, T. N. (2000). Development and examination of an expectancy based measure of test-taking motivation. *Journal of Applied Psychology, 85*, 739-750.
32. Taormina, R., & Bauer, T. N. (2000). Organizational socialization in two cultures: Results from the United States and Hong Kong. *International Journal of Organizational Analysis, 8*, 263-290.
33. Truxillo, D. M., & Bauer, T. N. (2000). The roles of gender and affirmative action in reactions to test score use methods. *Journal of Applied Social Psychology, 30*, 1812-1828.
34. Bauer, T. N. (1999). Mentoring fairness: The effect of gender, mentoring type, mentoring experience, and mentoring needs. *Sex Roles, 40*, 211-225.
35. Truxillo, D. M., & Bauer, T. N. (1999). Applicant reactions to test score banding: Three field examples. *Journal of Applied Psychology, 84*, 322-340.
36. Bauer, T. N., Maertz, C. P., Dolen, M. R., & Campion, M. A. (1998). A longitudinal assessment of applicant reactions to an employment test. *Journal of Applied Psychology, 83*, 892-903.
37. Bauer, T. N., & Green, S. G. (1998). Testing the combined effects of newcomer information seeking and managerial behavior on socialization. *Journal of Applied Psychology, 83*, 72-83.
38. Bauer, T. N., & Green, S. G. (1996). Development of Leader-Member Exchange: A longitudinal test. *Academy of Management Journal, 39*, 1538-1567.
39. Bauer, T. N., & Hammer, L. (1996). Help received during the journal article writing process: The outcomes of quality and quantity. *Journal of Social Behavior and Personality, 11*, 213-224.
40. Bauer, T. N., & Aiman-Smith, L. A. (1996). Green career choices: The influence of a firm's ecological stance on perceived company attractiveness. *Journal of Business & Psychology, 10*, 445-458.

41. Green, S. G., & Bauer, T. N. (1995). Supervisory mentoring by advisers: Relationships with Ph.D. student potential, productivity, and commitment. *Personnel Psychology*, *48*, 537-561.
42. Bauer, T. N., & Green, S. G. (1994). The effect of newcomer involvement in work-related activities: A longitudinal study of socialization. *Journal of Applied Psychology*, *79*, 211-223.
43. Williams, M. L., & Bauer, T. N. (1994). The effect of a “managing diversity” policy on organizational attractiveness. *Group & Organization Management*, *19*, 295-308.

#### **Non-refereed Articles**

1. Bauer, T. N., & Taylor, M. S. (2002). Research brief: When managing expatriate adjustment, don't forget the spouse. *Academy of Management Executive*, *15*, 135-137.
2. Truxillo, D. M., & Bauer, T. N. (1997). The unexamined consequences of banding: Applicant fairness reactions. *Personnel Testing Council of Southern California Newsletter*, (Volume 19, Issue 6). Los Angeles, CA.
3. Bauer, T. N. (1995). How three factions rank job and applicant attributes. *Journal of Career Planning and Employment*, *55*, No. 4, 43-46.
4. Bauer, T. N. (1994). Practice makes perfect (or at least better). In F. Gilbert (Ed.) *PowerSpeaking: How Ordinary People Can Make Extraordinary Presentations*. Redwood City, CA: FGA, Inc.
5. Fink, L. S., Bauer, T. N., & Campion, M. A. (1994). Job candidates' views of site visits: Site visits do make a difference. *Journal of Career Planning and Employment*, *54*, No. 3, 32-38.

#### *Textbooks*

1. Bauer, T. N., & Erdogan, B. (2009). *Organizational Behavior (Version 1.0)*. Nyack, NY: Flat World Knowledge. (ISBN: 978-0-9820430-6-6)
2. Bauer, T. N., & Erdogan, B. (2010). *Organizational Behavior (Version 1.1)*. Nyack, NY: Flat World Knowledge. (ISBN: 978-1-4533-0085-5)
3. Carpenter, M. A., Bauer, T.N., & Erdogan, B. (2009). *Principles of Management (Version 1.0)*. Nyack, NY: Flat World Knowledge. (ISBN: 978-1-936126-24-8)
4. Carpenter, M. A., Bauer, T. N., & Erdogan, B. (2010). *Principles of Management (Version 1.1)*. Nyack, NY: Flat World Knowledge. (ISBN: 978-1-4533-0091-6)

5. Short, J., Bauer, T. N., Ketchen, D., & Simon, L. (2009). *Atlas Black: Managing to Succeed, A Management Graphic Novel*, Volume I (Chapters 1-5). Nyack, NY: Flat World Knowledge. (ISBN: 978-0-9823618-4-9)
6. Short, J., Bauer, T. N., Ketchen, D., & Simon, L. (2010). *Atlas Black: Management Guru?*, Volume II (Chapter 6-10). Nyack, NY: Flat World Knowledge. (ISBN: 978-0-9823618-7-0)

### *Book Chapters*

1. Bauer, T. N. (2011). Onboarding new employees: Maximizing success. *SHRM Foundation's Effective Practice Guideline Series*. SHRM. The report can be downloaded at <http://www.shrm.org/about/foundation/products/Pages/OnboardingEPG.aspx>
2. Bauer, T. N., Erdogan, B., & Taylor, S. M. (in process). Recruitment, selection, and socialization for creating and maintaining environmentally friendly employee behaviors. In S. E. Jackson, D. S. Ones, & S. Dilchert (Eds.), *Managing Human Resources for Environmental Sustainability*. NY: Jossey-Bass/Wiley.
3. Bauer, T. N., & Erdogan, B. (in process). Leader-member exchange. In D. Day (Ed.), *Oxford Handbook of Leadership and Organizations*. Oxford, UK: Oxford University Press.
4. Bauer, T. N., & Erdogan, B. (in process). Outcomes of organizational socialization. In C. Wanberg (Ed.), *Organizational Socialization*. Oxford, UK: Oxford University Press.
5. Bauer, T. N., Truxillo, D. M., Mansfield, L., & Erdogan, B. (in press). Temporary workers: Who are they and how can we select them for success? In N. Schmidt (Ed.), *Handbook for Selection and Assessment*. Oxford, UK: Oxford University Press.
6. Erdogan, B., & Bauer, T. N. (in press). The impact of underemployment on turnover, job mobility, and career trajectories. In D. C. Maynard & D. C. Feldman (Eds.), *Underemployment: Psychological, Economic, and Social Challenges*. NY: Springer.
7. Bauer, T. N., Truxillo, D. M., Mack, K., & Costa, A. (in press). Applicant reaction to selection technology: What we know so far. In S. Adler & N. Tippins (Eds.), *SIOP Professional Practice Series: Technology and Selection*. Bowling Green, OH: Society for Industrial and Organizational Psychology Press.
8. Bauer, T. N., & Erdogan, B. (2010). Organizational socialization: The effective onboarding of new employees. In S. Zedeck, H. Aguinis, W. Cascio, M. Gelfand, K. Leung, S. Parker, & J. Zhou (Eds.), *APA Handbook of I/O Psychology*, Volume III, pp. 51-64. Washington, DC: APA Press.
9. Truxillo, D. M., & Bauer, T. N. (2010). Applicant reactions to selection. S. Zedeck, H. Aguinis, W. Cascio, M. Gelfand, K. Leung, S. Parker, & J. Zhou (Eds.), *APA Handbook of I/O Psychology*, Volume II, pp. 379-398. Washington, DC: APA Press.

10. Bauer, T. N., & Truxillo, D. M. (2006). User reactions to Situational Judgments Tests: Research and practical issues. In J. Weekley & R. Ployhart (Eds.), *SIOP Frontier Series: Situational Judgment Tests*. Bowling Green, OH: Society for Industrial and Organizational Psychology Press.
11. Bauer, T. N. (2006). Organizational socialization tactics. In S. Rogelberg and C. Reeve (Eds.), *The Encyclopedia of Industrial/Organizational Psychology*. New York: Sage Press.
12. Rueter, J., & Bauer, T. N. (2005). Identifying and managing university assets: A campus study of Portland State University. In K. O'Meara & R. E. Rice (Eds.), *Faculty Priorities Reconsidered: Rewarding Multiple Forms of Scholarship*. San Francisco, CA: Jossey-Bass, A Wiley Imprint.
13. Bauer, T. N. (2004). The role of the Scholarship of Teaching Research Teams (STRT) on the Portland State University learning community. In *Campus Progress: Supporting the Scholarship of Teaching and Learning*, American Association for Higher Education, Section 4, Chapter 7, Stylus Publishing, LLC.
14. Bauer, T. N. (2004). Organizational socialization. In C. Spielberger (Ed.), *Encyclopedia of Applied Psychology*, Volume 2, pp. 743-746. San Diego, CA: Elsevier Ltd.
15. Liden, R. C., Bauer, T. N., & Erdogan, B. (2004). The role of leader-member exchange in the dynamic relationship between employee and employer. In J. Coyle-Shapiro, L. Shore, S. Taylor, & L. Tetrick (Eds.), *The Employment Relationship: Examining Psychological and Contextual Perspectives*, pp. 226-252. New York: Oxford University Press.
16. Bauer, T. N., Truxillo, D. M., & Paronto, M. (2003). The measurement of applicant reactions to selection-related events and outcomes. In M. Hersen & J. C. Thomas (Eds.), *Comprehensive Handbook of Psychological Assessment, Volume 4: Industrial/Organizational Assessment*, pp. 482-506, New York: John Wiley & Sons.
17. Bauer, T. N., & Taylor, M. S. (2001). A globalized conceptualization of organizational socialization. In N. Anderson, D. S. Ones, H. K. Sinangil, & C. Viswesvaran (Eds.), *International Handbook of Industrial, Work, and Organizational Psychology*, pp. 409-423, Volume 1. New York: Sage Press.
18. Parsons, C., Liden, R. C., & Bauer, T. N. (2001). Person perception in employment interviews. In M. London (Ed.), *How People Evaluate Others in Organizations*, pp. 67-90. Mahwah, NJ: Lawrence Erlbaum Associates.
19. Bauer, T. N., Morrison, E. W., & Callister, R. R. (1998). Organizational socialization: A review and directions for future research. In G. R. Ferris (Ed.), *Research in Personnel and Human Resources Management*, Volume 16, 149-214. Greenwich, CT: JAI Press.

### **Editorials and Presentations on Publishing as Editor of the *Journal of Management***

1. Bauer, T. N. (2010). Served as a panelist on “Publishing sustainability research in journals” at the Business & Sustainability Conference, Portland State University. Portland, OR.
2. Bauer, T. N. (2010). Served as a panelist on “Behind the curtain: What goes on behind the scenes at the *Journal of Management*” at the Southern Management Association Meeting. St. Pete Beach, FL.
3. Bauer, T. N. (2010). Served as a panelist on “Publishing research: Perspectives from the *Journal of Management*” at the Southern Management Association Meeting. St. Pete Beach, FL.
4. Bauer, T. N. (2010). Editorial: Reputation research in the *Journal of Management*. *Journal of Management*, 36, 585-587.
5. Bauer, T. N. (2010, August 7). Served as a panelist on “Ethical guidelines in publishing: Perspectives from the *Journal of Management*” at the Academy of Management Association All-Academy Consortium. Montréal, Canada.
6. Bauer, T. N. (2010, August 6). *Journal of Management* panelist at the Editor’s Roundtable. Academy of Management HRM Doctoral Consortium in Montréal, Canada.
7. Bauer, T. N. (2010, May 25). Publishing career advice. Presentation at University Paris Sud 11 in Paris, France.
8. Bauer, T. N. (2010, April). Publishing tips. Presentation at Texas Tech University in Lubbock, TX.
9. Bauer, T. N. (2010, March 25). *Journal of Management* panelist on “The Art of the Revise and Resubmit” at the Western Academy of Management Meeting. Kona, HI.
10. Bauer, T. N. (2009). Editorial: The *Journal of Management* Review Issue: Celebrating 35 years. *Journal of Management*, 35, 1297-1301.
11. Bauer, T. (2009, November 10). Served as a panelist on “Publishing Research: Perspectives from the *Journal of Management*” at the Southern Management Association Faculty Consortium. Asheville, NC.
12. Bauer, T. (2009, September 10). *Journal of Management* panelist at the 7th West Coast Research Symposium on Technology Entrepreneurship. University of Washington, Seattle, WA.
13. Bauer, T. (2009, May 29). Entrepreneurship at the *Journal of Management*. Entrepreneurship research exemplars conference. Storrs, CT.

14. Bauer, T. (2009, May 16). Represented *Journal of Management* at the Meet the Editors: Everything you've always wanted to know about publishing and reviewing. Panel discussion with Chair D.M. Truxillo. European Association of Work and Organizational Psychologists, Santiago de Compostela, Spain.
15. Bauer, T. (2009, August 9). *Journal of Management* panelist at the Meet the Editors Session. Academy of Management HR Early Career Consortium in Chicago, IL.
16. Bauer, T. (2009, August 9). *Journal of Management* panelist at the Meet the Editors Session. Academy of Management OB Doctoral Consortium in Chicago, IL.
17. Bauer, T. (2009, August 8). *Journal of Management* panelist at the Editor's Roundtable. Academy of Management HRM Doctoral Consortium in Chicago, IL.
18. Bauer, T. (2009, April 24). Publishing in the *Journal of Management*: From the Editor's perspective. Oregon State University School of Business Faculty Research Seminar Series, Corvallis, OR.
19. Bauer, T. (2008, August 10). Represented the *Journal of Management* as a panelist at the Academy of Management OB/OT Doctoral Consortium in Anaheim, CA.
20. Bauer, T. (2008, August 9). Represented the *Journal of Management* as a panelist at the Editor's Roundtable. Academy of Management HRM Doctoral Consortium in Anaheim, CA.

### **Presentations and Proceedings at Professional Meetings**

1. Aquinis, H. (2011). Panel discussion: Bridging micro and macro domains in I/O Psychology. Session Chair Herman Aguinis with panelists Talya Bauer, Brian Boyd, Aparna Joshi, Janice Molloy, John Mathieu, G. Payne, Charles Pierce, & Jeremy Short. SIOP Annual Meeting, Chicago, IL.
2. Cadiz, D., Truxillo, D. M., Sinclair, R., & Bauer, T. N. (2011). Ability, personality, and motivational influences on aging and work. Paper in symposium entitled "Issues in Aging Research" (David Cadiz and Donald Truxillo, Co-chairs & Julie McCarthy, Discussant). SIOP Annual Meeting, Chicago, IL.
3. Costa, A., Steiner, D., Koenig, C., Pace, V., Truxillo, D. M., & Bauer, T. N. (2011). Decision maker reactions to HR hiring practices in the U.S. Paper in symposium entitled "Applicant reactions over time" (Ana Costa and Talya Bauer, Co-chairs & Julie McCarthy, Discussant). SIOP Annual Meeting, Chicago, IL.
4. Hoang, T., Erdogan, B., Truxillo, D. M., & Bauer, T. N. (2011). Applicant reactions in the United States and Vietnam. Paper in symposium entitled "Applicant reactions over time" (Ana Costa and Talya Bauer, Co-chairs & Julie McCarthy, Discussant). SIOP Annual Meeting, Chicago, IL.

5. Krauss, A., Truxillo, D. M., Bauer, T. N., & Mack, K. (2010). Tailoring explanations to applicants in real time. Paper in symposium entitled "Applicant reactions over time" (Kyle Mack and Donald Truxillo, Co-chairs & Michael A. Campion, Discussant). SIOP Annual Meeting, Chicago, IL.
6. Mack, K., Truxillo, D. M., Bauer, T. N., & Bodner, T. (2010). Applicant test taking motivation over time. Paper in symposium entitled "Applicant reactions over time" (Kyle Mack and Donald Truxillo, Co-chairs & Michael A. Campion, Discussant). SIOP Annual Meeting, Chicago, IL.
7. Erdogan, B., & Bauer, T. N. (2010). Differentiated Leader-Member Exchange (LMX): The moderating role of justice climate on attitudes and coworker relations. Academy of Management Conference, Montréal, Canada. *Published in the Best Paper Proceedings (OB division)*.
8. Gino, F., Bauer, T. N., Cable, D. M., & Erdogan, B. (2010). When good apples spoil the barrel: Predicting the impact and acceptance of newcomers' ideas. J. Kammeyer-Mueller (Symposium Chair), The social context of socialization. Selected as a Showcase Symposium, Academy of Management Conference, Montréal, Canada.
9. Bauer, T. N. (2010). ARCOS research incubator with hosts N. Anderson (Netherlands), T. N. Bauer (USA), C. Konig (Switzerland), J. McCarthy, & D. M. Truxillo (USA). Interactive Session at the Society for Industrial/Organizational Psychology Annual Meeting, Atlanta, GA.
10. McCune, E., Truxillo, D. M., Bauer, T. N., & Wang, M. (2010). Negative pre-training events and personality interact to affect training motivation. Poster presented at the Society for Industrial/Organizational Psychology Annual Meeting, Atlanta, GA.
11. Billsberry, J. (2009). Current controversies in recruitment and selection with T. N. Bauer (participant). Academy of Management Annual Meeting, Chicago, IL.
12. Enders, J., & Bauer, T.N. (2009). Roundtable on online teaching. Society for Industrial/Organizational Psychology Annual Meeting, New Orleans, LA.
13. Taylor, S., & Bauer, T.N. (2008). The integration of sustainability into supply chain management: The human resource management challenge. Summer Academy Conference, Creating a New Future for Business, Berlin, Germany.
14. Bauer, T. N., Ford, D., Rago, K., & Short, J. (2008). Testing the effectiveness of graphic novels: A new idea for student learning. Ireland Academy of Management, September 3-5 in Dublin, Ireland.
15. Seitz, R., Truxillo, D. M., Bauer, T. N., & Sinclair, R. (2008). Interpersonal sensitivity and information sharing during layoffs: Effects on job seekers. Academy of Management Annual Meeting, Los Angeles, CA.

16. Tepper, B. (2008). Research incubator on person-organization fit with Bauer, T. N. (participant). Academy of Management Annual Meeting Professional Development Workshops, Los Angeles, CA.
17. Bauer, T. N. (2008). Panelist on Mentoring. Society for Industrial/Organizational Psychology Annual Meeting, San Francisco, CA.
18. Bauer, T. N. (2008). ARCOS research incubator with hosts N. Anderson (Netherlands), T. N. Bauer (USA), C. Konig (Switzerland), & D. M. Truxillo (USA). Interactive Session at the Society for Industrial/Organizational Psychology Annual Meeting, San Francisco, CA.
19. Cadiz, D., Truxillo, D. M., Bauer, T. N., & Erdogan, B. (2008). Reactions to prescription drugs and medical marijuana among nurses. Poster presented at the Society for Industrial/Organizational Psychology Annual Meeting, San Francisco, CA.
20. Ford, D., Truxillo, D. M., & Bauer, T. N. (2008). Shifting the focus to the promotional context: A new path for applicant reactions research. Poster presented at the Society for Industrial/Organizational Psychology Annual Meeting, San Francisco, CA.
21. Ford, D., Truxillo, D. M., Wang, M., Ployhart, R., & Bauer, T. N. (2008). Individual differences and the quality of job analysis ratings. Poster presented at the Society for Industrial/Organizational Psychology Annual Meeting, San Francisco, CA.
22. Kovacs, J.A., Truxillo, D. M., Bauer, T. N., & Bodner, T. (2008). Fairness perceptions of affirmative action and selection programs based on socioeconomic status. Society for Industrial/Organizational Psychology Annual Meeting, San Francisco, CA.
23. Major, D., & Oborn, K. (Co-chairs) (2008). T. Bauer, Discussant for Symposium "Multi-level and multi-perspective research in leader-member exchange leadership," Society for Industrial/Organizational Psychology Annual Meeting, San Francisco, CA.
24. Truxillo, D. M., Cadiz, D., Bauer, T. N., & Erdogan, B. (2008). Reactions to prescription drugs and medical marijuana in the workplace. Poster presented at the Society for Industrial/Organizational Psychology Annual Meeting, San Francisco, CA.
25. Erdogan, B., & Bauer, T. N. (2007). The role of overqualification in a retail context. Paper presented at the Annual Academy of Management Meetings, Philadelphia, PA. *Published in the Best Paper Proceedings (OB division)*.
26. Bauer, T. N. (2007). From new employee socialization to new employee onboarding: Applying theory to practice. In K. S. Zimberg & C. Paddock (Practice Forum Co-chairs), *Advances in Newcomer Socialization: Ensuring New Employee Success through Onboarding*. Society for Industrial and Organizational Psychology Conference, New York, NY.
27. Erdogan, B., Enders, J., & Bauer, T. N. (2007). A multilevel investigation of leader-member exchange theory: LMX, differentiation, and their implications for justice perceptions and

- interpersonal citizenship. In H. H. M. Tse, M. T. Dasborough, and N. M. Ashkanasy (Symposium Co-chairs), *Application of Multilevel Approaches to Leadership Research*. Society for Industrial and Organizational Psychology, New York, NY.
28. McCune, E. A., Ford, D. K., Bauer, T. N., Truxillo, D. M., & Bodner, T. (2007). Frame-of-reference effects and self-monitoring as moderators of the personality-performance relationship. In D.L. Ferris and D.J. Brown (Symposium Co-chairs), *The Multi-Role Individual: Boundary Maintenance and Individual Differences Across Roles* with Anne Marie Ryan (Discussant). Society for Industrial and Organizational Psychology, New York, NY.
  29. Truxillo, D. M., Bodner, T., Yonce, C., Bertolino, M., & Bauer, T. N. (2007). A meta-analysis of information given to applicants during selection. In S. Schinkel and N. Anderson (Symposium Co-chairs), *Current Issues in Applicant Reactions* with D. Chan (Discussant). Society for Industrial and Organizational Psychology, New York, NY.
  30. Truxillo, D. M., Buck, M. A., McCune, E. A., Bauer, T. N., Hammer, L. B., & Bertolino, M. (2007). Validity evidence for an expectancy-based measure of safety motivation. Poster presented at the Society for Industrial and Organizational Psychology Conference, New York, NY.
  31. Erdogan, B., & Bauer, T. N. (2007). Extending leader-member exchange theory to a dual leadership context. Poster presented at the Society for Industrial and Organizational Psychology Conference, New York, NY.
  32. Erdogan, B., & Bauer, T. N. (2007). Reactions to electronic surveillance. Paper presented at the Western Academy of Management Annual Conference, Missoula, MT.
  33. Cadiz, D., Truxillo, D. M., Bauer, T. N., & Erdogan, B. (2007). Nurses' perceptions of coworker drug use: Prescription drugs versus medical marijuana. Paper presented at the Northwest Occupational Health Conference, Seaside, OR.
  34. Bauer, T. N., & Erdogan, B. (2006). *New Directions in LMX Research*. Symposium. Academy of Management Annual Conference, Atlanta, GA.
  35. Bauer, T. N., Bodner, T., Erdogan, B., Truxillo, D. M., & Tucker, J. S. (2006). The role of time in socialization: A meta-analysis. In T.N. Bauer (Symposium Chair), *Organizational Socialization: Summary, Redefinition, and New Research* with Connie Wanberg (Discussant). Society for Industrial and Organizational Psychology, Dallas, TX.
  36. Truxillo, D., Bauer, T. N., Reiser, A., & Bertolino, M. (2006). Safety. In T. Probst (Symposium Chair), *Safety in the Workplace*. Society for Industrial and Organizational Psychology, Dallas, TX.
  37. Bauer, T. N., & Truxillo, D. M. (2006). Positive and negative aspects of selection from the applicants' point of view. In N. Anderson (Chair), *Negative psychological effects in employee selection: A review of International advances in applicant reactions research*. Symposium to be presented at the International Congress of Applied Psychology, Athens,

Greece.

38. Bauer, T. N., Bodner, T., Erdogan, B., Truxillo, D. T., & Sommers, J. (2005). A meta-analysis of the socialization literature. Academy of Management Annual Conference, Honolulu, Hawaii.
39. Bauer, T. N., Truxillo, D. T., Sommers, J., & Weathers, V. (2005). Justice perceptions during initial online screening: The role of privacy concerns in applicant reactions. In M. Marks & C. Harold (Symposium Co-Chairs) with Robert Ployhart (Discussant), Enhancing recruitment utility: A stage perspective. Society for Industrial and Organizational Psychology Annual Meeting, Los Angeles, CA.
40. Erdogan, B., & Bauer, T. N. (2005). When do proactive individuals feel successful in their careers? The role of person-job and person-organization fit. Society for Industrial and Organizational Psychologists Meeting, Los Angeles, CA.
41. Ostberg, D., Truxillo, D. T., & Bauer, T. N. (2005). The effects of personality and biodata on job tenure and performance of hourly retail sports customer service representatives. In F. Morgeson & M. Johnson (Symposium Co-Chairs) Cognitive, Affective, and Social Influences on Work Withdrawal with Joseph Martocchio (Discussant). Society for Industrial and Organizational Psychologists Meeting, Los Angeles, CA.
42. Mohr, C. D., Charles, K., Truxillo, D. T., & Bauer, T. N. (2005). Perceptions and practices of workplace drugfree policies. Poster presented at the annual meeting of the Research Society on Alcoholism. Santa Barbara, CA.
43. Bauer, T. N., Erdogan, B., Liden, R. C., & Wayne, S. J. (2004). Understanding the LMX to performance relationship: The moderating role of employee extraversion. Academy of Management Annual Meeting, Chicago, IL.
44. Erdogan, B., & Bauer, T. N. (2004). Boundary conditions of the LMX-job satisfaction relationship. Academy of Management Annual Meeting, Chicago, IL.
45. Johnson, J., Truxillo, D. M., Bauer, T. N., & Hammer, L. (2004). Leader-member exchange in a teamwork setting. Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
46. Liden, R., Bauer, T. N., Erdogan, B., & Wayne, S. J. (2004). New employee socialization: Factors influencing the process. In J. A. Marrone & S. M. Taylor (Symposium Co-Chairs) Newcomers in Action: The Role of Proactive Behavior in Socialization with Michael Crant & Elizabeth Morrison (Discussants). Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
47. Sommers, J., Bauer, T. N., Truxillo, D. M., & Campion, M. A. (2004). Technology and fairness reactions to selection: Does job type matter? In M. Ingerick & J. Cortina (Symposium Co-Chairs) Understanding the Consequences of Applicant Reactions with Neal Schmitt (Discussant). Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.

48. Bauer, T. N., Truxillo, D. M., Paronto, M., Weekley, J., & Campion, M. A. (2003). Applicant reactions and legal intentions. In E. Deros (Symposium Chair), Applicant Reactions to Recruitment and Selection, 11<sup>th</sup> Annual European Congress of Work and Organizational Psychology, Lisbon, Portugal (*presented via www*).
49. Truxillo, D. M., Bauer, T. N., Paronto, M., & Campion, M. A. (2003). The Big 5 and applicant reactions. Academy of Management Annual Meeting, Seattle, WA.
50. Sanchez, R. J., Bauer, T. N., & Paronto, M. A. (2003). Mentoring outcomes. In R. Ortiz-Walters & L. Gilson (Symposium Co-Chairs) Mentoring and Diversity with Terri Scandura (Discussant). Academy of Management Annual Meeting, Seattle, WA.
51. Liden, R., Erdogan, B., Bauer, T. N., & Wayne, S. J. (2003). Integration of executives into the organization. In E. Elder (Practitioner Forum Chair), Executive Integration: New Perspectives on Enhancing Effectiveness. Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.
52. Paronto, M., Bauer, T. N., Truxillo, D. M., Weekley, J., & Campion, M. A. (2003). IVR technology. In M. Paronto and T. N. Bauer (Symposium Co-Chairs) with Fritz Drasgow (Discussant), Current Issues with Selection Technologies. Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.
53. Morgeson, F., Bauer, T.N., Truxillo, D.M., & Campion, M.A. (2003). Assessing situational judgment with a structured interview: Construct validity and fairness perceptions. In F. Oswald and D. Chan (Symposium Co-Chairs), Current Issues with Situational Job Tests. Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.
54. Glode, J., Truxillo, D.M., & Bauer, T.N. (2003). Hiring manager reactions to the selection interview. In R. Posthuma (Symposium Chair), Assessing Personality in Structured Interviews with M. Campion (Discussant). Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.
55. Bauer, T.N., & Paronto, M.E. (2002). Development of the online student readiness scale (SRS). Paper presented at the Southern Management Association, Atlanta, GA and published in the Proceedings.
56. Bauer, T. N., Truxillo, D. M., & Steiner, D. (2002). Justice and fairness perceptions: Cross-cultural propositions. Paper for the International Association for Business and Society Annual Conference, Victoria, British Columbia, Canada.
57. Hunthausen, J., Truxillo, D. M., Bauer, T. N., & Hammer, L. (2002). A field study of frame-of-reference effects on personality test validity. Paper presented at the Academy of Management Annual Meeting, Denver, CO.
58. Sanchez, R., Bauer, T. N., & Truxillo, D. M. (2002). The mediating effect of organizational

justice on leader-member exchange outcomes. Paper presented at the Academy of Management Annual Meeting, Denver, CO.

59. Tierney, P., Bauer, T. N., & Rogers, R. (2002). Destructive leadership and LMX. In P. Tierney and T. N. Bauer (Symposium Co-Chairs) with T. Scandura (Discussant), Showcase Symposium on Destructive Leader Behaviors, Academy of Management Annual Meeting, Denver, CO.
60. Truxillo, D. M., Bauer, T. N., & Seitz, R. (2002). Does cognitive ability moderate the relationship between perceived and actual test performance? In J. M. Cortina, M. Ingerick, & D. Lev-Arey Margalit (Symposium Co-Chairs) with Michael A. Campion (Discussant), Understanding the Nature, Antecedents, and Moderators of Test-Related Perceptions. Society for Industrial and Organizational Psychology Annual Meeting, Toronto, Canada.
61. Truxillo, D. M., Bauer, T.N., Kuang, D., & Ostberg, D. (2002). Perceived fairness of situational versus experience-based structured interviews. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Toronto, Canada.
62. Bauer, T. N. (2001). Invited Ascendant Scholar Award Recipient Talk "Why I love this job." Western Academy of Management Annual Meeting, Sun Valley, ID.
63. Maertz, C. P., Bauer, T. N., Mosley, D. C., Posthuma, R., & Campion, M. A. (2001). A longitudinal assessment of the determinants of self-efficacy in a selection context. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.
64. Ostberg, D. E., Truxillo, D. M., & Bauer, T. N. (2001). Effects of pre-test information on applicants' perceptions of selection fairness. In R. E. Ployhart and D. M. Truxillo (Symposium Co-Chairs) with Anne Marie Ryan (Discussant), Presenting Selection Information to Applicants: Theoretical and Practical Implications. Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.
65. Paronto, M. E., Leo, M. C., Truxillo, D. M., & Bauer, T. N. (2001). Reactions to organizational drug testing and treatment programs. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.
66. Parsons, C., Liden, R., & Bauer, T. N. (2001). Person perception in employment interviews. Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.
67. Sanchez, R. J., Bauer, T. N., Truxillo, D. M., & Short, J. (2001). Using hierarchical linear modeling to examine test-taking motivation over time. In F. L. Oswald (Symposium Chair) with Charles Parsons (Discussant), If I Could Put Time in a Model: Understanding Constructs Longitudinally. Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.
68. Seitz, R., Truxillo, D. M., & Bauer, T. N. (2001). Test familiarization: Effects on reactions

to written and video tests. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.

69. Truxillo, D. M., Bauer, T. N., Campion, M. A., & Paronto, M. E. (2001). Selection information, personality, and applicant reactions: A field quasi-experiment. In R. E. Ployhart and D. M. Truxillo (Symposium Co-Chairs) with Anne M. Ryan (Discussant), *Presenting Selection Information to Applicants: Theoretical and Practical Implications*. Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.
70. Bauer, T. N. (2000). Organizational socialization: Toward an understanding of the roles of culture and the process of learning. Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA.
71. Truxillo, D. M., Bauer, T. N., & Paronto, M. E. (2000). Reactions to employer alcohol treatment programs. Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA.
72. Tierney, P., Bauer, T. N., & Potter, R. (2000). The relevance of LMX for extra-role behavior and team acceptance among Mexican employees in Mexico. Paper presented at the Western Academy of Management, Honolulu.
73. Aiman-Smith, L. A., Bauer, T. N., & Cable, D. (1999). Green career choices: The influence of a firm's ecological stance on perceived company attractiveness: A policy capturing study. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.
74. Bauer, T. N. (1999). Temp-to-work employees: A longitudinal study of success. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.
75. Hammer, L. B., Bauer, T. N., & Grandey, A. A. (1999). Work-family conflict: The role of cross-over effects on job related outcomes and satisfaction. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.
76. Mosley, D. C., Maertz, C. P., Bauer, T. N., Posthuma, R., & Campion, M. A. (1999). Procedural justice perceptions and self-efficacy in an employment testing context: A replication with extensions. Academy of Management Annual Meeting, Chicago, IL.
77. Sanchez, R., Truxillo, D. M., & Bauer, T. N. (1999). Test taking motivation for written and video-based selection devices. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.
78. Truxillo, D. M., Normandy, J., & Bauer, T. N. (1999). Drug testing fairness. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.

79. Truxillo, D. M., & Bauer, T. N. (1999). Video versus written testing: Fairness Perceptions of Applicants. Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.
80. Bauer, T. N., Truxillo, D. M., Craig, J., Sanchez, R., Ferrara, P., & Campion, M. A. (1998). Longitudinal effects of ten procedural justice rules on organizational outcomes. Paper presented in D. Chan (Symposium Chair) with Sara Rynes (Discussant), Applicant Reactions, Society for Industrial and Organizational Psychology Annual Meeting, Dallas, TX.
81. Morrison, E. W., Bauer, T. N., Callister, R. R., & Ben-Rechav, G. G. (1998). Implications of international socialization. Western Academy of Management, International Division, Istanbul, Turkey.
82. Paglis, L., Green, S. G., & Bauer, T. N. (1998). The influence of Ph.D. student socialization on the careers of scientists. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Dallas, TX.
83. Sanchez, R., Truxillo, D. M., & Bauer, T. N. (1998). Development of an expectancy theory based measure of test motivation. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Dallas, TX.
84. Tierney, P., Bauer, T. N., & Potter, R. (1998). LMX, role ambiguity, and job performance: A field test among Mexican and U.S. professionals. Western Academy of Management, International Division, Istanbul, Turkey.
85. Truxillo, D. M., Bauer, T. N., & Loranger, F. (1998). Entry-level applicant reactions to banding. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Dallas, TX.
86. Tierney, P., Bauer, T. N., & Potter, R. (1997). The relationship among LMX, job attitudes, and extra-role behavior among Mexican employees. Paper for presentation at the National Decision Sciences Institute's annual meeting, OB division, San Diego, CA.
87. Bauer, T. N., Campion, M. A., Dolen, M., Maertz, C. P., & Young, A. (1997). The influence of job type on applicant reactions to selection. In T. N. Bauer (Symposium Chair), Applicant reactions to selection: Do differences play a role? Academy of Management Annual Meeting, Boston, MA.
88. Judge, T. A., & Bauer, T. N. (1997). The influence of personality on work attitudes. Paper presented at the Academy of Management Annual Meeting, Boston, MA.
89. Bauer, T. N., Maertz, C., Campion, M. A., Dolen, M., & Young, A. (1997). Reactions to the selection process: A longitudinal investigation. Paper presented at the Society for Industrial and Organizational Psychologist Annual Meeting, St. Louis, MO.
90. Tierney, P., & Bauer, T. N. (1996). The longitudinal impact of LMX on employee extra-role

- behavior: A longitudinal perspective. Presentation at the annual meeting of the Academy of Management, Cincinnati, OH. Paper published in the 1996 Academy of Management, *Published in the Best Paper Proceedings (OB division)*.
91. Potter, R., & Bauer, T. N. (1996). Values and behaviors in international human resources management. Paper presented at the International Society for Work and Organizational Values conference in Montreal, Canada. Paper published in the *ISWOV Proceedings*, 51-58.
  92. Lituchy, T., Potter, R., & Bauer, T. N. (1996). Job attribute importance: An international look across Mexico, Canada, and the United States. Paper presented at the Western Academy of Management, International Division, Guadalajara, Mexico.
  93. Bauer, T. N. (1995). Newcomer socialization: The influence of prior work experience, pre-entry contact, early newcomer performance, and managerial behavior. Paper presented at the 55th annual meeting of the Academy of Management, Vancouver, B.C.
  94. Bauer, T. N., & Aiman-Smith, L. A. (1995). Green career choices: The influence of a firm's ecological stance on perceived company attractiveness. Paper received the Wherry Best Student Paper Award and was therefore presented at the 1995 Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.
  95. Green, S. G., & Bauer, T. N. (1995). Mentoring behavior by faculty advisers in the sciences: Relationships with Ph.D. student potential, productivity, and commitment. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.
  96. Bauer, T. N., & Green, S. G. (1994). Leader-member exchange: Relationships with performance, expectations, and leader delegation. Paper presented at the 54th annual meeting of the Academy of Management, Dallas, TX.
  97. Bauer, T. N. (1994). The influence of positive and negative affectivity on newcomer socialization: An explanation for stability. Paper presented in a joint symposium for the HR and OB divisions at the 54th annual meeting of the Academy of Management, Dallas, TX.
  98. Bauer, T. N., & Aiman-Smith, L. A. (1994). Green career choices: The influence of a firm's ecological stance on perceived company attractiveness. 15th annual I/O and OB Graduate Student Conference, Chicago, IL. Paper nominated for both the best OB and best HR paper awards. Paper published in proceedings. Paper received the Wherry Best Student Paper Award and was therefore invited for presentation at the 1995 SIOP conference.
  99. Bauer, T. N., & Green, S. G. (1993). The effect of newcomer activity on the socialization process: A cumulative model. Paper presented at the 53rd annual meeting of the Academy of Management, Atlanta, Georgia.
  100. Fink, L., Bauer, T. N., & Campion, M. A. (1992). A longitudinal model of recruiting. Paper presented at the 52nd annual meeting of the Academy of Management, Las Vegas, NV.

101. Hannon, J., & Bauer, T. N. (1992). Framing compensation in the job offer: It does make a difference. Paper presented at the 52nd annual meeting of the Academy of Management, Las Vegas, NV.
102. Williams, M. L., & Bauer, T. N. (1991). The effect of a “managing diversity” policy on organizational attractiveness. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Montreal, Canada.
103. Bauer, T. N. (1991). Leader-member exchange: A prelude to organizational citizenship behaviors. Paper presented at the 12th annual I/O and OB Graduate Student Conference, St. Louis, MO. Paper nominated for best OB paper award. Paper published in the proceedings.
104. Bauer, T. N. (1990). Assigned goal condition and subsequent impact on performance and attitudes. Paper presented at the 11<sup>th</sup> annual I/O and OB Graduate Student Convention, Columbus, OH. Paper published in the proceedings.

### **Grants and Fellowships**

#### *Research Grants Received and Applied for:*

##### *Funded Grants*

(2011) The Impact of Explanations to Applicants: Reactions, Consumer Behavior, and Employee Outcomes with Autumn Krauss, Donald Truxillo, & Talya Bauer (Co-PIs). SHRM Foundation Grant, \$67,500.

(2010) Under second round consideration proposal (NIH) for Learning and Support Network for Mentoring by John Eddy and Thomas Keller (PIs). Received an initial score of 43. Undergoing additional review, \$464,000 requested.

(2010) Funded proposal to establish the Center for Mentoring Research at PSU Tom Keller (Direction) with Talya Bauer and Donald Truxillo at \$100,000 with yearly renewal. Several grants underway from this center.

(2010) Development of an explanation typology and examination of the effects of explanations on applicant attitudes and behaviors with Autumn Krauss, Donald Truxillo, & Talya Bauer (Co-PIs). SIOP Small Grants Awards, \$6,250.

(2005) Funding by the Dutch Government (Netherlands Scientific Research Funding Council) to Netherlands to present research to present research as one of the top researchers in the United States at the University of Amsterdam.

(2002) Society of Human Resource Managers (SHRM) Foundation Technology Research Grant: Bauer, T. N., Truxillo, D. M., & Campion, M. A. “Recruiting in a high-tech world: What do applicants prefer? Is there adverse impact? Year 2” \$15,000.

(2001) Society of Human Resource Managers (SHRM) Foundation Technology Research Grant: Bauer, T. N., Truxillo, D. M., & Campion, M. A. "Recruiting in a high-tech world: What do applicants prefer? Is there adverse impact?" \$25,000.

(2000) Society of Human Resource Managers (SHRM) Foundation Research Grant, \$14,380.

(1998) University of Illinois Center for Human Resource Management Grant, \$14,000.

(1996) Society of Human Resource Managers (SHRM) Foundation Research Grant, \$8,000.

(1994) American Psychological Association Dissertation award (national competition), \$500.

*Applied but not funded*

(2009). NIDDK/National Institute of Health Grant, Keller, T. E. (Principle Investigator). "Evaluating the efficacy of mentoring training in Science Technology Engineering, and Mathematics Education (STEM) fields," \$994,580.

(2007) SHRM Foundation Grant, Bauer, T. N. (Principal Investigator), Truxillo, D.M., Olsen, R., & Erdogan, B. "Assessing Recruitment and Hiring Practices among Truck Drivers," \$79,000.

(2007) OTREC Grant, Truxillo, D. M. (Principal Investigator), Bauer, T. N., Olsen, R., & Erdogan, B. "Assessing Recruitment and Hiring Practices among Truck Drivers," \$71,000 in matching funds for a total grant of \$142,000.

(2005) National Institute of Health, Small Business Innovation Research Grant: Center for Strategic Research, Truxillo, D. M., & Bauer, T. N. "Recruitment and retention of drug treatment personnel," \$100,000 in Phase I and \$750,000 in Phase II.

(1998) Feyerherm, W. (Principal Investigator), Truxillo, D.M. (Co-Investigator), & Bauer, T. N. (Co-Investigator). EAP/Drug Testing Linkages. In-state Treatment Needs Assessment Studies: Alcohol and Other Drugs, (W. Feyerherm, Principal Investigator), Oregon Department of Human Resources. Proposal submitted to U.S. Department of Health and Human Services, (\$258,967).

### **Teaching, and Curricular Achievements**

*New Formats Developed*

- *Organizational Behavior*, Required Core Course, Portland State University. Taught in person and in an on-line format. Considerable time and effort was made to learn the pros and cons of online teaching and to ameliorate the cons while enhancing the pros. The professional development I've undertaken includes workshops on campus, working with the Instructional Research Support faculty on campus, attending discussions about online teaching, gathering information on effectiveness and attitudes toward online teaching, and publishing the results of a two-year study of online education student self-efficacy. My course employs a variety of activities to engage multiple learners to the online learning environment. Students take learning style inventories during orientation and discuss the pros

and cons of their particular learning style for the online learning environments. Teams are formed the first day and serve as support groups throughout the term. Students engage in weekly online discussions of important course topics. I created videos on each course topic which students can view weekly. I created online cases and exercises which are done in person or online depending upon the preferences of each group. Students who score below 70 on the midterm must come see me in person to discuss study strategies for raising their retention and execution on the final exam. Each of these techniques helps students learn and retain course material and maximize their success.

- *Training and Development*, Elective Course, Portland State University. This course is a hands-on learning environment. It is fast-paced and students learn the key concepts of training through reading, exercises and lectures one week and then practice the skills while designing their own training module designed to help the larger community the following weeks. They then conduct and evaluate their actual training. The end result is enhanced retention, confidence, and expertise in training.

#### *New Courses/Modules Developed*

- *Organizational Management*, Core MBA Course (www program), Portland State University
- *Negotiations and Labor Relations*, Elective Course, with Dr. Cabelly, Portland State University
- *Interview Skills Training*, Elective Course, Portland State University
- *Competing in a Global Environment* modules, Core MBA Course, with Dr. Tierney, Dr. Johnson, Portland State University
- *Influence and Interpersonal Relationships*, Elective MBA Course (www program)
- *Influence and Interpersonal Relationships*, Elective Undergraduate Course
- *University Studies Capstone Course*, Required University Course, Portland State University
- *Ph.D. Seminar in Organizational Behavior*, Elective Seminar, Portland State University

#### *Executive Seminars*

Food Management Excellence in Management Training Program

- Dealing with Change and Conflict

Fleming Companies, Inc.

- Leadership Training

Food Management Excellence in Management Training Program

- Leadership in the Food industry

U.S. Forest Service, Human Resource Group Training

- The Influence of Employment Trends in the United States

Itogumi Corporation

- The Influence of Management Structures and Trends in the United States

U.S. Forest Service during the in-residence “Excellence in Management,” Portland State University:

- Valuing diversity
- HR Trends in the United States
- An organizational simulation and reorganization, “Organizational Effectiveness”
- An organizational simulation and reorganization, “Organizational Effectiveness”
- Special project work coordinator, “The effect of redesigning your subordinate's job”
- An organizational simulation and reorganization, “Organizational Effectiveness”

#### *Teaching Awards/Grants*

Portland State University Community-Based Learning Grant for Training and development course (MGMT 491/591 and MGMT 406):

- Awarded Spring, 1999. To support the work of a Graduate student coordinator for the community partner-student interface during the development and delivery of training.
- Awarded Spring, 1998. To further develop strategies for maximizing student community service learning and reflection.
- Awarded Fall, 1996. To develop evaluation of the impact of community learning courses. In teams, students go into the community and design training programs that serve a community need. We will be assessing the impact of that experience.
- Awarded Winter, 1996. In a team, students train at-risk youths on interviewing skills in conjunction with the Arlene Schnitzer NightScape program.
- Awarded Fall, 1995. In teams, students go into the community and design training programs designed to increase awareness of the issues around valuing and managing diversity.
- Awarded Spring, 1995. In teams, students go into the community and design training programs that serve a community need (for example, interview training skills for high school students). All projects are based on a thorough assessment of training needs.

#### *Thesis/dissertation Committee Memberships*

- In process, Kyle Mack, Dissertation, *Committee Member*
- In process, Michael Buck, Dissertation, *Committee Member*
- In process, Deborah Ford, Dissertation, *Committee Member*
- In process, Nisreen Pedhiwala, Dissertation, *Committee Member*
- In process, Chris Broberg, Dissertation, *Committee Member* (Texas Tech University)
- 2010, David Cadiz, Dissertation, *Committee Member*
- 2010, Elizabeth McCune, Dissertation, *Committee Member*
- 2010, Clay Yonce, Dissertation, *Committee Member*
- 2010, Elizabeth McCune, Thesis, *Committee Member*
- 2010, Kyle Mack, Thesis, *Committee Member*
- 2008, Matthew Paronto, Dissertation, *Committee Member*
- 2008, Deborah Ford, Thesis, *Committee Member*
- 2008, Joy Kovacs, Thesis, *Committee Member*
- 2006, Rainer Seitz, Dissertation, *Committee Member*
- 2005, Jennifer Sommers Tucker, Dissertation, *Committee Member*

- 2005, David Ostberg, Dissertation, *Committee Member*
- 2003, Jeff Johnson, Dissertation, *Committee Member*
- 2003, Vaunne Weathers, Thesis, *Committee Member*
- 2002, Johanna Glode, Dissertation, *Committee Member*
- 2002, Matthew Paronto, Thesis, *Committee Member*
- 2002, Rudolph Sanchez, Dissertation, *Dissertation Chair*
- 2001, David Ostberg, Thesis, *Graduate Office Representative*
- 2000, John Hunthausen, Dissertation, *Graduate Office Representative*
- 2000, Gilli Gabay Ben-Rechav, Dissertation, *Co-Chair*
- 1999, Charlene Rhyne, Dissertation, *Graduate Office Representative*
- 1998, Johanna Glode, Thesis, *Committee Member*
- 1997, James Normandy, Thesis, *Graduate Office Representative*
- 1997, Joanna Wulbert, Thesis, *Graduate Office Representative*
- 1996, Dariush Dhaleghi, Thesis, *Graduate Office Representative*
- 1995, Melissa Burton, Thesis, *Graduate Office Representative*

#### *Doctoral Student Comprehensive Exam Committee Membership*

- 2009, Spring, David Cadiz
- 2008, Spring, Deborah Ford
- 2007, Spring, Clay Yonce
- 2006, Fall, Clay Yonce
- 2003, Spring, Jennifer Sommers
- 2000, Fall, David Ostberg
- 1998, Fall, Rudolph Sanchez
- 1998, Spring, Gilli Gabay Ben-Recav
- 1997, Fall, Emily Huang
- 1997, Spring, John Hunthausen

### **Community Outreach Achievements**

My major community service has been in the form of my teaching of training and development as a community based learning (CBL) course. Each of the quarters that I have taught this course, I have contacted community members and matched community need to course projects such as diversity training and training on gaining mentors. For example, I have worked with students and partner organizations such as PGE's clean energy program, the Arlene Schnitzer NightScape Program (a program to keep at risk youths off the street on weekends) with interview training, Metropolitan Family Services (Foster Grandparent Program) with diversity training, the Jewish Community Center (their child care program) with diversity training, PSU's Career Center with informal networking training, The International School, the Safe Space Network, and Rex Putnum High School with interview training. Feedback from the community is that these programs have been effective.

In addition I have routinely fielded questions and done training for individuals from the community about issues such as leadership, 360 degree feedback, job attitudes surveys, and survey construction. I have worked with several for profit small to Fortune 500 local companies (including Intel, Express Personnel, and Hot Lips Pizza), national for profit companies (for

example, American Airlines, Bristol-Myers Squibb, Southern California Gas and Electric, Hewlett-Packard, and United Airlines), not-for-profit organizations (for example, the Department of State, the New York State Court System, and the Los Angeles School District) as well as International firms (such as Subaru-Isuzu) in a variety of capacities.

### **Governance Service to University, College, Department**

- School of Business Organizational Behavior Faculty Search Committee, 2010-2011
- School of Business Strategy Faculty Search Committee, 2010-2011
- Portland State University, Collaborative On-line Learning Team (COLT), 2010
- School of Business eMBA Taskforce Member, 2006-present
- School of Business Promotion Committee Member, Scott Marshall, 2009
- School of Business, Elected to ADPT Committee, 2007-2010
- School of Business MBA Leadership Immersion Faculty, Winter 2008
- School of Business Strategy Faculty Search Committee, 2008-2009
- School of Business Strategy Faculty Search Committee, 2007-2008
- Portland State University Committee, WebCT 4-Blackboard 6.1 Migration Task Force, 2007
- School of Business Promotion Committee Member, Darrell Brown, 2007
- School of Business Strategy Faculty Search Committee Chair, 2005-2006
- School of Business Research Committee Member, 2004-2006
- School of Business Director of Research Search, 2004
- School of Business Promotion & Tenure Committee Member, Elizabeth Almer, 2003-2004
- Portland State University Committee Member, Vice Provost Search, 2003
- School of Business Governance Position, Elected Faculty Council Chair, 2001-2002
- School of Business Organizational Behavior Faculty Search Committee Member, 2001-2002
- School of Business Organizational Behavior Faculty Search Committee Member, 2000-2001
- School of Business Governance Position, Elected Faculty Council Vice-Chair, 2000-2001
- Portland State University Committee, Evaluation Team for Faculty Vitality Awards, 2001
- School of Business Committee, Chair, Research Committee, 2000-2004
- School of Business Strategy Faculty Search Committee Member, 1999-2000
- School of Business Dean Search Committee Member, 1999-2000
- School of Business Weekend Program Director Position Search Committee Member, 1999
- Department of Psychology, I/O Psychology Position Search Committee Member, 1999
- School of Business Ad Hoc Committee, Accreditation Faculty Task Force, 1998-1999
- School of Business Governance Position, Elected Faculty Council Secretary, 1998-1999
- School of Business, FILC Scholarship Selection Committee, 1998-2001
- School of Business Committee, Computer Resource Committee, 1995-1997
- School of Business Committee, Teaching Evaluation Investigation Team, 1995-1996
- Portland State University Committee, Faculty Grievance Panel Member, 1996-1997
- Portland State University Committee, Traffic Appeals Board, 1995-1997
- Speaker at Preview Day at PSU to recruit high school seniors, 1997
- Speaker for the School of Business panel on the changing workforce at Portland State University's continuing education workshops- PSU weekend, 1995
- Served as a Ph.D. student representative for the Purdue, "Excellence in Teaching" task force.
- Designed and analyzed evaluation surveys across three years for the School of Management's freshman mentoring program, Purdue University, 1992-1994

- Conducted focus groups with business undergraduate students for the School of Management, Purdue University, 1993. The information gathered was used to implement change and improvement in the undergraduate program. Trained the incoming focus group coordinator
- Conducted interview training workshops at Purdue University, 1992-1993

### Media Coverage

- Harvard Business Review story. *The myth of the overqualified worker*. By Andrew O'Connell <http://hbr.org/2010/12/the-myth-of-the-overqualified-worker/ar/1> (December, 2010).
- USA Today story. *Graphic novel replaces business school textbook*. By Iza Wojciechowska. [http://www.usatoday.com/news/education/2010-08-20-IHE-graphic-novels-biz-school20\\_ST\\_N.htm](http://www.usatoday.com/news/education/2010-08-20-IHE-graphic-novels-biz-school20_ST_N.htm) (August 23, 2010).
- New York Times cover story. *Overqualified? Yes, but happy to have a job* regarding co-authored *Journal of Applied Psychology* study on overqualification. Included a link to our research. By Michael Luo. <http://www.nytimes.com/2010/03/29/us/29overqualified.html> (March 29, 2010).
- New York Times, Economix Blog. *Should you hire someone who's overqualified?* regarding co-authored *Journal of Applied Psychology* study on overqualification. Included a link to our research and extensive discussion of our study as well as quotes by co-author Berrin Erdogan. By Michael Luo. <http://economix.blogs.nytimes.com/2010/03/29/should-you-hire-someone-whos-overqualified/> (March 29, 2010).
- Business Week Online. *Comics in the classroom: Business schools get graphic* regarding co-authored *Atlas Black: Managing to Succeed* management graphic novel. By Louis Lavelle. [http://www.businessweek.com/bschools/blogs/mba\\_admissions/archives/2010/03/tkttktk\\_2.html](http://www.businessweek.com/bschools/blogs/mba_admissions/archives/2010/03/tkttktk_2.html) (March 12, 2010).
- Wall Street Journal Online. *Graphic learning* regarding co-authored *Atlas Black: Managing to Succeed* management graphic novel. By Diana Middleton. [http://online.wsj.com/article/SB10001424052748704869304575110051869245646.html?mod=WSJ\\_latestheadlines](http://online.wsj.com/article/SB10001424052748704869304575110051869245646.html?mod=WSJ_latestheadlines) (March 11, 2010). Reprinted in Register-Guard.com <http://special.registerguard.com/jobs/can-b-school-students-learn-from-cartoons/>
- Miller-McCune. *Your next textbook in business theory: The comic book?* By Erik Hayden. <http://miller-mccune.com/mediator/your-next-textbook-in-business-theory-the-comic-book-1674> (December 12, 2009).
- Texas Tech Today, Lubbock, TX. *Comic Relief from Textbooks* regarding co-authored *Atlas Black: Managing to Succeed* management graphic novel <http://today.ttu.edu/2009/08/comic-relief-from-textbooks/> (August 26, 2009).
- KBAP Radio Interview. *Texas Tech Professor Writes Unique Textbook* regarding co-authored *Atlas Black: Managing to Succeed* management graphic novel <http://www.wbap.com/Article.asp?id=1473156&spid=> (August 27, 2009).
- Podcast for Flat World Knowledge regarding co-authored textbook *Organizational Behavior* <http://www.flatworldknowledge.com/Bauer-Podcast> (2009).
- Podcast for Flat World Knowledge regarding authoring textbooks <http://www.flatworldknowledge.com/authors> (2009).

- KGW News, Portland, OR. *Hot Story: Does the CEO matter?* With the ousting of GM's Rick Wagoner by the Obama administration we ask whether the CEO can really make or break a major corporation. Rebroadcast at <http://www.kgw.com/video/?z=y&nvid=347131&she=1> (March 30, 2009).
- Podcast for SuccessFactors' People Performance Radio *Effectively on-boarding new employees* at <http://www.successfactors.com/podcast/effective-on-boarding/> (February 13, 2009).
- Quoted in *Portland Business Journal* article *Giving the Gift of Time* by Robin J. Moody <http://www.bizjournals.com/seattle/othercities/portland/stories/2008/07/14/focus1.html> (July 14, 2008).
- Quoted in *Portland Business Journal* article *Mathews reverses decision, will stay at SAO* by Aliza Eearnshaw. <http://www.bizjournals.com/portland/stories/2008/05/26/story5.html> (May 26, 2008).
- Quotes in *Vanguard* article *The Push for Open Textbooks* by Melinda Bardon (May 2, 2008) <http://www.dailyvanguard.com/2.4060/the-push-for-open-textbooks-1.307699> regarding publishing textbooks for free online.
- Quoted in *Oregonian* article *New Options for Indie Workers: Hot Desking* by Edward Hershey (May 24, 2007).
- *Vanguard* newspaper *Faculty Honored for Civic Service* <http://www.dailyvanguard.com/2.4060/faculty-honored-for-civic-service-1.310611> (May 22, 2007).
- Interview with Oregon Public Broadcasting *Oregon Considered* program (aired February 13, 2001) (re-broadcast on National Public Radio's *All Things Considered* on February 23, 2001) regarding workplace politics.
- In studio interview with Sheila Hamilton at KPAM Radio regarding temporary workers (2000).
- Invited participant on KATU's *Town Hall* program to advocate investing in higher education (1994).

### Professionally Related Service

#### Editor

Talya Bauer

*Journal of Management* (2008-2011)

#### Journal Editorial Board Memberships

*Journal of Applied Psychology*

Editor, Steven Kozlowski (2008-present)

Editor, Sheldon Zedeck (2002-2007)

Editor, Kevin Murphy (1998-2001)

*Journal of Management* (2005-2008)

Editor, Russell Cropanzano

*Journal of Organizational Behavior* (2006-2007)

Editor, Denise Rousseau

*Industrial and Organizational Psychology: Perspectives on Science and Practice*

Editor, Cynthia McCauley (2010-present)

Editor, Paul Sackett (2007-2009)

*Personnel Psychology*

Editor, Frederick Morgeson (2010-present)

Editor, Anne Marie Ryan (2002-2007)

**Journal ad hoc reviewer**

*Academy of Management Journal* (1995 to present)

*Academy of Management Review* (1994 to present)

*Administrative Science Quarterly* (2007 to present)

*Career Development International* (2007 to present)

*Human Performance* (2001 to present)

*Human Relations* (2000 to present)

*International Journal of Selection and Assessment* (1995 to present)

*Journal of Applied Psychology* (1996 to 1998)

*Journal of Applied Social Psychology* (1999 to present)

*Journal of Organizational Behavior* (2003 to 2006)

*Journal of Management* (1999 to 2008)

*Journal of Marketing Education* (1996)

*Organizational Behavior and Human Decision Processes* (2004 to present)

*Organizational Science* (2006 to present)

*Personnel Psychology* (1990 to 2002)

Academy of Management Meeting, HRM Division (1995 to present)

Academy of Management Meeting, OB Division (1994 to present)

Academy of Management Meeting, Research Methods Division (1995 to 2001)

International Congress of Applied Psychology (1997 to 1998)

Organizational Behavior Teaching Conference (2009-present)

Organizational Sciences Convention (1993 to 1994)

Society for Industrial and Organizational Psychology Meeting (1996 to present)

Southern Academy of Management Meeting, HRM Division (1994 to present)

Western Academy of Management's Bi-annual International Meeting (1996 to 1998)

Western Academy of Management Meeting (1998 to present)

*Chair and Discussant Positions at Conferences*

- 2007, Co-Chair “Developments in Applicant Perception Research for Better Predicting Individual/Organizational Outcomes.” With E. Derous and T. Bauer (Discussant). Society for Industrial and Organizational Psychology, New York, NY.
- 2006, Chair, “Organizational Socialization: Summary, Redefinition, and New Research” with Connie Wanberg (Discussant). Society for Industrial and Organizational Psychology, Dallas, TX.
- 2006, Discussant. Academy of Management Annual Meeting.

- 2003, Co-Chair, “Current Issues with Selection Technologies,” Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.
- 2003, Discussant, “Internet Recruitment: How do job seekers experience online recruiting material?” Symposium at the Society for Industrial and Organizational Psychology Annual Meeting.
- 2002, Discussant of the “Do common recruitment strategies effectively increase organizational workforce diversity?” session. Symposium at the Society for Industrial and Organizational Psychology Annual Meeting, Toronto, Canada.
- 2002, Co-Chair, Showcase Symposium “Destructive leader behaviors,” Academy of Management Annual Meeting, Denver, CO.
- 1999, Discussant of the “Issues surrounding socialization” session. Symposium at the Society for Industrial and Organizational Psychology Annual Meeting.
- 1998, Chairperson of the “Understanding the impact of alternative work arrangements through research and practical experience.” Symposium at the 39th Annual Western Academy of Management Conference, Portland, OR.
- 1997, Chairperson of the “Applicant reactions to selection: Do differences play a role?” session with Rich Arvey as the discussant. Joint symposium with the HR and OB Divisions of the Academy of Management’s National Meeting, Boston, MA.
- 1996, Chairperson of the “Networks and their impact on performance” session of the Organization Behavior Division of the Academy of Management's National Meeting, Cincinnati, OH.
- 1995, Chairperson of the “Managing Diversity” session of the Organizational Behavior Division of the Academy of Management's National Meeting, Vancouver, B.C.
- 1994, Co-chairperson of “Current issues in socialization research: Where are we and where are we going?” with Elizabeth Wolfe Morrison and Susan E. Jackson as the discussion leader. Joint symposium for the HR and OB Divisions of the Academy of Management's National Meeting, Dallas, TX.
- 1994, Chairperson of the “Measurement development” session of the Research Methods Division of the Academy of Management's Conference on Causal Modeling, Purdue University, West Lafayette, IN, March 3-5.

#### *National Professional Activities*

- 2007, Member, Best Dissertation- Alexander Award- for the HR Division, Academy of Management
- 2007 & 2008, Member, Best Student Paper Selection Committee, SIOP
- 2006-2009, Elected Member-at-Large, Executive Committee, Society for Industrial and Organizational Psychologists
- 2006-2007, Member, Academy of Management HR Division Award for Best Paper
- 2004-2006, Chair, Membership Committee, Society for Industrial and Organizational Psychologists
- 2003-2004, Co-host, Personnel/Human Resource Management Group (PHRRG) Annual Meeting, Portland, OR
- 2003-2004, Chair, Strategic Planning Subcommittee, Society for Industrial and Organizational Psychology (SIOP)
- 2003-2004, Chair, Distinguished Contributions Award Committee, SIOP
- 2002-2005, Member of the Distinguished Contributions Award Committee, SIOP

- 2002-2003, Chair, Strategic Planning Subcommittee, SIOP
- 2001-2002, Chair, Academy of Management HR Division Award Chair for Best Student Paper and Best Conference Paper
- 2001-2002 Past Program Chair, Society for Industrial and Organizational Psychology Annual Conference, Toronto, Canada
- 2000-2001, Chair, Academy of Management HR Division Award Chair for Best Student Paper and Best Conference Paper
- 2000-2001 Program Chair, Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA
- 1999-2000 Associate Program Chair, Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA
- 1999-2001 Elected to the HR Executive Committee, Academy of Management.
- 1998-1999 Doctoral Consortium Planning Committee Member, HR, Academy of Management.
- 1998-1999 Chair, Society for Industrial and Organizational Psychology Dissertation Award Sub-committee.
- 1997-1998 Chair, Society of Industrial and Organizational Psychology Dissertation Award Sub-committee.
- 1998 Program Planning Sub-Committee, Society for Industrial and Organizational Psychology Meeting, Iowa City, IA.
- 1997, 1998, 2202 IPMAAC Best Student Paper Competition Award Committee.
- 1997 Division 14 American Psychological Association Program Planning Sub-Committee.
- 1996-1997 Chair, Society of Industrial and Organizational Psychology Dissertation Award Sub-committee.
- 1995-1998 Academy of Management HR Division Scholarly Achievement Award Committee.
- 1995-1996 Society of Industrial and Organizational Psychology Executive Awards Committee.
- 1993 Invited Ph.D. student participant to the Academy of Management OB Doctoral Consortium, Atlanta, GA.
- 1991 Assisted Michael A. Campion in the planning of the Society for Industrial and Organizational Psychology annual meeting in St. Louis.

*International Invited Presentations/Panel Discussions*

- Bauer, T.N. (2008). The building blocks of successful onboarding. Workforce Institute Summit. October 21, 2008, Orlando, FL.
- Bauer, T.N., & Elder, E. (2006). Onboarding newcomers into an organization. 58<sup>th</sup> Annual Society for Human Resource Management (SHRM) Conference & Exposition. Washington, D. C.
- Invited speaker to the University of Amsterdam, May 23, 2007, Amsterdam, Holland on employee onboarding, leader-member exchange, and justice.
- Invited panelist on the topic of networking at the August 4, 2007 Academy of Management HRM Doctoral Consortium in New York, NY.
- Invited speaker on the topic of New Employee Onboarding, 2006, Microsoft Corporation

- Invited panelist on the topic of research collaboration at the August, 2004 Academy of Management HRM Doctoral Consortium in New Orleans, LO.
- Invited panelist on the topic of research collaboration at the August, 2003 Academy of Management HRM Doctoral Consortium in Seattle, WA.
- Invited speaker at the August, 2003 Academy of Management OB/OT Junior Faculty Consortium in Seattle, WA.
- Invited speaker on the topic of early career issues at the August, 2002 Academy of Management HRM Doctoral Consortium in Denver, CO.
- Invited speaker at the August, 2002 Academy of Management HRM Junior Faculty Consortium in Denver, CO.
- Invited speaker on the topic of early career issues at the August, 2001 Academy of Management HRM Doctoral Consortium in Washington, DC.
- Invited speaker on the topic of job search issues at the August, 2000 Academy of Management HRM Doctoral Consortium.
- Invited speaker on the topic of establishing a research career at the August, 1998 Academy of Management HRM Doctoral Consortium in San Diego, CA.
- Invited speaker on the topic of dual career issues at the August, 1997 Academy of Management HRM Doctoral Consortium in Boston, MA.
- Invited speaker on the topic of early career issues at the August, 1996 Academy of Management HRM Doctoral Consortium in Cincinnati, OH.
- Invited speaker on the topic of early career issues at the August, 1995 Academy of Management HRM Doctoral Consortium in Vancouver, B.C.
- Invited speaker to University of Illinois at Chicago on the topic of Organizational Socialization, September, 1995.

### **Memberships in Professional Societies**

- Fellow of the Society for Industrial and Organizational Psychology (SIOP)
- Fellow of the American Psychological Society (APS)
- Member of the Academy of Management (HRM, OB, Research Methods)
- Member of the Southern Management Association (SMA)
- Member of the Western Academy of Management (WAM)
- Member of the Organizational Behavior Teaching Society (OBTS)
- Member of the European Association of Work and Organizational Psychology (EAWOP)
- Member of the Personnel and Human Resources Research Group (PHRRG)
- Member of Psi Chi (Psychology Honor Society, Past President of Humboldt State Chapter)
- Member of Phi Kappa Phi (International Honor Society)
- Member of Pi Gamma Mu (Social Science Honor Society)