

Curriculum Vita

Talya N. Bauer

Cameron Professor of Management

School of Business

Portland State University

PO Box 751

Portland, OR 97207

(503) 725-5050

TalyaB@sba.pdx.edu

Employment

- 2006-present Gerry and Marilyn Cameron 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. Average career teaching evaluations are 4.38 and 4.44 since promotion to Professor (on a 5-point scale).
- 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.

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* 15
- 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
- Funding by the Dutch Government (Netherlands Scientific Research Funding Council) to Netherlands to present research to present research as one of the Top Five researchers in the United States at the University of Amsterdam, 2005
- Selected as a Society for Industrial/Organizational Psychology Fellow, 2005
- Selected as an American Psychological Society Fellow, 2005

Published Research

1. Erdogan, B., & Bauer, T. N. (in provisionally acceptance stage). Differentiated Leader-Member Exchange (LMX): The moderating role of justice climate. *Journal of Applied Psychology*.
2. 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.
3. 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.
4. 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.
5. Erdogan, B., & Bauer, T. N. (2009). Perceived overqualification and its outcomes: The moderating role of empowerment. *Journal of Applied Psychology*, 94, 557-565.
6. 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.
7. 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.
8. 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.

9. 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.
10. 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.
11. 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.
12. 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.
13. 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.
14. 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.
15. 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.

Scholarly Works in Progress

Under Review Journal Articles/Conference Papers:

Ford, D., Ployhart, R., Truxillo, D. M., Wang, M., & Bauer, T. N. (soon to be under review). Inflation in job analysis: The role of the five-factor model of personality. *Personnel Psychology*.

Kovacs, J., Truxillo, D. M., Bauer, T. N., & Bodner, T. (revision status). A new approach: Perceptions of affirmative action programs based on socioeconomic status. *Journal of Business & Psychology*.

Seitz, R., Truxillo, D. M., Bauer, T. N., & Sinclair, R. (soon to be under review). Reactions to layoffs: A justice perspective. *Organizational Behavior and Human Decision Process*.

Truxillo, D. M., Bauer, T. N., Hammer, L. B., Buck, M., McCune, E., Bertolino, M., & Strauss, A. (soon to be under review). Safety motivation: Development of a new scale. *Journal of Applied Psychology*.

Truxillo, D. M., Cadiz, D., Bauer, T. N., & Erdogan, B. (soon to be under review). Reactions to coworker legal and illegal drug use while on the job. *Personnel Psychology*.

Zaniboni, S., Fraccaroli, F., Truxillo, D. M., Bertolino, M., & Bauer, T. N. (under review, January 31, 2010). Training valence, instrumentality, and expectancy scale (T-VIES-it): Factor structure and nomological network in an Italian sample. *Education and Psychological Measurement*.

Selected Work in Progress

Founder of the ARCOS research consortium:

Bauer, T. N., Erdogan, B., & Truxillo, D. M. Partially supported by a PSU Internationalization Grant “Applicant Reactions Cross-cultural Organizational Study (ARCOS)” gathering data from several countries including:

- Australia
- Belgium
- Canada
- China
- France
- Germany
- Greece
- Italy
- Japan
- Netherlands
- Romania
- Singapore
- Spain
- Switzerland
- Thailand
- Turkey
- United Kingdom
- United States of America
- Vietnam

Nikolaou, I., Bauer, T. N., Truxillo, D. M., Erdogan, B., & Costa, A. (Measure generation stage, November 2009). ARCOS in Greece, United States, and Turkey.

Steiner, D., Koenig, C., Pace, V., Costa, A., Truxillo, D.M., & Bauer, T.N. (Data collection stage, US data collected, October 2009). ARCOS in France, Germany, and the United States.

Thu, H. G., Truxillo, D. M., Bauer, T. N., & Erdogan, B. (Data collection stage, November 2009). ARCOS in Asia.

Sanchez, R., Bauer, T. N., & Truxillo, D. M. (Early write-up stage for journal submission). The mediating effect of organizational justice on leader-member exchange outcomes.

Non-refereed Articles

Textbooks

1. Bauer, T.N., & Erdogan, B. (2009). *Organizational Behavior*. Nyack, NY: Flat World Knowledge. (ISBN: 13: 978-0-9820430-6-6)
2. Carpenter, M., Bauer, T.N., & Erdogan, B. (2009). *Principles of Management*. Nyack, NY: Flat World Knowledge. (ISBN: 13: 978-0-9820430-7-3)
3. 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: 13: 978-0-9823618-4-9)
4. 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: 13: 978-0-9823618-7-0)

Book Chapters

1. Bauer, T. N., Erdogan, B., & Taylor, S. M. (in process). In S. E. Jackson, D. S. Ones, & S. Dilchert (Eds.), *Managing Human Resources for Environmental Sustainability*. NY: Jossey-Bass/Wiley.
2. Bauer, T. N., & Erdogan, B. (in process). Outcomes of organizational socialization. In C. Wanberg (Ed.), *Organizational Socialization*. Oxford, UK: Oxford University Press.
3. Bauer, T. N., Truxillo, D. M., Erdogan, B., & Mansfield, L. (in process). Contingent worker selection. In N. Schmidt (Ed.), *Handbook for Selection and Assessment*. Oxford, UK: Oxford University Press.
4. Bauer, T. N., Truxillo, D. M., Mack, K., & Costa, A. (in press). Applicant reaction to selection technology: What we know so far. S. Adler & N. Tippins (Eds.), *SIOP Professional Practice Series: Technology and Selection*. Bowling Green, OH: Society for Industrial and Organizational Psychology Press.
5. Bauer, T. N., & Erdogan, B. (in press). Organizational socialization. S. Zedeck, H. Aguinis, W. Cascio, M. Gelfand, K. Leung, S. Parker, & J. Zhou (Eds.). *APA Handbook of I/O Psychology, Volume III*. Washington, DC: APA Press.

6. Truxillo, D. M., & Bauer, T. N. (in press). 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*. Washington, DC: APA Press.
7. 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.
8. Bauer, T. N. (2006). Organizational socialization tactics. In S. Rogelberg and C. Reeve (Eds.), *The Encyclopedia of Industrial/Organizational Psychology*. New York: Sage Press.
9. 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.

Editorials and Presentations as Editor of the *Journal of Management*

1. 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.
2. 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.
3. Bauer, T. N. (2010). Editorial: Reputation research in the *Journal of Management*. *Journal of Management*, 36, 585-587.
4. 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.
5. 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.
6. Bauer, T. N. (2009). Editorial: The *Journal of Management* Review Issue: Celebrating 35 years. *Journal of Management*, 35, 1297-1301.
7. 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.

8. Bauer, T. (2009, September 10). *Journal of Management* panelist at the 7th West Coast Research Symposium on Technology Entrepreneurship. University of Washington, Seattle, WA.
9. Bauer, T. (2009, May 29). Entrepreneurship at the *Journal of Management*. Entrepreneurship research exemplars conference. Storrs, CT.
10. 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.
11. 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.
12. Bauer, T. (2009, August 9). *Journal of Management* panelist at the Meet the Editors Session. Academy of Management OB Doctoral Consortium in Chicago, IL.
13. Bauer, T. (2009, August 8). *Journal of Management* panelist at the Editor's Roundtable. Academy of Management HRM Doctoral Consortium in Chicago, IL.
14. 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.
15. 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.
16. 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. 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)*.
2. 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.

3. 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.
4. 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.
5. Billsberry, J. (2009). Current controversies in recruitment and selection with T. N. Bauer (participant). Academy of Management Annual Meeting, Chicago, IL.
6. Enders, J., & Bauer, T.N. (2009). Roundtable on online teaching. Society for Industrial/Organizational Psychology Annual Meeting, New Orleans, LA.
7. 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.
8. 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.
9. 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.
10. 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.
11. Bauer, T. N. (2008). Panelist on Mentoring. Society for Industrial/Organizational Psychology Annual Meeting, San Francisco, CA.
12. 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.
13. 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.

14. 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.
15. 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.
16. 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.
17. 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.
18. 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.
19. 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).*
20. 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.
21. 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.
22. 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.
23. 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.
24. 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.
 25. 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.
 26. Erdogan, B., & Bauer, T. N. (2007). Reactions to electronic surveillance. Paper presented at the Western Academy of Management Annual Conference, Missoula, MT.
 27. 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.
 28. Bauer, T. N., & Erdogan, B. (2006). New Directions in LMX Research. Symposium. Academy of Management Annual Conference, Atlanta, GA.
 29. 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.
 30. 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.
 31. 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.
 32. 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.
 33. 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.
34. 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.
 35. 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.
 36. 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.

Grants and Fellowships

Research Grants Received and Applied for:

Funded Grants

(2010) Funded proposal to establish the Center for Mentoring Research with Keller, T., & Truxillo, D. M. \$100,000 with yearly renewal.

(2010) Development of an explanation typology and examination of the effects of explanations on applicant attitudes and behaviors with Krauss, A. & Truxillo, D. M. 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 Five researchers in the United States at the University of Amsterdam.

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) Oregon TREC 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.

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

Itoqumi 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.

Teaching 2005-2010

- Organizational Behavior- Undergraduate, MBA, and PhD Seminars
- Power & Influence- Undergraduate and MBA
- Negotiation- Undergraduate
- Leadership Seminar- PhD Seminar

Thesis/dissertation Committee Memberships

- In process, Michael Buck, Dissertation, *Committee Member*
- In process, Kyle Mack, Thesis, *Committee Member*
- In process, Deborah Ford, Dissertation, *Co-Chair*
- In process, Chris Broberg, Dissertation, *Committee Member* (Texas Tech University)
- In process, Nisreen Pedhiwala, Dissertation, *Committee Member*
- In process, Clay Yonce, Dissertation, *Committee Member*
- In process, Elizabeth McCune, 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*

Doctoral Student Comprehensive Exam Committee Membership

- 2009, Spring, David Cadiz
- 2008, Spring, Deborah Ford
- 2007, Spring, Clay Yonce
- 2006, Fall, Clay Yonce

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

- Portland State University, Collaborative On-line Learning Team (COLT), 2010-2012
- School of Business eMBA Taskforce Member, 2006-present
- School of Business Promotion Committee Member, Scott Marshall, 2009
- School of Business, Elected to ADPT Committee, 2007-2009
- 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 to 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

Media Coverage

- 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/tkttk 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 (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 Earnshaw. <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).

Professionally Related Service

Editor

Journal of Management (2009-2011)

Journal Editorial Board Memberships

Journal of Applied Psychology

Editor, Steven Kozlowski (2008-present)

Editor, Sheldon Zedeck (2002-2007)

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 (2007-present)

Editor, Paul Sackett

Personnel Psychology (2002-2007)

Editor, Anne Marie Ryan

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 Social Psychology (1999 to present)

Journal of Organizational Behavior (2003 to 2006)

Journal of Management (1999 to 2008)

Organizational Behavior and Human Decision Processes (2004 to present)

Organizational Science (2006 to present)

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

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

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

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

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.

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
- 2002-2005, Member of the Distinguished Contributions Award Committee, SIOP

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. 58th 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

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)