

June 2025

MARIA L. KRAIMER
Curriculum Vitae

EDUCATION

- Ph.D. Business Administration, University of Illinois at Chicago, May 1999
Major Field: Human Resources Management and Organizational Behavior
- M.B.A. University of Illinois at Chicago, May 1994
Major and Minor: Human Resources Management and Entrepreneurship
- B.S. Business Administration, University of Illinois at Urbana-Champaign, May 1990
Major: Marketing

ACADEMIC POSITIONS HELD

University at Buffalo School of Management, The State University of New York (August, 2024 – present)

- Donald S. Carmichael Chair and Professor, Organization and Human Resources Department

Rutgers University, School of Management & Labor Relations (January 1, 2019-June 2024)

- Distinguished Professor of HRM (July 1, 2021 – June 30, 2024)
- Professor of HRM (January 1, 2019-June 30, 2021)

University of Oregon, Lundquist College of Business (June 2017-December 2018)

- Philip H. Knight Chair and Professor of Management

University of Iowa (July 2008-June 2017)

- Professor and Leonard A. Hadley Chair in Leadership, July 2014 – June 2017
- Professor and Gary C. Fethke Research Fellow, July 2012 – June 2014
- Associate Professor and Fethke Research Fellow, August 2008-June 2012

University of Melbourne, Australia (July 2004-June 2008)

- Visiting Professorial Fellow, January 2014 - June 2016
- Associate Professor and Reader, January 2006 – June 2008
- Senior Lecturer, July 2004 - December 2005 (tenured May 2005)

University of Illinois at Chicago

- Assistant Professor, August 2001-June 2004

Cleveland State University

- Assistant Professor, August 1999 – May 2001

ADMINISTRATIVE POSITIONS HELD

Chair, Organization and Human Resources Department, University at Buffalo, September 2024-present.

- Supervise 9 tenure-track faculty and 6 clinical faculty
- Manage the tenure and promotion process for all faculty
- Develop and implement departmental strategic initiatives to align with the School's strategic plan
- Oversee a departmental budget of \$24,000
- Developed two new minors in the School of Management: Organizational Leadership minor and Human Resource Management minor, to be offered starting Fall 2026

Senior Associate Dean, School of Graduate Studies (SGS), Rutgers, University, January-July 2024.

- Revised the review and approval process for new courses, programs, and certificates governed by SGS to align with the review and approval process at the Provost level.
- Oversaw the approval of four new graduate courses, a PhD program, and a Master's program.
- Convened and chaired monthly meetings with 50+ graduate program directors.
- Provided guidance to graduate program directors on issues concerning graduate admissions, degree requirements, and student performance.
- Provided advice and managed approval process for graduate students requesting extensions beyond 7-years in their doctoral program.
- Coordinated and managed the nomination process and elections for 3 SGS representatives to Faculty Senate and 4 faculty members to serve on SGS Executive council.
- Served on several committees for Awards and Fellowships.

Associate Dean for Diversity, Equity, and Inclusion, School of Management & Labor Relations, Rutgers University, February 2021- June 2022.

- Led the DEI strategic planning process which included a SWOT analysis related to diversity and inclusion within the School of Management & Labor Relations and then developing a DEI strategic plan. The DEI strategic plan included DEI goals for all units within SMLR, with directors/chairs held accountable for their own units' goals. This plan was completed August 2021. The DEI strategic planning committee, which I chaired, consisted of 7 other members.
- Began implementation of DEI strategic plan, focusing on identifying and organizing educational opportunities for faculty and staff and beginning an assessment of the organizational culture and how it may be contributing to systemic bias in our practices.
- Chaired the DEI faculty and staff committee, which included overseeing the launch of a DEI newsletter for faculty and staff, improving communication channels in SMLR, and organizing and attending seven DEI-related educational workshops for faculty and staff.
- Served as SMLR's representative on the University's Equity Advisors committee, which meets monthly to discuss and share ideas for our respective schools' DEI strategic plans.
- Worked with the Dean to obtain updates and progress on each unit's DEI goals developed in the strategic plan.

Director of Graduate Studies (PhD program), Department of Management & Organizations, University of Iowa, July 2013 - June 2016.

- Responsible for recruiting and selection of new PhD students, monitoring progress of current PhD students (approximately 15 students), managing budget to support students and program activities, implementing program policies, and developing new initiatives to facilitate students' timely completion of the degree and employment prospects.

Deputy Head, Department of Management & Marketing, University of Melbourne, July 1, 2006 – June 30, 2007.

- Served an advisory role to Head of Department; responsible for a number of administrative and faculty development tasks for a department of 45 full-time faculty.

Chair of the Equal Opportunity for Women in the Workplace committee, Faculty of Economics & Commerce, University of Melbourne, January 2005 – July 2008.

- Developed yearly strategic goals and held accountable for implementation of strategies and tactics to improve equal opportunity for women within the Faculty (School).

HONORS, AWARDS, RECOGNITION, AND OUTSTANDING ACHIEVEMENTS

*Winner of the 2024 Best Quantitative Paper Award from *Group & Organization Management* (for paper published in 2023; along with Lawrence Houston and Pauline Schilpzand).

*Winner of the 2023 Best Paper Award in Track 5 (Careers, Social Issues, Diversity Issues, and Ethics), Southern Management Association Annual Meetings, St. Pete's Beach, FL (along with Jiyeon Park, Jerry Liu, and Patrick Downes)

*Editor-in-Chief for *Journal of Management Scientific Reports* (Founding Editor), November 2021-present.

*Winner of the 2022 Best Published Paper Award from the Careers Division of the Academy of Management (along with Scott Seibert and Jordan Nielsen).

*Selected to participate in the Big10 Academic Alliance (BTAA) Academic Leadership Program; one of five participants from the Rutgers-New Brunswick campus, September 2021-May 2022.

* Editor-in-Chief for *Personnel Psychology*, January 1, 2017-December 31, 2019.

*Symposia participant in the symposium selected as the 2016 Global Forum Best Symposium by the Management Education and Development division, Academy of Management Annual Meetings, Anaheim, CA.

*Elected to serve a series of leadership roles, including Chair of the Division, over a 5-year period for the HR Division of the Academy of Management (August 2013-2017).

*Winner of the 2012 International HR Scholarly Research Award from the HR Division of the Academy of Management (along with Sebastian Reiche and Anne-Wil Harzing).

*Winner of the 2010 Cummings Scholarly Achievement Award (recognizes achievements of an early- to mid-career scholar), Organizational Behavioral Division of the Academy of Management.

*Winner of the 2009 Best Paper Award, Human Resources Track, of the Australia and New Zealand Academy of Management (ANZAM; along with Michelle Brown and Virginia Bratton).

*Symposia participant in the symposium selected as the 2007 Best Symposium in the Careers Division, Academy of Management Annual Meetings, Philadelphia, PA.

*Winner of the 2006 Dean's Prize for Exceptional Distinction in Research and Research Training, Faculty of Economics and Commerce, University of Melbourne (awarded to one person in Faculty each year).

*Winner of the 2006 Careers Division Best Applied Paper Award, Academy of Management Annual Meetings, Atlanta, GA (along with Scott Seibert, Sandy Wayne, Bob Liden, and Jesus Bravo).

*Winner of the 2005 Best Reviewer Award from the Careers Division of the Academy of Management Annual Meetings.

*Symposia participant in the symposium selected as the 2004 Best Symposium in the Careers Division, Academy of Management Annual Meetings, New Orleans.

*Winner of the 2001 *Academy of Management Journal's* Best Paper Award (along with Scott Seibert and Bob Liden).

*Winner of the 2001 Ulrich & Lake Award for Excellence in HRM Scholarship which recognizes the best article appearing in *Human Resource Management* that year as voted by the editorial board (along with Bob Liden and Sandy Wayne).

*Winner of the 1999 Careers Division Best Paper Award, Academy of Management Annual Meetings, Chicago, IL (along with Scott Seibert).

*Winner of the 1999 Research Excellence Award for doctoral students, University of Illinois at Chicago, Department of Managerial Studies.

*Recipient of the Illinois Consortium for Educational Opportunities Program Fellowship: Academic award totaling \$40,000 over a four year period for underrepresented minorities in higher education (received award from 1994-1998).

RESEARCH INTERESTS

My research addresses issues related to managing career transitions and success, the challenges and consequences of working globally, and the employee-employer relationship. This includes work on; the role of mentoring as a career development tactic; professional identity and career goals; the management of expatriate employees and retention of former expatriates upon repatriation; organizational embeddedness and other retention strategies; and leader-member relationships. I also have emerging research interests in the work-family interface and incivility in the workplace.

My research has collectively been cited more than 28,500 times according to Google Scholar (accessed June 2025).

REFEREED JOURNAL PUBLICATIONS

*indicates author is a current or former graduate student

50. *Fan, X., Wang, D., Wang, F., Kraimer, M.L. (2024). When leaders are forced to stay: The indirect effects of leaders' reluctant staying on subordinates' performance. *Journal of Organizational Behavior*, 45, 459-476. doi.org/10.1002/job.2743.
49. Houston, L., Kraimer, M.L., & Schilpzand, P. (2023). The motivation to be inclusive: Understanding how leaders' diversity self-efficacy impacts leader effectiveness in racially diverse workgroups. *Group & Organization Management*, <https://doi.org/10.1177/10596011231200929>
***Winner of the Journal's "Best Quantitative Paper Award" in 2024**
48. Kraimer, M.L., Shaffer, M.A., Bolino, M.C., *Charlier, S.D., & Wurtz, O. (2022). A Transactional stress theory of global work demands: A challenge, hindrance, or both? *Journal of Applied Psychology*, 107(12), 2197-2219. <https://doi.org/10.1037/apl0001009>
47. *Astrove, S.L. & Kraimer, M.L. (2022). What and how do mentors learn? The role of relationship quality and mentoring self-efficacy in mentor learning. *Personnel Psychology*, 75, 485-513. <https://doi.org/10.1111/peps.12471>
46. Sanders, K., Kraimer, M., *Greco, L., Morgeson, F., Shipton, H., Budhwar, P., Sun, J., & Sang, X. (2022). Why academics attend conferences? An extended career self-management framework. *Human Resource Management Review*, 32(1). <https://doi.org/10.1016/j.hrmr.2020.100793>
45. Cai, W., El Baroudi, S., Khapova, S.N., Xu, B., & Kraimer, M.L. (2022). Career calling and team member proactivity: The roles of living out a calling and mentoring. *Applied Psychology*, 71:584-611. <https://doi.org/10.1111/apps.12340>.
44. Seibert, S.E., *Nielsen, J.D., & Kraimer, M.L. (2021). Awakening the entrepreneur within: Entrepreneurial identity aspiration and the role of displacing work events. *Journal of Applied Psychology*, 106(8), 1224-1238. <https://doi.org/10.1037/apl0000823>
***Winner of the 2022 Best Published Paper Award from the Careers Division of the Academy of Management**
43. *Kiazad, K., Kraimer, M.L., Seibert, S.E., & Sargent, L. (2020). Understanding organizational embeddedness and career success: Who and what you know. *Journal of Organizational Behavior*, 41, 678-693. DOI: 10.1002/job.2464
42. *Choi, D., Kraimer, M.L. & Seibert, S.E. (2020). Conflict, justice, and inequality: Why perceptions of leader-member exchange differentiation hurt performance in teams. *Journal of Organizational Behavior*, 41(6), 567-586.

41. Brown, M., Kraimer, M.L., & Bratton, V.K. (2020). Performance appraisal cynicism among managers: A job demands resources perspective. *Journal of Business & Psychology*, 35(4), 455-468.
40. *Greco, L., & Kraimer, M.L. (2020). Goal-setting in the career management process: An identity theory perspective. *Journal of Applied Psychology*, 105(1), 40-57.
39. Brown, M., Kraimer, M.L., & Bratton, V.K. (2020). The influence of employee performance appraisal cynicism on intent to quit and sportsmanship. *Personnel Review*, 49(1), 1-18.
38. *Kiazad, K., Kraimer, M.L., & Seibert, S.E. (2019). More than grateful: How employee embeddedness explains the link between psychological contract fulfillment and employee extra-role behavior. *Human Relations*, 72(8), 1315-1340.
37. Kraimer, M.L., *Greco, L., Seibert, S.E., & Sargent, L. (2019). An investigation of academic career success: The new tempo of academic life. *Academy of Management Learning and Education*, 18(2), 128-152.
36. Zhao, K., Zhang, M., & Kraimer, M.L., Yang, B. (2019). Source attribution matters: Mediation and moderation effects in the relationship between work-to-family conflict and job satisfaction. *Journal of Organizational Behavior*, 40(4): 492-505.
35. Seibert, S.E., Sargent, L.D., Kraimer, M.L., & *Kiazad, K. (2017). Linking developmental experiences to leadership effectiveness and promotability: The mediating role of leader self-efficacy and social capital. *Personnel Psychology*, 70(2), 357-397.
34. *Bravo, J., Seibert, S.E., Kraimer, M.L., Liden, R.C., & Wayne, S.J. (2017). Measuring career orientations in the era of the boundaryless career. *Journal of Career Assessment*, 25(3), 502-525.
33. Seibert, S.E., Kacmar, K.M., Kraimer, M.L., *Downes, P., & Noble, D.N. (2017). The role of publishing strategies and professional networks in management research productivity. *Journal of Management*, 43(4): 1103-1130.
32. Seibert, S.E., Kraimer, M.L., & Heslin, P.A. (2016). Developing career resilience and adaptability. *Organizational Dynamics*, 45, 245-257. (invited article)
31. Kraimer, M.L., Bolino, M.C., & *Mead, B. (2016). Themes in expatriate and repatriate research over four decades: What do we know and what do we still need to learn? *Annual Review of Organizational Psychology and Organizational Behavior*, 3, 83-109. (invited article)
30. *Kiazad, K., Seibert, S.E., Kraimer, M.L. (2014). Psychological contract breach and employee innovation: A conservation of resources perspective. *Journal of Occupational and Organizational Psychology*, 87(3), 535-556.

29. *Kailasapathy, P., Kraimer, M.L., & Metz, I. (2014). The interactive effects of leader-member exchange, gender, and spouse's gender role orientation on work interference with family conflict. *International Journal of Human Resource Management*, 25(19), 2681-2701.
28. Seibert, S.E., Kraimer, M.L., Holtom, B.C., & *Pierotti, A.J. (2013). Even the best laid plans sometimes go askew: Career self-management processes, career shocks, and the decision to pursue graduate education. *Journal of Applied Psychology*, 98(1), 169-182.
27. Ren, H., Bolino, M.C., Shaffer, M.A., & Kraimer, M.L. (2013). The influence of job demands and resources on repatriate career satisfaction: A relative deprivation perspective. *Journal of World Business*, 48, 149-159.
26. Shaffer, M.A., Kraimer, M.L., Chen, Y.P., & Bolino, M.C. (2012). Choices, challenges, and career consequences of global work experiences: A review and future agenda. *Journal of Management*, 38(4), 1282-1327.
25. Kraimer, M.L., Shaffer, M.A., Harrison, D.A., & Ren, H. (2012). No place like home? An identity strain perspective on repatriate turnover. *Academy of Management Journal*, 55(2), 399-420.
24. Kraimer, M.L., Seibert, S.E., Wayne, S.J., Liden, R.C., & *Bravo, J. (2011). Antecedents and outcomes of organizational support for development: The critical role of career opportunities. *Journal of Applied Psychology*, 96(3), 485-500.
23. *Reiche, S., Kraimer, M.L., Harzing, A.W.H. (2011). Why do international assignees stay? An organizational embeddedness perspective. *Journal of International Business Studies*, 42(4), 521-544.
*** Winner of the 2012 International HR Scholarly Research Award from the HR Division of the Academy of Management.**
22. *Reiche, S., Harzing, A.W.H., & Kraimer, M.L. (2009). The role of international assignees' social capital in creating inter-unit intellectual capital: A cross-level model. *Journal of International Business Studies*, 40, 509-526.
21. Kraimer, M.L., Shaffer, M.A., & Bolino, M.C. (2009). The influence of expatriate and repatriate experiences on career advancement and repatriate retention. *Human Resource Management*, 48, 27-47.
20. Nakata, C., *Zhu, Z., & Kraimer, M.L. (2008). The complex contribution of information technology capability to business performance. *Journal of Managerial Issues*, 20, 485-506.
19. Sparrowe, R.T., *Soetjipto, B., & Kraimer, M.L. (2006). Do leaders' influence tactics relate to members' helping behavior? It depends on the quality of the relationship. *Academy of Management Journal*, 49, 1194-1208.
18. Erdogan, B., Liden, R.C., & Kraimer, M.L. (2006). Justice and leader-member exchange: The moderating role of organizational culture. *Academy of Management Journal*, 49, 395-406.

17. *Jandeska, K.E., & Kraimer, M.L. (2005). Women's perceptions of organizational culture, work attitudes, and role-modeling behaviors. *Journal of Managerial Issues*, 17, 461-478.
16. Kraimer, M.L., Wayne, S.J., Liden, R.C., & Sparrowe, R.T. (2005). The role of job security in understanding the relationship between employees' perceptions of temporary workers and employees' job performance. *Journal of Applied Psychology*, 90, 389-398.
15. Erdogan, B., Kraimer, M.L., & Liden, R.C. (2004). Work value congruence and intrinsic career success: The compensatory roles of leader-member exchange and perceived organizational support. *Personnel Psychology*, 57, 305-332.
14. Kraimer, M.L. & Wayne, S.J. (2004). An examination of perceived organizational support as a multidimensional construct in the context of an expatriate assignment. *Journal of Management*, 30, 209-237.
13. Liden, R.C., Wayne, S.J., Kraimer, M.L., & Sparrowe, R.T. (2003). The dual commitments of contingent workers: An examination of contingents' commitment to the agency and the organization. *Journal of Organizational Behavior*, 24, 609-625.
12. Seibert, S.E., Kraimer, M.L., & Crant, J.M. (2001). What do proactive people do? A longitudinal model linking personality and career success. *Personnel Psychology*, 54, 845-874.
11. Erdogan, B., Kraimer, M.L., & Liden, R.C. (2001). Procedural justice as a two dimensional construct: An examination in the performance appraisal context. *Journal of Applied Behavioral Science*, 37, 205-222.
10. Seibert, S.E., Kraimer, M.L., & Liden, R.C. (2001). A social capital theory of career success. *Academy of Management Journal*, 44, 219-237.
***Winner of the Journal's 2001 Best Paper Award.**
9. Sparrowe, R.T., Liden, R.C., Wayne, S.J., & Kraimer, M.L. (2001). Social networks and the performance of individuals and groups. *Academy of Management Journal*, 44, 316-325.
8. Kraimer, M.L., Wayne, S.J., & Jaworski, R.A. (2001). Sources of support and expatriate performance: The mediating role of expatriate adjustment. *Personnel Psychology*, 54, 71-100.
7. Seibert, S.E., & Kraimer, M.L. (2001). The five-factor model of personality and career success. *Journal of Vocational Behavior*, 58, 1-21.
6. Liden, R.C., Wayne, S.J., & Kraimer, M.L. (2001). Managing individual performance in work groups. *Human Resource Management*, 40, 63-72.
***Winner of the Ulrich-Lake award for best paper appearing in 2001.**
5. Liden, R.C., Wayne, S.J., Judge, T.A., Sparrowe, R.T., Kraimer, M.L., & Franz, T.M. (1999). Management of poor performance: A comparison of manager, group member, and group disciplinary decisions. *Journal of Applied Psychology*, 84, 835-850.

4. Wayne, S.J., Liden, R.C., Kraimer, M.L., & Graf, I.K. (1999). The role of human capital, motivation, and supervisor sponsorship in predicting career success. *Journal of Organizational Behavior*, 20, 577-595.
3. Seibert, S.E., Crant, J.M., & Kraimer, M.L. (1999). Proactive personality and career success. *Journal of Applied Psychology*, 84, 416-427.
2. Kraimer, M.L., Seibert, S.E., & Liden, R.C. (1999). Psychological empowerment as a multidimensional construct: A test of construct validity. *Educational and Psychological Measurement*, 59, 127-142.
1. Kraimer, M. L. (1997). Organizational goals and values: A socialization model. *Human Resource Management Review*, 7, 425-447.

INVITED BOOK CHAPTERS AND EDITORIALS

Kraimer, M.L., Martin, X., Schulze, W., Seibert, S.E. (2023). Editorial: What does it mean to test theory? *Journal of Management Scientific Reports*, 1(1), pp. 8-17.

<https://doi.org/10.1177/27550311231153484>

Kraimer, M.L. (2023). Editorial: Introducing Journal of Management Scientific Reports (JOMSR). *Journal of Management Scientific Reports*, 1(1), 3-7.

<https://doi.org/10.1177/27550311221142152>

Kraimer, M.L., Reiche, B.S., & George, M.M. (2022). An Identity Work Perspective of Expatriates and Cross-cultural Transitions: A Review and Future Research Agenda. In Toh, S.M., & DeNisi, A.S. (Co-Editors). *Expatriates and Managing Global Mobility*. New York: Routledge; SIOP Organizational Frontiers Series.

Akkermans, J., Richardson, J., & Kraimer, M.L. (2020). The Covid-19 crisis as a career shock: Implications for careers and vocational behavior. *Journal of Vocational Behavior*, 119, 1-5.

Kraimer, M.L. (2019). Thank you and Farewell! *Personnel Psychology*, 72(4), 491-492.

Kraimer, M.L. & Jiang, K. (2018). David P. Lepak: Obituary. *Human Resource Management Journal*, DOI: 10.1111/1748-8583.12189.

Kraimer, M.L. (2017). Editorial: Embracing the “Methods of Science Applied to the Problems of Personnel” (Taylor & Mosier, 1948). *Personnel Psychology*, 70, 3-7.

Kraimer, M.L., Seibert, S.E., & Astrove, S. (2016). Consequences of high LMX: career mobility and success. In the *Oxford Handbook of Leader-member Exchange* (pp. 241-259, Bauer, T., & Erdogan, B. (Eds). Oxford University Press.

Kraimer, M.L. Takeuchi, R., & Frese, M. (2014). The Global context and people at work: Special issue introduction. *Personnel Psychology*, 67(1), 5-21.

Reiche, S., Kraimer, M.L., & Harzing, A.W.H. (2009). Inpatriates as agents of cross-unit knowledge flows in multinational corporations. In *Handbook of International HR Research: Integrating People, Process, and Context* (pp.151-170), Sparrow, P. (Ed). West Sussex, UK: John Wiley.

Kraimer, M.L., & Seibert, S.E. (2007). Themes in the study of careers: Continuity, emergence and opportunities for convergence. In *Handbook of Career Studies*, Gunz, H., & Pieperl, M. (Eds). New York: Sage Publications.

Kraimer, M. (2006). Proactivity and careers. In *Encyclopedia of Career Development, Volume II* (pp. 644-646), J.H. Greenhaus, & G.A. Callanan (Eds). New York: Sage Publications.

GRANTS RECEIVED

US\$9,450 from the Society for Industrial and Organizational Psychology (SIOP) Anti-Racism Grant, Maria Kraimer (Principal Investigator), with Lawrence Houston III, Jerry Liu, and Scott Seibert, August 20, 2020.

Project Title: Interpersonal Mistreatment, Perceived Discrimination, and Minority Identity Management: An Attribution Theory Perspective

US\$20,000 from the Academy of Management, Strategic Doing Initiatives (co-investigator with Scott Seibert and Leisa Sargent), July 2012-December 2014.

Project Title: Career obstacles, shocks, and facilitators of occupational and career satisfaction among Academy of Management academic members

AU\$279,000 from Australian Research Council (ARC) Linkage Projects (co-investigator with Leisa Sargent and Scott Seibert), January 2008-December 2011.

Project Title: An evidence based approach to developing human and social capital in organizations

Partner Organization: Deloitte, Touche, Tohmatsu, Australia

US\$75,000 from GMAC's Management Education Research Institute Grants Program (co-investigator with Scott Seibert), January 2007 – December 2009.

Project Title: The Role of MBA Education and Management Development Programs in Manager's Early Career Paths

AU\$18,000 from the Faculty of Economics and Commerce, University of Melbourne, Faculty Research Grant program (Principal Investigator; with Michelle Brown and Ginny Bratton), January 2005 – July 2006.

Project Title: Performance Appraisal Politics: A Case of Managerial Malevolence?

US\$31,180 from the SHRM Foundation (Principal Investigator; with Margaret Shaffer and David Harrison), July 2004 – June 2007.

Project Title: Examining International Assignment Success from A Psychological Contract and Careers Perspective

US\$15,000 from University of Illinois' Campus Research Board (co-investigator with Scott Seibert), July 2002.

Project Title: A Multiple-level Model of Managerial Factors Affecting Employee Safety, Accidents and Injuries

US\$10,000 from the University of Illinois' Center for Human Resource Management (co-investigator with Scott Seibert), November 2001.

Project Title: A Multiple-level Model of Managerial Factors Affecting Employee Safety, Accidents and Injuries

US\$19,500 from the University of Illinois' Center for Human Resource Management (Principal Investigator; with Scott Seibert, Sandy Wayne, and Bob Liden), March 2001.

Project Title: Understanding Employee Retention from A Careers Perspective

US\$6,000 awarded as a recipient of the New Faculty/ Research Challenge Award, Cleveland State University, November 1999.

US\$20,300 from the University of Illinois' Center for Human Resource Management (co-investigator with Sandy Wayne), March 1997.

Project Title: Expatriates' Work and Cultural Adjustment

US\$2500 awarded as a recipient of the SHRM Foundation's Harvey Wilson Doctoral Dissertation Research Grant, November 1997.

CONFERENCE PRESENTATIONS

Note: As of January 2024, I have had 67 papers accepted for presentation, poster sessions, or roundtable discussions at the annual meetings of the Academy of Management, Society for Industrial Organizational Psychologists, Academy of International Business, or at a regional conference (e.g., Southern Management Association, ANZAM). A full list of presentations is available upon request.

The following papers received an award or recognition:

Park, J., Kraimer, M., Downes, P., & Liu, J. Picture-perfect workers: Social media as a window into the motherhood penalty in career outcomes. Paper presented at Southern Management Association meetings, St. Pete's Beach, FL., October 26, 2023.

***Winner of the Best Paper Award in Track 5** (Careers, Social Issues, Diversity Issues, and Ethics)

Kraimer, M.L., Seibert, S.E., Greco, L., & Sargent, L. *The shocking truth: The role of career shocks in predicting academic career success*. Paper to be presented as part of a symposium on "Academic careers in management: What have we got ourselves into?" at the Academy of Management Annual Meetings, Anaheim, CA, 2016.

***Winner of the MED Global Forum Best Symposium Award** (Management Education and Development Division)

Shaffer, M.A., Chen, Y.P., Bolino, M.C., & Kraimer, M.L. *Careers and global employment experiences: A review and future research agenda*. Paper presented as part of a symposium at the Academy of Management Annual Meetings, Montreal, Canada, August 2010.

***Selected as a Showcase Symposium and Finalist for the Emerald Best International Symposium Award.**

Brown, M., Kraimer, M.L., & Bratton, V.K. *Performance Appraisal Cynicism: Causes and Consequences*. Paper presented at the 23rd Annual Australian and New Zealand Academy of Management Conference, Melbourne, Australia, December, 2009.

***Winner of the Best Paper in Human Resources Track**

Seibert, S.E., & Kraimer, M.L. *Doing good by being bad? A proposed model of the nemesis effect*. Paper presented as part of a symposium at the Academy of Management Annual Meetings, Philadelphia, PA, August, 2007.

***Presented in the symposium that won the Best Symposium Award in the Careers Division.**

Kraimer, M.L., Seibert, S.E., Wayne, S.J., Liden, R.C., & Bravo, J. *Career Management: Increasing human capital without losing the investment*. Paper presented at the Academy of Management Annual Meetings, Atlanta, GA, August, 2006.

***Winner of the Best Applied Paper in the Careers Division.**

Seibert, S.E., Kraimer, M.L., & Bravo, J. *A multidimensional measure of career identity*. Paper presented at the Academy of Management Annual Meetings, New Orleans, 2004.

***Presented in the symposium that won the Best Symposium Award in the Careers Division.**

Erdogan, B., Kraimer, M.L., & Liden, R.C. *Person-organization fit and work attitudes: The moderating role of LMX*. Paper presented at the Academy of Management Annual Meetings, Denver, CO, 2002.

***Appeared in the Best Paper Proceedings.**

Seibert, S.E., & Kraimer, M.L. *The Five Factor Model of Personality and Its' Relationship to Career Success*. Paper presented at the Academy of Management Annual Meetings, Chicago, IL, 1999.

***Winner of the Careers Division Best Academic Paper Award.**

INVITED PRESENTATIONS

- Presentation on “Leading in Crisis: Strategies for department chairs and associate deans”, University at Buffalo Department Chairs Workshop Series, April 9, 2025.
- Keynote Speaker, “The role of replication studies in addressing the credibility crisis in scientific research, IACMR Research Seminar series (China), November 20, 2024.

- Keynote Speaker, “The role of replication studies in addressing the credibility crisis in scientific research, University of Santiago, Organizational Behavior conference, Chile, October 2024.
- Invited Speaker, “Evidence-based strategies to improve work-life balance”, National Fuel Company and Center for Leadership & Organizational Effectiveness Lunch and Learn, September 19, 2024.
- Keynote Speaker, “The review process from both sides: Insights for reviewers and authors”, Career Success Symposium, *Vrije Universiteit Amsterdam, School of Business & Economics*, October 7, 2022.
- Presentation on “Publishing in Journal of Management Scientific Reports”, *University of Amsterdam Business School*, September 29, 2022.
- Presentation on “Publishing in Journal of Management Scientific Reports”, *Penn State University*, September 14, 2022.
- Keynote Speaker, “Theories of career success and lessons learned throughout my career”, HR Division’s Late-Stage Doctoral Consortium, Academy of Management Annual Meetings, August 4, 2021.
- Discussant for symposium accepted in the Careers, MOC, & MED Divisions titled “Critical Events at a Critical Time: Setbacks and Shocks in Early Academic Career Stages” to be presented at the 2020 Academy of Management Annual Meetings (virtual). This symposium won the Best Symposium Award from the MED Division.
- Presentation on the “Review Process from Both Sides” to Department of Management, *Oklahoma State University*, October 25, 2019.
- Keynote speaker on global careers at the International Conference on Human Resource Development, *National Taiwan Normal University*, Taipei, June 7-8, 2018
- Keynote speaker on research design at the 2nd International Conference on Career Development & Employment Management, *University of Science and Technology of China, Hefei*, October 9-10, 2015.
- Keynote speaker on research design at the *EduWorks Summer School* (a research and training network funded by the European Union), Siegen, Germany, July 23, 2015.
- Research presentation to the Department of Organizations and Strategic Management, *University of Wisconsin-Milwaukee*, December 5, 2014.
- Research presentation to the Department of Organizational Behavior, *University of Illinois, Urbana-Champaign*, September 26, 2014
- Research presentation to Department of Management & Marketing, *University of Melbourne*, Australia, June 4, 2014.
- Presentation on “Behavioral Interviewing” to Graduate Medical Education Program Coordinators (approximately 75 coordinators of the medical residency and fellows programs), *University of Iowa Hospital and Clinics*, February 13, 2013.
- Presentation on the journal review process to Department of Management & Marketing, *University of Melbourne*, Australia, May 28, 2010.
- Research presentation to *Department of Sociology, University of Iowa*, October 30, 2009.
- Research presentation to Department of Management, *University of Kentucky*, Lexington, November 16, 2007.
- Research presentation at *Rensselaer Polytechnic Institute*, Troy, NY, October 31, 2007.
- Research presentation at *Georgetown University*, McDonough School of Business, Washington D.C., September 14, 2007

- Research presentation at *University of Amsterdam Business School*, The Netherlands, July 16, 2007.
- Research presentation to Department of Management at *University of Western Australia*, Perth, February 19, 2007.
- Research presentation at *Society for Organisational Behavior-Australia (SOBA)*, Sydney, February 25, 2005.
- Research presentation to Department of Management, *Marquette University*, Milwaukee, WI, April 12, 2002.
- Research presentation at *University of Kentucky*, Lexington, September 13, 2002.

INVITED MEMBER ON AN EXPERT PANEL

- “Building Better DEI Practices in Business Schools,” PDW in the Gender, Diversity, & Organizations Division of the Academy of Management Annual Meetings, Seattle, WA, 2022.
- “Conducting Effective Research,” HR Division’s New Faculty Consortium, Academy of Management Annual Meetings, Seattle, WA, 2022.
- “Publishing Careers Research in Personnel Psychology and Other Top-Tier Journals”, *Careers Division Community Conference*, Vienna, Austria, February 2020.
- “Meet the Editors: Everything you’ve always wanted to know about publishing and reviewing”, *19th European Association of Work and Organizational Psychology (EAWOP) Congress*, Turin, Italy, 29 May-1 June 2019.
- “Rethinking the Impact of the Science of I-O Psychology”, *Society for Industrial and Organizational Psychology Annual Conference*, National Harbor, MD, April 2019.
- “From the Editors: Discussing Publishing, the State of the Field, and the Future,” *Society for Industrial and Organizational Psychology Annual Conference*, National Harbor, MD, April 2019.
- “Meet the Editors: Developing Publishable Research”, *HR Division International Conference (HRIC)*, Dublin, Ireland, January 2019.
- “Meet the Editors”, *29th Annual International Congress of Applied Psychology (ICAP)*, Montreal, Canada, June 2018.
- “Can we put an end to questionable and unethical research practices?”, *17th European Association of Work and Organizational Psychology (EAWOP) Congress*, Dublin, Ireland, May 2017.
- “Editor’s Panel and Roundtable”, Junior Faculty Consortium, *Society for Industrial and Organizational Psychology Annual Conference*, April 2018 (Chicago) and 2019 (Maryland).
- “Meet the Editors”, HR Division Consortia, *Academy of Management Annual Meetings*, August 2017 (Atlanta, GA), 2018 (Chicago, IL), 2019 (Boston, MA), & 2022 (Seattle, WA).
- “Meet the Editors”, OB Division Doctoral Consortium, *Academy of Management Annual Meetings*, August 2012 (Boston), 2017 (Atlanta), 2018 (Chicago), and 2019 (Boston).
- “HR Research Roundtable Forum,” HR Division, *Academy of Management Annual Meetings*, 2018 (Chicago), 2019 (Boston), 2020 (virtual), 2023 (Boston).
- “Publishing in top-tier journals for non-US Scholars”, HR Division, *Academy of Management Annual Meetings*, 2017 (Atlanta) and 2018 (Chicago).
- “Perspectives on Women’s Roles in Technology,” 9th annual University of Iowa’s Computing Conference, Iowa City, IA, February 27, 2016.

- “From Associate to Full...And Beyond”, OB Division *Academy of Management Annual Meetings*, Boston, MA, August 2012.

TECHNICAL REPORTS

- Kraimer, M.L., Seibert, S.E., Greco, L., Sargent, L.D., & Nielsen, J. (2015). *Career obstacles, shocks, and facilitators of occupational and career satisfaction among Academy of Management academic members: Stage 2 (quantitative study)*. Feedback report to the Academy of Management Board of Governors. A shortened version was available on the Academy of Management website in the summer of 2015.
- Kraimer, M.L., Seibert, S.E., Greco, L., & Sargent, L.D. (2013). *Career obstacles, shocks, and facilitators of occupational and career satisfaction among Academy of Management academic members: Stage 1 (exploratory study)*. Feedback report to the Academy of Management Board of Governors.
- Kraimer, M.L., Seibert, S.E., Holtom, B., & Pierotti, A. (2010). *The role of MBA education and other management development programs in manager's early career paths*. Feedback reports to Georgetown University, University of Illinois at Chicago, and University of Melbourne.
- Sargent, L.D., Kraimer, M.L., Seibert, S.E., Zhao, Y. (2009). *An evidenced-based approach to developing human and social capital*. Feedback reports to Transfield Services, Deloitte, and Bunnings.
- Brown, M., Kraimer, M.L., Bratton, V.B., & Kailasapathy, P. (2006). *Employees' Reactions to the Performance Appraisal System at RACV*: Feedback report of survey results to RACV.
- Kraimer, M.L., Shaffer, M.A., Harrison, D.A., & Ren, H. (2005). *The Expatriate Project: Repatriation Survey*. Feedback report of a repatriation survey provided to the eight organizations that participated in the research study.
- Kraimer, M.L., Shaffer, M.A., & Yuan, L. (2004). *The Expatriate Project: Predictors of Repatriation Success*. Feedback report of a repatriation survey provided to the five organizations that participated in the research study.
- Seibert, S.E., Kraimer, M.L., & Zhao, H. (2003). *Safety Culture and Safety Performance: Managerial Factors Affecting Employee Safety*. Feedback report provided to the Center for Human Resources Management, University of Illinois.
- Kraimer, M.L., Seibert, S.E., Wayne, S.J., Liden, R.C., Bravo, J. (2002). *Understanding Employee Retention from a Careers Perspective*. Feedback report provided to the Center for Human Resources Management, University of Illinois.
- Seibert, S.E., Kraimer, M.L., & Zhao, H. (2001). *Safety Climate and Employee Injuries*. Feedback reports provided to the organizations that participated in the research study.

Seibert, S.E., Kraimer, M.L., & Crant, J.M. (1999). *Factors that Affect Career Success: Feedback Report to Notre Dame Alumni Association*. Notre Dame, IN.

Wayne, S.J., Kraimer, M.L., & Jaworski, R.A. (1999). *Expatriates' Work and Cultural Adjustment: Feedback Report*. Center for Human Resources Management, Chicago and Champaign-Urbana campuses of the University of Illinois.

Wayne, S.J., Liden, R.C., Kraimer, M.L., & Sparrowe, R.T. (1997). *The Effectiveness of the Contingent Workforce: Feedback Reports #1 and #2*. Center for Human Resources Management, Chicago and Champaign-Urbana campuses of the University of Illinois.

Liden, R.C., Wayne, S.J., Sparrowe, R.T., Kraimer, M.L., & Franz, T.M. (1996). *Empowered Teams and Poor Performers: Feedback Report*. Center for Human Resources Management, Chicago and Champaign-Urbana campuses of the University of Illinois.

TEACHING EXPERIENCE

Undergraduate-Level

- *Performance Management & Reward Systems
- *Strategic Human Resources Management
- *Compensation & Rewards
- *Organizational Behavior

Graduate-Level

- *Management in Organizations (MBA in Hong Kong program)
- *Strategic Human Resources Management (MHRM program)
- *Designing High Performance Work Systems (MHRM program)
- *Managing Employee Performance (MHRM and MBA programs)
- *International Management (MBA program)
- *Managing the Global Workforce (MHRM program)
- *Managing Reward Systems (MHRM program)

- *PhD Seminar on Research in Human Resources Management
- *PhD Seminar on Performance and Career Management
- *PhD Seminar on Field Survey Research Methods
- *PhD seminar on Cross-Cultural Research in HR and OB

- *Developed all course content including syllabi, assignments, and tests

DISSERTATION ADVISOR / COMMITTEE MEMBER

Completed

Advisor for *Jerry Liu*, Rutgers University, PhD October 2024 (placed in tenure-track position at University of Tampa)

Advisor for *Stacy Astrove*, University of Iowa, PhD, August 2017 (placed in tenure-track position at John Carroll University)

Advisor for *Lindsey Greco*, University of Iowa, PhD, August 2016 (placed in tenure-track position at Oklahoma State University)

Advisor for *Abigail Pierotti*, University of Iowa, PhD, August 2014 (placed in project manager position at Deloitte Consulting, McLean, VA).

Advisor for *Daejeong Choi*, University of Iowa, PhD, May 2013 (placed in tenure-track position at University of Melbourne, Australia).

Co-advisor for *Kohyar Kaizad*, University of Melbourne, PhD, June 2010 (placed in tenure-track position at Monash University, Australia).

Co-advisor for *Pavithra Kailasapathy*, University of Melbourne, PhD, December 2009 (placed in tenure-track position at University of Colombo, Sri Lanka)

Co-advisor for *Sebastian Reiche*, University of Melbourne, PhD, October 2007 (placed in tenure-track position at IESE Business School, Barcelona, Spain).

Co-supervisor for *Budi Soetjipto*, Cleveland State University, DBA, June 2003 (placed in administrative position at the Business School of Jakarta, Indonesia).

Committee member for *Bulin Zhang*, Rutgers University, PhD, May 2023

Committee member for *Jia (Joya) Yu*, University of Iowa, PhD, May 2017

Committee member for *Sheryl Walters*, University of Iowa, PhD, August 2016

Committee member for *Patrick Downes*, University of Iowa, PhD, August 2015

Committee member for *Ben Postlethwaite*, University of Iowa, PhD, August 2011

Committee member for *Gary VanDerlinden*, University of Illinois at Chicago, PhD, May 2005

Committee member for *Monica Gavino*, University of Illinois at Chicago, PhD, May 2005.

UNIVERSITY / DEPARTMENTAL SERVICE

University at Buffalo

Department Chair, Organization and Human Resources, September 2024-present

Graduate School Executive committee, Fall 2024 and Spring 2025

Rutgers University

Rutgers Provost's COACHE Task Force, October 2020-February 2021.

- Working group reporting to Provost of Rutgers-New Brunswick, to evaluate results of university's climate survey (COACHE survey) and offer recommendations to address areas of concern.

Rutgers Connection Network Mentoring Program, Mentor participant (2020-2021 academic year): assigned to mentor David Dwertmann at the Rutgers Business School Camden.

- This is a university organized mentoring program that requires attending 6 virtual mentoring training sessions and 10 monthly meetings with my assigned mentee.

Chair, search committee for HRM tenure track position, Summer-Fall 2019

- Resulted in hiring 2 new tenure-track faculty

Chair, Diversity, Equity & Inclusion Committee, School of Management & Labor Relations, July 2021-June 2022.

Member, Diversity, Equity & Inclusion Committee, School of Management & Labor Relations, September 2019-June 2021.

Chair, HRM Department Teaching Committee, September 2019-May 2021.

- Coordinated the revision of the undergraduate HRM major and minor curriculum (implemented starting Fall 2021)
- Coordinated the development of a new Graduate Certificate in Strategic HRM program (enrollment to begin Spring 2022).

Member, Appointments and Promotions Committee for applicants seeking...

- Promotion to Full Professor in Labor Studies and Employment Relations Department, Fall 2019
- Appointment with tenure in Graduate School of Applied & Professional Psychology, Fall 2019.
- NTT promotion to Associate Research Professor in Labor Studies and Employment Relations Department, Spring 2021.
- Two candidates for promotion to Distinguished Professor in School of Social Work, Fall 2021.
- Promotion to Distinguished Professor of Practice in Labor Studies and Employment Relations Department, Spring 2022.
- Promotion to Distinguished Professor in Graduate School of Applied & Professional Psychology, Fall 2023.

University of Oregon

Chair, OB and Strategy Tenure-Track Search committee, Fall 2017

- Resulted in hiring 2 new tenure-track faculty

Member, Undergraduate Curriculum Review committee, Winter and Spring 2018

- Provided a thorough review with internal and external stakeholders of the Bachelor of Business Administration degree curriculum; recommendations to update the relevance and rigor of course content and program structure were made to the Dean.

University of Iowa

IRB 02 Board member, University of Iowa, January 2009-June 2017

Faculty Advisor for Women in Business, undergraduate student organization, August 2014-May 2017

Elected Faculty Council representative, Tippie College of Business, May 2009-May 2013.
(Secretary in 2010-2011AY, Chair in 2011-2012AY, Vice-Chair in 2012-2013AY)

Member, Department of Management & Organizations, PhD program Committee, September 2012-June 2013

Member, Department of Management & Organizations, OB position search committee, Fall 2013

Chair of the research methods position search committee, Fall 2011

Member of the Tippie's Student Organizations' Awards Selection committee, April, 2011.

University of Melbourne

Chair or member of the Equal Opportunity for Women in the Workplace committee, Faculty of Commerce & Economics, University of Melbourne, August 2004-2008.

Member of the University of Melbourne's EOWW Network (University-level committee), January 2005-2008.

Member of the Graduate Studies Programs committee, Faculty of Economics and Commerce, University of Melbourne, August 2006 – June 2007.

Member of the Research and Graduate Programs committee, Department of Management, University of Melbourne, January 2005-December 2006.

PROFESSIONAL SERVICE

Editorships

Founding Editor-in-Chief, *Journal of Management Scientific Reports*, November 2021-present.

Editor-in-Chief, *Personnel Psychology*, January 1, 2017 - December 31, 2019

Associate Editor, *Personnel Psychology*, July 1, 2010 – December 31, 2013

Co-Editor for Special Issue on “Celebrating 75 years of *Personnel Psychology*,” published in issue 2 of 2023, along with Berring Erdogan and Bradford Bell. Contributed to the Editorial (<https://doi.org/10.1111/peps.12590>) and served as action editor on 3 of the 10 published papers in the special issue.

Lead Editor (with co-editors Michael Frese and Riki Takeuchi) for Special Issue on the Global Context of Work, *Personnel Psychology*, published in issue 1 of 2014.

Editorial Board Memberships

Personnel Psychology, January 2014-December 2016; January 2020-present

Journal of Applied Psychology, January 2004-December 2016; January 2020-present

Journal of Management, 2001- 2002; 2008-2017; July 2020-present

Journal of International Business Studies, January 2015-December 2016

Organizational Behavior and Human Decision Processes, July 2007 – December 2013

Human Resource Management, February 2009-2011

Administrative Science Quarterly, February 2007- January 2009

Career Development International, August 2006-July 2007

Ad-hoc Reviewer

Academy of Management Journal

Academy of Management Review

Academy of Management Learning & Education

Human Resource Management

International Journal of Human Resource Management

Journal of International Business Studies

Journal of Organizational Behavior

Journal of Management Studies

External Letter Writer for Promotion and Tenure Decisions

- 2012: **Two** letters for a promotion to Full Professor (University of Alabama; Hong Kong University of Science & Technology).
- 2014: **One** letter for a promotion to Associate Professor with tenure (University of Colorado-Boulder);
One letter for a promotion to Clinical Professor (Utah State University).
- 2015: **Two** letters for promotion to Associate Professor with tenure (Florida International University; University of Texas-El Paso).
- 2016: **Six** letters for promotion to Associate Professor with tenure (Singapore Management University; Rutgers University; Oregon State University; Illinois Institute of Technology; University of Notre Dame);
One letter for a promotion to Full Professor (Michigan State University).
- 2017: **Three** letters for promotion to Associate Professor with tenure (University of Arizona; University of Arkansas; University of Haifa, Israel);
- 2018: **Two** letters for promotion to Associate Professor with tenure (Georgia State University; Florida International University);
Three letters for promotion to Full Professor (Rutgers University; University of Georgia; Clemson University).
- 2019: **Two** letters for promotion to Associate Professor with tenure (Texas A&M University; Wake Forest University);
Three letters for promotion to Full Professor (UNSW Australian Business School; Penn State University; University of Hong Kong).
- 2020: **Three** letters for promotion to Associate Professor with tenure (Florida State University; University of Iowa; University of Buffalo);
Two letters for promotion to Full Professor (Purdue University; Simon Fraser University)
- 2021: **One** letter for promotion to Distinguished Professor (University of Wisconsin-Milwaukee);
Five letters for promotion to Full Professor (Florida International University; New Mexico State University; University of Colorado-Colorado Springs; Oklahoma State University; University of Toronto)
- 2022: **Two** letters for appointment to Endowed Chair position (Purdue University; Simon Fraser University);
One letter for promotion to Full Professor (Texas A&M University);
Three letters for promotion to Associate Professor with tenure (University of Illinois; University of Memphis; Oklahoma State University)
- 2023: **Five** letters for promotion to Associate Professor with tenure (Texas A&M University, University of Delaware, London School of Economics and Political Science, University of Kansas, University of Maine);
One letter for promotion to Full Professor (Kent State University)
- 2024: **Three** letters for promotion to Full Professor (Washington State University; Auburn University; University of Bucharest)
Two letters for promotion to Associate Professor with tenure (University of Iowa; Indiana University)
- 2025: **One** letter for Endowed Chair position (University of Iowa)
Two letters for promotion to Associate Professor (University of Oklahoma, University of Texas-El Paso).

Total number of review requests completed: 57
Requests declined: 15 (not listed above)

Service to Academy of Management and Affiliates

Member of HR Division's International Best Paper Award committee, Academy of Management, 2025.

Member of Mahoney Mentoring Award committee, HR Division, Academy of Management, 2022, 2024.

Member of nominations Committee, HR Division, Academy of Management, April-May, 2021, 2025.

Sponsorship Committee Chair, HR Division, Academy of Management, August 2017-July 2019.

Past Chair for the HR Division of the Academy of Management, August 2017-July 2018 (elected position, fifth in a series of five leadership roles).

Chair for the HR Division of the Academy of Management, August 2016-July 2017 (elected position, fourth in a series of five leadership roles).

Chair-elect for the HR Division of the Academy of Management, August 2015-July 2016 (elected position, third in a series of five leadership roles).

Program Chair for the 2015 annual meetings, HR Division of the Academy of Management (elected position, second in a series of five leadership roles).

PDW Chair for the 2014 annual meetings, HR Division of the Academy of Management (elected position, first in a series of five leadership roles).

Elected representative-at-large to the HR Division's Executive Committee, 2005-2008.

- Co-coordinator of the Junior Faculty Consortium, 2006, 2007, 2008.

Panel participant in PDW workshops for HR Division at the Academy of Management Annual Meetings, 1999, 2003, 2005, 2016, 2018, 2019, 2020, 2022.

Panel participant in PDW workshops for Careers Division at the Academy of Management Annual Meetings, 2012, 2013, 2015, 2016, 2020.

Panel participant at the OB Doctoral Consortium, Academy of Management Annual Meetings, 2010, 2012, 2017, 2018, 2019.

Member of the Best Published Paper Award committee, Careers Division of the Academy of Management, 2019.

Member of the HR Division's Early Career Achievement Award, Academy of Management, 2012.

Member of the Cummings Scholarly Achievement Award committee, OB Division of the Academy of Management, 2011, 2012, 2016, 2022.

Member of the Scholarly Achievement Award committee, HR Division of the Academy of Management, 2000, 2008, 2009.

Reviewer for paper submissions to the OB, HR, and/or Careers Divisions of the Academy of Management Annual Meetings, 1999-2010, 2014-2022.

Reviewer for paper submission to the Southern Management Association, Research Methods and OB Divisions, 1998-2003.

- Received Best Reviewer Award from the Research Methods & Management Education Track, 2002

Other Professional Service

Chair, Scientific Affairs Committee, Society for Industrial and Organizational Psychology, February 2022-April 2024.

Member, Scientific Affairs Committee, Society for Industrial and Organizational Psychology, July 2021- February 2022.

Member, Distinguished Scientific Contributions Awards selection committee, Society for Industrial and Organizational Psychology, August 2020, 2021.

Invited member of the research board, GMAC Management Education Research Institute, July 2010-December 2012.

PROFESSIONAL MEMBERSHIPS

Academy of Management (OB, HR, and Careers Divisions) - member since March 1995

Society for Organizational Behavior – Australia (SOBA) – invited member since October 2004

Society for Industrial and Organizational Psychology – member since July 2016

Personnel and Human Resources Research Group (PHRRG) – invited member since April 2019

PhD Project and Management Faculty of Color -- faculty member since September 2020

Southern Management Association – member since January 2021.