

**August 2024**  
**SCOTT E. SEIBERT**

Professor of Organization Human Resources  
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## **EDUCATION**

Ph.D. School of Industrial and Labor Relations, Cornell University.	1994
M.S. School of Industrial and Labor Relations, Cornell University.	1988
B.S. State University of New York, Oswego	1983

## **PROFESSIONAL APPOINTMENTS**

<b>Professor, Organization and Human Resources</b> University at Buffalo School of Management, The State University of New York	September, 2024 - present
<b>Professor of Human Resource Management</b> Rutgers University, School of Management & Labor Relations	January 2019 – July 2024
<b>Carolyn S. Chambers Professor of Management</b> University of Oregon, Lundquist College of Business	July 2017 – December 2018
<b>Professor &amp; Tippie Research Fellow</b> <b>Associate Professor &amp; Tippie Research Fellow</b> University of Iowa	July 2014 – June 2017 August 2008 – June 2014
<b>Associate Professor (with tenure)</b> University of Melbourne	September 2004 – May 2008
<b>Assistant Professor, Dept. of Managerial Studies</b> University of Illinois at Chicago	August 2001 – May 2004
<b>Assistant Professor, Dept. of Management</b> Cleveland State University	August 1999 - May 2001
<b>Assistant Professor, Dept. of Management</b> University of Notre Dame	August 1993 – May 1999

## ADMINISTRATIVE POSITIONS

**Chair, Human Resource Management Department, Rutgers University** 7\ 2019 - 6\ 2021  
Responsible for faculty recruitment and development. Directors of Undergraduate, Masters, and Online Masters HRM programs report to Chair.

- Oversaw hiring of two tenure track faculty from historically under-represented groups
- Oversaw promotion of three TT faculty and one NTT faculty
- Oversaw launch of Online HRM Master's program
- Oversaw development of Graduate Certificate in Strategic HRM
- Oversaw update of undergraduate HRM degree curriculum
- Closed unprofitable Extension Program
- Managed HRM department through the onset of the COVID-19 crisis

## HONORS, AWARDS, APPOINTED & ELECTED POSITIONS

2022 – 2025 Founding Associate Editor, *Journal of Management Scientific Reports*

2022 **Careers Division of AOM Best Published Paper** award for the article “Awakening the Entrepreneur Within: Entrepreneurial Identity Aspiration and the Role of Displacing Work Events (full citation below).

2020 Invited Member, AOM Division and Interest Group Relations Committee

2015-2019 Elected to serve as Officer of the Careers Division, Academy of Management:

2019 Immediate Past Chair, Careers Division, Academy of Management

2018 Chair, Careers Division, Academy of Management

2017 Division Chair Elect, Careers Division, Academy of Management

2016 Program Chair, Careers Division, Academy of Management

2015 PDW Chair, Careers Division, Academy of Management

2016 Participant in symposium selected as the 2016 Global Forum Best Symposium by the Management Education and Development Division, Academy of Management Annual Meetings, Anaheim, CA.

2011 & 2012 Invited Member, *Academy of Management Journal* Best Paper Award Committee

2010-2013 Invited Board Member, Graduate Management Admissions Council  
MERInstitute, publishers of the GMAT exam.

2009 Invited presenter at the Entrepreneurship Research Exemplars Conference, University of Connecticut School of Business, May 2009. Based on the paper “The Relationship of Personality to Entrepreneurial Intentions and Performance: A Meta-Analytic review

- 2007 Careers Division Best Symposium Award, Academy of Management Meetings, for the symposium including the paper “Doing Good by Being Bad: A Proposed Model of the Nemesis Effect” (see full citation below).
- 2006 Invited Editorial in *Academy of Management Journal* on the review process: Seibert, S. (2006). *Anatomy of an R&R (or Reviewers are an Author’s Best Friends. . .)*. Academy of Management Journal, 49:2, 203-208.
- 2006 Best Applied Conference Paper award for “Career Management: Increasing Human Capital without Losing the Investment (see full citation below).” Awarded by the Careers Division of the Academy of Management.
- 2006 Best Small Business Management Conference Paper awarded for “A Meta-analytical Review of the Dynamic Role of Personality in Entrepreneurship (see below for citation).” Awarded by the Entrepreneurship Division of the Academy of Management.
- 2005 Elected Member, Society of Organizational Behavior Australia
- 2004 **Outstanding Publication in Organizational Behavior** awarded for “Taking Empowerment to the Next Level: A Multiple-Level model of Empowerment, Performance and Satisfaction (see full citation below).” Awarded by the Organizational Behavior division of the Academy of Management.
- 2004 Careers Division Best Symposium Award for the symposium including the paper “A Multidimensional Measure of Career Identity” (see full citation below).
- 2001 **Academy of Management Journal Best Published Paper Award.** Awarded for the paper “A Social Capital Theory of Career Success (see full citation below).”
- 1999 Careers Division Best Academic Conference Paper Award for “The Five Factor Model of Personality and Its’ Relationship to Career Success” (see full citation below).

## INVITED PRESENTATIONS

- Keynote Speaker, 2022 Career Success Symposium, Vrije University, Amsterdam, Netherlands, October 7, 2022.
- Keynote Speaker, 2018 International Conference on Human Resource Development National Taiwan Normal University, Taipei, Taiwan, June 8, 2018  
*Maintaining Career Adaptability in the Face of Career Shocks*
- Research Presentation to the School of Management & Governance, *University of New South Wales, Australia*, May 28, 2018. *Maintaining Career Adaptability in the Face of Career Shocks*
- Invited Discussant, 6<sup>th</sup> HEC Paris Workshop on Entrepreneurship, HEC Paris, December 15-16, 2017

- Research Presentation to the Department of Management & Marketing, *University of Melbourne, Australia*, May 12, 2016. *A Careers Perspective on Behavior in Organizations*.
- Keynote Speaker, International Conference on Career Development & Employment Management, University of Science and Technology of China, Hefei, October 9-10, 2015 *The Importance of Career Issues in a Rapidly Developing Economy*
- Research Presentation to the Department of Management, *University of Western Australia*, September 30, 2015. *A Careers Perspective on Behavior in Organizations*.
- Invited Distinguished Scholar 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 Management, *Drexel University*, November 14, 2014. *A Careers Approach to Turnover and Performance in Organizations*.
- Research Presentation to the Department of Management, *University of Nebraska*, March 3, 2014. *A Careers Approach to Turnover and Performance in Organizations*.
- Research Presentation to the Department of SM&O, *University of Alberta*, March 30, 2012. *Integrating Career Issues into Organizational Behavior and Entrepreneurship*.
- Research Presentation, ACT Visiting Scholar Program, Iowa City, Iowa, July 25, 2011 *Key Levers and Critical Outcomes of Employee and Team Empowerment*
- Invited Talk, Department of Management and Marketing, *University of Melbourne, Australia*, May 28, 2010. *The Review Process: From Both Sides Now*.
- Research Presentation to the Department of Management, *Rensselaer Polytechnic Institute*, Troy, NY, October 31, 2007. *Taking Careers Seriously*.
- Research Presentation to the Department of Management, *Georgetown University*, September 14, 2007. *Taking Careers Seriously*.
- Research Presentation to the Department of Management, *University of Amsterdam*, July 27, 2007. *Taking Careers Seriously*.
- Research Presentation to the Department of Management, *University of Queensland*, October 21, 2005. *Taking Careers Seriously*.
- Research Presentation to the Department of Management, *Monash University*, Australia, August 25, 2005. *A Strategic Approach to Career Development*.
- Research Presentation to the Society for Organizational Behavior Australia, Sydney, Australia, February 2005. *Careers and Climates*.

## REFEREED PUBLICATIONS

My work has received over 27,000 citations (Google Scholar); over 8,500 citations (Web of Science); average 262 WOS citations per paper)

Among the **top 2% of most cited scientists in all disciplines worldwide** in the 20-year period 2000 – 2020 (see Ioannidis JPA, Boyack KW, Baas J (2020) Updated science-wide author databases of standardized citation indicators. *PLoS Biol* 18(10): e3000918. <https://doi.org/10.1371/journal.pbio.3000918> )

\* Indicates author was a doctoral student at the time the project was started.

37. Seibert, S., Akkermans, J. & Liu, C-H. (2024). Understanding Contemporary Career Success: A Critical Review. *Annual Review of Organizational Psychology and Organizational Behavior*, 11. **\*Invited Article\***
36. Feng, J., Allen, D. G., & Seibert, S. E. (2022). Once an entrepreneur, always an entrepreneur? Entrepreneurial identity, job characteristics, and voluntary turnover of former entrepreneurs in paid employment. *Personnel Psychology*, 75(1), 179-213.
35. Akkermans, J., Rodrigues, R., Mol, S.T., Seibert, S.E., & Khapova, S.N. (2021). The Role of Career Shocks in Contemporary Career Development: Key Challenges and Ways Forward. *Career Development International*, 26(4): 453-466.
34. Akkermans, J., Collings, D.G., da Motta Veiga, S.P., Post, C., & Seibert, S. (2021). Toward a Broader Understanding of Career Shocks: Exploring Interdisciplinary Connections with Research on Job Search, Human Resource Management, Entrepreneurship, and Diversity. *Journal of Vocational Behavior*, 126. **\*Invited Article\***
33. \*Allen, J. S., Stevenson, R. M., O'Boyle, E. & Seibert, S. E. (2020). What matters more for entrepreneurship success? A meta-analysis comparing general mental ability and emotional intelligence in entrepreneurial settings. *Strategic Entrepreneurship Journal*, 15(3), 352-376.
32. Seibert, S. E., \*Nielsen, J. D. & Kraimer, M. L. (2021). Awakening the Entrepreneur Within: Entrepreneurial Identity Aspirations and the Role of Displacing Work Events. *Journal of Applied Psychology*, 106(8), 1224-1238. **Winner of Careers Division of AOM Best Published Paper**
31. \*Downes, P., Crawford, E. Seibert, S., Stoverink, A. & Campbell, E. (2021). Referents or Role Models? The Influence of Higher Performing Co-workers on Self-Efficacy and Job Performance. *Journal of Applied Psychology*, 106(3), 422-438.
30. 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.

## REFEREED PUBLICATIONS (continued)

29. \*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, 41:567-586.
28. 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.
29. Kiazad, K., Kraimer, M.L. & Seibert, S. (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.
26. \*Walter, S., Seibert, S.E., \*Goering, D., & O'Boyle, E. H. (2019). A Tale of Two Sample Sources: Do Results from Online Panel Data and Conventional Data Converge? Journal of Business and Psychology, 34, 425-452.
25. Akkermans, J., Seibert, S. & Mol, S. (2018). *Tales of the unexpected: Integrating career shocks into the contemporary careers literature*. South African Journal of Industrial Psychology, 44, 10.
24. Seibert, S., Sargent, L., Kraimer, M. L., & \*Kiazad, K. (2017). *Linking Developmental Experiences to Leadership Effectiveness and Promotability: The Mediating Roles of Leadership Self-Efficacy and Mentor Networks*. Personnel Psychology, 70, 357-397.
23. Seibert, S, Kacmar, M. K., Kraimer, M. L., \*Downes, P. and \*Noble, D. (2017). *Publication Strategies in the field of Management: Co-authoring Patterns and Professional Networks*. Journal of Management, 43:4, 1103-1130.
22. \*Bravo, J., Seibert, S., Kraimer, M., Wayne, S. & Liden, B. (2017). *Measuring career orientation in the era of the boundaryless career*. Journal of Career Assessment.
21. Seibert, S.E., Kraimer, M.L. and Heslin, P. A. (2016). *Developing Career Resilience and Adaptability*. Organizational Dynamics, 45:3, 245-257.  
\*Invited Article\*
20. Zhao, H. H., Seibert, S. E., Taylor, S. M., Lee, C. & Lam, W. (2016). *Not Even the Past: The Joint Influence of Former Leader and New Leader during Leader Transitions in the Midst of Organizational Change*. Journal of Applied Psychology, 101:12, 1730-1738.
19. \*Wang, G. & Seibert, S. (2015). *The Impact of Leader Emotional Display Frequency on Follower Performance: Leader Surface Acting and Mean Emotion Display as Boundary Conditions*. Leadership Quarterly, 26, 577-593.

## REFEREED PUBLICATIONS (continued)

18. Kiazad, K., Seibert, S., & Kraimer, M.L. (2014). *Psychological Contract Breach and Employee Innovation: A Conservation of Resources Perspective*. (2014). Journal of Organizational and Occupational Psychology, 87, 535-556.
17. Seibert, S., Kraimer, M.L., Holtom, B.C., & \*Pierotti, A. (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.
16. Seibert, S., \*Wang, G. & \*Courtright, S. (2011). *Antecedents and Consequences of Psychological and Team Empowerment in Organizations: A Meta-analytic Review*. Journal of Applied Psychology, 96:5, 981-1003.
15. Kraimer, M.L., Seibert, S., Wayne, S., & Liden, R & \*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.
14. Zhao, H., Seibert, S. & Lumpkin, T. (2010). *The Relationship of Personality to Entrepreneurial Intentions and Performance: A Meta-analytic Review*. Journal of Management, 36:2, 381-404.
13. \*Zhao, H. & Seibert, S. (2006). *The Big Five Personality Dimensions and Entrepreneurial Status: A Meta-Analytical Review*. Journal of Applied Psychology, 91:2, 259-271.
12. Seibert, S. (2006). *Anatomy of an R&R (or Reviewers are an Author's Best Friends. . .)*. Academy of Management Journal, 49:2, 203-208. **\*Invited Article\***
11. Silver, S., Randolph, W. A., & Seibert, S. (2006). *Implementing and Sustaining Empowerment: Lessons Learned from Comparison of a For-Profit and a Non-Profit Organization*. Journal of Management Inquiry, 15: 47-58.
10. \*Zhao, H., Seibert, S. & Hills, G. (2005). *The Mediating Role of Self-Efficacy in the Development of Entrepreneurial Intentions*. Journal of Applied Psychology, 90(6), 1265-1272.
9. Seibert, S., \*Silver, S., & Randolph, W.A. (2004). *Taking Empowerment to the Next Level: A Multiple-Level model of Empowerment, Performance, and Satisfaction*. The Academy of Management Journal, 47(3), 332-349.  
**Chosen as the "Outstanding Publication in Organizational Behavior for 2004" by the Organizational Behavior division of the Academy of Management.**

## REFEREED PUBLICATIONS (continued)

8. Seibert, S., Kraimer, M. L., & Liden, R. (2001). *A Social Capital Theory of Career Success*. Academy of Management Journal, 44(2), 219-237.  
**Winner of the Academy of Management Journal 2001 Best Paper Award.**
7. Seibert, S., Kraimer, M. L., & Crant, J. M. (2001). *What Do Proactive People Do? A Longitudinal Model Linking Proactive Personality and Career Success*. Personnel Psychology, 54, 845-874.
6. Seibert, S. & Kraimer, M.L. (2001). *The Five-Factor Model of Personality and Career Success*. Journal of Vocational Behavior, 58, 1-21.
5. Seibert, S., & Goltz, S. (2001). *A Comparison of Allocations by Individuals and Interacting Groups in an Escalation of Commitment Situation*. Journal of Applied Social Psychology, 31(1), 134-156.
4. Seibert, S., Crant, J.M., & Kraimer, M.L. (1999). *Proactive Personality and Career Success*. Journal of Applied Psychology, 84(3), 416-427.
3. Seibert, S. (1999). *The Effectiveness of Facilitated Mentoring: A Longitudinal Quasi-Experiment*. Journal of Vocational Behavior, 54, 483-502.
2. Kraimer, M., Seibert, S. & Liden, R. (1999). *Psychological Empowerment as a Multidimensional Construct: A Test of Construct Validity*. Educational and Psychological Measurement, 59(1), 127-142.
1. Seibert, S., & Gruenfeld, L. (1992). *Masculinity, Femininity, and Interpersonal Behavior in Groups*. Small Group Research, 23(1), 95-112.

## CHAPTERS IN EDITED BOOKS

- Methot, J. R. and Seibert, S. E. (2021). *The role of social networks in contemporary careers*. In Murphy, W. and Tosti-Kharas, J. (Eds.) *Handbook of Research Methods in Careers*. Northampton, MA.: Edward Elgar Publishing.
- Seibert, S.E. & DeGeest, D. (2017). *The Five-Factor Model of Personality in Industrial & Organizational Psychology*. In Widiger, T.A. (Ed). *The Oxford Handbook of The Five Factor Model of Personality*. New York: Oxford University Press.
- Kraimer, M.L., Seibert, S.E. & Astrove, S.L. (2016). *Consequences of High LMX: Career Mobility and Success*. In Bauer, T. and Erdogan, B. (Eds.) *Oxford Handbook of Leader-Member Exchange*. New York: Oxford University Press.



## CHAPTERS IN EDITED BOOKS (cont.)

Wang, G., Seibert, S. E., & Boles, T. L. (2011). *Synthesizing what we have known and looking ahead: A Meta-Analytic Review of 30 years of Emotional Labor Research*. In Hartel, C., Ashkanasy, N. & Zerbe, W. (Eds.) *Research on Emotions in Organizations*, Vol. 7. Emerald Publishing: Bingley, UK.

Kraimer, M. L. & Seibert, S. (2007). *Themes in the Study of Careers: Continuity, Emergence, and Opportunities for Convergence*. In Gunz, H. and Peiperl, M. (Eds.), *Handbook of Career Studies*. Newbury Park: Sage Publications.

Seibert, S. (2006). *Career Success*. In Greenhaus, J.H. and Callanan, G.A. (Eds.), *Encyclopedia of Career Development* (pp. 148 – 154). Newbury Park: Sage Publications.

Seibert, S., Sparrowe, R.T., & Liden, R.C. (2002). *A Group Exchange Structure Approach to Leadership in Groups*. In C.L. Pearce & J.A. Conger (Eds.), *Shared Leadership: Reframing the How's and Why's of Leadership* (pp. 173 – 192). Newbury Park: Sage Publications.

## MANUSCRIPTS UNDER REVIEW OR IN PREPARATION

Kraimer, M. L., Houston, L., Liu, C.H, & Seibert, S. Incivility and career outcomes: A test of selective incivility theory. Preparing to submit to *Journal of Applied Psychology*.

Seibert, S., Liu, J., Houston, L. & Kraimer, M.L. Abusive supervision and perceived racial discrimination: An attributional theory perspective. Preparing to submit to *Personnel Psychology*.

Tang, P-M, Lee, K., Seibert, S. & Barnes, C. When the Entrepreneur is a Morning Bird: Entrepreneurial Chronotype and its Impact on Co-Founder's Innovation Behavior. Manuscript in preparation.

Seibert, S. & Fugate, M. Appraisal, Emotion, and Decision: A Theory of Career Shocks. Manuscript in preparation for *Academy of Management Review*.

Choi, D., Amarnani, R., Kim, M. & Seibert, S. Promotability: A Meta-analysis Linking Employee Traits and Behavior to Extrinsic Career Success. Manuscript preparation.

Valero, Domingo & Seibert, S. What Causes Changes in Work Values: Disentangling Reinforcement and Satiation Processes. Study in design and pilot data collection.

## COMPETITIVE RESEARCH GRANTS

### Society for Industrial and Organizational Psychology (SIOP)

*Interpersonal Mistreatment, Perceived Discrimination, and Minority Identity Management: An Attributional Perspective*

Maria Kraimer (PI), with Lawrence Houston III, Jerry Liu, and Scott Seibert  
\$9,450; August 2020

### Academy of Management: Strategic Doing Initiative

*Career Obstacles, Shocks and Facilitators of Occupational Satisfaction among Academy of Management Academic Members: A Social Identity Perspective.*

Co-Investigator with Maria Kraimer and Leisa Sargent  
\$20,000; July 2012 – December 2013

### Australian Research Council (ARC) Linkage Project

*An Evidence-based approach to Developing Human and Social Capital in Organizations.*

Co-Investigator with Leisa Sargent & Maria Kraimer  
Partner Organization: Deloitte, Touche, Tohmatsu, Australia  
AU\$ 279,000; January 2008 – December 2010

### Graduate Management Admissions Council - Management Education Research Institute.

*The Role of MBA Education and Management Development Programs in Manager's Early Career Paths.*

Principle Investigator  
\$75,000; January 2007 – December 2009.

### Center for Human Resource Management, University of Illinois.

*A Multiple Level Model of Managerial Factors Affecting Employee Safety, Accidents and Injuries.*

Principle Investigator  
\$10,000; November 2002 – November 2003.

### Campus Research Board, University of Illinois at Chicago.

*Managerial Factors Affecting Employee Safety and Injuries.*

Principle Investigator  
\$15,000; March 2002.

### Center for Human Resource Management, University of Illinois. *Understanding Employee*

*Retention from a Careers Perspective.*

Co-Investigator  
\$19,500; March 2001.

### Research Challenge Award, Cleveland State University.

\$6,000; November 1999.

## 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.
- 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.
- Seibert, S. E. (1994) Xerox Corporation, Rochester, NY. *Evaluation and Recommendations for the Technical Development Advisor (Mentor) Program*. 1994.

## PAPERS PRESENTED AT CONFERENCES

41. Kraimer, M. Houston, L., Liu, C-H, Seibert, S. *Race, Incivility, and Perceptions of Racial Discrimination*. To be presented at the Academy of Management Annual Meetings, Seattle, WA, 2022.
40. Kraimer, M., Greco, L., Seibert, S. & Sargent, L. *An investigation of Academic Career Success: The New Tempo of Academic Life*. Paper presented at the Academy of Management Annual Meetings, Boston, MA, 2019.
39. Gish, J. J., Marshall, D.R., & Seibert, S.E. *Nurturing an entrepreneurial identity: Entrepreneurial employees and innovative work climates*. Paper presented at the Academy of Management Annual Meetings, Chicago, IL, 2018.
38. Choi, D., Kraimer, M. & Seibert, S.E. *Toward building a multilevel model of perceived leader-member exchange differentiation*. Paper presented at the Academy of Management Annual Meetings, Chicago, IL, 2018.
37. Downes, P., Crawford, E. & Seibert, S. Referents or Role Models? The Influence of Higher Performing Co-workers on Self-Efficacy and Job Performance. Paper presented as part of a symposium at the Academy of Management Annual Meetings, Atlanta, GA, 2017.
36. Walter, S., Seibert, S.E., Goering, D. & O'Boyle, E. *An examination of the convergence of online panel data and conventionally sourced data*. Paper presented as part of a symposium at the Academy of Management Annual Meetings, Anaheim, CA, 2016.
35. Kraimer, M.L., Seibert, S.E., Greco, L., & Sargent, L. *The shocking truth: The role of career shocks in predicting academic career success*. Paper presented as part of a symposium at the Academy of Management Annual Meetings, Anaheim, CA, 2016.  
**\*Winner of the MED Global Forum Best Symposium Award** (Management Education and Development Division)
34. Kiazad, K., Kraimer, M.L., Seibert, S.E. & Sargent, L. *Does organizational embeddedness relate to career advancement? A signaling theory perspective*. Paper presented in the Careers Division of the Academy of Management Annual Meetings, Anaheim, CA, 2016.
33. Seibert, S.E., Nielsen, J., & Kraimer, M.L. *Awakening the entrepreneur within: The role of displacing work events and entrepreneurial identity aspiration*. Paper presented as part of a symposium at the Academy of Management Annual Meetings, Anaheim, CA, 2016.
32. Sargent, L., Kraimer, M.L., Seibert, S. Kearns, K., & Grimmer, M. *Navigating the academic career: career obstacles, shocks, and facilitators*. Workshop presentation at the 19<sup>th</sup> Annual Australian and New Zealand Academy of Management, Queenstown, NZ, 2015

31. Choi, D. & Seibert, S. Leader-Member Exchange Differentiation and Team Performance: A Social Identity Approach. Academy of Management Meeting, Vancouver, 2015.
30. Greco, L. Kraimer, M. Seibert, S. & Sargent, L. Career Shocks, Obstacles, and Professional Identification among Academics. Academy of Management Meeting, Vancouver, 2015.
29. Seibert, S., Kraimer, M. Pierotti, A, & Holtom, B. *Effects of Career Shocks and Obstacles on Early-Career Employee Retention: An Image Theory View*. Academy of Management Meeting, Philadelphia, 2014.
28. Kiazad, K., Kraimer, M., & Seibert, S. *A Job Embeddedness Perspective on Responses to Psychological Contract Fulfillment*. Academy of Management Meeting, Philadelphia, 2014.
27. Wang, G., Seibert, S., & Boles, T. *The Interactive Role of Leaders' Emotional Labor in Followers' Outcomes*. Academy of Management Annual Meeting, Orlando, 2013.
26. Seibert, S., Downes, P., & Christopher, J. *Applicant Reactions to Online Background Checks*. Academy of Management Annual Meeting, Boston, 2012.
25. Pierotti, A., Kraimer, M.L., & Seibert, S. *Stressful Work Relationships: Target Characteristics, Coping, and Positive Outcomes*. Academy of Management Annual Meeting, Boston, 2012.
24. Sargent, L., Kraimer, M. L., Seibert, S. & Kiazad, K. Developing Leaders: The Role of Human and Social Capital. Academy of Management Annual Meeting, Boston, 2012.
23. Brown, K.G., Bowlus, D. & Seibert, S. *Online Entrepreneurship Curriculum for High School Students: Impact on Knowledge, Self-Efficacy, and Attitudes*. United States Association for Small Business and Entrepreneurship, Hilton Head, South Carolina, January 2011.
22. Kraimer, M., Seibert, S. Holtom, C. & Pierotti, A. *The impact of career goals on early-career individuals' decisions to pursue graduate education*. Academy of Management Annual Meetings, Montreal, Quebec, August 2010.
21. Kiazad, K., Seibert, S., & Kraimer, M. *Can breach lead to positive employee behavior? The moderating role of organizational embeddedness*. Academy of Management Annual Meetings, Montreal, Quebec, August 2010.
20. Seibert, S., Wang, G. & Courtright, S.H. *Antecedents and Consequences of Psychological Empowerment: A Meta-Analytic Review*. Academy of Management Annual Meetings, Chicago, Illinois, August 2009.

19. Seibert, S., Kraimer, M. & Choi, D. *A Multilevel Model of Safety Climate: Linking Team-Level Leader-Member Exchange to Safety Outcomes*. Academy of Management Annual Meetings, Chicago, Illinois, August 2009.
18. Zhao, H., Seibert, S. & Lumpkin, T. *A Meta-analytic Review of the Dynamic Role of Personality in Entrepreneurship*. Academy of Management Annual Meetings, Atlanta, Georgia, August 2006.  
**Winner of the JSBM Editors Choice/ Office Depot Best Small Business Paper Award, Academy of Management Entrepreneurship Division.**
17. Kraimer, M.L., Seibert, S., Wayne, S., & Liden, R & Bravo, J. *Career Management: Increasing Human Capital without Losing the Investment*. Academy of Management Annual Meetings, Atlanta, Georgia, August 2006.  
**Winner of the Best Applied Paper Award, Careers Division.**
16. Kraimer, M.L. & Seibert, S.E. *A Personality and Motivation perspective of Career Progression*. Eastern Academy of Management International Conference, Cape Town, South Africa, June, 2005.
15. Kraimer, M.L., Seibert, S., & Yaun, L. *Linking Mentoring to Employee Loyalty: Empowerment and P-O Fit as Explanatory Mechanisms*. Academy of Management Annual Meetings, Honolulu, Hawaii, August, 2005.
14. Seibert, S., Kraimer, M.L., & Bravo, J. *A Multi-Dimensional Measure of Career Identity*. Academy of Management Annual Meetings, New Orleans, LA, August, 2004.
13. Zhao, H., Seibert, S. *The Big Five Personality Dimensions and Entrepreneurial Status: A meta-Analytical Review*. Academy of Management Annual Meetings, New Orleans, LA, August, 2004. **Selected for Best Paper Proceedings, Academy of Management, 2004**
12. Kraimer, M.L., Seibert, S. Wayne, S.J. & Liden, R.C. *Examining Employee Performance and Turnover Intentions from a Careers Perspective*. Academy of Management Annual Meetings, Seattle, WA, August 2003.
11. Zhao, H., Seibert, S. & Hills, G.E. *Entrepreneurial Career Intentions: A Self-Efficacy Based Model*. Academy of Management Annual Meetings, Seattle, WA, August 2003.
10. Seibert, S., Sparrowe, R.T., & Liden, R.C. *A Group Exchange Structure Approach to Leadership in Groups*. Academy of Management Annual Meetings, Denver, CO, 8/2002.
9. Seibert, S., Kraimer, M.L., and Crant, J.M. *Being Proactive in Your Career: Linking Personality, Behavior, and Career Outcomes*. Academy of Management Annual Meetings, Washington, D.C., August, 2001.

8. Seibert, S., Silver, S., and Sashkin, M. *Empowerment Climate: A Multiple-Level Model of Empowerment, Performance, and Satisfaction*. SIOP Annual Meetings, San Diego, April, 2001.
7. Seibert, S. and Kraimer, M.L. *Personality, Work Behavior, and Career Outcomes: Examining the Linkages using the Five-Factor Model of Personality*. SIOP Annual Meetings, New Orleans, April, 2000.
6. Seibert, S. and Kraimer, M. L. *The Five-Factor Model of Personality and its Relationship with Career Success*. Academy of Management Annual Meetings, August 1999.  
**Winner of the Best Paper Award, Academy of Management Careers Division.**
5. Seibert, S., Crant, J.M., & Kraimer, M.L. *Proactive Personality and Objective and Subjective Career Success*. Academy of Management Annual Meetings, San Diego, August 1998.
4. Kraimer, M.L. and Seibert, S. *Organizational Socialization and Social Network Structure*. Academy of Management Annual Meetings, San Diego, August 1998.
3. Seibert, S., Kraimer, M. L., & Liden, R. *Social Capital and Career Success: Test of a Mediated Model*. International Social Network Analysis Conference, Barcelona, 1998.
2. Kraimer, M. & Seibert, S. "Psychological Empowerment as a Multidimensional Construct: A Construct Validity Test." Academy of Management Annual Meetings, Boston, 1997.
1. Seibert, S. & Goltz, S. "Escalation of Commitment in Groups." National Academy of Management Meetings, Vancouver, 1995.

## PhD DISSERTATION COMMITTEES

Committee member, Cheng-Huan (Jerry) Liu, Rutgers University, anticipated June 2024.

Outside member, Qinglin Liu, Rensselaer Polytechnic Institute, anticipated June 2022.

Co-Chair, Jia Yu, University of Iowa, Ph.D. granted June, 2017.  
Employed: University of Nebraska.

Committee member, Stacy Astrove, University of Iowa. Ph.D. granted June, 2017.  
Employed: John Carroll University.

Committee member, Lindsey Greco, University of Iowa. Ph.D. granted May, 2016.  
Employed: Oklahoma State.

Co-Chair, Patrick Downes, University of Iowa. Ph.D. granted June, 2015.  
Employed: Rutgers University.

Committee member, Abigail Pierotti, University of Iowa. Ph.D. granted May, 2014.  
Employed: Deloitte Consulting.

Committee member, Daejeong Choi, University of Iowa. Ph.D. granted May, 2013.  
Employed: University of Melbourne

Committee member, Stephen Courtright, University of Iowa. Ph.D. granted May, 2012.  
Employed: Texas A&M University

Co-Chair, Gang Wang, University of Iowa. Ph.D. granted May, 2011.  
Employed: Florida State University

Chair, Kohyar Kiazad, University of Melbourne. Ph.D. granted May, 2010.  
Employed: Monash University, Australia

Committee member, Gary Vanderlinden, University of Illinois at Chicago.  
Ph.D. granted May, 2005.

Outside Committee member, Seth Silver, George Washington University, Ed.D. granted May 2001. Employed: St. John Fischer College

## **CLASSES AND SEMINARS TAUGHT**

Organizational Behavior: Taught in various formats including a large (two streams of 400 students each) undergraduate class, MBA, Online Master's Level, and in-person.

Leadership: MBA and undergraduate level courses

Negotiations: MBA and undergraduate levels.

HR Analytics II: Problems and Issues: Master's Level

Seminar in Careers: Ph.D. level seminar on Careers

Seminar in Leadership: Ph.D. level seminar on leadership research

## **PROFESSIONAL SERVICE**

Presenter, Careers Division Doctoral Consortium, AOM 2022

Presenter, Careers Division Doctoral Consortium, AOM 2021

Presenter, Careers Division Plenary on Cross-Disciplinary Research, AOM 2020

Presenter, Careers Doctoral Consortium, Academy of Management, 2020



AOM Committee Member, Division and Interest Group Relations, AOM (2019-20)

Division Immediate Past Chair, Chair, Chair-Elect, Careers Division, AOM (2016-2020)  
 PDW Chair & Program Chair, Careers Division, Academy of Management (2015-17)  
 Representative at Large – Careers Division, Academy of Management (2014-15)

Presenter, Careers PDW, Academy of Management, 2008 - 2022

Presenter, HR Doctoral Consortium, Academy of Management, 2005, 2007-2010

Advisory Board Member,  
 Graduate Management Admissions Council MERInstitute (2010-2013)

### Editing and Reviewing:

Founding Associate Editor: *Journal of Management Scientific Reports* (2022- 2025)

Special Issue Co-Editor: *Journal of Management* (2023). This is an Eventful Era: An Event-oriented Approach to Advancing and Expanding Organizational Research.

Special Issue Co-Editor: *Career Development International* (2021). The Role of Career Shocks in Contemporary Career Development: Key Challenges and Ways Forward.

Editorial Board Member, *Personnel Psychology* (2007- present)  
 Editorial Board Member, *Academy of Management Discoveries* (2015 – present)  
 Consulting Editor, *Journal of Applied Psychology* (2013 - 2019)  
 Editorial Board Member, *Academy of Management Journal* (2006 - 2016)  
 Editorial Board Member, *Academy of Management Review* (2008 – 2011)

Ad-hoc Reviewer for Administrative Science Quarterly, Entrepreneurship Theory and Practice, Journal of Applied Psychology, Journal of Management, Journal of Business Venturing, Journal of Occupational and Organizational Psychology, Organizational Behavior and Human Decision Processes, Organization Science, Organizational Research Methods

Reviewer for the OB & Careers divisions, Academy of Management Annual Meetings, 1999 to present.

2012 Member, Academy of Management Best Paper Award Committee

2011 Member, Academy of Management Best Paper Award Committee

## **PROFESSIONAL ASSOCIATIONS**

Member of the Academy of Management.

Society for Organisational Behavior – Australia (SOBA) invited member since 2005

## **UNIVERSITY SERVICE**

Chair, Human Resource Management Department, SMLR, Rutgers University, July 2019 - June 2021.

College of Business Promotion and Review Committee, University of Oregon, 2017-2018

Director of the Tippie College of Business Undergraduate Honors Program, 2016.

Member, PhD Committee, Department of Management, University of Iowa, 2013 - 2015.

Member, Research Steering Committee, Tippie College of Business, 2015.

Faculty Council Member of Faculty Senate, University of Iowa. 2013-2015.

Faculty Senate, University of Iowa, 2011-2013.

Reviewer, Social Science Funding Program, University of Iowa. November, 2012.

Chair, Department Search Committee, University of Iowa, 2011.

Department Search Committee, University of Iowa, 2010, 2013.

College Library Committee; University of Iowa, Fall, 2008 – 2010.

Undergraduate Course Standing Committee; University of Melbourne, 2006 – 2008.

Faculty Senate, University of Illinois at Chicago, 2001- 2004.

Board Member, Center for Human Resource Management, University of Illinois. 2001-2004.