Rebecca L. Greenbaum

Rutgers University – New Brunswick
School of Management and Labor Relations
Human Resources Management Department
203 Levin Building
94 Rockafeller Road
Piscataway, NJ 08854
Tel: (848) 445-5830
Email: rebecca.greenbaum@rutgers.edu

(February 2024)

Academic Employment

Associate Dean of Academic Affairs (January 2022-Present)
       Human Resources Management Department
       School of Management and Labor Relations
       Rutgers University

Professor (September 2018-Present)
       Human Resources Management Department
       School of Management and Labor Relations
       Rutgers University

William S. Spears Chair in Business Administration (July 2015-August 2018)
       Department of Management
       Spears School of Business
       Oklahoma State University

Associate Professor (July 2014-August 2018)
       Department of Management
       Spears School of Business
       Oklahoma State University

PhD Coordinator (June 2013-December 2014; January 2017-June 2018)
       Department of Management
       Spears School of Business
       Oklahoma State University

Assistant Professor (July 2009-June 2014)
       Department of Management
       Spears School of Business
       Oklahoma State University

Graduate Assistant (2005-2009), Lab Instructor (2006-2008), Instructor (2008-2009)

Department of Management
College of Business
University of Central Florida

Education

Ph.D., University of Central Florida, 2009
College of Business Administration
Major: Management

Dissertation: *An Examination of an Antecedent and Consequences of Supervisor Morally Questionable Expediency*

Committee: Robert Folger (Chair), Robert Ford, Gary P. Latham, David M. Mayer, and Marshall Schminke

M.S.M., University of Central Florida, 2008
College of Business Administration
Major: Human Resources Management

B.S., University of Florida, 2003 (High Honors)
Warrington College of Business Administration
Major: Finance

Research Interests

My primary research interests focus on behavioral ethics and morality with particular attention given to ethical leadership and the dark side of leadership. I also apply a moral lens to the study of organizational justice and workplace deviance.

Publications

*Coauthor as a doctoral student at start of project.

1. Ren, S., Mawritz, M. B., **Greenbaum, R. L.**, Babalola, M., & Wang, Z. (2024, online first). Does competitive action intensity influence team influence team performance via leader bottom-line mentality? A social information processing perspective. *Journal of Applied Psychology*. https://doi.org/10.1037/apl0001166

2. **Greenbaum, R. L.**, Mawritz, M. B., Zaman, N.* (2023). The construct of bottom-line mentality: Where we've been and where we're going. *Journal of Management, 49*, 2109-2147. https://doi.org/10.1177/01492063231153135

3. Mitchell, M. S., Hetrick, A. L., Mawritz, M. B., & Edwards, B., **Greenbaum, R. L.** (2023, online first). Oh the anxiety! The anxiety of supervisor bottom-line mentality and mitigating effects of ethical leadership. *Journal of Management*.

https://doi.org/10.1177/01492063231196553

4. **Greenbaum, R. L.**, Gray, T. W.*, Hill, A. D., Lima, M.*, Royce, S. S.*, & Smales, A. A.* (2022, online first). Coworker narcissism: Employee emotional and behavioral reactions as moderated by bottom-line mentality and trait competitiveness. *Journal of Management*. https://doi.org/10.1177/01492063221132791

5. Mawritz, M. B., Farro, A.*, Kim, J.*, **Greenbaum, R. L.**, Bonner, J. M., Wang, S. C. (2022, online first). Bottom-line mentality from a goal shielding perspective: Does bottom-line mentality explain the link between rewards and unethical behavior? *Human Relations*. https://doi.org/10.1177/00187267221138187

6. **Greenbaum, R. L.**, Deng, Y.*, Butts, M. M., Wang, C., & Smith, A. N. (2022). Managing my shame: Examining the effects of parental identity threat and emotional stability on work productivity and investment in parenting. *Journal of Applied Psychology, 107*, 1479-1497. https://psycnet.apa.org/record/2021-92051-001
   - Nominee for the annual *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*

7. Liu, X., **Greenbaum, R. L.**, Allen, D., Zhang, Z. (2022). A newcomer socialization perspective on the proliferation of unethical conduct in organizations: The influences of peer coaching practices and newcomers' goal orientations. *Journal of Business Ethics, 176*, 73-88. https://link.springer.com/article/10.1007%2Fs10551-020-04730-y

8. Mawritz, M. B., Capitano, J.*, **Greenbaum, R. L.**, Bonner, J.*, Kim, J.* (2022). Development and validation of the workplace hazing scale. *Human Relations, 75*, 139-176. https://journals.sagepub.com/doi/pdf/10.1177/0018726720957058

9. Quade, M. J., **Greenbaum, R. L.**, & Bonner, J. M. (2022). Management without morals: Construct development and initial testing of amoral management. *Human Relations, 75*, 273-303. https://journals.sagepub.com/doi/pdf/10.1177/0018726720972784
   - Featured by Baylor University's Hankamer School of Business, Keller Center for Research, Quade, M. J., Bonner, J. M., & **Greenbaum, R. L.** (2024, March 1). Amoral Management: The Dark Side of Leadership. Link.

10. Quade, M. J., Wan, M., Carlson, D., Kacmar, K., **Greenbaum, R. L.** (2022). Beyond the bottom line: Don't forget to consider the role of the family. *Journal of Management, 48*, 2167-2196. https://journals.sagepub.com/doi/epub/10.1177/01492063211030546

11. Webster, B. D., **Greenbaum, R. L.**, Mawritz, M. B., & Reid, R. J. (2022). Powerful, high-performing employees and psychological entitlement: The detrimental effects on citizenship behaviors. *Journal of Vocational Behavior, 136*, 1-17. https://doi.org/10.1016/j.jvb.2022.103725

12. Babalola, M., Mawritz, M. B., **Greenbaum, R. L.**, Ren, S., & Garba, O. A. (2021). Whatever it takes: How and when supervisor bottom-line mentality motivates employee

contributions in the workplace. *Journal of Management, 47*, 1134-1154.
https://doi.org/10.1177%2F0149206320902521

13. **Greenbaum, R. L.**, Babalola, M., Quade, M., Guo, L., & Kim, Y.* (2021). The moral burden of bottom-line pursuits: How and when perceptions of top management bottom-line mentality inhibits supervisors' ethical leadership practices. *Journal of Business Ethics, 174*, 109-123. https://doi.org/10.1007/s10551-020-04573-7

14. Joplin, T.*, **Greenbaum, R. L.**, Wallace, C., & Edwards, B. (2021). Employee entitlement, engagement, and performance: The moderating effect of ethical leadership. *Journal of Business Ethics, 168*, 813-826. https://rdcu.be/bTwSW

15. Babalola, M. T., **Greenbaum, R. L.**, Amarnani, R. K., Shoss, M. K., Deng, Y., Garba, O. A., & Guo, L. (2020). A business frame perspective on why perceptions of top management's bottom-line mentality results in employees' good and bad behaviors. *Personnel Psychology, 73*, 19-41. https://onlinelibrary.wiley.com/doi/pdf/10.1111/peps.12355

16. **Greenbaum, R. L.**, Bonner, J. M., Gray, T. W.*, & Mawritz, M. B. (2020). Moral emotions: A review and research agenda for management scholarship. *Journal of Organizational Behavior, 41*, 95-114. https://onlinelibrary.wiley.com/doi/pdf/10.1002/job.2367

17. **Greenbaum, R. L.**, Bonner, J. M.*, Mawritz, M. B., Butts, M. M., & Smith, M. B.* (2020). It's all about the bottom-line: Group bottom-line mentality, psychological safety, and group performance. *Journal of Organizational Behavior, 41*, 503-517. https://doi.org/10.1002/job.2445

18. Kuenzi, M., Mayer, D. M., & **Greenbaum, R. L.** (2020). Creating an ethical organizational environment: The relationship between ethical leadership, ethical climate and unethical behavior. *Personnel Psychology, 73*, 43-71. https://doi.org/10.1111/peps.12356
    - One of two finalists for the *Personnel Psychology 2022 Best Paper Award*.

19. Graham, K.*, Mawritz, M. B., Dust, S., **Greenbaum, R. L.**, & Ziegart, J. (2019). Too many cooks in the kitchen: The effects of dominance incompatibility on relationship conflict and subsequent abusive supervision. *The Leadership Quarterly, 30*, 351-364. https://doi.org/10.1016/j.leaqua.2018.12.003

20. Huang, S.*, **Greenbaum, R. L.**, Bonner, J. M.*, & Wang, C. (2019). Why sabotage customers who mistreat you? The roles of activated hostility and devaluation of targets as a moral disengagement mechanism. *Journal of Applied Psychology, 104*, 495-510. https://psycnet.apa.org/doi/10.1037/apl0000359

21. Mitchell, M. S., **Greenbaum, R. L.**, Vogel, R. M., Mawritz, M. B., Keating, D. J.* (2019). Can you handle the pressure? The effect of performance pressure on stress appraisals, self-regulation, and behavior. *Academy of Management Journal, 62*, 531-552. https://doi.org/10.5465/amj.2016.0646
    - Featured by The London School of Economics and Political Science *LSE Business Review*: Mitchell, M. S., Mawritz, M. B., **Greenbaum, R. L.**, and Vogel, R. M.

(2019, July 18). How to encourage better performance without straining employees. Link.

22. Quade, M. J.*, **Greenbaum, R. L.**, & Mawritz, M. B. (2019). "If only my coworker was more ethical": When ethical and performance comparisons lead to negative emotions, social undermining, and ostracism. *Journal of Business Ethics, 159*, 567-586. https://doi.org/10.1007/s10551-018-3841-2

23. Dust, S. B., Resick, C., Margolis, J. A., Mawritz, M. B., & **Greenbaum, R. L.** (2018). Ethical leadership and employee success: Examining roles of psychological empowerment and emotional exhaustion. *The Leadership Quarterly, 29*, 570-583. https://doi.org/10.1016/j.leaqua.2018.02.002

24. **Greenbaum, R. L.**, Mawritz, M. B., Bonner, J.*, Webster, B. D.*, & Kim, J.* (2018). Supervisor to employee expediency: The moderating role of leader-member exchange and the mediating role of employee unethical tolerance. *Journal of Organizational Behavior, 39*, 525-541. https://doi.org/10.1002/job.2258

25. Bonner, J. M.*, **Greenbaum, R. L.**, & Quade, M. J.* (2017). Unethical behavior to shame as an indicator of self-image threat and exemplification as a form of self-image protection: The exacerbating role of supervisor bottom-line mentality. *Journal of Applied Psychology, 102*, 1203-1221. https://psycnet.apa.org/doi/10.1037/apl0000222

26. Mawritz, M. B., **Greenbaum, R. L.**, Butts, M., & Graham, K. A.* (2017). I just can't control myself: A self-regulation perspective on the abuse of deviant employees. *Academy of Management Journal, 60*, 1482-1503. https://doi.org/10.5465/amj.2014.0409
    - Featured by *Harvard Business Review*: Mawritz, M. B., **Greenbaum, R. L.**, Butts, M., & Graham, K. A. (2016, October 16). We're all capable of being an abusive boss: Know when you need a break. Link.

27. Quade, M. J.*, **Greenbaum, R. L.**, & Petrenko, O. V.* (2017). "I don't want to be near you, unless...": The interactive effect of unethical behavior and performance onto workplace ostracism. *Personnel Psychology, 70*, 675-709. https://doi.org/10.1111/peps.12164
    - Featured by *Harvard Business Review*: **Greenbaum, R. L.**, & Quade, M. J. (2016, May 25). We don't shun unethical coworkers if they're high performers. Link.
    - Nominated as one of the top three most influential articles for 2014-2017 by the *Conflict Management* division of the *Academy of Management* (August, 2022).

28. **Greenbaum, R. L.**, Hill, A., & Mawritz, M. B., Quade, M. J.* (2015). Employee Machiavellianism to unethical behavior: The role of abusive supervision as a trait activator. *Journal of Management, 41,* 929-956. https://doi.org/10.1177%2F0149206314535434

29. **Greenbaum, R. L.**, Mawritz, M. B., & Piccolo, R. F. (2015). When leaders fail to "walk the talk:" Supervisor undermining and perceptions of leader hypocrisy. *Journal of Management, 41,* 929-956. https://doi.org/10.1177%2F0149206312442386

30. **Greenbaum, R. L.**, Quade, M. J.*, & Bonner, J.* (2015). Why do leaders practice amoral management? A conceptual investigation of the impediments to ethical leadership. *Organizational Psychology Review, 5,* 26-49. https://doi.org/10.1177%2F2041386614533587

31. Bonner, J.*, **Greenbaum, R. L.**, & Mayer, D. M. (2014). My boss is (morally) disengaged: The role of ethical leadership in explaining the interactive effect of supervisor and employee moral disengagement on employee behaviors. *Journal of Business Ethics, 137*, 731-742. https://doi.org/10.1007/s10551-014-2366-6

32. **Greenbaum, R. L.**, Quade, M.*, Mawritz, M. B., Kim, J.*, & Crosby, D.* (2014). When the customer is unethical: The explanatory role of employee emotional exhaustion onto conflict outcomes and job neglect. *Journal of Applied Psychology, 99,* 1188-1203. https://psycnet.apa.org/doi/10.1037/a0037221

33. **Greenbaum, R. L.**, Mawritz, M. B., Mayer, D. M., & Priesemuth, M. (2013). To act out, to withdraw, or to constructively resist? Employee reactions to supervisor abuse of customers. *Human Relations, 66*, 925-950. https://doi.org/10.1177%2F0018726713482992

34. **Greenbaum, R. L.**, Mawritz, M. B., & Eissa, G.* (2012). Bottom-line mentality as an antecedent of social undermining and the moderating roles of core self evaluations and conscientiousness. *Journal of Applied Psychology, 97*, 342-359. https://psycnet.apa.org/doi/10.1037/a0025217

35. Mayer, D. M., Aquino, K., **Greenbaum, R. L.**, & Kuenzi, M. (2012). Who displays ethical leadership and why does it matter? An examination of antecedents and consequences of ethical leadership. *Academy of Management Journal, 55*, 151-171. https://doi.org/10.5465/amj.2008.0276

36. Nicklin, J. M., **Greenbaum, R. L.**, McNall, L., Folger, R., Williams, K. J. (2011). The importance of contextual variables when judging fairness: An examination of counterfactual thoughts and fairness theory. *Organizational Behavior and Human Decision Processes, 114*, 127-141. https://doi.org/10.1016/j.obhdp.2010.10.007

37. Mayer, D. M., Kuenzi, M., & **Greenbaum, R. L.** (2010). Examining the link between ethical leadership and employee misconduct: The mediating role of ethical climate. *Journal of Business Ethics, 95*, 7-16. https://doi.org/10.1007/s10551-011-0794-0

38. Piccolo, R. P., **Greenbaum, R. L.**, den Hartog, D. N., & Folger, R. (2010). The relationship between ethical leadership and core job characteristics. *Journal of Organizational Behavior, 31*, 259-278. https://doi.org/10.1002/job.627

39. Mayer, D. M., **Greenbaum, R. L.**, Kuenzi, M., & Shytenberg, G. (2009). When do fair procedures not matter? A test of the identity violation effect. *Journal of Applied Psychology, 94*, 142-161. https://psycnet.apa.org/doi/10.1037/a0013108

40. Mayer, D. M., Kuenzi, M., **Greenbaum, R. L.**, Bardes, M., & Salvador, R. (2009). How low does ethical leadership flow? Test of a trickle-down model. *Organizational Behavior and Human Decision Processes, 108*, 1-13. https://doi.org/10.1016/j.obhdp.2008.04.002

Articles in Best Paper Conference Proceedings

*Coauthor as a doctoral student at start of project.

41. Bonner, J.*, Wang, C., & **Greenbaum, R. L.** (January, 2016). Punishment contingency and unethical behavior: The role of uncertainty and justice perceptions. Proceedings of the Seventy-Sixth Annual Meeting of the Academy of Management, Anaheim, CA.

42. Quade, M. J.*, **Greenbaum, R. L.**, Eissa, G.*, Mawritz, M. B., & Kim, J. (January, 2013). Unethical customers and employee burnout: The role of ethical leadership. Proceedings of the Seventy-Third Annual Meeting of the Academy of Management (CD), ISSN 1543-8643, Lake Buena Vista, FL.

43. Nurmohamed, S.*, **Greenbaum, R. L.**, Mayer, D. M., DeRue, D. S., & Owens, B. (January, 2012). Do I care if my boss does the right thing? An ethical lens on psychological contract fulfillment. Proceedings of the Seventy-Second Annual Meeting of the Academy of Management, Boston, MA.

Book Chapters

44. Piccolo, R. F., & **Greenbaum, R. L.**, Eissa, G. (2012). Ethical leadership and core job characteristics: Designing jobs for employee well-being. In N. Reilly, M. J. Sirgy, & C. A. Gorman (Eds.), *Work and Quality of Life: Ethical Practices in Organizations* (pp. 291-306). New York: Springer.

45. **Greenbaum, R. L.**, Folger, R., & Ford, R. (2011). Moral contract. In S. W. Gilliland, D. D. Steiner, and D. P. Skarlicki (Eds.) *Emerging Perspectives on Organizational Justice and Ethics* (pp. 199-222). Charlotte, NC: Information Age Publishing.

46. Folger, R., Pritchard, R., **Greenbaum, R. L.**, DiazGranados, D. (2009). A conjoint analysis approach to studying ethics and corruption within organizations. In C. Cooper & R. Burke (Eds.), *Research Companion to Crime and Corruption in Organizations*, (pp. 92-103). Cheltenham, UK: Edward Elgar Publishing.

47. Latham, G. P., **Greenbaum, R. L.**, Bardes, M. (2009). Work motivation and performance management prescriptions. In C. Cooper & R. Burke (Eds.), *The Peak Performing Organization*, (pp. 33-49). London: Routledge.

48. Mayer, D. M, Kuenzi, M., & **Greenbaum, R. L.** (2009). Making ethical climate a mainstream management topic: A review, critique, and prescription for the empirical research on ethical climate. In D. De Cremer (Ed.), *Psychological Perspectives on Ethical Behavior and Decision Making*, (pp., 181-213). Greenwich, CT: Information Age Publishing.

49. **Greenbaum, R. L.** (2007). Observer effects: Observers' reactions to the unethical behaviors that occur within organizations. In B. G. Mujtaba (Ed.), *Cross Cultural Management and Negotiation Practices*, (pp. 151-156). Ft. Lauderdale, Florida, USA: ILEAD Academy Publications.

Manuscripts with Revision Requested

*Coauthor as a doctoral student at start of project.

Mawritz, M. B., **Greenbaum, R. L.**, Rosikiewicz, B. L., & Deng, Y. (under third review). Title omitted for blind review purposes. 2nd revise-and-resubmit at the *Journal of Organizational Behavior*.

Manuscripts Under First Journal Review

*Coauthor as a doctoral student at start of project.

1. Bonner, J.*, **Greenbaum, R. L.**, Butts, M. M., Thurgood, G., (under 1st review). Title omitted for blind review purposes. *Journal of Organizational Behavior*.

2. **Greenbaum, R. L.**, Butts, M. M., Mawritz, M. B., Quade, M. J., & Vaziri, H.* (under 1st review). Title omitted for blind review purposes. *Journal of Organizational Behavior*.

3. Zaman, N. N.*, **Greenbaum, R. L.**, Liu, C., & Mawritz, M. B. (under 1st review). Title omitted for blind review purposes. *Journal of Management*.

Business Articles

*Coauthor as a doctoral student at start of project.

1. Mitchell, M. S., Mawritz, M. B., **Greenbaum, R. L.**, & Vogel, R. M. (2019). The double-edged sword of performance pressure for organizations. *London Business School Business Review*.

2. Bonner, J. M.*, **Greenbaum, R. L.**, & Quade, M. J. (2015). Eaten up with guilt: Responding to our own unethical behavior in the workplace. *Redefining Business Blog: Center for Responsible Business*. University of California, Berkeley. http://wp.me/p2JmkM-mK

Opinion-Editorial Articles
- "Why Did Grandma Vote for Trump?" by Rebecca L. Greenbaum, *The Star-Ledger*, *NJ.com | True Jersey*, November 18, 2020
    - https://www.nj.com/opinion/2020/11/why-did-grandma-vote-for-trump-opinion.html

Media Interviews and Posts

- "Does your workplace suffer from dysfunction? Here's how to spot and solve for it." By the Workplace team, *Protocol Workplace*, July 14, 2022.
  - https://www.protocol.com/newsletters/protocol-workplace/workplace-dysfunction?rebelltitem=5#rebelltitem5
- "How Dysfunction Spreads Through a Workplace," by Steve Flamish, *Rutgers Today*, May 18th, 2022
  - https://www.rutgers.edu/news/how-dysfunction-spreads-through-workplace?utm_source=newsletter&utm_medium=email&utm_campaign=rutgerstoday&utm_content=Research%20%26amp%3B%20Innovation
  - https://www.newswise.com/articles/how-dysfunction-spreads-at-work
- "6 Signs of a Toxic Job You Can Spot During Your Interview," by Monica Torres, *HuffPost*, February 7, 2022
  - https://www.huffpost.com/entry/toxic-job-signs-during-interview_l_61fd53bbe4b0b69cfe8e7c48
- "The parental shame that haunts working parents," BBC Family Tree, January 25, 2022
  - https://www.bbc.com/worklife/article/20220121-the-parental-shame-that-haunts-working-parents
- "Perceived Parenting Slights Can Make You a Better Parent," *Rutgers Today*, November 4, 2021
  - https://www.rutgers.edu/news/perceived-parenting-slights-can-make-you-better-parent?utm_source=newsletter&utm_medium=email&utm_campaign=rutgerstoday&utm_content=Faculty%20Excellence
- "Did Someone Criticize Your Parenting? How to React" by Arianne Cohen, October 19, 2021
  - Published in approximately 71 outlets, including but not limited to *Arizona Daily Star*, Buffalo *News*, *Richmond Times-Dispatch*, *St. Louis Times-Dispatch*, *Tulsa World*, and *The Press of Atlantic City*
  - https://tucson.com/lifestyles/parenting/did-someone-criticize-your-parenting-how-to-react/article_757b014a-b56b-5eef-857f-2dc16c8ac61c.html
- "What Aaron Boone to drop nice-guy act with failing Yankees? It's a terrible idea, experts say" by Brendan Kuty, *NJ Advance Media for NJ.com*, September 11, 2020.
  - https://www.nj.com/yankees/2020/09/want-aaron-boone-to-drop-nice-guy-act-with-failing-yankees-its-a-terrible-idea-experts-say.html
- "Beyond the Bottom Line: Why Putting People First Matters" by Robert Roy Britt, *CO by U.S. Chamber of Commerce*, August 17, 2020.
  - https://www.uschamber.com/co/start/strategy/putting-employees-before-profits
- "A New Era in Corporate Responsibility" by Brian O'Connell, *SHRM*, January 4, 2020.
  - https://www.shrm.org/hr-today/news/all-things-work/pages/a-new-era-in-corporate-responsibility.aspx
- "How Companies with Bottom-Line Focused CEOs Perform," *Carrier Management*, October 22, 2019.
  - https://www.carriermanagement.com/news/2019/10/22/199362.htm
- "Bosses Who Think Only About the Bottom Line May Invite Unethical Behavior" by Steve Flamisch, *Phys.org*, October 17, 2019.
  - https://phys.org/news/2019-10-bosses-bottom-line-unethical-behavior.html
- "A Laser Focus on the Bottom Line Can Open the Door to Unethical Behavior" by Valerie Bolden-Barrett and Kate Tornone, *HR Dive*, October 17, 2019.

- https://www.hrdive.com/news/a-laser-focus-on-the-bottom-line-can-open-the-door-to-unethical-behavior/565192/
- "Study: 'Bottom-line' Bosses May Invite Unethical Conduct," *New Jersey Business*, October 16, 2019.
  - https://njbmagazine.com/njb-news-now/study-bottom-line-bosses-may-invite-unethical-conduct/
- "The Pros and Cons of Bottom-line Bosses," *Rutgers Today*, October 16, 2019.
  - https://smlr.rutgers.edu/news/study-bottom-line-bosses-may-invite-unethical-conduct-sometimes-payoff?utm_source=newsletter&utm_medium=email&utm_campaign=rutgerstoday&utm_content=research
- "How to Deal with People Who Interrupt You at Work" by Rebecca Muller, *Thrive Global*, October 3, 2019.
  - https://thriveglobal.com/stories/how-to-deal-with-interrupting-colleagues-work-stress/
- "7 Work Habits to Develop by the Time You're 30" by Alexandra Hayes, *Thrive Global*, September 19, 2019.
  - https://thriveglobal.com/stories/7-work-habits-to-develop-by-the-time-youre-30/
- "Here's How You Can Use "Value Triggers" to Reduce Stress and Boost Motivation" by Katie Santamaria, *Thrive Global*, August 15, 2019.
  - https://thriveglobal.com/stories/increase-performance-productivity-value-trigger-motivation-work/
- "Aggressive Women Need Not Apply: Why the Language of Job Postings Matters So Much" by Natalie Sachmechi, *Forbes*, August 1, 2019.
  - https://www.forbes.com/sites/nataliesachmechi/2019/08/01/why-the-language-of-job-postings-matters-so-much/#689774cf6408
- "Customers can be jerks. Here's why some employees retaliate," *Forbes India*, August, 1, 2019.
  - http://www.forbesindia.com/article/kellogg-school-of-management/customers-can-be-jerks-heres-why-some-employees-retaliate/54631/1
- "Why It's Essential to Separate Your Self-Worth From Your Work" by Chloe Noor Khosrowshahi, *Thrive Global*, June 26, 2019.
  - https://thriveglobal.com/stories/how-to-separate-self-worth-esteem-work-job-tips/
- "Knowing Whether You're an Introvert or Extrovert Can Completely Change the Way You Work" by Rebecca Muller, *Thrive Global*, June 19, 2019.
  - https://thriveglobal.com/stories/introvert-extrovert-improve-team-work-communication/
- "Compassionate Directness: The Cultural Value That's the Ultimate Competitive Advantage" by Arianna Huffington, *Thrive Global*, May 8, 2019.
  - https://thriveglobal.com/stories/compassionate-directness-cultural-value-ultimate-advantage-arianna-huffington/
- "Signs That 'Aggressive' CEOs Are Actually Bullies" by Jennifer Williams-Alvarez, *Agenda: A Financial Times Service*, April 19, 2019.
  - http://www.agendaweek.com/c/2256933/277243/signs_that_aggressive_ceos_actually_bullies?referrer_module=issueHeadline&module_order=1
- "10 Powerful Lessons Real People Learned from Horrible Bosses: Working with a Difficult Manager Can Spark Some Meaningful Insights" by Marina Khidekel, *Thrive Global*, March 6, 2019.
  - https://thriveglobal.com/stories/most-powerful-career-lessons-learned-from-worst-bosses/

- "Tough Bosses May Hurt Your Company More Than They Help" by Daily Report Staff, *Greater Baton Rouge Business Report*, February 27, 2019.
- "When the Bully Is the Boss" by Benedict Carey, *The New York Times*, February 26, 2019.
    - https://www.nytimes.com/2019/02/26/health/boss-bullies-workplace-management.html

Radio Interviews

- 107.1 The Boss, New Jersey, January 24, 2021.
    - Topic: Trump, Politics, Bottom-line Mentality, Unethical Leadership
- "Store, Restaurant Workers 'Sabotage' Rude Customers, Rutgers Study Says" *New Jersey 101.5*, by Dino Flammia, December 23, 2019.
    - https://nj1015.com/rutgers-study-employees-sabotage-rude-customers/
- RCN Radio, Columbia, March 7, 2019.
    - Topic: Abusive Bosses
- "Do 'Bully Bosses' Get Better Results?" *KCBS All News*, San Francisco, CA, February 27, 2019.

Other Media Coverage

My research and opinions appeared in the following news outlets:

- *BizEd*
- *Business News Daily*
- *Canadian Business*
- *Fast Company*
- *Insurance Journal*
- *Men's Health*
- *Psych Central*
- *Science Daily*
- *The Irish Times*
- *Top of Mind*
- *Valor Econômico*

Conference Presentations

1. Jia, X., Zhang, Z., **Greenbaum, R. L.**, & Zaman, N. (under review, 2024, August). Time is hunting: Investigating time pressure and bottom-line mentality with an eye-tracking approach. Paper submitted to the annual conference of the Academy of Management, Chicago, IL.

2. Zhang, N., **Greenbaum, R. L.**, Liu, J., & Mawritz, M. B. (under review, 2024, August). Coping with the threat of family financial pressure: A threat rigidity perspective of the mediating role of bottom-line mentality. In Bueno, A. (Chair), *Bringing the work forward: New approaches to leadership-environment effects on employee experiences*. Symposium under review at the annual conference of the Academy of Management, Chicago, IL.

3. Lui, J., **Greenbaum, R. L.**, & Zaman, N. (2023, August). Leader bottom-line mentality onto employees' perceptions of leader competence and citizenship behaviors: The moderating role of political ideology. In Zhao, E. Y., Chui, C., & Barry, B. (Chairs), *Advances in ethics: Moral perceptions and ethical actions in the context of workplace relationships*. Symposium presented at the Academy of Management's annual meeting, Boston, MA.

4. Zaman, N., **Greenbaum, R. L.**, & Liu, J. (2022, August). A bottom-line mentality perspective on the relationship between family financial pressure and financial goal progress. In Zaman, N., & Liu, J. (Chairs), *Current research on bottom-line mentality and future directions*. Symposium presented at the Academy of Management's annual meeting, Seattle, WA.

5. Farro, A. C., Mawritz, M. B., **Greenbaum, R. L.**, Bonner, J. M., & Kim. J. (2020, August). The effect of goal contingent rewards on bottom-line mentality and subsequent unethical behavior. In Waldman, D. A., & Kim, J. (Chairs), *New ways of understanding the dark side of leadership*. Symposium presented at the annual conference of the Academy of Management, Vancouver, British Columbia, Canada.

6. Mawritz, M. B., **Greenbaum, R. L.**, Rosikiewicz, B., Farro, A, Deng, Y., & Mitchell, M. (2020, August). When Rewards Create Obsessions with the Bottom-Line Nobody Wins. Paper was to be presented at the annual conference of the Academy of Management, Vancouver, British Columbia, Canada. Interrupted due to COVID-19.

7. **Greenbaum, R. L.**, Gray, T., Hill, A., Lima, M., Royce, S., & Smales, A. (2020, April). The cunning narcissist and employees' emotional and behavioral reactions. In Campbell, E. M., & Taylor, S. G. (Chairs), *Shining too bright? Hidden and contingent consequences of employees who stand out*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.

8. Liu, X., **Greenbaum, R. L.**, Allen, D., & Zhang, Z. (2019, August). Effects of peer coaching and goal orientations on newcomers' misconduct. In Welsh, D., Campbell, E., & Wang, W. (Chairs), *Consequences of unethical behaviors at work*. Symposium presented at the Academy of Management's annual meeting, Boston, MA.

9. Bonner, J. M., **Greenbaum, R. L.**, Butts, M. M., & Thurgood, G. (2019, April). Is workplace gossip a moral violation? Supervisor-directed gossip & moral emotions. In Sun, T., & Liu, Y. (Chairs), *Letting you in on a secret: New perspectives of workplace gossip*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

10. Bonner, J. M., **Greenbaum, R. L.**, Butts, M. M. (2018, August). Biting the hand that feeds you: Employees' reactions to gossiping about supervisors. In Chen, M., & Ferris, L. (Chairs), *Workplace ostracism research: What's next?* Presented at the Academy of Management's annual meeting, Chicago, IL, 2018.

11. Mitchell, M. S., **Greenbaum, R. L.**, Mawritz, M. B., & Edwards, B. D. (2018, August). The bottom line hazards of anxiety: An investigation of supervisor bottom line mentality and unethical pro-

organizational behavior. In Umphress, E., & Rhee, Y. W. (Chairs), *Interfacing unethical pro-other behavior (UPB): Investigating the social and moral dynamics of UPB*. Presented at the Academy of Management's annual meeting, Chicago, IL, 2018.

12. Quade, M. J., **Greenbaum, R. L.**, Bonner, J. M., & Romney, A. (2018, August). Management without morals. The detrimental impact of amoral management. Paper presented at the Academy of Management's annual meeting, Chicago, IL, 2018.
Nominated for the JBE Best Paper in Business Ethics Award

13. Deng, Y., **Greenbaum, R. L.**, Washington, L. (2017, October). When all you feel is guilt: How working mothers' parental guilt leads to more productivity. Paper presented at the Southern Management Association's annual meeting, St. Pete Beach, FL.

14. Robinson, A., **Greenbaum, R. L.**, Greco, L., & Kim, Y. (2017, October). How could you support that presidential candidate? Effects of group political disparity on group effectiveness. Paper presented at the Southern Management Association's annual meeting, St. Pete Beach, FL.

15. Babalola, M. T., **Greenbaum, R. L.**, Guo, L., & Kim, Y. C. (2017, August). Top management bottom-line mentality: Implications for ethical leadership practices. In Keeney, J. E., & Sharma, P. N. (Chairs), *Moving beyond the leader: The social embeddedness of ethical leadership dynamics*. Symposium presented at the Academy of Management's annual meeting, Atlanta, GA, 2017.
Academy of Management Conference Showcase Symposium, 2017

16. **Greenbaum, R. L.**, Butts, M. M., Quade, M. J., Vaziri, H., Mawritz, M. B., & Bonner, J. (2017, August). Should I "friend" my coworker? The effect of social media posts on workplace relationships. In Graham, K. (Chair), *The "dark side" of electronic communication: Research on employee and relational outcomes*. Symposium presented at the Academy of Management's annual meeting, Atlanta, GA, 2017.

17. Kim, J., Kim, Y., Wang, C., Aime, F., **Greenbaum, R. L.**, & Utley, J. (2017, July). Behaving unethically to benefit the organization: The role of team relational stability and conformity pressure. Paper presented at the International Association of Conflict Management's annual conference, Berlin, Germany.

18. Bonner, J., Wang, C., & **Greenbaum, R. L.** (2016, August). Punishment contingency and unethical behavior: The role of uncertainty and justice perceptions. Paper presented at the Academy of Management's annual meeting, Anaheim, CA, 2016.
Judged by reviewers as one of the best accepted papers
Winner of the Academy of Management, Social Issues in Management Division's Best Student Paper Award

19. Quade, M. J., & **Greenbaum, R. L.** (2015, November). "If only I were less ethical": When social comparisons of ethical behavior and performance lead to self-threat, social undermining, and ostracism. Paper presented at the Southern Management Association 2015 Annual Meeting.

Awarded the Best Paper Overall at the Southern Management Association's Annual Meeting, 2015

20. Bonner, J., **Greenbaum, R. L.**, & Quade, M. J. (2015, August). Dealing with guilt: Unethical behavior and the mediating role of guilt on subsequent behaviors. Paper presented at the annual conference of the Academy of Management, Vancouver, British Columbia.
Winner of the Academy of Management, Social Issues in Management Division's Best Paper Award and Best Student Paper Award

21. **Greenbaum, R. L.**, Quade, M. J., Greenbaum, R. J., & Reid, B. (2015, August). Self-image goals and career success onto OCB: The mediating role of bottom-line mentality. In Quade, M., & **Greenbaum, R. L.** (Chairs), *When only outcomes matter: New perspectives on bottom-line mentality research*. Symposium presented at the annual conference of the Academy of Management, Vancouver, British Columbia.

22. Huang, Y., **Greenbaum, R. L.**, Bonner, J., & Wang, C. (2015, August). Why sabotage customers? The role of moral disengagement and ethical leadership. Paper presented at the American Marketing Association's Summer Educator's Conference, Chicago, IL.

23. Bonner, J. M., & **Greenbaum, R. L.** (2015, April). Eaten up by guilt: Influence of unethical behavior on behaviors. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

24. Graham, K. A., Mawritz, M., & **Greenbaum, R. L.** (2015, April). Assigning blame and restoring justice: Employee reactions to vicarious abuse. In Bailey, S. F., & Santuzzi, A. M. (Chairs), *Reconsidering the subordinate's perspective in abusive supervision*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

25. Kim, J., & **Greenbaum, R. L.** (2014, November). Monkey see bad, monkey care, monkey think, monkey do: The moderating role of LMX on the relationship between supervisor and employee unethical behavior. Paper presented at the annual conference of the Southern Management Association, Savannah, Georgia.

26. Joplin, T. & **Greenbaum, R. L.** (2014, September). Excessive Entitlement, Psychological Contract Fulfillment, and Employee Outcomes: The Moderating Effects of Contingent Reward Transactional Leadership and Management by Exception Passive. Doctoral Consortium. 2014 Engaged Management Scholarship Conference, Tulsa, OK.

27. Graham, K. A., Mawritz, M. B., & **Greenbaum, R. L.** (2014, August). Leader dominance and Theory X: A social dominance theory perspective of abusive supervision. In Graham, K. A. (Chair), *Developments on supervisor and subordinate antecedents of abusive supervision*. Symposium presented at the annual conference of the Academy of Management, Philadelphia, PA.

28. **Greenbaum, R. L.**, Quade, M. J., & Bonner, J. (2014, August). Why do leaders practice amoral management? A conceptual investigation. Paper presented at the annual conference of the Academy of Management, Philadelphia, PA.

29. Bonner, J., **Greenbaum, R. L.**, Mayer, D. M. (2014, May). My boss is (morally) disengaged: Ethical leadership and misconduct. Courtright, S. H. & C. E. Thiel (Chairs), *New directions in behavioral ethics research: Theoretical and Methodological Advancements*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

30. Quade, M. J., & **Greenbaum, R. L.** (2013, November). The goody-good effect: When social comparisons of ethical behavior lead to unfavorable outcomes. Paper presented at the Southern Management Association 2013 Annual Meeting, New Orleans, LA.

31. Graham, K., Mawritz, M. B., & **Greenbaum, R. L.** (2013, August). Deontic reactions to supervisor abuse of customers. Mitchell, M. S. (Chair), *Theoretical and empirical developments on consequences of abusive supervision*. Symposium presented at the annual conference of the Academy of Management, Lake Buena Vista, FL.

32. Quade, M., **Greenbaum, R. L.**, Eissa, G., Mawritz, M. B., & Kim, J. (2013, August). Unethical customers and employee burnout: The role of ethical leadership. Paper presented at the annual conference of the Academy of Management, Lake Buena Vista, FL.
    *Judged by reviewers as one of the best accepted papers

33. Quade, M. J., **Greenbaum, R. L.**, & Petrenko, O. V. (2013, August). "I don't want to be near you, unless…": Antecedents of ostracism and the moderating role of performance. Paper presented at the annual conference of the Academy of Management, Lake Buena Vista, FL.

34. Quade, M., **Greenbaum, R. L.**, Eissa, G., Mawritz, M. B., & Kim, J. (2013, April). Employee reactions to unethical customers: The role of ethical leadership. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

35. Bonner, J., Meng, L., **Greenbaum, R. L.** (2012, November). Employee bottom-line mentality as an antecedent of organizational citizenship behavior: The moderating role of ethical climate. Paper presented at the annual conference of the Southern Management Association, Ft. Lauderdale, FL.

36. Eissa, G., Bowler, W. M., & **Greenbaum, R. L.** (2012, November). When helping hurts: An investigation of the dark side of organizational citizenship behavior. Paper presented at the annual conference of the Southern Management Association, Ft. Lauderdale, FL.

37. Quade, M. J., Petrenko, O. V., & **Greenbaum, R. L.** (2012, November). Intimidation and Supplication as Employee Responses to Workplace Ostracism: The Moderating Role of Machiavellianism. Paper presented at the annual conference of the Southern Management Association, Ft. Lauderdale, FL.

38. Nurmohamed, S., **Greenbaum, R. L.**, Mayer, D. M., & DeRue, D. S. (2012, August). Do I care if my boss does the right thing? An ethical lens on psychological contract fulfillment. Paper presented at the annual conference of the Academy of Management, Boston, MA. **Judged by reviewers as one of the best accepted papers*

39. **Greenbaum, R. L.**, Hill, A., Eissa, G., & Mawritz, M. B., Quade, M. (2012, April). Machiavellianism to unethical behavior: The moderating role of leadership. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology.

40. Bardes, M., **Greenbaum, R. L.**, & Graham, K. (2011, August). Abusive supervision as a retaliatory reaction. In M. Mitchell & R. M. Vogel (Chairs), *New developments on the nature and influence of unethical work behavior*. Symposium presented at the annual conference of the Academy of Management, San Antonio, TX.

41. **Greenbaum, R. L.**, Bardes, M., & Mayer, D. M. (2011, August). Employee reactions to supervisor abuse of customers. In D. Breaux & K. M. Kacmar (Chairs), *Research in abusive supervision: What's on the horizon?* Symposium presented at the annual conference of the Academy of Management, San Antonio, TX.

42. **Greenbaum, R. L.**, Hill, A., & Eissa, G. (2011, August). Machiavellianism to unethical behavior: An examination of moderators. In R. L. Greenbaum (Chair), *New perspectives in behavioral ethics research*. Symposium presented at the annual conference of the Academy of Management, San Antonio, TX.

43. Eissa, G., & **Greenbaum, R. L.** (2011, April). Antecedents of unethical behavior: The moderating role of ethical leadership. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

44. **Greenbaum, R. L.**, Bardes, M., & Eissa, G. (2011, April). How and when bottom-line mentality is related to social undermining. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

45. Nicklin, J., **Greenbaum, R. L.**, McNall, L., Folger, R., & Williams, K. (2011, April). An examination of counterfactual thoughts and fairness theory. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

46. **Greenbaum, R. L.**, & Bardes, M. (2010, October). The interactive effect of abusive supervision and justice salience on employee outcomes. In H. Lian, D. L. Ferris & D. J. Brown (Chairs), *When and why: Examining moderators and mediators of abusive supervision*. Symposium presented at the annual conference of the Southern Management Association, St. Petersburg, FL.

47. **Greenbaum, R. L.**, Bardes, M., Harris, H., & Piccolo, R. F. (2010, October).When leaders fail to "walk the talk": An examination of perceptions of leader hypocrisy. Paper presented at the annual conference of the Southern Management Association, St. Petersburg, FL.

Awarded the Best Paper Overall at the Southern Management Association's Annual Meeting, 2010

48. **Greenbaum, R. L.**, Bardes, M., Harris, H., & Piccolo, R. (2010, August). Supervisor undermining: The misalignment between what employees expect and what they receive. In E. P. Karam & J. D. Nahrgang (Chairs), *Dare to be fair: How leaders influence fairness and justice in the workplace*. Symposium presented at the annual conference of the Academy of Management, Montreal.

49. **Greenbaum, R. L.**, Folger, R., & Ford, R. C. (2009, November). Moral psychological contract. In R. L. Greenbaum (Chair), *New perspectives in business ethics research*. Symposium presented at the annual meeting of the Southern Management Association.

50. **Greenbaum, R. L.**, & Folger, R. (2009, August). Supervisors' Morally Questionable Expediency and Moral Psychological Contract Violations. In C. J. Resick & D. N. den Hartog (Chairs), *Current perspectives on ethical and unethical leadership*. Symposium presented at the annual conference of the Academy of Management, Chicago, IL.
Academy of Management Conference Showcase Symposium, 2009

51. **Greenbaum, R. L.** Bardes, M., Mayer, D. M., & Priesemuth, M. (2009, August). Supervisors' abuse of customers: The moderating role of moral obligation. Paper presented at the annual conference of the Academy of Management, Chicago, IL.

52. **Greenbaum, R. L.**, Bardes, M., Mayer, D. M., & Priesemuth, M. (2009, April). Supervisors' abuse of customers: The moderating role of moral obligation. Paper presented at the annual conference of the Society for Industrial & Organizational Psychology, New Orleans.
Society for Industrial and Organizational Psychology Top Poster, 2009

53. Mayer, D. M., **Greenbaum, R. L.**, Kuenzi, M., & Shteynberg, G. (2009, February). When do fair procedures not matter? A test of the identity violation effect. Paper presented at the Society for Personality and Social Psychology Justice and Morality Preconference, Tampa.

54. Bardes, M., & **Greenbaum, R. L.** (2008, October). Supervisors' impulsivity and job uncertainty as antecedents of abusive supervision. Paper presented at the annual meeting of the Southern Management Association, St. Petersburg, FL.

55. **Greenbaum, R. L.**, Piccolo, R., & den Hartog, D. (2008, August). Task significance as a motivational mechanism in the ethical leadership process. Paper presented at the annual conference of the Academy of Management, Anaheim, CA.

56. **Greenbaum, R. L.**, & Folger, R. (2008, April). Effects of leader bottom-line mentality and rule breaking on subordinate outcomes. In M. Mitchell (Chair), *Antecedents and consequences of unethical leadership*. Symposium presented at the annual conference of the Society for Industrial & Organizational Psychology, San Francisco, CA.

57. Mayer, D. M., Aquino, K., **Greenbaum, R. L.**, & Kuenzi, M. L. (2008, April). Identity and ethical leadership: How ethical leaders promote group harmony. In L. Siman & J. Kammeyer-Mueller (Chairs), *Ethics in organizations: Context and authority effects on employees*. Symposium presented

at the annual conference of the Society for Industrial & Organizational Psychology, San Francisco, CA.

58. **Greenbaum, R. L.**, & Mayer, D. M. (2007, November). The effects of ethical characteristics of leaders and organizational structure on ethical climate: A theoretical overview. Presented at the Southern Management Association's annual meeting, Nashville, TN.

59. **Greenbaum, R. L.**, (2007, August). Understanding and measuring unethical management. In M. Hargis, & C. Resick (Chairs), *Current research on ethical perceptions: Person, context, and interactive perspectives.* Symposium presented at the Academy of Management meeting, Philadelphia.

60. Mayer, D. M., Kuenzi, M., **Greenbaum, R. L.**, Bardes, M., Salvador, R., & Caldwell, J. (2007, August). How low does ethical leadership flow? Examining the effects of supervisors and top management. In D. M. Mayer (Chair), *New developments in ethical leadership: Multilevel and international perspectives.* Symposium presented at the annual meeting of the Academy of Management, Philadelphia, PA.

61. Salvador, R., **Greenbaum, R. L.**, Bardes, M., Porter, R., Caldwell, J., Gresock, A., Folger, R. (2007, August). Comparing procedural justice and perceived organizational support. Presented at the Academy of Management meeting, Philadelphia.

62. **Greenbaum, R. L.**, Folger, R., Pritchard, R., DiazGranados, D., Nakano, K., & Grossmann, H. (2007, April). Unethical acts in organizations: What is the cost? Presented at the Society for Industrial and Organizational Psychology's annual meeting, New York.

63. Mayer, D. M., **Greenbaum, R. L.**, Kuenzi, M. L., & Shteynberg, G. (2007, April). When and why does procedural justice not always matter? In D. M. Mayer & D. De Cremer (Chairs), *Toward a motivational perspective on organizational justice*. Symposium presented at the annual conference of the Society for Industrial & Organizational Psychology, New York, NY.

64. **Greenbaum, R. L.** (2006, October). Observer effects: Observers' reactions to the unethical behaviors that occur within organizations. Presented at the Southern Management Association's annual meeting, Clearwater, Florida.

65. Markova, G., Folger, R., Kuenzi, M., & **Greenbaum, R. L.** (2006, August). Consequences, consensus, and moral intensity: Behaviors rated in source-target categories. In M. S. Mitchell, & M. J. O'Fallon (Chairs), *Ethics and workplace deviance: An integrative approach to examining unethical decisions and behavior.* Presented at the Academy of Management meeting, Atlanta.

66. Mayer, D., Shteynberg, G., & **Greenbaum, R. L.** (2006, August). When does procedural justice matter? The case of identity violations. Presented at the Academy of Management meeting, Atlanta.

67. McDonald, M. L., & **Greenbaum, R. L.** (2006, August). Caught in a (social) web of their own making: How CEO dispositional need for cognitive closure influences firm tendencies to strategic persistence through its affects on top management team and board of director composition and processes. Presented at the Academy of Management meeting, Atlanta.

Chaired Symposia

1. Quade, M., & **Greenbaum, R. L.** (2015, August). When only outcomes matter: New perspectives on bottom-line mentality research. Symposium presented at the annual conference of the Academy of Management, Vancouver, British Columbia.

2. **Greenbaum, R. L.** (2011, August). New perspectives in business ethics research. Symposium presented at the annual conference of the Academy of Management, San Antonio, TX.

3. **Greenbaum, R. L.** (2009, November). New perspectives in business ethics research. Symposium presented at the annual conference of the Southern Management Association, Ashville, NC.

Invited Discussant Role

1. **Greenbaum, R. L.** (2024, Chicago). Workplace mistreatment: New insights from the perspectives of targets, perpetrators, and observers. In Zhong, R. (Chair). Symposium submitted for consideration at the annual conference of the Academy of Management, Chicago, IL.

2. **Greenbaum, R. L.** (2023, Boston). Gratitude at multiple levels of organization. In Kane, M. & Locklear, L. (Chairs). Symposium presented at the annual conference of the Academy of Management, Boston, MA.
   *Academy of Management Conference Showcase Symposium, 2023

3. **Greenbaum, R. L.** (2022, August). Understanding the consequences of unethical behavior. In Ching Chi Ho, G. & Welsh, D. T (Chairs). Symposium presented at the annual conference of the Academy of Management, Seattle, WA.

4. **Greenbaum, R. L.** Mawritz, M. B., & Zaman, N. (2022, August). The construct of bottom-line mentality: Where we've been and where we're going. In Zaman, N., & Liu, J. (Chairs), *Current Research on Bottom-line Mentality and Future Directions*. Symposium presented at the Academy of Management's annual meeting, Seattle, WA.

5. **Greenbaum, R. L.** (2020, August). Understanding the darker side to organizational behavior. In M. Y. Lee (Chair). Symposium was to be presented at the annual conference of the Academy of Management, Vancouver, British Columbia. Interrupted due to COVID-19.

6. **Greenbaum, R. L.** (2017, August). Winner takes all: An examination of antecedents and consequences of zero-sum mindsets at work. In B. L. Rosikiewicz (Chair). Symposium unpresented at the annual conference of the Academy of Management, Atlanta, GA. **Academy of Management Conference Showcase Symposium, 2017*

7. **Greenbaum, R. L.** (2015, August). Shedding light on the dark side of leadership. In A. Boulamatsi & C. Henle (Chairs). Symposium presented at the annual conference of the Academy of Management, Vancouver, British Columbia.

8. **Greenbaum, R. L.** (2014, August). Both sides of the story – Leaders and followers in constructive and destructive leadership processes. In A. Pundt & L. Venz (Chairs). Symposium presented at the annual conference of the Academy of Management, Philadelphia, PA.

Invited Speaker/Panelist/Facilitator Role

1. **Greenbaum, R. L.**: Invited Panelist (2024, June)
    Ethical Considerations for Labor Relations Professionals Using a Licensing Model. Panel to be presented at Triad 2024: LERA 76th Annual Meeting / ILERA 20th World Congress / FMCS National Labor-Management Conference, Manhattan, NY.

2. **Greenbaum, R. L.**: Invited Presenter (2023, March)
    Martin J. Whitman School of Management, Syracuse University, Syracuse, NY.

3. **Greenbaum, R. L.**: Invited Panelist (2022, August)
    Translating Research for Practical Impact. Sponsored by the Human Resources Division of the Academy of Management.

4. **Greenbaum, R. L.**: Invited Facilitator on the *Darkside of Leadership* (2022, August)
    Vaulont, M. J. (Organizer). *OB Research Roundtables Forum*. PDW at the annual conference of the Academy of Management, Seattle, WA.

5. **Greenbaum, R. L.**: Invited Facilitator (2020, August)
    In Leavitt, K. N. (Organizer). *Organizational Behavior Doctoral Student Consortium 2020*. PDW was to be presented at the annual conference of the Academy of Management, Vancouver, BC, Canada, but was interrupted by the COVID-19 pandemic.

6. **Greenbaum, R. L.**: Invited Participant (2020, August)
    In den Nieuwenboer, N. A., Mitchell, M., & Treviño, L. K. (Organizers). *The Annual Behavioral Ethics Pecha Kucha Springboard and Networking Session*. PDW was to be presented at the annual conference of the Academy of Management, Vancouver, BC, Canada, but was interrupted by the COVID-19 pandemic.

7. **Greenbaum, R. L.**: Invited Panelist on *Managing Politics* (2020, August)
    The Human Resources Division's New Faculty Consortium. PDW at the Academy of Management's annual conference, Boston, MA.

8. **Greenbaum, R. L.**: Invited Presenter (2019, October)
Management Department, LeBow College of Business, Drexel University, Philadelphia, PA.

9. **Greenbaum, R. L.**: Invited Panelist on *Dual Career Issues* (2019, August)
The Human Resources Division's New Faculty Consortium. PDW at the Academy of Management's annual conference, Boston, MA.

10. **Greenbaum, R. L.**: Invited Facilitator on the *Darkside of Leadership* (2019, August)
Smith, T. (Organizer). *OB Research Roundtable*. PDW at the annual conference of the Academy of Management, Boston, MA.

11. **Greenbaum, R. L.**: Invited Presenter (2018, November)
Management & Global Business Department, Rutgers School of Business, Rutgers University, Newark, NJ.

12. **Greenbaum, R. L.**: Invited Presenter (2017, December)
Why sabotage customers? A social intuitionist approach to understanding moral disengagement. Department of Management & Organizations Seminar Series. Cox School of Business, Southern Methodist University, Dallas, TX.

13. **Greenbaum, R. L.**: Invited Presenter (2017, September)
Why sabotage customers? A social intuitionist approach to understanding moral disengagement. HRM/OB Distinguished Speaker Series. Fox School of Business, Temple University: Philadelphia, PA.

14. **Greenbaum, R. L.**: Invited Presenter (2017, August)
In den Nieuwenboer, N. A., Mitchell, M., & Treviño, L. K. (Organizers). *Behavioral ethics research: A second annual Pecha Kucha springboard and networking session*. PDW presented at the annual conference of the Academy of Management, Atlanta, GA.

15. **Greenbaum, R. L.**: Invited Facilitator (2017, August)
In Djurdjevic, E., & Smith, T. (Organizers). *OB research networking forum*. PDW presented at the annual conference of the Academy of Management, Atlanta, GA.

16. **Greenbaum, R. L.**: Invited Presenter (2017, March)
When the customer is unethical: The explanatory role of employee emotional exhaustion onto conflict outcomes and job neglect. Presented to the Oklahoma DHS Practice and Policy Lecture Series, Oklahoma City, OK.

17. **Greenbaum, R. L.**: Invited Panelist (2016, June)
Dark side of leadership. New Directions in Leadership Conference, Philadelphia, PA.

18. **Greenbaum, R. L.**: Invited Panelist (2014, August)

In Bedwell, W. L., & Fullick, J. (Chairs). *Improving management education: Creating teaching strategies and techniques*. PDW at the annual conference of the Academy of Management, Philadelphia, PA.

Chair/Facilitator Sessions

1. **Greenbaum, R. L.** (2012, August). Emotional regulation: Sources of influence and buffers. Session Chair at the annual conference of the Academy of Management, Boston, MA.

2. **Greenbaum, R. L.** (2012, August). Harassment, aggression & abuse at work. Session Facilitator at the annual conference of the Academy of Management, Boston, MA.

Academic Awards and Honors
- Nominee for the annual *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*, 2023
  - Title of Research: "Managing my shame: Examining the effects of parental identity threat and emotional stability on work productivity and investment in parenting"
  - Our work is one of 10 Kanter Award nominees from over 2,500 articles published in 2022
- Academy of Management Conference Showcase Symposium Discussant, 2023, *Gratitude at multiple levels of organization*. In Kane, M. & Locklear, L (Chairs).
- Finalist for the Best Paper Award from *Personnel Psychology*, August 2022
- One of the top three articles nominated as most influential of 2014-2017 by the Conflict Management division of the Academy of Management, August 2022
- Associate Editor, *Journal of Management*, 2019-present
- Academy of Management Conference nominee of the *Journal of Business Ethics (JBE) Best Paper in Business Ethics Award* (2018)
- Academy of Management Conference Showcase Symposium, Top management bottom-line mentality: Implications for ethical leadership practices. In Keeney, J. E., & Sharma, P. N. (Chairs), *Moving beyond the leader: The social embeddedness of ethical leadership dynamics* (2017)
- Academy of Management Conference Showcase Symposium Discussant, *Winner takes all: An examination of antecedents and consequences of zero-sum mindsets at work*. In B. L. Rosikiewicz (Chair) (2017)
- Richard W. Poole Research Excellence Award, Oklahoma State University (2016-2017)
- Co-advisor for Julena Bonner's paper (with Cynthia Wang), which was chosen as the winner of the Academy of Management, Social Issues in Management Division's Best Student Paper Award (2016)
- Finalist for the Oklahoma State University *Leave the Ladder Down* award (2015)
- Southern Management Association's Best Paper Overall Award, *If only I were less ethical: When social comparisons of ethical behavior and performance lead to self-threat, social undermining, and ostracism* (2015)
- Southern Management Association's Best Paper Award for the Ethics/Social Issues/Diversity track, *If only I were less ethical: When social comparisons of ethical behavior and performance lead to self-threat, social undermining, and ostracism* (2015)

- Advisor for Julena Bonner's paper, which was chosen as the winner of the Academy of Management, Social Issues in Management Division's Best Paper Award and Best Student Paper Award (2015)
- Richard W. Poole Research Excellence Award, Oklahoma State University (2014-2015)
- Outstanding Reviewer Award from the Organizational Behavior Division of the Academy of Management (2014)
- Richard W. Poole Research Excellence Award, Oklahoma State University (2013-2014)
- Outstanding Reviewer Award from the Organizational Behavior Division of the Academy of Management (2013)
- Richard W. Poole Research Excellence Award, Oklahoma State University (2011-2012)
- Richard W. Poole Research Excellence Award, Oklahoma State University (2010-2011)
- Southern Management Association's Best Paper Overall Award, *When leaders fail to "walk the talk": An examination of perceptions of leader hypocrisy* (2010)
- Southern Management Association's Best Paper Award for the Ethics/Social Issues/Diversity track, *When leaders fail to "walk the talk": An examination of perceptions of leader hypocrisy* (2010)
- Academy of Management Conference Showcase Symposium, Supervisors' Morally Questionable Expediency and Moral Psychological Contract Violations. In C. J. Resick & D. N. den Hartog (Chairs), *Current Perspectives on Ethical and Unethical Leadership* (2009)
- College of Business Administration PhD Student Research Award, University of Central Florida (2009)
- Society for Industrial & Organizational Psychology Conference Top Poster, *Supervisors' abuse of customers: The moderating role of moral obligation* (2009)

Teaching Experience

Teaching at **Rutgers University**
- Organizational Behavior
    - Undergraduate = 4.76/5.00
- Ethics, Leadership, and Corporate Responsibility
    - Undergraduate = 4.92/5.00
    - Masters = 4.41/5.00

Teaching at the **Oklahoma State University**
- Organizational Behavior (MGMT 6313)
    - Doctoral (most recent = 5.00/5.00)
- Ethical Leadership in Organizations (MGMT 4073)
    - Undergraduate (most recent = 4.57/5.00)
    - On-line undergraduate (most recent = 4.46/5.00)
    - On-line MBA (most recent = 4.41/5.00)
- Fundamentals of Management (MGMT 3013)
    - Undergraduate (average rating=3.44/4.00)

Teaching at the **University of Central Florida** (all ratings on a 1-5)

- Human Resource Management
  - Undergraduate (average rating=4.72)
- Strategic Management
  - Undergraduate (average rating=4.54)
- Cornerstone
  - Undergraduate (average rating=4.60)

Teaching Interests

- Ethical Leadership in Organizations
- Organizational Behavior
- Human Resources Management
- Leadership

Teaching Credentials
- "Lifelong Learning in Inclusive & Equitable Teaching"
  - Digital Badge
  - Issuer: Rutgers University Academic Affairs

Consulting, Corporate Training, and Applied Research Experience

- Federal Retirement Thrift Investment Board
- CEPD Webinar Series
- Coalition for the Homeless, Orlando, FL
- Oklahoma City Employer Council
- Oklahoma Department of Human Services
- Oklahoma Department of Health and Substance Abuse Services
- Oklahoma Department of Transportation
- Oklahoma Ethics Consortium
- Oklahoma Governor's Executive Development Program for State Officials
- Oklahoma Municipal Clerks and Treasurers Academy
- United Holdings LLC

Professional Service

Service at **Rutgers University**
- Service at the University Level
  - Faculty Mentor for the *First-year Interest Group Seminars* (FIGS) on behalf of the Office of Career Exploration and Success (2024)
  - Committee Member for the undergraduate Transfer Committee (Spring 2024)
  - Search Committee Member for the Director of Graduate Admissions (Spring 2023)
  - Committee Member of the Taskforce for Teaching, Learning, and Pedagogy (2022-2023)
  - Attended Spaghetti Dinner for Rutgers Student Emergency Fund and Muscular Dystrophy (2018)
- Service at the School Level
  - Search Committee for the Dean (2023-2024)
  - Search Committee for the Associate Dean of Administration and Finance (2023)
  - Executive Committee (2019, 2022-Present)
  - Tenure Advisor Committee to the Dean (2018)
- Service at the Department Level
  - Selection Committee (2019)
  - Tenure Reader (2018)

Service at **Oklahoma State University**
- Service to the Local Community
  - Contributor to the Stillwater United Way (2009-2017)
- Service at the University Level
  - Mentor for the *First2Go* First Generation College Student mentorship program (2016)
  - Faculty mentor for the Freshman Research Scholars program (2016)
  - Invited panelist for the Early Career Faculty Support program, ITLE (2014)
  - Invited speaker at Financial Wellness University (2013)
  - Group IV Graduate Faculty Member (2013)
  - Faculty correspondent for the *First2Go* Mentorship Program (2013)
  - Faculty advisor for Camp Cowboy (2012)
- Service at the College Level
  - Active participant of the PhD in Business for Executives Program (2011-present)
  - Moderator for the Women in Business Leadership Conference (2012-2014)
  - Attendee for the Oklahoma International Women's Forum (2012)
  - Invited speaker for the PhD in Business for Executives (2013)
  - Invited speaker for the undergraduate Ethics Club (2012)
  - Presenter for the Freshmen Research Scholars Program (2009)
- Service at the Department Level
  - PhD Coordinator (June 2013-December 2014, January 2017-present)
  - New Faculty Search Committee Member (2011, 2017)
  - Faculty representative for Commencement (2010, 2013, 2014, 2016)
  - PhD Student Committee Member (2012, 2013)
  - Presenter for Business Freshmen Orientation (2012)
  - Participant of "Meet the Faculty" for Alpha (2009, 2010, 2012)
  - Management Curriculum Committee Member (2010, 2011)

Service within the *Academy of Management*

- *Organizational Behavior Division*
  - Conference Reviewer (2008, 2012, 2013, 2014)
  - Session Chair (2012)
  - Session Facilitator (2012)
- *Conflict Management Division*
  - Conference Reviewer (2013)
- *Social Issues in Management Division*
  - Conference Reviewer (2007, 2008, 2012, 2014)

Service within the ***Society for Industrial and Organizational Psychology***
- Conference Reviewer (2011)

Service within the ***Southern Management Association***
- *Ethics, Social Issues, Diversity Track*
  - "Best Paper" Committee Member (2009, 2010)
  - "Best Student Paper" Committee Member (2009)
  - Conference Reviewer (2009)
- *Organizational Behavior Track*
  - "Best Student Paper" Committee Member (2016)
  - Conference Reviewer (2010)

Service within ***QUIS 10***: ***The 10th International Research Symposium on Service Excellence in Management***, Orlando, FL
- Session Moderator (2007)
  - "Managing Service Employees"
  - "Customer Satisfaction and Equity"
  - "Complaint Handling and Customer Misbehavior"

Editorships
- Associate Editor, *Journal of Management*, 2019-present

Editorial Boards
- *Journal of Applied Psychology*, 2017-present
- *Journal of Management*, 2014-2019
- *Personnel Psychology*, 2019

Ad Hoc Reviewing

- *Academy of Management Journal*   2011-Present
- *Academy of Management Perspectives*   2008
- *British Journal of Industrial Relations*   2018
- *Business Ethics Quarterly*   2011, 2012
- *Canadian Journal of Administrative Sciences*   2010, 2011
- *European Journal of Work and Organizational Psychology* 2011
- *Group & Organization Management*   2013

- *Human Performance*   2019
- *Human Relations*   2012, 2013, 2015
- *Human Resource Management Journal*   2018
- *Journal of Applied Psychology*   2013-2017
- *Journal of Business Ethics*   2017
- *Journal of Management*   2009-2014
- *Journal of Organizational Behavior*   2015-Present
- *Journal of Occupational and Organizational Psychology*   2014
- *Journal of Personnel Psychology*   2011
- *Management and Organization Review*   2011
- *Organizational Behavior and Human Decision Processes*,   2010, 2012-Present
- *Organizational Psychology Review*   2012, 2015-2016
- *Personnel Psychology*   2016-2017
- *The Leadership Quarterly*   2014-Present

Students Supervised

Students supervised at **Rutgers University**
- *School of Management and Labor Relations*
  - Master's Thesis Chair
    - Nazifa Zaman
  - Dissertation Committee Member
    - Emily Rosado-Solomon
  - Master's Thesis Committee Member
    - Jerry Liu
    - Bulin Zhang
  - Qualifying Exam Committee Member
    - Hanbo Shim

Students supervised at **Oklahoma State University**
- *Spears School of Business*
  - Dissertation Chair
    - Matthew J. Quade
      - Placement: *Baylor University*
    - Julena Bonner
      - Placement: *Utah State University*
  - Dissertation Committee Member
    - Joongseo Kim
    - Gabi Eissa
  - Second-Year Paper Chair
    - Yingli Deng
    - Julena Bonner
  - Second-Year Paper Reader
    - Joongseo Kim
    - Alex Scrimpshire
  - First-Year Paper Chair

- ▪ Ashley Robinson

- *Spears School of Business – PhD in Business for Executives*
  - o Dissertation Chair
    - ▪ Toby Joplin
    - ▪ Mark Mitchell
    - ▪ Stephanie Royce
  - o Dissertation Committee Member
    - ▪ Durand Crosby
- *School of Hotel and Restaurant Administration*
  - o Dissertation Committee Member
    - ▪ Kim Mathe Soulek,

Professional Affiliations

Academy of Management
American Psychological Association
Society for Industrial and Organizational Psychology
Southern Management Association

Professional Experience

2003-2005   *Claims Adjuster*, Progressive Insurance Company – Responsible for handling all aspects of the automobile claims process including securing recorded statements, addressing coverage verification issues, investigating the scenes of accidents, determining and negotiating liability, writing property damage estimates, handling injury claims, and preparing and submitting files for arbitration. Also assisted with *recruiting* at college career fairs (University of Florida, University of Central Florida).

Community Engagement
- Borough of Metuchen, New Jersey's *Human Relations Commission*
  - o Committee Member (January 2022 – Present)