

## Rebecca L. Greenbaum

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### ACADEMIC EMPLOYMENT

| <b><i>Rutgers University New Brunswick</i></b><br>School of Management and Labor Relations                       |                                                                                     |
|------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| <u>Associate Dean for Academic Affairs</u><br>School of Management and Labor Relations<br>January 2022-June 2025 | <u>Professor</u><br>Human Resources Management Department<br>September 2018-Present |
| <b><i>Oklahoma State University</i></b><br>Spears School of Business                                             |                                                                                     |
| <u>William S. Spears Chair in Business Administration</u><br>July 2015-August 2018                               | <u>Associate Professor</u><br>July 2014-August 2018                                 |
| <u>PhD Coordinator</u><br>June 2013-December 2014<br>January 2017-June 2018                                      | <u>Assistant Professor</u><br>July 2009-June 2014                                   |

### EDUCATION

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| <b><i>Ph.D., University of Central Florida, 2009</i></b><br>College of Business Administration<br>Major: Management                  |
| <b><i>M.S.M., University of Central Florida, 2008</i></b><br>College of Business Administration<br>Major: Human Resources Management |
| <b><i>B.S., University of Florida, 2003</i></b><br>Warrington College of Business Administration<br>Major: Finance with High Honors  |

### HONORS AND AWARDS

#### *Global and National Accolades*

- Grantee of the *Fulbright Taiwan International Education Administrators Program*  
*Foundation of Scholarly Exchange, J. William Fulbright Foreign Scholarship Board*  
 2024-2025
- Fellow of the *Big 10 Academic Alliance's Leadership Development Program*  
 2024-2025

- Elected to *The Human Resources Division Executive Committee Academy of Management*  
2025-2026
- Associate Editor  
*The Journal of Management*  
2019-2022
- Invited Inaugural Expert Member  
*Dark Side of Organizational Behavior Micro Community Academy of Management*  
2026-Ongoing

### ***Scholarship Accolades***

- Top 2% Scientist Worldwide in Sub-Field | Single Recent Year Impact  
*Elsevier Data Repository*  
2024, 2023, 2022
- First Runner Up Best Paper Award  
*Journal of Organizational Behavior*  
2024
- Finalist for the *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*  
Top 10 out of 2,500 publications  
2023
- First Runner Up Best Paper Award  
*Personnel Psychology*  
2022
- Nominee for the Most Influential Article Award 2014-2017  
*The Conflict Management Division Academy of Management*  
2022
- Nominee for the Best Paper in Business Ethics  
*Journal of Business Ethics*  
2018
- *Richard W. Poole Research Excellence Award Oklahoma State University*  
2016-2017, 2014-2015, 2013-2014, 2011-2012, 2010-2011
- Co-advisor of the Best Student Paper Award  
*Social Issues in Management Division Academy of Management*  
2016
- Recipient of the Best Overall Paper Award  
Advisor of the Best Student Paper Award  
*Social Issues in Management Division Academy of Management*  
2015
- Recipient of the Best Overall Paper Award  
Best Paper Award for the Ethics/Social Issues/Diversity Track  
*Southern Management Association*

- 2015
  - Recipient of the Best Overall Paper Award  
Best Paper Award for the Ethics/Social Issues/Diversity Track
- 2010
  - Outstanding Reviewer Award  
*Organizational Behavior Division*  
*Academy of Management*  
2014, 2013
- Showcase Symposia  
*Academy of Management*  
2023, 2017 x 2, 2009
- Top Poster  
*Society for Industrial & Organizational Psychology Conference*  
2009
- Student Research Award  
*College of Business Administration*  
*University of Central Florida*  
2009

#### ***Teaching Accolades***

- Nominee as a *Career Champion*  
*Career Exploration and Success*  
*Rutgers University*  
2025
- Nominee for *Of-the-Month Award*  
*Rutgers University*  
2024
- Finalist for the *Leave the Ladder Down Award*  
*Oklahoma State University*  
2015

#### **JOURNAL ARTICLES**

\*Coauthor as a doctoral student at start of project.

1. Bonner, J.\*, **Greenbaum, R. L.**, Butts, M. M., Thurgood, G. (2026). Behind the boss's back: Understanding the negative and positive emotional and relational consequences of negative supervisor-directed gossip. *Journal of Business Ethics*, 203, 807-826.  
<https://doi.org/10.1007/s10551-025-06019-4>
2. **Greenbaum, R. L.**, Butts, M. M., Mawritz, M. B., Quade, M. J., & Vaziri, H.\* (2026). As Seen on Social Media: The Daily Effects of Judgments of Social Media Content on Employee Emotions and Behaviors. *Journal of Organizational Behavior*, 47, 627-647.  
<https://doi.org/10.1002/job.70011>

3. **Greenbaum, R. L.**, Gray, T. W.\*, Hill, A. D., Lima, M.\*, Royce, S. S.\*, & Smales, A. A.\* (2024). Coworker narcissism: Employee emotional and behavioral reactions as moderated by bottom-line mentality and trait competitiveness. *Journal of Management*, 50, 1295-1330. <https://doi.org/10.1177/01492063221132791>
4. Mawritz, M. B., Farro, A.\*, Kim, J.\*, **Greenbaum, R. L.**, Wang, S. C., Bonner, J. M. (2024). Bottom-line mentality from a goal shielding perspective: Does bottom-line mentality explain the link between rewards and pro-self unethical behavior? *Human Relations*, 77, 505-532. <https://doi.org/10.1177/00187267221138187>
5. Mawritz, M. B., **Greenbaum, R. L.**, Deng, Y., Rosikiewicz, B. L., Farro, A. C., & Mitchell, M. (2024). When competitive rewards create obsessions with bottom-line outcomes: A social interdependence theory perspective of the mediating role of bottom-line mentality. *Journal of Organizational Behavior*, 45, 1231-1248. <https://doi.org/10.1002/job.2791>
  - *Journal of Organizational Behavior's* 2024 First Runner-Up Best Paper Award
6. Mitchell, M. S., Hetrick, A. L., Mawritz, M. B., & Edwards, B., **Greenbaum, R. L.** (2024). Oh the anxiety! The anxiety of supervisor bottom-line mentality and mitigating effects of ethical leadership. *Journal of Management*, 50, 2888-2926. <https://doi.org/10.1177/01492063231196553>
7. Ren, S., Mawritz, M. B., **Greenbaum, R. L.**, Babalola, M., & Wang, Z. (2024). Does competitive action intensity influence team performance via leader bottom-line mentality? A social information processing perspective. *Journal of Applied Psychology*, 109, 811-828. <https://doi.org/10.1037/apl0001166>
8. **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>
9. **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 *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*
10. 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>
11. 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>

12. 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](#).
13. 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>
14. 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>
15. 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>
16. **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>
17. 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>
18. 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>
19. **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>
20. **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>

21. 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>
  - Runner up for the *Personnel Psychology* 2022 Best Paper Award
22. 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>
23. 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>
24. 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](#).
25. 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>
26. 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>
27. **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>
28. 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>
29. 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](#).
30. 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).
  31. **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>
  32. **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>
  33. **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>
  34. 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>
  35. **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>
  36. **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>
  37. **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>
  38. 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>



39. 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>
40. 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>
41. 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>
42. Mayer, D. M., **Greenbaum, R. L.**, Kuenzi, M., & Shyteneberg, 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>
43. 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>

## BOOK CHAPTERS

44. **Greenbaum, R. L.**, & Mawritz, M. B. (invited chapter, forthcoming 2026). Bottom-line Mentality Culture. In van Rooij, B., Lord, N., & Tobsch, N. (Eds.), *Handbook of Organizational Culture and Misconduct*. Cambridge University Press.
45. 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.
46. **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.
47. 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.
48. 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.



49. 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.
50. **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.

## BEST CONFERENCE PROCEEDINGS

\*Coauthor as a doctoral student at start of project.

51. Bonner, J.\*, Wang, C., & **Greenbaum, R. L.** (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.
52. Quade, M. J.\*, **Greenbaum, R. L.**, Eissa, G.\*, Mawritz, M. B., & Kim, J. (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.
53. Nurmohamed, S.\*, **Greenbaum, R. L.**, Mayer, D. M., DeRue, D. S., & Owens, B. (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.

## MANUSCRIPTS WITH REVISION REQUESTED

\*Coauthor as a doctoral student at start of project.

- Greenbaum, R. L.**, Zaman, N. N.\*, Liu, C.\*, & Mawritz, M. B. (2<sup>nd</sup> revise-and-resubmit). Family financial pressure, anxiety, and the compensatory mediating role of bottom-line mentality in the workplace. *Personnel Psychology*.

## MANUSCRIPTS IN DEVELOPMENT

\*Coauthor as a doctoral student at start of project.

- Liu, C.\*, Houston, L., & **Greenbaum, R. L.** (2026). Perceived political difference with supervisor onto helping behavior (working title). Target: *Journal of Management*.
- Priesemuth, M., & **Greenbaum, R. L.** (2026). No support parents: A stress and success theoretical model (working title). Target: *Journal of Applied Psychology*.

## NON-PEER-REVIEWED ARTICLES

\*Coauthor as a doctoral student at start of project.

1. **Greenbaum, R. L.** (2025). [Ease and comfort for a restless mind: An IEA Grantee's Reflection on the Welcoming Beauty of Taiwan](#). *Research Reflections: Fulbright Taiwan Online Journal*, October 9, 2025.
2. 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*.
3. **Greenbaum, R. L.**, & Quade, M. J. (2016). [We don't shun unethical coworkers if they're high performers](#). *Harvard Business Review*.
4. Mawritz, M. B., **Greenbaum, R. L.**, Butts, M., & Graham, K. A. (2016). [We're all capable of being an abusive boss: Know when you need a break](#). *Harvard Business Review*.
5. 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.

## OPINION / EDITORIAL

[Why Did Grandma Vote for Trump?](#) by Rebecca L. Greenbaum, *The Star-Ledger, NJ.com | True Jersey*, November 18, 2020

## FEATURED PERFORMANCES

[Not Enough](#) by Rebecca L. Greenbaum, *Listen to Your Mother | Central New Jersey*, May 11, 2024.

## MEDIA AND PRESS

### *Expert Features and Commentary*

1. [When the Bully Is the Boss](#) by Benedict Carey, *The New York Times*, February 26, 2019.
2. [Aggressive Women Need Not Apply: Why the Language of Job Postings Matters So Much](#) by Natalie Sachmechi, *Forbes*, August 1, 2019.
3. [Leadership and Bottom Line Mentality: A Conversation with Professor Rebecca Greenbaum](#). *Lead Read Today*, The Ohio State University: Fisher College of Business, January 7, 2025.
4. [Does your workplace suffer from dysfunction? Here's how to spot and solve for it](#). By the Workplace team, *Protocol Workplace*, July 14, 2022.
5. [How Dysfunction Spreads Through a Workplace](#). By Steve Flamish, *Rutgers Today*, May 18<sup>th</sup>, 2022.

- [News Wise](#) (May 18, 2022)
- 6. [6 Signs of a Toxic Job You Can Spot During Your Interview](#), by Monica Torres, *HuffPost*, February 7, 2022
- 7. [What Aaron Boone to drop nice-guy act with failing Yankees? It's a terrible idea, experts say](#) by Brendan Kutty, *NJ Advance Media for NJ.com*, September 11, 2020.
- 8. [How to Deal with People Who Interrupt You at Work](#) by Rebecca Muller, *Thrive Global*, October 3, 2019.
- 9. [7 Work Habits to Develop by the Time You're 30](#) by Alexandra Hayes, *Thrive Global*, September 19, 2019.
- 10. [Here's How You Can Use "Value Triggers" to Reduce Stress and Boost Motivation](#) by Katie Santamaria, *Thrive Global*, August 15, 2019.
- 11. [Why It's Essential to Separate Your Self-Worth From Your Work](#) by Chloe Noor Khosrowshahi, *Thrive Global*, June 26, 2019.
- 12. [Knowing Whether You're an Introvert or Extrovert Can Completely Change the Way You Work](#) by Rebecca Muller, *Thrive Global*, June 19, 2019.
- 13. [Compassionate Directness: The Cultural Value That's the Ultimate Competitive Advantage](#) by Arianna Huffington, *Thrive Global*, May 8, 2019.
- 14. [Signs That 'Aggressive' CEOs Are Actually Bullies](#) by Jennifer Williams-Alvarez, *Agenda: A Financial Times Service*, April 19, 2019.
- 15. [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.
- 16. [Tough Bosses May Hurt Your Company More Than They Help](#) by Daily Report Staff, *Greater Baton Rouge Business Report*, February 27, 2019.

### ***Invited Podcast Appearances***

1. [The Power and Pitfalls of Narrow Thinking with Rebecca Greenbaum](#). *The Leadership Initiative: The Ohio State University*. April 16, 2026.
2. [When Only Profits Matter with Rebecca Greenbaum](#). *Business Talk with Chalfin*. March 17, 2025.
3. [Why We Hunt Ghosts](#). *The Last Show with David Cooper*. October 29, 2025.

### ***Workplace Gossip Study***

1. [‘Talking trash’: Why gossiping about the boss isn’t all bad](#). By Matthew Sellers, *Canadian HRReporter*, March 4, 2026.
2. [Why Employee Gossip Sessions Might Actually Be Good for Your Business](#). By Kit Eaton, *Inc.*, March 5, 2026.
3. [Think office gossip is toxic? Science says talking about your boss can have real benefits](#). By Global Desk, *The Economic Times*, March 2, 2026.
4. [Why Gossiping About Your Boss Isn’t All Bad—According to Science](#). By Melissa Fleur Afshar, *Newsweek*, March 2, 2026.
5. [Gossiping about the boss? It might be a good thing, per this study](#). By Ariana Perez-Castells, *The Philadelphia Inquirer*, March 4, 2026.
  - [The Detroit News](#). March 5, 2026.
  - [Msn.com](#). March 4, 2026.
  - [Arizona Daily Star](#). March 5, 2026.
  - [The Daily Gazette](#). March 5, 2026.
  - [Lodi News-Sentinel](#). March 7, 2026.
  - [New Hampshire Union Leader](#). March 5, 2026.
  - [The Sentinel](#). March 5, 2026.
6. [The good side of workplace gossip? It brings people together, research says](#). By Kathryn Moody, *HR Dive*, March 3, 2026.
  - Featured as “[quote of the week](#)” on March 9, 2026: “The most important point is to understand that gossip and our emotions play into our need for social survival.” Rebecca Greenbaum, Professor of Human Resources Management, Rutgers School of Management and Labor Relations.
7. [Gossiping about the boss is good for you! Talking behind a manager’s back serves as a ‘bonding activity’ for workers, study finds](#). By Shivali Best, *Daily Mail*, February 27, 2026.
8. [Gossiping About the Boss Can Actually Be a Good Thing](#). By Steve Flamisch, *Rutgers Today*, February 24, 2026.
  - [Phys.org](#) (February 25, 2026)
  - [CHIP](#) (Turkey)
  - [Descopera](#) (Romania)
  - [Fortune](#) (Greece)
  - [Lifestyle](#) (Indonesia)
  - [Oltu Haber](#) (Turkey)
  - [Cuadratín](#) (Mexico)
  - [La Razón](#) (Spain)
  - [RED365](#) (Mexico)
  - [Salud](#) (Spain)

- [Technologijos](#) (Lithuania)
- 9. [Why workplace gossip can bring teams closer](#). *Enterprise AM Egypt Edition*. March 24, 2026.
- 10. [Gossip About Management Boosts Productivity in the Workplace](#). *Inbox.lv*, March 4, 2026.

### ***Social Media Study***

1. [It's not your job. Your social media feed is ruining your workday](#). By Emily McCrary-Ruiz, Esparza. *Fast Company*. November 25, 2025.
2. [U. professor finds that social media affects workplace behavior](#). By Noah Hinsdale. *The Daily Targum*. October 2025.
3. [‘The new smoke break’: Study challenges assumption that social media is a workplace distraction](#). By Sarah Dobson. *Canadian HRReporter*. October 22, 2025.
4. [How to Protect Your Company from the Worst Effects of Social Media](#). By Kit Eaton. *Inc.com*. October 22, 2025.
5. [Should social media use be limited at work?](#) By Olivier Schmouker, *les affaires*, October 20, 2025.
6. [The Hidden Impact of Social Media in the Workplace](#). By Steve Flamisch, *Rutgers Today*, October 17, 2025.

- [Phys.org](#) (October 21, 2025)
- 7. [How thirst traps and rage bait affect workers on the clock: Treating social media use at work like a smoke break could curb its effects, researchers suggested](#). By Kathryn Moody, *HR Dive*, October 17, 2025.
- 8. [Social media posts impact employee behaviour, study finds](#). By Dexter Tilo, *Human Resources Director*, October 15, 2025.

### ***Parental Identity Threat Study***

1. [The parental shame that haunts working parents](#) by Katie Bishop. *BBC*, January 25, 2022.
2. [Perceived Parenting Slightings Can Make You a Better Parent](#). *Rutgers Today*, November 4, 2021.
3. [Did Someone Criticize Your Parenting? How to React](#) by Arianne Cohen, October 19, 2021
  - Covered by 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*

### ***Bottom-Line Mentality Study***

1. [Beyond the Bottom Line: Why Putting People First Matters](#) by Robert Roy Britt, *CO by U.S. Chamber of Commerce*, August 17, 2020.
2. [A New Era in Corporate Responsibility](#) by Brian O'Connell, *SHRM*, January 4, 2020.
3. [How Companies with Bottom-Line Focused CEOs Perform](#), *Carrier Management*, October 22, 2019.
4. [Bosses Who Think Only About the Bottom Line May Invite Unethical Behavior](#) by Steve Flamisch, *Phys.org*, October 17, 2019.
5. [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.
6. [Study: 'Bottom-line' Bosses May Invite Unethical Conduct](#), *New Jersey Business*, October 16, 2019.
7. [The Pros and Cons of Bottom-line Bosses](#), *Rutgers Today*, October 16, 2019.

### ***Customer Mistreatment Study***

[Customers can be jerks. Here's why some employees retaliate](#), *Forbes India*, August 1, 2019.

### ***Radio Features and Interviews***

1. [Did you know its good to gossip about your boss?](#) *KYW Newsradio*. March 5, 2026.
2. Topic: [Workplace gossip](#). *98.5 KISS FM*. March 3, 2026.
3. Topic: [Trump, Politics, Bottom-line Mentality, Unethical Leadership](#). *107.1 The Boss Classic Hits & More*. January 24, 2021.
4. [Store, Restaurant Workers 'Sabotage' Rude Customers, Rutgers Study Says](#) by Dino Flammia. *New Jersey 101.5*. December 23, 2019.
5. Topic: [Abusive Bosses](#). *RCN Radio, Columbia*. March 7, 2019.
6. [Do 'Bully Bosses' Get Better Results?](#) *KCBS All News*. San Francisco, CA, February 27, 2019.

### ***Media Coverage from Additional Sources***

- *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*

## INVITED RESEARCH TALKS

1. Shidler College of Business, *The University of Hawaii at Mānoa*, Honolulu, HI  
2027, March
2. School of Labor and Employment Relations, *University of Illinois*, Urbana-Champaign, IL  
2025, April
3. Durham University Business School, *Durham University*, Durham, England  
2024, November
4. Compliance Week, *Federal Retirement Thrift Investment Board*, Washington, DC  
2023, October – Delivered Virtually
5. Martin J. Whitman School of Management, *Syracuse University*, Syracuse, NY  
2023, March
6. LeBow College of Business, *Drexel University*, Philadelphia, PA  
2019, October
7. Rutgers School of Business, *Rutgers University*, Newark, NJ  
2018, November
8. Cox School of Business, *Southern Methodist University*, Dallas, TX  
2017, December
9. Fox School of Business, *Temple University*, Philadelphia, PA  
2017, September
10. Oklahoma DHS Practice and Policy Lecture Series, Oklahoma City, OK  
2017, March

## CONFERENCE PARTICIPATION

### *Invited Discussant Role*

1. **Greenbaum, R. L.** (2025, July). Is perfect really the enemy of the good? Examining trends in perfectionism research and mapping the road ahead. In Ocampo, A. C. & Pottmann, R.



- (Charis). Symposium presented at the annual conference of the Academy of Management, Copenhagen, Denmark.
2. **Greenbaum, R. L.** (2025, July). Gaslighting in organizations: Theoretical foundations and empirical explorations. In Meng, X. (Chair). Symposium presented at the annual conference of the Academy of Management, Copenhagen, Denmark.
  3. **Greenbaum, R. L.** (2024, August). Workplace mistreatment: New insights from the perspectives of targets, perpetrators, and observers. In Zhong, R. (Chair). Symposium presented at the annual conference of the Academy of Management, Chicago, IL.
  4. **Greenbaum, R. L.** (2023, August). 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*
  5. **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.
  6. **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.
  7. **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.
  8. **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 presented at the annual conference of the Academy of Management, Atlanta, GA.  
*\*Academy of Management Conference Showcase Symposium, 2017*
  9. **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.
  10. **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 Expert Panelist/Leader***

1. **Greenbaum, R. L.:** Invited Expert Panelist – Invitation Only Event (2016, June)

*New Directions in Leadership Conference*. Topic: Dark side of leadership.  
Wharton School, University of Pennsylvania, Philadelphia, PA.

2. **Greenbaum, R. L.:** Invited Roundtable Leader (2026, July/August)  
*2026 HR Division Mid-Career Faculty PDW*. Congratulations, you have tenure! ...Now what? Advice for mid- and late-career HR scholars.  
Academy of Management, Philadelphia, Pennsylvania, USA.
3. **Greenbaum, R. L.:** Invited Roundtable Leader (2026, July/August)  
*2026 OB Division's Doctoral Consortium*. Crafting a meaningful academic job: From job search to transition.  
Academy of Management, Philadelphia, Pennsylvania, USA.
4. **Greenbaum, R. L.:** Invited Roundtable Leader (2025, July)  
*2025 OB Division's Doctoral Consortium*. Crafting a meaningful academic job: From job search to transition.  
Academy of Management, Copenhagen, Denmark.
5. **Greenbaum, R. L.:** Invited Panelist (2025, July)  
*OB Division Mid-Career Faculty Workshop*. PDW presented to the annual conference of the Academy of Management, Copenhagen, Denmark.
6. **Greenbaum, R. L.:** Invited Roundtable Leader (2025, July)  
*2025 HR Division Mid-Career Faculty PDW*. Getting to Full Professor: A PDW for Mid-Career HR Scholars.  
Academy of Management, Copenhagen, Denmark.
7. **Greenbaum, R. L.:** Invited Panelist (2024, June)  
*Ethical Considerations for Labor Relations Professionals Using a Licensing Model*.  
Presented at Triad 2024: LERA 76<sup>th</sup> Annual Meeting / ILERA 20<sup>th</sup> World Congress / FMCS National Labor-Management Conference, Manhattan, NY.
8. **Greenbaum, R. L.:** Invited Panelist (2022, August)  
*Translating Research for Practical Impact*. Sponsored by the Human Resources Division of the Academy of Management.
9. **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.
10. **Greenbaum, R. L.:** Invited Facilitator (2020, August)  
*Behavior Doctoral Student Consortium 2020*. In Leavitt, K. N. (Organizer). *Organizational* 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.
11. **Greenbaum, R. L.:** Invited Participant (2020, August)

*The Annual Behavioral Ethics Pecha Kucha Springboard and Networking Session*. In den Nieuwenboer, N. A., Mitchell, M., & Treviño, L. K. (Organizers). 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.

12. **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.
13. **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.
14. **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.
15. **Greenbaum, R. L.:** Invited Presenter (2017, August)  
*Behavioral ethics research: A second annual Pecha Kucha springboard and networking session*. In den Nieuwenboer, N. A., Mitchell, M., & Treviño, L. K. (Organizers). PDW presented at the annual conference of the Academy of Management, Atlanta, GA.
16. **Greenbaum, R. L.:** Invited Facilitator (2017, August)  
*OB research networking forum*. In Djurdjevic, E., & Smith, T. (Organizers). PDW presented at the annual conference of the Academy of Management, Atlanta, GA.
17. **Greenbaum, R. L.:** Invited Panelist (2014, August)  
*Improving management education: Creating teaching strategies and techniques*. In Bedwell, W. L., & Fullick, J. (Chairs). PDW at the annual conference of the Academy of Management, Philadelphia, PA.

### **Research Presentations**

1. Jia, X., Zhang, Z., **Greenbaum, R. L.**, & Zaman, N. (2024, August). Time is hunting: Investigating time pressure and bottom-line mentality with an eye-tracking approach. Paper presented at the annual conference of the Academy of Management, Chicago, IL.
2. Zhang, N., **Greenbaum, R. L.**, Liu, J., & Mawritz, M. B. (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 presented 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.

### ***Organizer/Chair/Facilitator Sessions***

1. Facilitator | HR Division Executive Committee Member. (2026, July-August). Teaching Cases in HR: Utilizing Business Cases for Effective Learning in HR. PDW to be presented at the annual conference of the Academy of Management, Philadelphia, PA.
2. Essman, S., & **Greenbaum, R. L.** (2026, July-August). HR Division Research Roundtable Networking Forum. PDW to be presented at the annual conference of the Academy of Management, Philadelphia, PA.
3. **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.
4. **Greenbaum, R. L.** (2012, August). Harassment, aggression & abuse at work. Session Facilitator at the annual conference of the Academy of Management, Boston, MA.

### **EDITORSHIPS**

- Associate Editor, *Journal of Management*  
2019-2022

### **EDITORIAL BOARDS**

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

### **AD HOC REVIEWING**

- *Academy of Management Journal*
- *Academy of Management Perspectives*
- *Journal of Applied Psychology*
- *Personnel Psychology*
- *Journal of Management*
- *Organizational Behavior and Human Decision Processes*
- *Journal of Organizational Behavior*
- *Journal of Occupational and Organizational Psychology*
- *The Leadership Quarterly*
- *Journal of Business Ethics*
- *Business Ethics Quarterly*
- *Group & Organization Management*
- *Human Performance*
- *Human Relations*
- *Human Resource Management Journal*
- *Journal of Personnel Psychology*
- *Management and Organization Review*
- *Organizational Psychology Review*
- *Canadian Journal of Administrative Sciences*
- *European Journal of Work and Organizational Psychology*
- *British Journal of Industrial Relations*

## **APPLIED RESEARCH EXPERIENCE**

- Coalition for the Homeless, Orlando, FL
- Oklahoma State | Center for Executive and Professional Development | Webinar Series
- 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

## **STUDENT RESEARCH SUPERVISED**

### ***Chair of Ph.D. Committee / Employment***

- Dr. Nazifa Zaman\* – *Citizen Schools*
- Dr. Julena Bonner\* – *Utah State University*
- Dr. Matthew Quade – *Baylor University*
- Dr. Mark Mitchell – *Frontier Airlines* | CFO
- Dr. Stephanie Royce\* – *Oklahoma State University*

- Dr. Toby Joplin – *The University of Tulsa*

\* Also supervised master's thesis, second-year paper, or applied research practicum.

***Dissertation Committee Member / Employment***

- Dr. Rosado-Solomon – *California State University, Long Beach*
- Dr. Yingli Deng – *Durham University, England*
- Dr. Joongseo Kim\* – *Pennsylvania State University Erie*
- Dr. Gabi Eissa – *University of Wisconsin-Eau Claire*
- Dr. Durand Crosby – *Oklahoma Depart. of Mental Health and Substance Abuse* | CEO
- Dr. Kim Mathe Soulek – *Virginia Tech*

\* Also oversaw master's thesis or second-year paper.

***Committee Member of Master's Thesis or Second-Year Paper / Employment***

- Dr. Jerry Lui – *University of Tampa*
- Dr. Bulin Zhang – *The University of Northern Iowa*
- Dr. Alex Scrimshire – *Xavier University*

***Supervised Applied Research Practicum / Employment***

- Dr. Truit Gray – *Bowling Green State University*
- Dr. Marcio Lima – *Metalsider, Brazil* | Director
- Dr. Alicia Smales – *Oklahoma State University*
- Dr. Bob Reid – *JF Maddox Foundation* | CEO
- Dr. Justin Keeler – *Ouachita Baptist University*

**TEACHING EXPERIENCE**

| <b><i>Undergraduate Courses</i></b>                                                                                                                                                                                                                                                                            | <b><i>Graduate Courses</i></b>                                                                                                                                                                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• SMLR Honors</li> <li>• Organizational Behavior</li> <li>• HRM and Ethics</li> <li>• Ethical Leadership in Organizations</li> <li>• Fundamentals of Management</li> <li>• Human Resources Management</li> <li>• Strategic Management</li> <li>• Cornerstone</li> </ul> | <ul style="list-style-type: none"> <li>• HRM and Ethics – MHRM</li> <li>• Ethical Leadership – MBA</li> <li>• Organizational Behavior – Ph.D.</li> <li>• Applied Research Practice – Exec. Ph.D.</li> </ul> |

**TEACHING CREDENTIALS**

Lifelong Learning in Inclusive & Equitable Teaching



## ADMINISTRATIVE ACCOMPLISHMENTS

### *Associate Dean for Academic Affairs*

#### Major Curricular Advancements

- Lead the creation and approval of the new major *BS in Management and Work*
- Lead the creation and approval of the *Minor in HR Analytics*
- Lead the approval of the *Global Labour University* track of the MLER program
- Lead the creation and/or approval of three new certificates
  - *Workers' Rights Certificate*
  - *Human Capital Analytics* – Joint with the *Rutgers Business School*
  - *Labor Policy Certificate* – Joint with the *Bloustein School*
- Lead the creation, approval, and assessments of five digital badge micro credentials
  - *Career Development: Personal Branding*
  - *Career Development: Networking*
  - *Career Development: Interviewing*
  - *Career Development: Mastery*
  - *HR Analytics*
- Created and instructed the schoolwide undergraduate thesis course *SMLR Honors*
  - Five theses successfully completed under my supervision AY 2024-2025
- Revised existing curriculum
  - Integration of information literacy into core classes
  - Integration of oral communication skills into Career Management courses

#### Major Strategic Advancements

- Collaborated on the write up, delivery, and responses for two Academic Unit Reviews
  - Externally reviewed in AY 2023-2024
  - Revised for the Heliocampus Assessment Management platform AY 2024-2025
- Lead and/or assisted with strategic oversight
  - Budget narratives
  - Academic goals
  - Annual academic assessment reports
  - Delivery of academic S.M.A.R.T. goals for DEI
  - Creation of the *Assistant Dean of Student Services* position

- Reorganization and oversight of scholarships

#### Major International Advancements

- Utilized my *Fulbright Taiwan* partnerships for the faculty-led short course *Leading with Wisdom in the Age of AI in Taiwan* instructed by Dr. Tracy Chang AY 2025-2026
- Approved and administratively supported the faculty-led short course *HR Consulting* (MHRM program) in partnership with the *University of Konstanz*, Germany, instructed by Professor Joe McCune
- Secured a Memorandum of Understanding with the *University of Lucerne*
- Led the approval for the *Antai Global Summer Program, Shanghai Jiao Tong University*
- Initiated and co-created the SMLR Study Abroad webpage
- Executed and delegated international partner curriculum mapping
- Initiated approval of a Global Learning Fellow for Mediation in Taiwan AY 2023-2024
- Initiated and secured funding for a Rutgers Global Seed Grant AY 2024-2025

#### Major Teaching Advancements

- Created and executed the *SMLR Annual Faculty Teaching Forum* 2022-2023, 2023-2024, 2024-2025
- Initiated the creation of a *Teaching FAQ* document

### **ADDITIONAL 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 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)
  - Dinner for Rutgers Student Emergency Fund and Muscular Dystrophy (2018)
- Service at the School Level
  - Associate Dean of Academic Affairs (January 2022 – June 2025)
  - Search Committee for the Dean (2023-2024)
  - Search Committee for the Associate Dean of Administration and Finance (2023)
  - Executive Committee (2019)
  - Tenure Advisor Committee to the Dean (2018)
- Service at the Department Level
  - Selection Committee (2019)
  - Tenure Reader (2018)

#### **Service at Oklahoma State University**

- 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 (2011-2018)
  - 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-June 2018)
  - 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**

- Human Resources Management Division
  - Elected HR Executive Committee Member (2025-2026)
- Organizational Behavior Division
  - Volunteer of "Welcome-a-Member" program, initiated by the OB Division Making Connections Committee (2024)
  - Conference Reviewer (2008, 2012, 2013, 2014)
- 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 10<sup>th</sup> International Research Symposium on Service Excellence in Management**



- Session Moderator, Orlando, FL (2007)
  - Managing Service Employees
  - Customer Satisfaction and Equity
  - Complaint Handling and Customer Misbehavior

## PROFESSIONAL AFFILIATIONS

Academy of Management – *Current*

Society for Industrial and Organizational Psychology – *Current*

American Psychological Association – *Past*

Southern Management Association – *Past*

## INDUSTRY EXPERIENCE

Claims Adjuster | *Progressive Insurance Company* (2003-2005)

Description: 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

Committee Member | *Human Relations Commission* | Borough of Metuchen, New Jersey  
January 2022 – December 2022