

RYAN J. GREENBAUM
Rutgers University
Teaching Instructor
School of Management & Labor Relations

ACADEMIC EMPLOYMENT

Director, HRM Undergraduate Program (January, 2022-present)

Human Resource Management
School of Management & Labor Relations
Rutgers University

Teaching Instructor (August 2018-present)

Human Resource Management/Labor Studies & Employment Relations
School of Management & Labor Relations
Rutgers University

Full-Time Adjunct Professor (August, 2014-August, 2018)

Department of Management
Spears School of Business
Oklahoma State University

Lecturer—Adjunct (August 2011-August, 2014)

Department of Management
Spears School of Business
Oklahoma State University

EDUCATION

M.B.A., Oklahoma State University, 2014

Spears School of Business
Major: Business Administration

M.S., Oklahoma State University, 2011

School of Applied Health and Educational Psychology

Major: Educational Psychology

B.S., University of Florida, 2002

College of Journalism and Communications

Major: Journalism

TEACHING ACTIVITIES

Teaching Interests

- Management
- Organizational Behavior
- Sports Management
- Ethical Leadership
- Business Communications

TEXTBOOK

Greenbaum, R. J., & Pappas, J. (2017). *Management: A Modern Perspective*. 1st ed., Toronto, Top Hat.

Description: Authored and edited an interactive textbook to serve as the primary resource for the redesigned core management course at Oklahoma State University. The textbook is designed to take advantage of an interactive platform utilizing current videos, social media, interactive figures/graphics, and integrated preparedness questions for students.

TRADITIONAL TEACHING EXPERIENCE

Undergraduate Courses:

- Fundamentals of Management
 - 24 sections; Average instructor rating=3.66/4.00
Average class size = 220 students
- Management Internship Independent Study
 - 17 sections; Average instructor rating=4.58/5.00
- Intro to Sports Management
 - 17 sections; Average instructor rating=3.80/4.00

- Introduction to Human Resources
 - 13 sections; Average instructor rating=4.55/5.00
- Special Topics in Human Resources: Ethics
 - 5 sections; Average instructor rating=4.58/5.00
- Social Issues in Sports
 - 4 sections; Average instructor rating=4.76/5.00
- Senior Seminar - Labor & Employment Relations
 - 2 sections; Average instructor rating=4.95/5.00
- Written Communication
 - 2 sections; Average instructor rating=3.78/4.00
- Interpersonal Conflict in the Workplace
 - 1 section; Average instructor rating=4.80/5.00
- Managing Behavior and Organizations
 - 1 section; Average instructor rating=3.74/4.00

Master's Courses:

- Introduction Seminar in Labor and Employee Relations
 - 3 sections

ON-LINE TEACHING EXPERIENCE

- Management & Ethical Leadership
14 sections; Average rating=4.63/5.00
- Introduction to Human Resources
4 sections; Average rating=4.45/5.00
- Interpersonal Conflict in the Workplace
1 section; Average rating=4.80/5.00

STUDY ABROAD TEACHING EXPERIENCE

- Sports Management in an International Setting - Australia (Summer 2014 and 2015)
 - Pre-travel course work, 26 students each year

COURSE DEVELOPMENT

- Introduction to Human Resource Management
Description: Reconstructed course from an in-person format to online; includes updated video lectures, discussions, and simulation assignments to provide relevancy to the job of an HR director.
- Interpersonal Conflict in the Workplace
Description: Created as a new course in Labor Studies & Employment Relations department. The course focuses on the psychological aspects associated with conflict in the workplace.
- Senior Seminar - Labor & Employment Relations
Description: Reconstructing an existing class in LSER to include updated expectations for students about to enter workforce. Focus is on expectations of the work environments, corporate culture, and assimilation to career-life.
- Social Issues in Sports Management
Description: Created *Social Issues in Sports Management* as a new course in the Spears School of Business Management Department. The course focuses on the social aspect of involvement in the sports world and the implications of actions and managerial decision-making from a legal and social stance.
- Management & Ethical Leadership
Description: Reconstructed an existing business ethics course to include updated video lectures, current event assignments and discussions, and updated course materials to emphasize real-world models and examples of ethical leadership.
- Internship Independent Study Course
Description: Created a course for management students to gain course credit while completing an internship. The course focuses on goal-setting, communication, and reflection on managerial styles and decision-making so students can gain better understanding of their own managerial style and outlook.

TEACHING TRAINING AND DEVELOPMENT

- McGraw-Hill Management Symposium, Chicago, Illinois, October, 2013
- Book Review - McGraw-Hill Fundamentals of Management, Kinicki, 7th edition, Spring 2015
- Course Review - McGraw-Hill Fundamentals of Management, Fall 2015
- Team Based Learning Workshop - Oklahoma State Univ., February 2017
- Engage Conference for Higher Education - Top Hat Classroom Technologies, October 2018
- Academy of Management - Teaching & Learning Conference, August 2019
- Faculty Learning Community - The Science of Successful Learning, January-April 2020

TEACHING AWARDS AND HONORS

- Selected to Faculty Learning Community - *The Science of Successful Learning*, Spring 2020
- Business Student Council Faculty of the Month, October 2015
- Invited faculty member for the Delta Tau Delta Faculty Dinner, October 2014

RESEARCH ACTIVITIES

Research Interests

- Behavioral Ethics
- Sports Management

WORKING ACADEMIC MANUSCRIPTS

Greenbaum, R. L., Quade, M. J., Greenbaum, R. J., & Reid, R. (writing stage). Self-image goals and career success as antecedents of employee bottom-line mentality. Target: *Academy of Management Journal*.

Hill, A., Greenbaum, R. L., Greenbaum, R. J. (data collection stage). If only I were as good as my mentor: The effect of mentors' success on protégés' unethical conduct in the sports. Target: *Academy of Management Journal*.

WORKING BUSINESS MANUSCRIPTS

Hill, A., Finch, B., & Greenbaum, R. J. (proposal idea submitted). What can business learn from sports? *Harvard Business Review* on-line.

CONFERENCE PRESENTATIONS

Greenbaum, R. L., Quade, M. J., Greenbaum, R. J., & Reid, R. (August, 2015). 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.

Hill, A., Greenbaum, R. J., & Davis, R. E. (October, 2017) Management Teaching: Pedagogical Idea Sharing and Q&A Session. Presenter at the annual conference of the Southern Management Association, St. Pete, FL.

Davis, R.E., Greenbaum, R. J. (November, 2018) Management Teaching: Pedagogical Idea Sharing and Q&A Session. Presenter at the annual conference of the Southern Management Association, Lexington, KY.

AD HOC REVIEWING

- *Academy of Management Teaching and Learning*, 2014-2018

PROFESSIONAL SERVICE

SERVICE AT RUTGERS UNIVERSITY

- Service at the University Level
 - Member of Active Learning Community (September 2019-present)
- Service at the College Level
 - NTT Promotion Committee (September 2019-present)
 - Diversity, Equity, & Inclusion Committee (May 2019-present)
 - Direction of Independent Study Course (October-December 2020)

SERVICE AT OKLAHOMA STATE UNIVERSITY

- Service at the College Level
 - Faculty Advisor for OSU Baseball Club (January 2016-2018)
 - Faculty Advisor for OSU Golf Club (January 2016-2018)
 - Secondary Faculty Advisor for Sports Management Club (2013-2018)
- Service at the Department Level
 - Eastin Center for Career Readiness
 - Faculty developer/coordinator (January 2014-January 2015)
 - Faculty contributor (January 2015-present)
 - Coordinator/Participant for Mocktails Event (2014)
 - Participant of “Meet the Faculty” for Delta Tau Delta (October 2014)
 - Invited faculty member for “Coin Wars” - fundraiser for Delta Sigma Pi Business Fraternity, March 2016 and 2017
 - Invited faculty member for Alpha Chi Omega Sorority Apple Polishing Dinner, October 2016
 - Invited Speaker at Zeta Tau Alpha Sorority - Involvement and Leadership, November 2016

PROFESSIONAL AFFILIATIONS

Academy of Management (2013-present)

Southern Management Association (2017-present)

Alliance of Sports Business (2016-2019)

INDUSTRY EXPERIENCE

2007-2009 *Repair Coordinator*, Management Position, Progressive Insurance Company

2004-2007 *Team Leader*, Progressive Insurance Company

2002-2004 *Claims Adjuster*, Progressive Insurance Company

2002 *Journalism Intern*, Oxendine Publishing

2000-2002 *Senior Customer Service Representative*, Blockbuster Video

1998-2002 *Floor Supervisor*, Gainesville Health and Fitness