

SCOTT E. SEIBERT

Professor of Human Resource Management
Department of Human Resources
School of Management & Labor Relations
Rutgers University

94 Rockafeller Rd.
Piscataway, NJ 08854
Phone: 848-445-9427
scott.seibert@rutgers.edu

EDUCATION

Ph.D. 1994
School of Industrial and Labor Relations, Cornell University.
Major Field: Organizational Behavior
Minor Fields: Industrial Relations and Social Psychology

M.S. 1988
School of Industrial and Labor Relations, Cornell University.
Major: Organizational Behavior; Minor: Social Psychology

B.S. 1983
State University of New York, Oswego
Major: Psychology; Minor: Economics

PROFESSIONAL EXPERIENCE

Professor of Human Resource Management January, 2019 - present
Chair, Human Resource Management Department July, 2019 - present
Rutgers University, School of Management & Labor Relations

Carolyn S. Chambers Professor of Management July, 2017 – December, 2018
University of Oregon

Professor & Tippie Research Fellow July, 2014 – June, 2017
Associate Professor & Tippie Research Fellow August, 2008 – June, 2014
University of Iowa

Associate Professor (with tenure) September, 2004 – May, 2008
University of Melbourne

Assistant Professor, Dept. of Managerial Studies August, 2001 – May, 2004
University of Illinois at Chicago

Assistant Professor, Dept. of Management August, 1999 - May, 2001
Cleveland State University

Assistant Professor, Dept. of Management August, 1993 – May, 1999
University of Notre Dame

HONORS, AWARDS & RECOGNITION

- 2019 Immediate Past Chair, Careers Division, Academy of Management
- 2018 Chair, Careers Division, Academy of Management
- 2017 Division Chair Elect, Careers Division, Academy of Management
- 2016 Program Chair, Careers Division, Academy of Management
- 2015 PDW Chair, Careers Division, Academy of Management
- 2011 & 2012 Member, Academy of Management Journal Best Paper Award Committee
- 2010-2013 Board Member, Graduate Management Admissions Council MERInstitute.
- 2009 Invited presenter at the Entrepreneurship Research Exemplars Conference, University of Connecticut School of Business, May 2009. Based on the paper “The Relationship of Personality to Entrepreneurial Intentions and Performance: A Meta-Analytic review
- 2007 Careers Division Best Symposium Award, Academy of Management Meetings, for the symposium including the paper “Doing Good by Being Bad: A Proposed Model of the Nemesis Effect” (see full citation below).
- 2006 Invited Editorial in Academy of Management Journal on the review process: Seibert, S. (2006). *Anatomy of an R&R (or Reviewers are an Author’s Best Friends. . .)*. Academy of Management Journal, 49:2, 203-208.
- 2006 Best Applied Conference Paper award for “Career Management: Increasing Human Capital without Losing the Investment (see full citation below).” Awarded by the Careers Division of the Academy of Management.
- 2006 Best Small Business Management Conference Paper awarded for “A Meta-analytical Review of the Dynamic Role of Personality in Entrepreneurship (see below for citation).” Awarded by the Entrepreneurship Division of the Academy of Management.
- 2004 **Outstanding Publication in Organizational Behavior** awarded for “Taking Empowerment to the Next Level: A Multiple-Level model of Empowerment, Performance and Satisfaction (see full citation below).” Awarded by the Organizational Behavior division of the Academy of Management.
- 2004 Careers Division Best Symposium Award for the symposium including the paper “A Multidimensional Measure of Career Identity” (see full citation below).
- 2001 **Academy of Management Journal Best Published Paper Award.** Awarded for the paper “A Social Capital Theory of Career Success (see full citation below).”
- 1999 Careers Division Best Academic Conference Paper Award for “The Five Factor Model of Personality and Its’ Relationship to Career Success” (see full citation below).

INVITED PRESENTATIONS

Maintaining Career Adaptability in the Face of Career Shocks

Keynote Address, 2018 International Conference on Human Resource Development
National Taiwan Normal University, Taipei, Taiwan, June 8, 2018

Harnessing the Entrepreneurial Spirit: A Career Perspective

Rutgers University School of Management and Labor Relations, March, 2018

The Importance of Career Issues in a Rapidly Developing Economy

Introductory Address, Careers Conference, School of Management
University of Science and Technology of China, October, 2015

A Careers Approach to Turnover and Performance in Organizations.

Drexel University, November 14, 2014

Integrating Career Issues into Organizational Behavior and Entrepreneurship

University of Edmonton, March 30, 2012

Key Levers and Critical Outcomes of Employee and Team Empowerment

ACT Visiting Scholar Program
Iowa City, Iowa, July 25, 2011

The Relationship of Personality to Entrepreneurial Intentions and Performance

Editor/Authors Session, Entrepreneurship Research Exemplars Conference
University of Connecticut Center for Entrepreneurship & Innovation
Storrs, Connecticut, May 29, 2009

Taking Careers Seriously.

Georgetown University, September 14, 2007.
University of Amsterdam, July 27, 2007.
University of Queensland, October 21, 2005.

A Strategic Approach to Career Development. Monash University Department of
Management, Melbourne, Australia, August 25, 2005.

Careers and Climates: A presentation to SOBA. Society for Organizational Behavior
Australia, Sydney, NSW, Australia, February, 2005.

REFEREED PUBLICATIONS

My work has received over 19,000 citations (Google Scholar); over 6,000 citations (Web of Science); average 196 citations per paper)

34. Akkermans, J., Collings, D.G., da Motta Veiga, S.P., Post, C., & Seibert, S. (In press). Toward a Broader Understanding of Career Shocks: Exploring Interdisciplinary Connections with Research on Job Search, Human Resource Management, Entrepreneurship, and Diversity. *Journal of Vocational Behavior*.
33. Allen, J. S., Stevenson, R. M., O'Boyle, E. & Seibert, S. E. (In press). What matters more for entrepreneurship success? A meta-analysis comparing general mental ability and emotional intelligence in entrepreneurial settings. Strategic Entrepreneurship Journal.
32. Seibert, S. E., Nielsen, J. D. & Kraimer, M. L. (In press). Awakening the Entrepreneur Within: Entrepreneurial Identity Aspirations and the Role of Displacing Work Events. Journal of Applied Psychology.
31. Kiazad, K., Kraimer, M.L., Seibert, S.E., & Sargent, L. (2020). Understanding organizational embeddedness and career success: Who and what you know. Journal of Organizational Behavior, 41: 678-693.
30. Choi, D., Kraimer, M.L. & Seibert, S.E. (2020). Conflict, Justice, and Inequality: Why Perceptions of Leader-Member Exchange Differentiation Hurt Performance in Teams. Journal of Organizational Behavior, 41:567-586.
29. Downes, P., Crawford, E. Seibert, S., Stoverink, A. & Campbell, E. (2020). Referents or Role Models? The Influence of Higher Performing Co-workers on Self-Efficacy and Job Performance. Journal of Applied Psychology.
28. Kraimer, M.L., Greco, L., Seibert, S.E., & Sargent, L. (2019). An investigation of academic career success: The new tempo of academic life. Academy of Management Learning and Education, 18(2), 128-152.
29. Kiazad, K., Kraimer, M.L. & Seibert, S. (2019). More than Grateful: How Employee Embeddedness Explains the Link between Psychological Contract Fulfillment and Employee Extra-Role Behavior. Human Relations, 72(8), 1315-1340.
26. Walter, S., Seibert, S.E., Goering, D., & O'Boyle, E. H. (2019). A Tale of Two Sample Sources: Do Results from Online Panel Data and Conventional Data Converge? Journal of Business and Psychology, 34, 425-452.
25. Akkermans, J., Seibert, S. & Mol, S. (2018). *Tales of the unexpected: Integrating career shocks into the contemporary careers literature*. South African Journal of Industrial Psychology, 44, 10.

REFEREED PUBLICATIONS (continued)

24. Seibert, S., Sargent, L., Kraimer, M. L., & Kiazad, K. (2017). *Linking Developmental Experiences to Leadership Effectiveness and Promotability: The Mediating Roles of Leadership Self-Efficacy and Mentor Networks*. Personnel Psychology, 70, 357-397.
23. Seibert, S, Kacmar, M. K., Kraimer, M. L., Downes, P. and Noble, D. (2017). *Publication Strategies in the field of Management: Co-authoring Patterns and Professional Networks*. Journal of Management, 43:4, 1103-1130.
22. Bravo, J., Seibert, S., Kraimer, M., Wayne, S. & Liden, B. (2017). *Measuring career orientation in the era of the boundaryless career*. Journal of Career Assessment.
21. Seibert, S.E., Kraimer, M.L. and Heslin, P. A. (2016). *Developing Career Resilience and Adaptability*. Organizational Dynamics. 45:3, 245-257. ***Invited Article***
20. Zhao, H. H., Seibert, S. E., Taylor, S. M., Lee, C. & Lam, W. (2016). *Not Even the Past: The Joint Influence of Former Leader and New Leader during Leader Transitions in the Midst of Organizational Change*. Journal of Applied Psychology, 101:12, 1730-1738.
19. Wang, G. & Seibert, S. (2015). *The Impact of Leader Emotional Display Frequency on Follower Performance: Leader Surface Acting and Mean Emotion Display as Boundary Conditions*. Leadership Quarterly, 26, 577-593.
18. Kiazad, K., Seibert, S., & Kraimer, M.L. (2014). *Psychological Contract Breach and Employee Innovation: A Conservation of Resources Perspective*. (2014). Journal of Organizational and Occupational Psychology, 87, 535-556.
17. Seibert, S., Kraimer, M.L., Holtom, B.C., & Pierotti, A. (2013). *Even the Best Laid Plans Sometimes Go Askew: Career Self-Management Processes, Career Shocks, and the Decision to Pursue Graduate Education*. Journal of Applied Psychology, 98:1, 169-182.
16. Seibert, S., Wang, G. & Courtright, S. (2011). *Antecedents and Consequences of Psychological and Team Empowerment in Organizations: A Meta-analytic Review*. Journal of Applied Psychology, 96:5, 981-1003.
15. Kraimer, M.L., Seibert, S., Wayne, S., & Liden, R & Bravo, J. (2011). *Antecedents and Outcomes of Organizational Support for Development: The Critical Role of Career Opportunities*. Journal of Applied Psychology, 96:3, 485-500.
14. Zhao, H., Seibert, S. & Lumpkin, T. (2010). *The Relationship of Personality to Entrepreneurial Intentions and Performance: A Meta-analytic Review*. Journal of Management, 36:2, 381-404.

REFEREED PUBLICATIONS (continued)

13. Zhao, H. & Seibert, S. (2006). *The Big Five Personality Dimensions and Entrepreneurial Status: A Meta-Analytical Review*. Journal of Applied Psychology, 91:2, 259-271.
12. Seibert, S. (2006). *Anatomy of an R&R (or Reviewers are an Author's Best Friends. . .)*. Academy of Management Journal, 49:2, 203-208. ***Invited Article***
11. Silver, S., Randolph, W. A., & Seibert, S. (2006). *Implementing and Sustaining Empowerment: Lessons Learned from Comparison of a For-Profit and a Non-Profit Organization*. Journal of Management Inquiry, 15: 47-58.
10. Zhao, H., Seibert, S. & Hills, G. (2005). *The Mediating Role of Self-Efficacy in the Development of Entrepreneurial Intentions*. Journal of Applied Psychology, 90(6), 1265-1272.
9. Seibert, S., Silver, S., & Randolph, W.A. (2004). *Taking Empowerment to the Next Level: A Multiple-Level model of Empowerment, Performance, and Satisfaction*. The Academy of Management Journal, 47(3), 332-349.
Chosen as the "Outstanding Publication in Organizational Behavior for 2004" by the Organizational Behavior division of the Academy of Management.
8. Seibert, S., Kraimer, M. L., & Liden, R. (2001). *A Social Capital Theory of Career Success*. Academy of Management Journal, 44(2), 219-237.
Winner of the Academy of Management Journal 2001 Best Paper Award.
7. Seibert, S., Kraimer, M. L., & Crant, J. M. (2001). *What Do Proactive People Do? A Longitudinal Model Linking Proactive Personality and Career Success*. Personnel Psychology, 54, 845-874.
6. Seibert, S. & Kraimer, M.L. (2001). *The Five-Factor Model of Personality and Career Success*. Journal of Vocational Behavior, 58, 1-21.
5. Seibert, S., & Goltz, S. (2001). *A Comparison of Allocations by Individuals and Interacting Groups in an Escalation of Commitment Situation*. Journal of Applied Social Psychology, 31(1), 134-156.
4. Seibert, S., Crant, J.M., & Kraimer, M.L. (1999). *Proactive Personality and Career Success*. Journal of Applied Psychology, 84(3), 416-427.
3. Seibert, S. (1999). *The Effectiveness of Facilitated Mentoring: A Longitudinal Quasi-Experiment*. Journal of Vocational Behavior, 54, 483-502.

REFEREED PUBLICATIONS (continued)

2. Kraimer, M., Seibert, S. & Liden, R. (1999). *Psychological Empowerment as a Multidimensional Construct: A Test of Construct Validity*. Educational and Psychological Measurement, 59(1), 127-142.
1. Seibert, S., & Gruenfeld, L. (1992). *Masculinity, Femininity, and Interpersonal Behavior in Groups*. Small Group Research, 23(1), 95-112.

MANUSCRIPTS UNDER REVIEW IN REFEREED JOURNALS

Feng, J. Allen, D. G., & Seibert, S. Once an Entrepreneur, Always an Entrepreneur? Two Studies Investigating Voluntary Turnover of Former Entrepreneurs in Salaried Employment. Conditionally accepted at *Personnel Psychology*.

Kraimer, M. L., Houston, L., Liu, J. and Seibert, S. *Title withheld*.

PAPERS PRESENTED AT CONFERENCES

Kraimer, M., Greco, L., Seibert, S. & Sargent, L. *An investigation of Academic Career Success: The New Tempo of Academic Life*. Paper presented at the Academy of Management Annual Meetings, Boston, MA, 2019.

Gish, J. J., Marshall, D.R., & Seibert, S.E. *Nurturing an entrepreneurial identity: Entrepreneurial employees and innovative work climates*. Paper presented at the Academy of Management Annual Meetings, Chicago, IL, 2018.

Choi, D., Kraimer, M. & Seibert, S.E. *Toward building a multilevel model of perceived leader-member exchange differentiation*. Paper presented at the Academy of Management Annual Meetings, Chicago, IL, 2018.

Downes, P., Crawford, E. & Seibert, S. Referents or Role Models? The Influence of Higher Performing Co-workers on Self-Efficacy and Job Performance. Paper presented as part of a symposium at the Academy of Management Annual Meetings, Atlanta, GA, 2017.

Walter, S., Seibert, S.E., Goering, D. & O'Boyle, E. *An examination of the convergence of online panel data and conventionally sourced data*. Paper presented as part of a symposium at the Academy of Management Annual Meetings, Anaheim, CA, 2016.

Kraimer, M.L., Seibert, S.E., Greco, L., & Sargent, L. *The shocking truth: The role of career shocks in predicting academic career success*. Paper presented as part of a symposium at the Academy of Management Annual Meetings, Anaheim, CA, 2016.

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

PAPERS PRESENTED AT CONFERENCES (Continued)

- Kiazad, K., Kraimer, M.L., Seibert, S.E. & Sargent, L. *Does organizational embeddedness relate to career advancement? A signaling theory perspective*. Paper presented in the Careers Division of the Academy of Management Annual Meetings, Anaheim, CA, 2016.
- Seibert, S.E., Nielsen, J., & Kraimer, M.L. *Awakening the entrepreneur within: The role of displacing work events and entrepreneurial identity aspiration*. Paper presented as part of a symposium at the Academy of Management Annual Meetings, Anaheim, CA, 2016.
- Sargent, L., Kraimer, M.L., Seibert, S. Kearns, K., & Grimmer, M. *Navigating the academic career: career obstacles, shocks, and facilitators*. Workshop presentation at the 19th Annual Australian and New Zealand Academy of Management, Queenstown, NZ, 2015
- Choi, D. & Seibert, S. *Leader-Member Exchange Differentiation and Team Performance: A Social Identity Approach*. Academy of Management Meeting, Vancouver, 2015.
- Greco, L. Kraimer, M. Seibert, S. & Sargent, L. *Career Shocks, Obstacles, and Professional Identification among Academics*. Academy of Management Meeting, Vancouver, 2015.
- Seibert, S., Kraimer, M. Pierotti, A., & Holtom, B. *Effects of Career Shocks and Obstacles on Early-Career Employee Retention: An Image Theory View*. Academy of Management Meeting, Philadelphia, 2014.
- Kiazad, K., Kraimer, M., & Seibert, S. *A Job Embeddedness Perspective on Responses to Psychological Contract Fulfillment*. Academy of Management Meeting, Philadelphia, 2014.
- Wang, G., Seibert, S., & Boles, T. *The Interactive Role of Leaders' Emotional Labor in Followers' Outcomes*. Academy of Management Annual Meeting, Orlando, 2013.
- Seibert, S., Downes, P., & Christopher, J. *Applicant Reactions to Online Background Checks*. Academy of Management Annual Meeting, Boston, 2012.
- Pierotti, A., Kraimer, M.L., & Seibert, S. *Stressful Work Relationships: Target Characteristics, Coping, and Positive Outcomes*. Academy of Management Annual Meeting, Boston, 2012.
- Sargent, L., Kraimer, M. L., Seibert, S. & Kiazad, K. *Developing Leaders: The Role of Human and Social Capital*. Academy of Management Annual Meeting, Boston, 2012.
- Brown, K.G., Bowlus, D. & Seibert, S. *Online Entrepreneurship Curriculum for High School Students: Impact on Knowledge, Self-Efficacy, and Attitudes*. United States Association for Small Business and Entrepreneurship, Hilton Head, South Carolina, January 2011.

PAPERS PRESENTED AT CONFERENCES (Continued)

- Kraimer, M., Seibert, S., Holtom, C. & Pierotti, A. *The impact of career goals on early-career individuals' decisions to pursue graduate education*. Academy of Management Annual Meetings, Montreal, Quebec, August 2010.
- Kiazad, K., Seibert, S., & Kraimer, M. *Can breach lead to positive employee behavior? The moderating role of organizational embeddedness*. Academy of Management Annual Meetings, Montreal, Quebec, August 2010.
- Seibert, S., Wang, G. & Courtright, S.H. *Antecedents and Consequences of Psychological Empowerment: A Meta-Analytic Review*. Academy of Management Annual Meetings, Chicago, Illinois, August 2009.
- Seibert, S., Kraimer, M. & Choi, D. *A Multilevel Model of Safety Climate: Linking Team-Level Leader-Member Exchange to Safety Outcomes*. Academy of Management Annual Meetings, Chicago, Illinois, August 2009.
- Zhao, H., Seibert, S. & Lumpkin, T. *A Meta-analytic Review of the Dynamic Role of Personality in Entrepreneurship*. Academy of Management Annual Meetings, Atlanta, Georgia, August 2006.
Winner of the JSBM Editors Choice/ Office Depot Best Small Business Paper Award, Academy of Management Entrepreneurship Division.
- Kraimer, M.L., Seibert, S., Wayne, S., & Liden, R & Bravo, J. *Career Management: Increasing Human Capital without Loosing the Investment*. Academy of Management Annual Meetings, Atlanta, Georgia, August 2006.
Winner of the Best Applied Paper Award, Careers Division.
- Kraimer, M.L. & Seibert, S.E. *A Personality and Motivation perspective of Career Progression*. Eastern Academy of Management International Conference, Cape Town, South Africa, June, 2005.
- Kraimer, M.L., Seibert, S., & Yaun, L. *Linking Mentoring to Employee Loyalty: Empowerment and P-O Fit as Explanatory Mechanisms*. Academy of Management Annual Meetings, Honolulu, Hawaii, August, 2005.
- Seibert, S., Kraimer, M.L., & Bravo, J. *A Multi-Dimensional Measure of Career Identity*. Academy of Management Annual Meetings, New Orleans, LA, August, 2004.
- Zhao, H., Seibert, S. *The Big Five Personality Dimensions and Entrepreneurial Status: A meta-Analytical Review*. Academy of Management Annual Meetings, New Orleans, LA, August, 2004.
Selected for Best Paper Proceedings, Academy of Management, 2004

PAPERS PRESENTED AT CONFERENCES (Continued)

- Kraimer, M.L., Seibert, S. Wayne, S.J. & Liden, R.C. *Examining Employee Performance and Turnover Intentions from a Careers Perspective*. Academy of Management Annual Meetings, Seattle, WA, August 2003.
- Zhao, H., Seibert, S. & Hills, G.E. *Entrepreneurial Career Intentions: A Self-Efficacy Based Model*. Academy of Management Annual Meetings, Seattle, WA, August 2003.
- Seibert, S., Sparrowe, R.T., & Liden, R.C. *A Group Exchange Structure Approach to Leadership in Groups*. Academy of Management Annual Meetings, Denver, CO, August, 2002.
- Seibert, S., Kraimer, M.L., and Crant, J.M. *Being Proactive in Your Career: Linking Personality, Behavior, and Career Outcomes*. Academy of Management Annual Meetings, Washington, D.C., August, 2001.
- Seibert, S., Silver, S., and Sashkin, M. *Empowerment Climate: A Multiple-Level Model of Empowerment, Performance, and Satisfaction*. SIOP Annual Meetings, San Diego, April, 2001.
- Seibert, S. and Kraimer, M.L. *Personality, Work Behavior, and Career Outcomes: Examining the Linkages using the Five-Factor Model of Personality*. SIOP Annual Meetings, New Orleans, April, 2000.
- Seibert, S. and Kraimer, M. L. *The Five-Factor Model of Personality and its Relationship with Career Success*. Academy of Management Annual Meetings, August 1999.
Winner of the Best Paper Award, Academy of Management Careers Division.
- Seibert, S., Crant, J.M., & Kraimer, M.L. *Proactive Personality and Objective and Subjective Career Success*. Academy of Management Annual Meetings, San Diego, August 1998.
- Kraimer, M.L. and Seibert, S. *Organizational Socialization and Social Network Structure*. Academy of Management Annual Meetings, San Diego, August 1998.
- Seibert, S., Kraimer, M. L., & Liden, R. *Social Capital and Career Success: Test of a Mediated Model*. International Social Network Analysis Conference, Barcelona, 1998.
- Kraimer, M. & Seibert, S. "Psychological Empowerment as a Multidimensional Construct: A Construct Validity Test." Academy of Management Annual Meetings, Boston, 1997.
- Seibert, S. & Goltz, S. "Escalation of Commitment in Groups." National Academy of Management Meetings, Vancouver, 1995.

CHAPTERS IN EDITED BOOKS

- Methot, J. R. and Seibert, S. E. (forthcoming). *The role of social networks in contemporary careers*. In Murphy, W. and Tosti-Kharas, J. (Eds.) *Handbook of Research Methods in Careers*. Northampton, MA.: Edward Elgar Publishing.
- Seibert, S.E. & DeGeest, D. (2017). *The Five-Factor Model of Personality in Industrial & Organizational Psychology*. In Widiger, T.A. (Ed). *The Oxford Handbook of The Five Factor Model of Personality*. New York: Oxford University Press.
- Kraimer, M.L., Seibert, S.E. & Astrove, S.L. (2016). *Consequences of High LMX: Career Mobility and Success*. In Bauer, T. and Erdogen, B. (Eds.) *Oxford Handbook of Leader-Member Exchange*. New York: Oxford University Press.
- Wang, G., Seibert, S. E., & Boles, T. L. (2011). *Synthesizing what we have known and looking ahead: A Meta-Analytic Review of 30 years of Emotional Labor Research*. In Hartel, C., Ashkanasy, N. & Zerbe, W. (Eds.) *Research on Emotions in Organizations*, Vol. 7. Emerald Publishing: Bingley, UK.
- Kraimer, M. L. & Seibert, S. (2007). *Themes in the Study of Careers: Continuity, Emergence, and Opportunities for Convergence*. In Gunz, H. and Peiperl, M. (Eds.), *Handbook of Career Studies*. Newbury Park: Sage Publications.
- Seibert, S. (2006). *Career Success*. In Greenhaus, J.H. and Callanan, G.A. (Eds.), *Encyclopedia of Career Development* (pp. 148 – 154). Newbury Park: Sage Publications.
- Seibert, S., Sparrowe, R.T., & Liden, R.C. (2002). *A Group Exchange Structure Approach to Leadership in Groups*. In C.L. Pearce & J.A. Conger (Eds.), *Shared Leadership: Reframing the How's and Why's of Leadership* (pp. 173 – 192). Newbury Park: Sage Publications.

COMPETITIVE RESEARCH GRANTS

Total Grants Received as Principal or Co-Investigator: \$425,000

Society for Industrial and Organizational Psychology (SIOP)

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

Maria Kraimer (PI), with Lawrence Houston III, Jerry Liu, and Scott Seibert
\$9,450; August 20, 2020

Academy of Management: Strategic Doing Initiative

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

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

Australian Research Council (ARC) Linkage Project

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

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

Graduate Management Admissions Council - Management Education Research Institute.

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

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

Center for Human Resource Management, University of Illinois. A Multiple Level Model of Managerial Factors Affecting Employee Safety, Accidents and Injuries.

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

Campus Research Board, University of Illinois at Chicago. Managerial Factors Affecting Employee Safety and Injuries.

Principle Investigator
\$15,000; March, 2002.

Center for Human Resource Management, University of Illinois. Understanding Employee Retention from a Careers Perspective.

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

Research Challenge Award, Cleveland State University.

\$6,000; November, 1999.

DISSERTATION COMMITTEES

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

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

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

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

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

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

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

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

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

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

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

CLASSES AND SEMINARS TAUGHT

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

Leadership: MBA and undergraduate level courses

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

Organizational Behavior: Large (two streams of 400 students each) undergraduate class

Managing People for High Performance: Combined Micro / Macro Organizational Behavior class taught at the MBA level.

Negotiations: MBA and undergraduate levels.

Principles of Management: An introductory course for undergraduates.

CONSULTING REPORTS / MANAGEMENT DEVELOPMENT

Kraimer, M.L., Seibert, S.E., Greco, L., Sargent, L.D., & Nielsen, J. (2015). *Career obstacles, shocks, and facilitators of occupational and career satisfaction among Academy of Management academic members: Stage 2 (quantitative study)*. Feedback report to the Academy of Management Board of Governors. A shortened version will be available on the Academy of Management website sometime in July, 2015.

Kraimer, M.L., Seibert, S.E., Greco, L., & Sargent, L.D. (2013). *Career obstacles, shocks, and facilitators of occupational and career satisfaction among Academy of Management academic members: Stage 1 (exploratory study)*. Feedback report to the Academy of Management Board of Governors.

Kraimer, M.L., Seibert, S.E., Holtom, B., & Pierotti, A. (2010). *The role of MBA education and other management development programs in manager's early career paths*. Feedback reports to Georgetown University, University of Illinois at Chicago, and University of Melbourne.

Sargent, L., Kraimer, M.L., Seibert, S.E., Zhao, Y. (2009). *An evidenced-based approach to developing human and social capital*. Feedback reports to Transfield Services, Deloitte, and Bunnings.

Seibert, S.E. & Kraimer, M.L. (2002). *Safety Climate and Employee Accidents and Injuries*. Feedback Reports to U.S. Gypsum and Western Building Products.

Ferro, Inc., Cleveland, OH. (2000). *Leadership Training for Self-Managed Teams*. Management Development Class.

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

PROFESSIONAL SERVICE

AOM Committee Member, Division and Interest Group Relations, AOM (2019-20)
 Division Immediate Past Chair, Chair, Chair-Elect, Careers Division, AOM (2016-2020)
 PDW Chair & Program Chair, Careers Division, Academy of Management (2015-17)
 Representative at Large – Careers Division, Academy of Management (2014-15)
 Presenter, Careers PDW, Academy of Management, 2008 - present
 Presenter, HR Doctoral Consortium, Academy of Management, 2005, 2007-2010
 Session Chair or Discussant, National Academy of Management, 2003 to present

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

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

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

Reviewer for the OB & Careers divisions, National Academy of Management, 1999 to present

2012 Member, Academy of Management Best Paper Award Committee
 2011 Member, Academy of Management Best Paper Award Committee

PROFESSIONAL ASSOCIATIONS

Member of the Academy of Management.

UNIVERSITY SERVICE

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

Faculty Senate, University of Iowa, 2011-2013.

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

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

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

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

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

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

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