

JOHN E. BAUR

Associate Professor
University of Nevada, Las Vegas
Lee Business School
Department of Management, Entrepreneurship, & Technology
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University of Oklahoma, Michael F. Price College of Business
Graduate Teaching Assistant

2013-2015

PEER-REVIEWED JOURNAL ARTICLES

1. **Baur, J. E.**, Bradley, B. H., & Bonner, R. L. (accepted). Boiling frogs: Reconsidering the impact of deviance targets, severity, and frequency in teams. Accepted at *Journal of Business Research*, 142, 1026-1037. doi: 10.1016/j.jbusres.2022.01.035 (Designated as an A on the SARS Journal List)
2. **Baur, J. E.**, Bivens, C. D., Sharma, P. N. & Buckley, M. R. (accepted). From good citizens to bad politicians: Managing the power dynamics of organizational citizenship.

entrepreneurship. *The Leadership Quarterly*, 29(1), 150-164. doi:
10.1016/j.leaqua.2017.11.005 (Designated as an A on the SARS Journal List)

9. **Baur, J. E.**, Hall, A. V., Daniels, S. R., Buckley, M. R., & Anderson, H. (2018). Beyond banning the box: A conceptual model of the stigmatization of ex-offenders in the workplace. *Human Resource Management Review*, 28(2), 204-219. doi:
10.1016/j.hrmr.2017.08.002 (Designated as an A- on the SARS Journal List)

*Recognized as the inaugural Paper of the Year at *Human Resource Management Review*.

10. Anderson, H. J., **Baur, J. E.**, Griffith, J. A., & Buckley, M. R. (2017). What works for you may not work for (Gen) me: Limitations to present leadership theories for the new generation. *The Leadership Quarterly*, 28(1), 245-260. doi: 10.1016/j.leaqua.2016.08.001 (Designated as an A on the SARS Journal List)
11. **Baur, J. E.**, Ellen III, B. P., Buckley, M. R., Ferris, G. R., Allison, T. H., McKenny, A. F., & Short, J. C. (2016). More than one way to articulate a vision: A configurations approach to leader charismatic rhetoric and influence. *The Leadership Quarterly*, 27(1), 156-171. doi: 10.1016/j.leaqua.2015.08.002 (Designated as an A on the SARS Journal List)
12. Bradley, B. H., Anderson, H., **Baur, J. E.**, & Klotz, A. C. (2015). When conflict helps: Integrating evidence for beneficial conflict in groups and teams under three perspectives. *Group Dynamics: Theory, Research, and*

Resources Management (Vol. 32, pp. 177-240). Emerald Group Publishing Limited. doi: 10.1108/S0742-730120140000032004 (Designated as a B- on the SARS Journal List)

16. **Baur, J. E.**, Buckley, M. R., Bagdasarov, Z., & Dharmasiri, A. (2014). A historical approach to realistic job previews: An exploration into their origins, evolution, and recommendations for the future. *Journal of Management History*, 20(2), 200-223. doi: 10.1108/JMH-06-2012-0046 (Designated as a B- on the SARS Journal List)

*Recognized as the “Outstanding Paper” of 2015 by *Journal of Management History*.

17. Bradley, B. H., **Baur, J. E.**, Banford, C. G., & Postlethwaite, B. E. (2013). Team players and collective performance: How agreeableness impacts team performance over time. *Small Group Research*, 44(6), 680-711. doi: 10.1177/1046496413507609 (Designated as a B+ on the SARS Journal List)

MANUSCRIPTS UNDER REVIEW

1. **Baur, J. E.** Title removed to protect the review process. Manuscript conditionally accepted at *Research in Personnel and Human Resources Management*. (Designated as a B- on the SARS Journal List)
2. Blake, B. D., **Baur, J. E.**, & Buckley, M. R. Title removed to protect the review process. Proposal accepted and manuscript given a second round revise-and-resubmit for a special issue at *Group & Organization Management*. (Designated as a B+ on the SARS Journal List)
3. Griffith, J. A., **Baur, J. E.**, & Buckley, M. R. Title removed to protect the review process. Manuscript given a revise-and-resubmit at *Group & Organizational Management*. (Designated as a B+ on the SARS Journal List)
4. Bradley, B. H., **Baur, J. E.**, & Stewart, G. Title removed to protect the review process. Manuscript under review at *Journal of Organizational Behavior* (Designated as an A on the SARS Journal List)
5. Haynie, J. J., & **Baur, J. E.** Title removed to protect the review process. Manuscript under review at *Journal of Business and Psychology*. (Designated as a B+ on the SARS Journal List)

INVITED BOOK CHAPTERS

1. Buckley, M. R., & **Baur, J. E.** (2020). “Read the damn article” or, The appropriate place of journal lists in organizational science scholarship. In T. Clark, M. Wright, & D.

Ketchen (Eds.), *How to Get Published in the Best Management Journals*. Northampton, MA: Edward Elgar Publishing, Inc. doi: <https://doi.org/10.4337/9781789902822>

2. **Baur, J. E.**, Ellen III, B. P., DeOrtentiis, P., Buckley, M. R., & Ferris, G. R. (2013). Meta-analysis as received wisdom in the organizational sciences: Is it meeting its intended objectives? In D. Svyantek & K. Mahoney (Eds.), *Received Wisdom, Kernels of Truth, and Boundary Conditions in Organizational Studies* (A volume in the *Research in Organizational Science* series). Charlotte, NC

6. Haynie, J. J., & **Baur, J. E.** (2019). Relative leader-member exchange and social identity: The downside to high status. Paper presented at the Academy of Management Meeting, Boston, MA.
7. **Baur, J. E.**, & Bivens, C. D. (2019). Tying prior ethical acts to unethical behavior in negotiation: A moral licensing perspective. Manuscript accepted for presentation at the International Association for Conflict Management (IACM) Meeting, Dublin, Ireland.
8. Frink, D. D., **Baur, J. E.**, Hall, A. T., Buckley, M. R., & Ferris, G. R. (2018). Individual accountability in organizations: Scale development and validation. Paper presented at the Academy of Management Meeting, Chicago, IL.
9. Griffith, J. A., **Baur, J. E.**, & Buckley, M. R. (2018). Beyond the ballot box: How political identity influences interpersonal judgments at work. Paper presented at the Academy of Management Meeting, Chicago, IL.
10. **Baur, J. E.**, & Bivens, C. D. (2018). The road to hell is paved with good intentions: How employee proactivity drives negative outcomes. Paper presented at the BESI Conference, Lugano, Switzerland.
11. **Baur, J. E.**, & Bivens, C. D. (2018). Do as I say, not as I do: Employee reactions to supervisor prosocial rule-breaking. Paper presented at the ISSWOV Conference, Trieste, Italy.
12. **Baur, J. E.**, & Buckley, M. R. (2017). In the eye of the beholder: A multi-stakeholder perspective to pro-social rule breaking. Paper presented at the Southern Management Association Meeting, St. Petersburg, FL.
13. Griffith, J. A., **Baur, J. E.**, Buckley, M. R., & Cardy R. (2017). To ask or not to ask: Factors impacting employee ra35 405.13t*BT/F5 12W* p. Ang employtyvTyi612 792 reW* nBT/F1 12

16. Anderson, H. J., **Baur, J. E.**, & Buckley, M. R. (2016). Beyond banning the box: A conceptual model of the stigmatization of ex-convicts in the workplace. Paper presented at the Southern Management Association Meeting, Charlotte, NC.
17. Anderson, H. J., **Baur, J. E.**, Griffith, J. A., & Buckley, M. R. (2016). What works for you may not work for (Gen)Me: Generational limitations of leadership theories. Paper presented at the Southern Management Association Meeting, Charlotte, NC.
18. **Baur, J. E.**, Gardner, R. G., & Buckley, M. R. (2016). A ripe apple in a rotten barrel: An interactionist examination of pro-social rule breaking. Paper presented at the Society for Organizational Behavior induction conference, Lincoln, NE.
19. **Baur, J. E.**, Griffith, J. A., Macdougall, A. E., & Buckley, M. R. (2016). I know what you really mean: Exploring the implications of negative perceptions of positive feedback. Paper presented at the Society for Organizational Behavior induction conference, Lincoln, NE.
20. Griffith, J. A., **Baur, J. E.**, & Buckley, M. R. (2016). Insourced leadership: Applying the real options approach to leadership development in organizations. Paper presented at the Academy of Management Meeting, Anaheim, CA.
21. Lin, L., **Baur, J. E.**, Ivers, J., & Buckley, M. R. (2016). We hate to see you go: The impact of third-party forces on the voluntariness of turnover. Paper presented at the UNLV OUR Research Symposium, Las Vegas, NV.
22. **Baur, J. E.**, & Bradley, B. H. (2015). Severity of deviance and leader quality on team effectiveness. Paper presented within a symposium entitled "Staffing in high reliability organizations: Lessons from the NFL" at the Academy of Management Meeting, Vancouver, BC, Canada.
23. **Baur, J. E.**, Macdougall, A. E., Buckley, M. R., & Banford, C. G. (2014). I know what you really mean: Exploring the implications of negative perceptions of positive feedback. Paper presented at the Annual Southern Management Association Meeting, Savannah, GA.

*Paper was recognized as the Best Doctoral Paper in the Human Resource Management Track
24. Gibson, P. C., Hardy, J. H., **Baur, J. E.**, Frink, D., & Buckley, M. R. (2014). An examination of RJPs and ELPs for expatriates. Paper presented at the Annual Southern Management Association Meeting, Savannah, GA.

25. Bradley, B. H., **Baur, J. E.**, Stewart, G., & Banford, C. G. (2014). The no asshole rule

36. **Baur, J. E.** (2012). Perceived venture capital support. Paper presented at the Annual Bridging Bedlam Meeting, Stillwater, OK.

STATEMENT OF RESEARCH INTERESTS

My areas of research focus on three primary topics that initially sparked my interest in my prior work experience and have guided my career in academia to date. First, I seek to further advance our understanding of personalities and expertise in teams. From my personal experiences in team-based projects, I firmly believe that a bad apple can spoil the bunch through disagreeableness or deviance. In this way, then, there is a connection with my second area of pro-social deviance and rule breaking. As the focus of my dissertation, I am passionate about uncovering the reasons that employees engage in these other-focused behaviors that often jeopardize their own careers. Therefore, in contrast to budding areas of research such as the dark side of organizational citizenship behaviors, I focus on positive organizational behavior and find interest in the bright side of employee deviance. Finally, I am excited about various forms of leadership, specifically uncovering the impact of leaders in unique and troubling contexts as well as exploring new ways to measure leadership.

PRACTICAL EXPERIENCE

MACSTAM Title Company LLC, <i>Manager</i>	2006-2009
McGlinchey Stafford, PLLC, <i>Real Estate Paralegal</i>	2004-2006

HONORS, AWARDS, FELLOWSHIPS, AND CONSORTIA

2020-2021	Lee Business School's Online Faculty Fellowship
2019-2020	MET Department's Outstanding Teaching Award
2019-2020	Elected chair of Pre-Doctoral Consortium for Southern Management Association
2019	Finalist for the governing board of the Southern Management Association
2018-2019	MET Department's Outstanding Teaching Award
2019	UNLV EMBA Faculty of the Month
2018	Paper of the Year for 2018 at <i>Human Resource Management Review</i>
2017-2018	Lee Business School's Outstanding Service Award
2017-2018	MET Department's Outstanding Service Award
2016-2017	MET Department's Outstanding Teaching Award

- 2015 Outstanding Paper of 2015 at *Journal of Management History*
- 2015 Outstanding Service and Citizenship by a Ph.D. Student
- 2015 Emerald Literati Network Award for Excellence
- 2015 M. Ronald Buckley Summer Research Fellowship
- 2015 Cleo B. Clemons Murney Scholarship
- 2014 Best Human Resource Doctoral Paper - Southern Management Association
- 2014-2015 Provost's Certificate of Distinction for Outstanding Graduate Assistant Teaching
- 2014 Late-Stage Doctoral Student Consortium – Southern Management Association
- 2014 Organizational Behavior Doctoral Consortium – Academy of Management
- 2013-2014 Oklahoma Foundation Summer Research Fellowship
- 2013-2014 Ronald B. Shuman Memorial Research Fellowship
- 2011-2014 University of Oklahoma Alumni Fellowship
- 2013 Research Support Program (RSP) Summer Research Fellowship
- 2013 Early-Stage Doctoral Student Consortium – Southern Management Association
- 2013 Human Resource Management Doctoral Consortium – Academy of Management
- 2012-2013 Daniel Wren Summer Research Fellowship
- 2012 Sigma Education Nation Scholarship

Other Honors and Awards:

- Beta Gamma Sigma Honorary Business Society
- Phi Kappa Phi Honor Society
- Gamma Beta Phi Honor Society
- University of Oklahoma Alumni of the Year Award

TEACHING

University of Nevada, Las Vegas

Executive Education – developed a six-module class on Effective Delegation for hotel and casino executives through the Center for Professional & Leadership Studies (PLuS Center) of the William F. Harrah College of Hospitality

Updated

Spring 2016	MGT 367, Human Resource Management	4.45
	MGT 470, Compensation	4.60
Fall 2015	MGT 367, Human Resource Management	4.64

University of Oklahoma

Courses Taught		(1-5; 5 best)
Spring 2015	MGT 3133, Leadership	4.86
	MGT 3013, Principles of Management (distance learning)	N/A
	MGT 3363, Organizational Behavior (distance learning)	N/A
Fall 2014	MGT 3013, Principles of Management	4.80
	MGT 3013, Principles of Management (distance learning)	N/A
Summer 2014	MGT 3013, Principles of Management	4.76
	MGT 3513, Human Resource Management	4.71
	MGT 3013, Principles of Management (distance learning)	N/A
Spring 2014	MGT 3363, Organizational Behavior	4.71
	MGT 3013, Principles of Management (distance learning)	N/A
Fall 2013	MGT 3363, Org	

Management Review, Human Resource Management Journal, and

*Revised the management curriculum

*Created a new HR concentration

- 2014-2015 Veteran Support Alliance Member
- 2013-2014 Student Representative – Entrepreneurship Faculty Recruiting
- 2013 Student Representative – Dean Search Committee
- 2012-2015 Ph.D. Student Recruiting
- 2012 Graduate Council – Research and Travel Subcommittee
- 2012 Graduate Student Senate – External Affairs Subcommittee

MEDIA COVERAGE

2018 *Human Resource Management Review* Best Article Award. Elsevier, April 19, 2019.
[https://www.journals.elsevier.cn \(i\)7 \(t\)7 \(t\)-13 \(e\)7 \(e\)TJET@ 0 612 792..](https://www.journals.elsevier.cn (i)7 (t)7 (t)-13 (e)7 (e)TJET@ 0 612 792..)