

## **JOHN E. BAUR**

Associate Professor  
University of Nevada, Las Vegas  
Lee Business School  
Department of Management, Entrepreneurship, & Technology  
4505 S. Maryland Parkway, BEH 315, Las Vegas, NV 89154  
E-mail: john.baur@unlv.edu

### **EDUCATION**

- University of Oklahoma** 2015  
*Ph.D. in Business Administration* (Concentrations: Organizational Behavior and Human Resource Management)  
Dissertation: Do the ends justify the means? A role identity examination of pro-social rule breaking  
Chair: M. Ronald Buckley  
Committee Members: Mark C. Bolino, Bret H. Bradley, Jeremy C. Short, Lowell W. Busenitz, and H. Michael Crowson  
Dissertation successfully defended on July 20, 2015
- Creighton University** 2010  
*Master of Business Administration* (Concentrations: Management and Finance)
- Loyola University New Orleans** 2003  
*Bachelor of Business Administration* (Major Field: Management)

### **PRINCIPAL FIELDS OF INTEREST**

- Research:** Leadership, team dynamics, workplace deviance, organizational power
- Teaching:** Organizational behavior, leadership, negotiation, human resource management

### **ACADEMIC APPOINTMENTS**

- University of Nevada, Las Vegas, Lee Business School** 2021-present  
*Associate Professor (tenured)*
- University of Nevada, Las Vegas, Lee Business School** 2015-2021  
*Assistant Professor*
- University of Oklahoma, Michael F. Price College of Business** 2011-2015  
*Graduate Research Assistant*

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. Accepted for publication within a special issue at *Organizational Dynamics*. doi: 10.1016/j.orgdyn.2021.100836 (Designated as a B+ on the SARS Journal List)
3. Blake, B. D., Henry, S. E., **Baur, J. E.**, Frink, D. D., & Buckley, M. R. (accepted). Politics and iron ladies: Leveling the organizational playing field. Accepted for publication within a special issue at *Organizational Dynamics*. doi: 10.1016/j.orgdyn.2021.100832 (Designated as a B+ on the SARS Journal List)
4. Griffith, J. A., **Baur, J. E.**, & Buckley, M. R. (2019). Creating comprehensive leadership pipelines: Applying the real options approach to organizational leadership development. *Human Resource Management Review*, 29(3), 305-315. doi: 10.1016/j.hrmr.2018.07.001 (Designated as an A- on the SARS Journal List)
5. Haynie, J. J., Flynn, C. B., & **Baur, J. E.** (2019). The organizational justice-job engagement relationship: How social exchange and identity explain this effect. *Journal of Managerial Issues*, 31(1), 28-45. (Designated as an OPRJ on the SARS Journal List)
6. Haynie, J. J., **Baur, J. E.**, Harris, J. N., Harris, S. G., & Moates, K. N. (2019). When caring leaders are constrained: The impact of LMX differentiation on empathetic leaders in predicting discretionary work behaviors. *Journal of Leadership and Organizational Studies*, 26(1), 5-17. doi: 10.1177/1548051818767394 (Designated as a B+ on the SARS Journal List)
7. **Baur, J. E.**, Haynie, J. J., Buckley, M. R., Palar, J. M., Novicevic, M. M., & Humphreys, J. H. (2018). When things go from bad to worse: The impact of relative contextual extremity on Benjamin Montgomery's positive leadership and psychological capital. *Journal of Leadership and Organizational Studies*, 25(3), 323-338. doi: 10.1177/1548051817753342 (Designated as a B+ on the SARS Journal List)
8. Reid, S. W., Anglin, A. H., **Baur, J. E.**, Short, J. C., & Buckley, M. R. (2018). Blazing new trails or opportunity lost? Evaluating research at the intersection of leadership and

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 Practice*, 19(4), 243-272. doi:  
10.1017/gdn0000033 (Designated as a B- on the SARS Journal List)
13. Gibson, P. C., Hardy, J., **Baur, J. E.**, Frink, D. D., & Buckley, M. R. (2015). Expectation-based interventions for expatriates. *International Journal of Intercultural Relations*, 49, 332-342. doi: 10.1016/j.ijintrel.2015.06.001 (Designated as a B on the SARS Journal List)
14. Buckley, M. R., **Baur, J. E.**, Hardy, III, J. H., Johnson, J. F., Johnson, G., MacDougall, A. E., Peterson, D., Banford, C. G., Bagdasarov, Z., & Peacock, J. (2015). Management lore continues alive and well in the organizational sciences. *Journal of Management History*, 21(1), 68-97. doi: 10.1108/JMH-05-2013-0027 (Designated as a B- on the SARS Journal List)
15. MacDougall, A. E., **Baur, J. E.**, Novicevic, M. M., & Buckley, M. R. (2014). Toward the pattern-oriented approach to research in human resource management: A review of configurational and category theorizing, methods, and applications. In M. R. Buckley, J. R. B. Halbesleben, & A. R. Wheeler (Eds.), *Research in Personnel and Human*

*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 Sciences* series). Charlotte, NC: Information Age Publishing.
3. Dharmasiri, A. S., Ammeter, D. B., **Baur, J. E.**, & Buckley, M. R. (2013). Promises of telecommuting and preferences of Millennials: Exploring the nexus. In W.I. Sauser & R.R. Sims (Eds.), *Managing Human Resources from the Millennial Generation*. Charlotte, NC: Information Age Publishing.

### **PAPER PRESENTATIONS AND CONFERENCE ACTIVITY**

1. **Baur, J. E.** (2022). Looking through the eyes of others: A multi-stakeholder approach to prosocial rule breaking. Manuscript accepted for presentation at the National Business and Economics Society conference, Maui, Hawaii.
2. Delery, J. E., **Baur, J. E.**, Fulmer, I., McDonnell, A., & Wu, C.-H. (2020). Crafting conceptual HR manuscripts. Professional development workshop consisting of a panel of editors of the premier outlets for this work at the Academy of Management Meeting, Vancouver, Canada.
3. **Baur, J. E.**, Buckley, M. R., Silvernail, K., & Bivens, C. D. (2020). Helping others to help myself: Performing organizational citizenship behaviors to gain organizational power. Manuscript was accepted for presentation at the Western Academy of Management conference, Waikoloa Village, Hawaii before the conference was cancelled due to the COVID-19 pandemic.
4. Zhang, Y., **Baur, J. E.**, & Buckley, M. R. (2019). Integrating absenteeism and presenteeism at work: A planned behavior view. Paper presented at the Society for Organizational Behavior conference, Norman, OK.
5. Klein, H., Wright, P., Allen, D. G., McDonnell, A., & **Baur, J. E.** (2019). Crafting conceptual HR manuscripts. Professional development workshop consisting of a panel of editors of the premier outlets for this work at the Academy of Management Meeting, Boston, MA.

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 raise-seeking behavior. Paper presented at the Academy of Management Meeting, Atlanta, GA.
14. Lin, L., **Baur, J. E.**, Ivers, J., & Buckley, M. R. (2017). When voluntariness no longer matters: The impact of third-party forces on the voluntariness of turnover. Paper presented at the Academy of Management Meeting, Atlanta, GA.
15. **Baur, J. E.** & Buckley, M. R. (2016). A ripe apple in a rotten barrel: An interactionist examination of pro-social rule breaking. Paper presented at the Southern Management Association Meeting, Charlotte, NC.

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 revisited: How interdependence and emotional stability buffer team performance from a single difficult teammate. Paper presented at the Academy of Management Meeting, Philadelphia, PA.
26. **Baur, J. E.**, Allison, T. H., McKenny, A. F., Short, J. C., & Buckley, M. R. (2013). Charismatic rhetoric in leadership contests: An examination of presidential debates. Paper presented at the Annual Southern Management Association Meeting, New Orleans, LA.
27. Palar, J., Novicevic, M. M., Humphreys, J., Buckley, M. R., & **Baur, J. E.** (2013). Positive leadership in the extreme context of the Emancipation Era. Paper presented at the Annual Southern Management Association Meeting, New Orleans, LA.
28. **Baur, J. E.** (2013). Not as selfless as we thought? Power as a motive for organizational citizenship behavior. Paper presented at the Academy of Management Meeting, Lake Buena Vista, FL.
29. **Baur, J. E.**, Allison, T., & Busenitz, L. (2013). Perceived investor support: The effect of investor value-added activities versus investment over time. Paper presented at the Academy of Management Meeting, Lake Buena Vista, FL.
30. Bradley, B., Klotz, A., **Baur, J. E.**, & Banford, C. (2013). When does conflict improve team performance? A review of evidence and framework for future research. Paper presented at the Academy of Management Meeting, Lake Buena Vista, FL.
31. **Baur, J. E.**, Bradley, B., & Banford, C. (2013). When is bad really bad: The relative impact of the severity of workplace deviance on team performance. Paper presented at the Annual INGRoup Conference, Atlanta, GA.
32. **Baur, J. E.**, Allison, T. H., McKenny, A. F., Short, J. C., & Buckley, M. R. (2013). Charismatic rhetoric in leadership contests: An examination of presidential debates. Paper presented at the Annual Bridging Bedlam Meeting, Norman, OK.
33. **Baur, J. E.** (2012). Perceived venture capital support. Paper presented at the Academy of Management Meeting, Boston, MA.
34. **Baur, J. E.** (2012). Employee commitment in the informal economy. Paper presented at the Academy of Management Meeting, Boston, MA.
35. Bradley, B. H. & **Baur, J. E.** (2012). Teamwork and talent: Implication for team performance. Paper presented at Annual INGRoup Conference, Chicago, IL.



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**

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

<b>Courses Taught</b>		<b>(1-5; 5 best)</b>
Fall 2022	MGT 483, Negotiation	Scheduled
	MGT 711, Seminar in Negotiation (MBA course)	Scheduled
	EMBA 717, Negotiation (Executive MBA course)	Scheduled
Summer 2022	MGT 483, Negotiation	Scheduled
	MGT 494, Seminar in Management	Scheduled
Spring 2022	MGT 483, Negotiation (remote course)	Ongoing
	MGT 470, Compensation (remote course)	Ongoing
	ECBA, Negotiation (Executive certificate course)	Ongoing
Fall 2021	MGT 483, Negotiation (remote course)	4.67
	MGT 711, Seminar in Negotiation (MBA remote course)	4.69
	EMBA 717, Negotiation (Executive MBA course)	4.30
Summer 2021	MGT 483, Negotiation (remote course)	5.00
	EMBA 717, Negotiation (Executive MBA course)	4.30
Spring 2021	MGT 483, Negotiation (remote course)	4.43
	MGT 470, Compensation (remote course)	4.01
Fall 2020	MGT 483, Negotiation (remote course)	4.66
	MGT 711, Seminar in Negotiation (MBA remote course)	4.77
	ECBA, Negotiation (Executive certificate course)	5.00
	SBLA, Negotiation (Executive workshop course)*	5.00
*Small Business Leadership Academy partnership with the Lee Business School, Cox Communications, and Caesars Entertainment		
Spring 2020	MGT 483, Negotiation (transitioned to remote course)	4.94
Fall 2019	MGT 483, Negotiation	4.77
	MGT 711, Seminar in Negotiation (MBA course)	4.55
	EMBA 717, Negotiation (Executive MBA course)	4.60
	ECBA, Negotiation (Executive certificate course)	4.67
Spring 2019	MGT 483, Negotiation	4.56
	MGT 470, Compensation	4.46
Fall 2018	MGT 483, Negotiation	4.75
	MGT 711, Seminar in Negotiation (MBA course)	4.62
	EMBA 717, Negotiation (Executive MBA course)	4.70
Spring 2018	MGT 483, Negotiation	4.56
	MGT 470, Compensation	4.53
Fall 2017	MGT 483, Negotiation	4.18
	MGT 711, Seminar in Negotiation (MBA course)	4.28
Spring 2017	MGT 483, Negotiation	4.50
	MGT 470, Compensation	4.70
Fall 2016	MGT 483, Negotiation	4.39
	MGT 711, Seminar in Negotiation (MBA course)	4.50

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, Organizational Behavior	4.65

#### **Teaching Assistant**

Fall 2014	MGT 3133, Leadership
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## **SERVICE ACTIVITIES**

### **Editing:**

Co-editor of *Research in Personnel and Human Resources Management*

### **Reviewing:**

Ad-hoc reviewer for *Human Resource Management Journal*, *Career Development International*, *Public Personnel Management*, *Journal of Management History*, and *European Journal of Work & Occupational Psychology*

Volunteer reviewer for Academy of Management Meeting, Southern Management Association Meeting, Western Academy of Management, INGRroup Conference, IACM Conference, and ISSWOV Conference

### **Conferences:**

Chair of the Pre-doctoral Consortium of the Southern Management Association

Panelist of a recurring professional development workshop at the Academy of Management entitled "Crafting conceptual HR manuscripts" comprised of the editors of *Academy of Management Review*, *Journal of Management*, *Human Resource*

*Management Review, Human Resource Management Journal, and Research in Personnel and Human Resources Management*

**Professional Memberships:**

Academy of Management (AOM – OB and HR divisions)

Southern Management Association (SMA)

Interdisciplinary Network of Group Research (INGRoup)

Society for Human Resource Management (SHRM)

American Management Association (AMA)

**Other Service:**

2021-ongoing MET Representative – Lee Business School Scholarship Committee

2021-ongoing Member – Management Curriculum Committee

2019-ongoing Co-chair – M.B.A. Scholarship Selection Committee

2017-2021 Chair – Management Curriculum Committee

2017-2021 MET Representative – Lee Business School Undergraduate Standards Committee

2020 Chair – Annual Evaluations Committee

2017-2019 Lee Business School Representative – University Bylaws Committee

\*Drafted new promotion and tenure standards

2019 Member – Annual Evaluations Committee

2017-2018 Management Representative – AACSB Reaccreditation Committee

\*Implemented 14 changes to the business core

2017-2018 Chair – Data Analytics Subcommittee

\*Created a new three-step analytics initiative within the business core

2018 Member – Scientific Committee of the International Society for the Study of Work and Organizational Values

2017 Chair – Management Search Committee

\*Successfully hired our top candidate

2017 Lee Business School Technology Committee

2017 Advisor – UNLV Leaders of Tomorrow student club

2015-2016 Member – Management Curriculum Committee

\*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.com/human-resource-management-review/news/2018-human-resource-management-review>

UNLV EMBA Faculty Feature: John Baur, Ph.D., Assistant Professor – EMBA 717 Negotiations and Conflict Resolution, January 14, 2019. <https://www.unlv.edu/news-story/emba-faculty-feature-john-baur-phd-assistant-professor-emba-717-negotiations-and-conflict>

Emerald Literati Network Awards for Excellence 2015 announced. Emerald Group Publishing, August 5, 2015. <http://www.emeraldgrouppublishing.com/about/news/story.htm?id=6282>