CONNIE R. WANBERG

Center for Human Resources and Labor Studies
University of Minnesota
3-300 Carlson School of Management
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Education

Ph.D. Industrial/Organizational Psychology, Iowa State University, Ames, IA. May 1992.

M.S. Industrial-Organizational Psychology, Iowa State University, Ames, IA. August 1990.

B.S. Psychology, Moorhead State University, Moorhead, MN. May 1988. Minor--Management.

Academic Positions

Industrial Relations Faculty Excellence Chair and Professor of Human Resources and Industrial Relations, Human Resources and Industrial Relations, Industrial Relations Center, University of Minnesota, (9/96-present; promoted from Assistant to Associate in May, 2000; Promoted from Associate to Full in May, 2005). Graduate classes taught include leadership, staffing, training, and employee development, organizational behavior, and research methods. Member of adjunct faculty in the Department of Psychology.

Taught in summer 1999 CSOM program at Universite Jean Moulin in Lyon, France.
Taught in summer 2004 Global Campus Program at the Fundacíon Ortega y Gasset in Toledo, Spain.
Taught fall 2004 in CHEMBA (Chinese Executive MBA) program in Guangzhou, China.
Taught IBUS 3021 spring 2010 in Brisbane and Sydney, Australia.
Guest of the Faculty of Social and Behavioral Sciences, University of Amsterdam, Sept 2010-Jan 2011.

Associate Dean of Undergraduate Programs Carlson School of Management, University of Minnesota, (5/1/11 to 10/31/12).

Director, Industrial Relations Center, and Chair, Department of Human Resources and Industrial Relations, University of Minnesota (7/06-7/09).

Assistant Professor, Psychology Department, Kansas State University (KSU) (8/92-5/96).
Undergraduate classes taught included general psychology, industrial psychology, I/O psychological technician lab, and psychological testing. Graduate classes taught included vocational psychology, performance appraisal, and training. Class sizes ranged from four students to 250 students.

Project Manager, Health and Behavior Research Project, Iowa State University (8/91-5/92).
Managed NIMH-funded ($965,000) longitudinal study of adolescent risk behaviors. Coordinated research activities, including recruitment of 1200 participant families, development of questionnaires, data entry, and data analysis. Supervised ten graduate and undergraduate research assistants.

Research Interests

My research focuses on individual level career success and employee adaptation issues both internal and external to the workplace, including: the experience of unemployment, job-seeking behavior and its role in reemployment, perceived justice of layoffs, expatriate adjustment, transitions from welfare-to-work, the characteristics of successful formal mentoring programs, coping with organizational change, employee socialization, and predictors of employee turnover.

Refereed Publications

Kammeyer-Mueller, J., Wanberg, C.R., Rubenstein, A., & Song, Z. (2013). Support, undermining, and newcomer socialization: Fitting in during the first 90 days. Academy of Management Journal, 56, 1104-1124,

Wanberg, C. R., Zhu, J., Kanfer, R., & Zhang, Z. (2012). After the pink slip: Applying dynamic motivation frameworks to the unemployment experience. Academy of Management Journal, *55, 261-264.*

Wanberg, C.R., Basbug, G., Van Hooft, E., & Samtani, A (2012). Navigating the black hole: Explicating layers of job search context and adaptational responses. Personnel Psychology, 65, 887-926.

Van Hooft, E., Wanberg, C.R., & Van Hoye, G. (2012). Moving beyond job search quantity: Towards a conceptualization and self-regulatory framework of job search quality. Organizational Psychology Review.

Wanberg, C.R., & Zhu, J., & van Hooft, E. (2010). The job-search grind: Perceived progress, self-reactions, and self-regulation of search effort. Academy of Management Journal, , 53, 788-807. **Winner of the 2011 Academy of Management Scholarly Achievement Award, HR Division and Finalist for the Academy of Management Journal Best Paper Award.**

Wanberg, C., Zhang, Z., & Waldera, E. (2010). Development of the "Getting Ready for Your Next Job" inventory for unemployed individuals. Personnel Psychology, 63, 439-478. **This inventory has been used and extended internationally.**

Welsh, E., & Wanberg, C.R. (2009). Launching the post-college career: A study of mentoring antecedents. Journal of Vocational Behavior, 74, 257-263.

Wanberg, C.R., Welsh, E., & Kammeyer-Mueller, J.D. (2007). Protégé and mentor self-disclosure: Levels and outcomes within formal mentoring dyads in a corporate context. Journal of Vocational Behavior, 70, 398-412.

Wanberg, C.R., Kammeyer-Mueller, J.D., & Marchese, M. (2006). Mentor and protégé predictors and outcomes of mentoring in a formal mentoring program. Journal of Vocational Behavior, 69, 410-423.

Song, Z., Wanberg, C.R., Niu, X., & Xie, Y. (2006). An empirical examination of job-search and reemployment in China using the motivational and self-regulatory framework. Journal of Vocational Behavior, 68, 490-503.

Kammeyer-Mueller, J., Wanberg, C., Glomb, T., & Ahlburg, D. (2005). Turnover processes in a temporal context: It's about time. Journal of Applied Psychology, 90, 644-558.

Wanberg, C.R., Glomb, T., Song, Z., & Sorenson, S. (2005). Job-search persistence during unemployment: A ten wave longitudinal study. Journal of Applied Psychology, 90, 411-430.

McKee-Ryan, F., Song, Z., Wanberg, C.R., & Kinicki, A. (2005). Psychological and physical well-being during unemployment: A meta-analytic study. Journal of Applied Psychology, 90, 53-76.

Stellmack, A., Wanberg, C.R., & Kammeyer-Mueller, J. (2003). Transitions off welfare: An examination of demographic, socioeconomic, and motivational predictors. Industrial Relations, 42, 623-649.

Welsh, L., Wanberg, C.R., Brown, K., & Simmering, M. (2003). E-learning: Emerging uses, empirical results, and future directions. International Journal of Training and Development, 7, 245-258.

Kammeyer-Mueller, J. & Wanberg, C.R. (2003). Unwrapping the organizational entry process: Disentangling multiple antecedents and their pathways to adjustment. Journal of Applied Psychology, 88, 779-794.

Wanberg, C.R., Hough, L., & Song, Z. (2002). Predictive validity of a multidisciplinary model of reemployment success. Journal of Applied Psychology, 87, p. 1100-1120.

Kanfer, R., Wanberg, C.R., & Kantrowitz, T. (2001). Job search and employment: A personality-motivational analysis and meta-analytic review. Journal of Applied Psychology, 86, 837-855.

Wanberg, C.R., Kanfer, R., & Banas, J. (2000). Predictors and outcomes of networking intensity among unemployed job-seekers. Journal of Applied Psychology, 85, 491-503.

Wanberg, C.R., & Kammeyer-Mueller, J.D. (2000). Predictors and outcomes of proactivity in the socialization process. Journal of Applied Psychology, 85, 373-385.

Wanberg, C.R., & Banas, J. (2000). Predictors and outcomes of openness to changes in a reorganizing workplace. Journal of Applied Psychology, 85, 132-142.

Wanberg, C.R., Kanfer, R., & Rotundo, M. (1999). Unemployed individuals: Motives, job-search competencies, and job-search constraints as predictors of job seeking and reemployment Journal of Applied Psychology, 6, 897-910.

Wanberg, C.R., Bunce, L., & Gavin, M. (1999). Perceived fairness of layoffs among individuals who have been laid off: A longitudinal study. Personnel Psychology, 52, 59-84.

Wanberg, C.R., Carmichael, H.D., & Downey, R.G. (1999). Satisfaction at last job and unemployment: A new look. Journal of Organizational Behavior, 20, 121-131.

Wanberg, C.R. (1997). Antecedents and outcomes of coping behaviors among unemployed and reemployed individuals. Journal of Applied Psychology, 82, 731-744.

Wanberg, C.R., Griffiths, R.F., & Gavin, M. (1997). Time structure and unemployment: A longitudinal investigation. Journal of Occupational and Organizational Psychology, 70, 75-95.

Lucas, J.L., Wanberg, C.R., & Zytowski, D. (1997). Development of a career task self-efficacy scale: The Kuder Task Self-Efficacy Scale. Journal of Vocational Behavior, 50, 432-459.

Wanberg, C.R., Watt, J.D., & Rumsey, D.J. (1996). Individuals without jobs: An empirical study of job-seeking behavior and reemployment. Journal of Applied Psychology, 81, 76-87.

Wanberg, C.R. (1995). A longitudinal study of the effects of unemployment and quality of reemployment. Journal of Vocational Behavior, 46, 40-54.

Lucas, J.L., & Wanberg, C.R. (1995). Personality correlates of Jones' three dimensional model of career indecision. Journal of Career Assessment, 3, 315-329.

Wanberg, C.R., & Marchese, M.C. (1994). Heterogeneity in the unemployment experience: A cluster analytic investigation. Journal of Applied Social Psychology, 24 (6), 473-488.

Wanberg, C.R., & Muchinsky, P.M. (1992). A typology of career decision status: Validity extension of the Vocational Decision Status Model. Journal of Counseling Psychology, 39, 71-80.

Chapters and Books Authored

Wanberg, C.R. (2012). The individual experience of unemployment. Annual Review of Psychology, 63, 369-396.

Wanberg, C.R. (Ed). (2012). The handbook of organizational socialization. Oxford University Press.

Wanberg, C.R., & Kammeyer-Mueller, J. (2008). Career transitions: A motivational framework. In R. Kanfer, G. Chen, & R. Pritchard (Eds). Work Motivation: Past, Present and Future (pp. 443-470). NY: Routledge.

Sontag, L., Vappie, K., & Wanberg, C.R. (2007). The practice of mentoring: MENTTIUM Corporation. In B.R. Ragins & K. Kram (Eds). Handbook of Mentoring (pp. 593-616) Sage Publications.

Wanberg, C.R., Welsh, L. & Hezlett, S. (2003). Mentoring: A review and directions for future research. In J. Martocchio & J. Ferris (Eds.) Research in Personnel and Human Resources Management, 22, 39-124. Oxford: Elsevier Science LTD.

Wanberg, C.R., Kammeyer-Mueller, J.D., & Shi, K. (2001). Job loss and the experience of unemployment: International research and perspectives. In N. Anderson, D. S. Ones, H. K. Sinangil, & C. Viswesvaran (Eds.), International Handbook of Work and Organizational Psychology (Vol. 2, pp. 253-269). London, UK: Sage.

Wanberg, C.R., & Hough, L.M. (1996). Unemployment and outplacement: Evidence and insights from an organizational psychology perspective. In R.F. Broderick (Ed.) Issues in Civilian Outplacement Strategies. Washington, DC: National Academy of Sciences Press.

Wanberg, C.R., & Marchese, M. (1996). Psychology applied to work student exercise book. Brooks Cole: Pacific Grove, CA.

Marchese, M., & Wanberg, C.R. (1996). Psychology applied to work instructor manual and test bank. (to supplement Paul M. Muchinsky's Psychology Applied to Work). Brooks Cole: Pacific Grove, CA.

Conference Presentations

Wanberg, C.R., Basbug, G., Van Hooft, E.A.J., & Samtani, A. (2012, April). Navigating the black hole: Explicating layers of job search context and adaptational responses. Annual Society for Industrial and Organizational Psychology Conference, San Diego, CA. *** Part of Symposium that received Best Symposium Award 2013, Career Division of the Academy of Management.**

Kanfer, R., Wanberg, C.R., & Paulson, D.F. (2011, August). Age, job search, and employment outcomes.

Academy of Management Conference, San Antonio, TX.

Wanberg, C., Zhu, J. Kanfer, R., & Zhang, Z., (2010, August). After the pink slip: Applying dynamic motivational frameworks to the job search experience. Academy of Management Conference. Montreal, Canada. *** Part of Symposium that received Best Symposium Award 2010, Career Division of the Academy of Management.**

Van Hooft, E., Wanberg, C.R., & Van Hoye, G. (2010, August). Job search quality and quantity: Towards a comprehensive self-regulatory framework of the job search process. Academy of Management Conference. Monteal, Canada.

Kammeyer-Mueller, J., & Wanberg, C.R. (2010, August). Support, undermining, affect, and newcomer socialization: Fitting in during the first 100 days. Academy of Management Conference. Montreal, Canada.

Wanberg, C.R., Zhang, Z., & Diehn, E.W. (2009, May). Helping unemployed individuals get back to work: Development of the Getting Ready for Your Next Job Inventory. Annual Society for Industrial and Organizational Psychology Conference, New Orleans.

Wanberg, C.R., Saltz, J.L., & Church, A.H. (2009, May) . The greening of organizations and our economy. Annual Society for Industrial and Organizational Psychology Conference, New Orleans.

Wanberg, C.R., Zhu, J., & Van Hooft, E. (2008, May). Job search, affect, and motivational self-regulation: A daily experience-sampling study. Annual Society for Industrial and Organizational Psychology Conference, San Francisco, CA.

Wanberg, C.R., (2007, August). A self-regulatory perspective on navigating career transitions. Academy of Management Conference, Philadelphia, PA.

Wanberg, C.R. (2007, May). Job-seeking as a self-regulatory process: Trainable predictors of job-search intensity. Annual Society for Industrial and Organizational Psychology Conference, New York, NY.

Song, Z., Uy, M.A., & Wanberg, C.R. (2007, May). Distress and job search: A daily repeated measure study. Annual Society for Industrial and Organizational Psychology Conference, New York, NY.

Wanberg, C.R. (2006, May). Organizational socialization research: Summary, redefinition, and new research directions. Annual Society for Industrial and Organizational Psychology Conference, Dallas, TX.

Wanberg, C.R. (2006, May). The rules of attraction: What, when, and why applicants choose. Annual Society for Industrial and Organizational Psychology Conference, Dallas, TX.

Wanberg, C.R. (2005, August). A new vision for unemployment research. Academy of Management Conference, Honolulu, Hawaii.

Song, Z., Wanberg, C.R., Niu, X., & Xie, Y. (2005, August). An empirical examination of job-search and reemployment in China using the motivational and self-regulatory framework. Academy of Management Conference, Honolulu, Hawaii.

Wanberg, C.R., Kammeyer-Mueller, J.D., & Marchese, M.C. (2004, April). Antecedents and outcomes of formal mentoring quality. Annual Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Wanberg, C.R., Song, Z., Glomb, T.M., & Sorenson, S. (2004, April). Job-search persistence: A time series investigation. Annual Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

McKee-Ryan, F., Song, Z., Wanberg, C.R., & Kinicki, A. (2003, August). Psychological and physical well-being during unemployment: A meta-analytic study. Annual Academy of Management Conference, Seattle, WA.

Glomb, T.M., Kammeyer-Mueller, J., Wanberg, C.R., Ahlburg, D., & Chuang, A. (2003, April). Longitudinal examination of multiple dimensions of person-environment fit. Annual Society for Industrial and Organizational Psychology Conference, Orlando, FL.

Wanberg, C.R., Welsh, L., & Hezlett, S. (2003, April). Formal mentoring: A review and future directions. Annual Society for Industrial and Organizational Psychology Conference, Orlando, FL.

Welsh, L & Wanberg, C.R. (2002, April). E-Learning: General state of the industry. Annual Society for Industrial and Organizational Psychology Conference, Toronto, Ontario, Canada.

Wanberg, C.R., Hough, L., & Song, Z. (2001, June). An examination of job-seeker needs and reemployment success in Minnesota. America's Workforce Network Research Conference, Washington, DC.

Enrooth, A., & Wanberg, C.R. (2001, June). Transitioning off welfare: An examination of demographic, socioeconomic, and motivational predictors. America's Workforce Network Research Conference, Washington, DC.

Wanberg, C.R., Hough, L., & Song, Z. (2001, April). New directions for the selection and referral of job seekers to reemployment services. Annual Society for Industrial and Organizational Psychology Conference, San Diego.

Kanfer, R., Wanberg, C.R., & Kantrowitz, T. (2001, April). Job search and reemployment: A personality-motivational analysis and meta-analytic review. Annual Society for Industrial and Organizational Psychology Conference, San Diego.

Enrooth, A., & Wanberg, C.R. (2000, April). Transitioning from welfare to work: An analysis of situational and motivational predictors. Annual Society for Industrial and Organizational Psychology, New Orleans.

Hollister, D., Martin, M., & Wanberg, C. R. (2000, February). Welfare to work: Client and employment counselor views of the transition. Annual Council on Social Work Education, New York.

Wanberg, C.R. (2000, August). Creating research opportunities. Academy of Management, Toronto, Canada.

Wanberg, C.R., & Kammeyer-Mueller, J.D. (1999, April). Person and situational predictors of proactive socialization in a new job. Annual Society for Industrial and Organizational Psychology, Atlanta, GA.

Wanberg, C.R. (1999, April). Career paths in I/O psychology: Expanding the horizons. Annual Society for Industrial and Organizational Psychology, Atlanta, GA.

Wanberg, C.R., Kanfer, R., & Banas, J. (1998, August). Predictors and outcomes of networking behavior among unemployed job-seekers. Academy of Management Meeting, San Diego, CA.

Wanberg, C.R., Kanfer, R., & Rotundo, M. (1998, April). The role of motivation, job-search self-efficacy, and situational constraints in the job-search process. Annual Society for Industrial and Organizational Psychology, Dallas, TX.

Kanfer, R., & Wanberg, C.R. (1998, April). Job search: Conceptualizing the construct from a self-regulation perspective. Annual Society for Industrial and Organizational Psychology, Dallas, TX.

Wanberg, C.R. (1997, October). Job loss and reemployment: Research from a psychological perspective. Creative Job Search Conference, Minneapolis, MN.

Wanberg, C.R. (1997, September). Job-search over the age of 40. Career Prototype Regional Training Institute for Job-Search Professionals, Minneapolis, MN.

Wanberg, C.R. (1997, August). Unemployed individuals: Coping behavior, mental health, and reemployment. Academy of Management Meeting, Boston, MA.

Wanberg, C.R., Gavin, M., & Lucas, J. (1997, April). Latack's process model of coping with unemployment: A partial test. Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Bunce, L., Wanberg, C.R., & Bunch, J.F.S (1996, April). Predictors and outcomes of victim's perceptions of fairness following layoffs. Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Wanberg, C.R., & Hough, L.M. (1996, February). Unemployment and outplacement: Evidence and insights from an organizational psychology perspective. Department of Defense/National Academy of Sciences Workshop on Civilian Outplacement Strategies, Washington, DC.

Wanberg, C.R., & Watt, J.D. (1995, May). Job seeking behavior and reemployment: Testing a longitudinal model. Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Bunce, L.W., Wanberg, C.R., Bunch, J.F.S., & Griffiths, R.F. (1995, March). Predictors of job-seeking behavior: Two and nine months after job loss. Annual Midwest Academy of Management Meeting, St. Louis.

Dovel, K.J., Wanberg, C.R., & Lucas, J.L. (1995, March). Unemployed men and women: An eight month follow-up. Annual Great Plains Student Psychology Convention, Emporia, KS.

Wanberg, C.R. (1994, April). Job satisfaction before and after a period of unemployment. Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

Carmichael, H., & Wanberg, C.R. (1994, April). Does last job satisfaction affect mental health during unemployment? Annual Midwest Academy of Management Meeting, Chicago.

Griffiths, R., Watt, J., & Wanberg, C. R. (1994, April). An examination of personality and situational factors predictive of job-seeking behavior. Annual Midwest Academy of Management Meeting, Chicago.

Wanberg, C.R. (1992, November). Men and women without jobs: Factors predictive of mental health, physical symptoms, and unemployment negativity. American Psychological Association/ National Institute for Occupational Safety and Health Conference, Washington, DC.

Chambers, S.K., Andre, T., Wanberg, C., Phye, G., & Turnage, T. (1991, December). Are student ratings of faculty worth a darn? The student view. Iowa Educational Research and Evaluation Association, Cedar Rapids, IA.

*Nickell, G.S., & Schmidt, C.R. (1989, August). The validity of self-appraisals in a management development program. American Psychological Association, New Orleans.

*Nickell, G.S., Schmidt, C.R., & Pinto, J.N. (1987, April). Gender and sex role differences in computer attitudes and experience. Southwestern Psychological Association, New Orleans. (ERIC Document Reproduction Service No. CG 020047).

*Law, K., & Schmidt, C.R. (1987, May). Bulimia awareness: A means of primary prevention. Midwestern Psychological Association, Chicago.

** Presented under maiden name of Schmidt.*

Invited Presentations

Wanberg, C.R. (2014, May). Understanding the role of age in job search and reemployment. Keynote address at the conference "Job Mobility and Employability in Relation to Age and Health in Nordic Countries and Germany" May 26-27, 2014 in Stockholm, Sweden.

Wanberg, C.R. (2013, November). Age and reemployment success after job loss: An integrative model and meta-analysis. Invited talk at Hong Kong University of Science and Technology, Hong Kong.

Wanberg, C.R. (2010, November). The job search: Looking beyond job search intensity. Invited talk at University of Amsterdam, Amsterdam, Netherlands.

Wanberg, C.R. (2010, October). Job search: Examinations from a process perspective. Invited talk at Ghent University, Ghent, Belgium.

Wanberg, C.R. (2010, January). After the pink slip: Applying dynamic motivational frameworks to the job search experience. Invited talk at National University of Singapore.

Wanberg, C.R. (2008, July). Psychosocial consequences of long-term unemployment. Invited Symposia. International Congress of Psychology, Berlin, Germany.

Wanberg, C.R. (2008, March). Looking within the experience of unemployment. Invited colloquium at the University of Amsterdam.

Wanberg, C.R. (2008, March). Job loss and reemployment: Insights gleaned from experience sampling research. Invited colloquium at Rutgers.

Wanberg, C.R. (2006, June). Job-search and unemployment: Current understandings. Invited colloquium at the Universidad de Los Andes, Venezuela.

Wanberg, C.R. (2006, June). Unemployment: An introduction and synthesis of research findings. Invited colloquium at the Superior Institute of Technology, Trujillo, Venezuela.

Wanberg, C.R. (2006, March). Unemployment: Impact, job-search, and reemployment. Association of Career Professionals International. Bloomington, MN.

Wanberg, C.R. (2005, November). Unfolding the individual experience of unemployment. Carlson School Research Lecture Series.

Wanberg, C.R. (2004, January). Job-search persistence: A ten wave longitudinal study. Invited colloquium at the Vrije Universiteit (Free University), Amsterdam, The Netherlands. Also invited to sit on the dissertation committee of Edwin A.J. van Hooft.

Wanberg, C.R. (2001, October). Unemployment as an occupational health issue. Invited colloquium at Kansas State University, Manhattan, KS.

Wanberg, C.R. (2000, August). Reflections on four aspects of the job loss/unemployment experience. Key note address for the Minnesota Department of Economic Security Profiling Conference. Plymouth, MN.

Wanberg, C.R. (1999, November). Job loss and reemployment: Psychological and economic costs to individuals and society. Presented at the Seminar on Analysis and Use of Labor Market Information, Department of Economic Security, St. Paul, Minnesota.

Wanberg, C.R. (1999, October). Mentoring as a means of development. Presented at the Industrial Relations Institute, St. Paul, Minnesota.

Wanberg, C.R. (1999, May). Job loss and reemployment: A review of the psychological literature and a discussion of services and issues in the U.S. Presented at the Institute of Psychology, Chinese Academy of Sciences, Beijing, China.

Wanberg, C.R. (1999, May). A presentation of two empirical studies regarding the job-search and reemployment of unemployed individuals. Presented at the Institute of Psychology, Chinese Academy of Sciences, Beijing, China.

Working Papers

Wanberg, C.R., Kanfer, R., Hamman, D.J., & Zhang, Z. (in final stages of preparing for submission). Age and Reemployment Success After Job Loss: An Integrative Model and Meta-Analysis

Zhu, J., Wanberg, C.R., Harrison, D., & Waldera, E. (Revise and Resubmit). Ups and Downs of the expatriate experience: Understanding work adjustment and career instrumentality trajectories.

Dossinger, K., Wanberg, C.R., Choi, Y., & Leslie, L. Individual-level predictors of objective and subjective career success.

Glomb, T., Kammeyer-Mueller, J., Wanberg, C., Ahlburg, D., & Chuang, A. (in progress). Multiple dimensions of person-environment fit and turnover.

Wanberg, Van Hooft, Basbug, & Kanfer (in progress). Meta-analysis of predictors of reemployment success.

Trzebiatowski, T., Dossinger, K., & Wanberg, C. (in progress). No need to apply: A look at unemployment discrimination, unemployment bias, and regulation efforts and their effectiveness

Competitive Research Funding Awards

2013 Principal Invesigator (PI):

National Science Foundation in conjunction with NWO (Netherlands and DFG (Germany)	$299,428
	$208,235
	$223,740

2008:	Principal Investigator (PI): Society for Human Resource Management Foundation (external)	$46,735
2007:	Principal Investigator (PI): Minnesota Department of Economic Security (external)	$100, 728
2001:	Principal Investigator (PI): Minnesota Department of Economic Security (external)	$28,795
2000:	Principal Investigator (PI): Society for Human Resource Management Foundation (external)	$16,944
1999:	PI: Minnesota Department of Economic Security (external)	$45,411
1998:	Co-Principal Investigator: Center for Urban and Regional Affairs. This grant funded Amy Enrooth, Psychology Ph.D. student, to work on her dissertation for one year and paid for my salary for two months.	$35,000
1998:	Co-Principal Investigator: City of Minneapolis, Hennepin County, and the Joyce Foundation. (external)	$40,000
1997:	PI: McKnight-Business and Economics Grant (internal)	$9,257
1996:	PI: Society for Human Resource Management Foundation (external):	$8,290
1996:	PI: University of Minnesota Grant-in-Aid (internal):	$18,363
1994:	PI: National Institute of Mental Health BSTART Award (external):	$36,204
1993:	PI: CTB MacMillan/McGraw Hill Research Award (external):	$6,800
1993:	PI: Society for the Psychological Study of Social Issues (external):	$1,282
1993:	PI: USRG Award Kansas State University (2 internal):	$1241
1992:	PI: Society for the Psychological Study of Social Issues (external):	$1,265
1992:	PI: Iowa State University Psychology Department Research Award (internal):	$250

University, Professional, and Community Service

not a comprehensive list

* Chair, Thomas A. Mahoney Mentoring Award committee; HR Division of the Academy of Management (2012)
* Chair and member, Academy of Management Scholarly Achievement Award (2012-2013)
* Committee Member, Director, Undergraduate Assessment Search, University of Minnesota (2012)
* Management.Sustainability Studies Curriculum Committee, University of Minnesota (2008-2010)
* Co-Chair, Good Jobs Green Jobs Expo, Washington DC (February, 2009)
* Distinguished Early Career Contributions Award committee for SIOP (2008)
* Carlson School of Management External Relations Committee (2006-2007)
* Carlson School of Management Executive Committee (2006-present)
* Carlson School of Management All Department Chairs Committee (2006-present)
* University of Minnesota Task Force on Faculty Culture (2005-2006)
* Presenter and planning committee for "Building Strong Relationships: Effective Mentoring as an Element of an Excellent Graduate Student Experience," University of Minnesota (Spring, 2006)

* Vice Chair, Faculty Search Committee, IRC (2005)
* Vice Chair, Carlson School of Management Dean Search Committee (2005)
* Faculty Consultative Committee, Carlson School of Management (2004-2005)
* Term Professorship Committee (2004)
* Ph.D. Coordinator, Department of Human Resources and Industrial Relations (2002-2003, 2004-present)
* Director of M.A. and Ph.D. Graduate Studies, Department of Human Resources and Industrial Relations (2001-2002)
* HRIR & IRC Executive Committee (2000-2003)
* Curriculum Committee, HRIR, University of Minnesota (1998-2002)
* Graduate School Social Science Policy and Review Committee (2001-2002)
* M.A. Admissions Committee (2001-2002)
* Ph.D. Admissions Committee (2002-present)
* Search Committee, "Associate to Director" position (1999)
* IRC Committee for the Human Resources Research Institute (HRRI) (Spring 1999-2001)
* STD/OB Search Committee, University of Minnesota (1997, 1998, and 2000 search)
* Chair, IRC Workshop Series Committee, University of Minnesota (Fall, 1996-Spring 1998)
* Committee on Increasing Externally Funded Research at the Carlson School of Management, University of Minnesota (Fall, 1997-Spring 1998)
* Bush (Teaching) Faculty Development Program, University of Minnesota (1997-1998)
* Committee for IRC New Director Search, University of Minnesota (Winter 1997)
* Board of Directors, Career Enrichment Center, University of Minnesota, and Subcommittee for Evaluation of Career Development Programs (1996-1999)
* Scientific Affairs Committee, Society for Industrial/Organizational Psychology (1997-2001)
* Vice President, Minnesota Professional for Psychology Applied to Work (1998-1999)

Editorial Boards and Reviewing Activities

Editorial Board Member Personnel Psychology (two terms)

Editorial Board Member Journal of Applied Psychology (three terms)

Editorial Board Member, Human Performance (two terms)

Ad Hoc Reviewer for Academy of Management Review

Ad Hoc Reviewer for Academy of Management Journal

Program Committee, Society for Industrial/Organizational Psychology Conference (1994-1999)

Ad Hoc Reviewer for Journal of Organizational and Occupational Psychology

Ad Hoc Reviewer for the Journal of Organizational Behavior

Professional Affiliations

American Psychological Association

Society for Industrial and Organizational Psychology

Academy of Management

Society for Human Resource Management

Human Resources Consulting Experience

* Applied Psychological Techniques, Inc. (2006). Assisted in content validation study of two promotion test batteries.

* Minnesota Department of Economic Security (2002). Conducted a human resources needs assessment and cultural analysis for all incumbents in the WorkForce Wage Assistance Branch.

* Minnesota Department of Economic Security (2001). Conducted a training needs assessment for the jobs of Customer Service Representative and Economic Security Representative.

* Minnesota Department of Economic Security (2001). Developed inventory "Getting Ready for Your Next Job," for unemployment insurance recipients attending WorkForce Center orientation.

* Select Comfort, Minneapolis, MN. (Fall 1996-March 1997). Developed selection test for 160 production/manufacturing employees. Conducted concurrent validation study.

* Department of Defense (DOD) and National Academy of Science (Fall 1995-Spring 1996). Consulted on the development of outplacement services for DOD civilian employees.

* Kansas State University (Fall, 1995); Ft. Riley Public Works Division (Spring, 1996). Delivered multiple training workshops on effective change management.

* Crisis Center Incorporated (Fall, 1995). Coordinated job analyses of all Crisis Center positions. Reviewed and modified current performance appraisal procedures.

* National Association of Housing and Redevelopment (NAHRO) (Spring, 1995). Consulted with Kansas NAHRO chapter regarding effective change management; gave presentation to employees.

* Manhattan Personnel Association, Manhattan, KS. (Fall, 1994). Presented unemployment/outplacement training program to personnel directors.

* Farrell Library, Kansas State University. (Winter, 1993). Coordinated team building retreat for 100 library employees. Presented workshop relating to communication skills and stress in the workplace.

* Cooperative Extension Service, Kansas State University. (Fall, 1992). Consulted on the development of a program for adults questioning their career choice/path.

* Iowa State University Foundation, Iowa State University. (February, 1992). Coordinated and presented a team building retreat for employees.

* Paul M. Muchinsky, P.C., Management Consultant. (Spring, 1992). Analyzed data for a criterion-related validation study of a personnel selection test for the job of firefighter in Des Moines, IA.

Honors and Awards

- Among the most influential management scholars who received their degrees since 1991 based on impact metrics inside and outside of the Academy of Management (Aguinis et al., 2012, Scholarly Impact Revisited, Academy of Management Perspectives, 26(2), 105-132, doi:10.5465/amp.2011.0088)
- Scholarly Achievement Award Academy of Management HR Division (2011)
- Research Award: TheLadders.com (2009)
- Fellow, Society for Industrial and Organizational Psychology (2007-present)
- Curtis L. Carlson Professor of Human Resources and Industrial Relations (2002-2006)
- 2000 Among top published women in Journal of Applied Psychology and Personnel Psychology during the 1990s (Ibes & Viswesvaran, 2000, *The Industrial-Organizational Psychologist, 37(4)*, see http://www.siop.org/tip/backissues/TipApril00/3Ones.aspx)
- Herbert G. Heneman, Jr. Distinguished Teaching Award presented in recognition of teaching excellence (2000)
- Institute for Social and Behavioral Research Faculty Research Fellow, KSU (1993)
- PACE Award Scholarship recipient, Iowa State University (1988-1989)
- Psi-Chi, National Honor Society in Psychology
- Amy Andrews Scholarship recipient, Moorhead State University (1987-1988)
- National Forensic League (Debate/Oratory) "Degree of Special Distinction"

Doctoral Students (Major Professor)

Amy Stellmack, Ph.D. (2000)

John Kammeyer Mueller, Ph.D. (2002)

Zhaoli Song, Ph.D. (2004)

Elizabeth Welsh, Ph.D. (2007)

Freyr Halldorsson, Ph.D. (2007)

Jing Zhu, Ph.D. (2009)

Erica Diehn (2013)

Yongjun Choi (in progress)

Karyn Dossinger (in progress)

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