

TODD J. MAURER, Ph.D.**CONTACT INFORMATION**

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PROFESSIONAL EMPLOYMENT

- 8/03-present: Professor, Georgia State University
- 7/19-present: Associate Dean for Faculty and Research, Robinson College of Business
(See Administrative Service section for details)
- 11/16-7-19: Associate Dean for Research Strategy, Robinson College of Business
(See Administrative Service section for details)
- 1/15-10/16: Associate Dean for Sponsored Research, Robinson College of Business
(See Administrative Service section for details)
- 7/11-12/15: Director, Beebe Institute of Personnel and Employment Relations, Georgia
State University (Interim Director 8/04-7/11; See Administrative Service section
for details)
- 7/05-7/11: Chair, Department of Managerial Sciences, Georgia State University
(Interim Chair 8/04-6/05; See Administrative Service section for details)
- 9/96-8/03: Associate Professor, Georgia Institute of Technology
- 9/90-9/96: Assistant Professor ('89-'90 Visiting Assistant Professor), Georgia Institute of
Technology

RESEARCH

Awards, Honors, Distinctions Relevant to Research:

Senior Consortium Research Fellow (2012; 2015; 2017). Invited to assist the United States Army Research Institute at better understanding Soldier learning and adaptability following negative cross-cultural experiences; Invited to conduct research-based leadership development programming with The Chief of Staff of the Army's Strategic Studies Group (senior military leaders who report to and advise the Chief of Staff); Provide review/input on U.S. Army Sexual Harassment/Assault Response & Prevention Program.

Outstanding Human Resource Development Scholar (2003) from the Academy of Human Resource Development. AHRD: "Awarded to an outstanding HRD scholar that has demonstrated a continuing record of scholarly productivity and influence in the profession."

Elected to Fellow of the American Psychological Association (2004). APA: "Unusual and outstanding contribution or performance in the field of psychology."

Elected to Fellow of the Society for Industrial and Organizational Psychology (2003). Fellows "have made an unusual and outstanding contribution to the field"

Listed as one of the most published authors in premier journals in 1990s (Journal of Applied Psychology and Personnel Psychology): Approximately top 1% of 1,690 authors. Source: T.I.P., 37(4), 26-32.

Research Funding:

National Science Foundation (2015-2017). Principal Investigator, \$49,930. Unique Challenges and Opportunities for Business Schools in Pursuing Federal Research Grants (Workshop involving a sample of business school deans from across the U.S.A.).

U.S. Army Research Institute (2012-2017). Principal Investigator, \$ 1,552,648. Predicting and enhancing valued outcomes following challenging experiences: Toward new individual difference measures and induction tools for leadership development.

SHRM Foundation Research Grant (3/10-9/12). Principal Investigator, \$110, 437. Predicting ten years of worker career success from employee development behavior.

The Market-Based Management (MBM) Institute (2/06-12/06). \$35,000. Project principal. Theoretical and measurement models for MBM practices, culture, and behavior with an emphasis on employee development.

U.S. Army Research Institute (11/04-10/08). Principal Investigator, \$423,853. Self-initiated development of leadership capabilities: Toward establishing the validity of key motivational constructs and assessment tools.

National Institutes of Health. (9/98-8/03), Principal Investigator, \$823,580. The goal of this research project was to understand the factors that enhance or inhibit involvement in human resource development activities by employees, including organizational and individual variables (including age as a major focus).

Winner of the Society for Industrial & Organizational Psychology Sidney A. Fine Award for Research on Analytic Strategies to Study Jobs (2002; 2 years). Principal Investigator. \$7,500. Project title: Improvability ratings of KSAOs: Relevance to the Study of Jobs.

National Science Foundation, (9/1/97-8/31/01), Co-principal investigator. \$387,750. The goal of this research project was to understand the use of various learning and knowledge management techniques and enablers/inhibitors within organizations, and how they relate to business process and performance across new product development teams.

Examples Of Previous Or Current Project Sites

BellSouth; The Southern Company; Georgia-Pacific; Sprint; City of Atlanta, GA; City of Akron, OH; IBM; Milliken; General Motors; Corning; Brown & Williamson; King & Spalding; Chick-fil-A; U.S. Army Sexual Harassment/Assault Response & Prevention Program; Chief of Staff of the Army's Strategic Studies Group

Research articles/papers in progress and published:

Maurer, T. (2019). The untapped grant advantage. *BizEd*, May/June, 48-52.

Maurer, T., Dimotakis, N., Hardt, G., & Corner, A. (2019). Toward better understanding developmental reflection differences in employee and leader development. Under review.

Dimotakis, N., Lambert, L., Fu, S., Boulamatsi, A., Corner, A., Tepper, B., Maurer, T. (2019). Gains and losses: Week-to-week changes in leader-follower relationships. Under review.

Maurer, T. J., & London, M. (2018). From individual contributor to leader: A role identity shift framework for leader development within innovative organizations. *Journal of Management*, 44, 1426–1452, DOI: 0149206315614372.

V. Kumar, Goreczny, A., Maurer, T. (2018) "What drives a salesperson's goal achievement? An empirical examination", *Journal of Business & Industrial Marketing*, 33, 3-18, <https://doi.org/10.1108/JBIM-06-2017-0128>. Winner: Highly Commended in the 2019 Emerald Literati Awards

Maurer, T. & Chapman, E. (2018). Relationship of proactive personality with life satisfaction during late career and early retirement. Journal of Career Development, 45. 345-360, DOI: 10.1177/0894845317697381.

-Proactive people have greater life satisfaction in late career and early retirement. *LSE Business Review*, October.

Maurer, T., Leheta, D. & Conklin, T. (2017). An exploration of differences in content and processes underlying reflection on challenging work-related experiences. Human Resource Development Quarterly, 28, 337–368. DOI: 10.1002/hrdq.21283.

Maurer, T. & Lippstreu, M., & Hartnell, C. (2017). A model of leadership motivations, error management culture, leadership capacity, and career success. Journal of Occupational and Organizational Psychology, 90, 481-507. DOI: 10.1111/joop.12181

Dimotakis, N, Mitchell, D., & Maurer, T. (2017). Positive and negative assessment center feedback in relation to development self-efficacy, feedback seeking, and promotion. Journal of Applied Psychology. 102(11), 1514-1527, DOI: 10.1037/apl0000228

Sunder, S, Kumar, V., Goreczny, A., Maurer, T. (2017) Why do salespeople quit? An empirical examination of own and peer effects on salesperson turnover behavior. Journal of Marketing Research: 54, 381-397. DOI: <http://dx.doi.org/10.1509/jmr.15.0485>

-How to Predict Turnover on Your Sales Team. Harvard Business Review, July-August. 22-24.

Chapman, E., Maurer, T., Miles, E. (2017). A Proposed model for effective negotiation skill development. Journal of Management Development, 36(7), 940-958, DOI: 10.1108/JMD-01-2016-0002

Maurer, T., Dimotakis, N., & Hardt, Greg (2017). *Predicting and enhancing valued outcomes following challenging experiences: Toward new individual difference measures and induction tools for leadership development*. Army Research Institute Technical Report; Contract # W5J9CQ-12-C-0029. Ft. Belvoir, VA: U.S. Army Research Institute-Foundational Science Research Unit.

Maurer, T. (2016). *Unique challenges and opportunities for business schools in pursuing federal research grants*. NSF Workshop Report for Grant # 1545303. Georgia State University. Available at: <https://robinson.gsu.edu/2016/04/nsfworkshop/>.

Klafehn, J. L., Cai, D. A., Connelly, S., Mathieu, J. E., Maurer, T. J., Noe, R. A., & Salazar, M. (2014). Soldier development following negative cross-cultural experiences: An integrated review of the literature (Research Note-2014-01). Army Research Institute for the

Behavioral and Social Sciences, Fort Belvoir Va.

Maurer, T. & Chapman, E. (2013). Ten years of career success in relation to individual and situational variables from the employee development literature. Journal of Vocational Behavior, 83, 450-465.

Miles, E. & Maurer, T. (2012). Advancing validity of self-efficacy in negotiation through focusing at the domain level. Journal of Occupational and Organizational Psychology, 85, 23-41.

Ardts, J., van der Velde, M., & Maurer, T. (2010). The influence of perceived characteristics of management development programs on employee outcomes. Human Resource Development Quarterly, 21, 411-434.

Maurer, T. & Weiss, E. (2010). Continuous learning skill demands: Associations with managerial job content, age, and experience. Journal of Business and Psychology. 25, 1-13.

Maurer, T. & Lippstreu, M. (2010). *Self-initiated development of leadership capabilities: Toward establishing the validity of key motivational constructs and assessment tools*. (ARI Technical Report # 1275). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Pierce, H. & Maurer, T. (2009). Linking employee development activity, social exchange and organizational citizenship behavior. International Journal of Training and Development, 13(3), 139-147.

Maurer, T., Lippstreu, M. & Judge, T. (2008). Structural model of employee involvement in skill development activity: The role of individual differences. Journal of Vocational Behavior, 72, 336-350.

Maurer, T. & Lippstreu, M. (2008). Expert vs. general working sample differences in KSAO 'Improvability' ratings and relationships with measures relevant to occupational and organizational psychology. Journal of Occupational and Organizational Psychology, 81, 813-829.

Tross, S. & Maurer, T. (2008). The effect of coaching interviewees on subsequent interview performance in structured experience-based interviews. Journal of Occupational and Organizational Psychology, 81, 589-605.

Maurer, T., Solamon, J. & Lippstreu, M. (2008). How does coaching interviewees affect the validity of a structured interview? Journal of Organizational Behavior, 29, 355-371.

Maurer, T., Barbeite, F., Weiss, E., & Lippstreu, M. (2008). New measures of stereotypical beliefs about older workers' ability and desire for development: Exploration among employees age 40 and over. Journal of Managerial Psychology (Special Issue on Older workers), 23, 395-418.

Maurer, T. & Lippstreu, M. (2008). Who will be committed to an organization that provides support for employee development? Journal of Management Development, 27, 328-347.

Maurer, T. (2007). Employee development and training issues related to the aging workforce. In K. Shultz & G. Adams (Eds.) Aging and Work in the 21st Century, Mahwah, NJ: Lawrence Erlbaum Associates, Inc, 163-178.

Maurer, T. & Solamon, J. (2006). The science and practice of a structured employment interview coaching program. Personnel Psychology, 59(2), 433-456.

Maurer, T. (2005). Distinguishing cutoff from critical scores in personnel testing. Consulting Psychology Journal: Practice and Research, 57, 153-162.

London, M. & Maurer, T. (2004). Leadership development: A diagnostic model for continuous learning in dynamic organizations. In R. Sternberg, J. Antonakis, & A. Cianciolo (Eds.) The Nature of Leadership, Thousand Oaks, CA: Sage Publications, Inc. pp. 222-245.

Weiss, E. & Maurer, T. (2004). Age discrimination in personnel decisions: A reexamination. Journal of Applied Social Psychology, 34, 15515-1562.

Wrenn, K. & Maurer, T. (2004). Beliefs about older workers' learning and development behavior in relation to beliefs about malleability of skills, age-related decline and control. Journal of Applied Social Psychology, 34, 223-242.

Maurer, T, Weiss, M, & Barbeite, F. (2003). A model of involvement in work-related learning and development activity: The effects of individual, situational, motivational and age variables. Journal of Applied Psychology, 88(4), 707-724.

Fedor, D., Ghosh, S., Caldwell, S., Maurer, T., & Singhal, V. (2003). The effects of knowledge management on team members' ratings of project success and impact. Decision Sciences, 34, 513-540

Palmer, J., Thomas, A., Maurer, T. (2003). Moderating effects of context on the relationship between behavioral diaries and performance rating halo and accuracy. North American Journal of Psychology, 5, 81-90.

Maurer, T., Wrenn, K., Pierce, H., Tross, S., & Collins, W. (2003). Beliefs about "improvability" of career-relevant skills: Relevance to job/task analysis, competency modeling and learning orientation. Journal of Organizational Behavior, 24, 107-131.

Maurer, T., Andrews, K., & Weiss, E. (2003). Toward understanding and managing stereotypical beliefs about older workers' ability and desire for learning and development. Research in Personnel and Human Resources Management, vol 22, 253-285.

Maurer, T., Pierce, H. & Shore, L. (2002). Perceived beneficiary of employee development activity: A three-dimensional social exchange model. Academy of Management Review, 27(3), 432-444.

Maurer, T. & Barbeite, F. (2002). Job performance and the aging worker. In D. Ekerdt (Ed.) Encyclopedia of Aging. New York: Macmillan Reference USA.

Maurer, T. (2002). Employee learning and development orientation: Toward an integrative model of involvement in continuous learning. Human Resource Development Review, 1(1), 9-44.

Maurer, T., Mitchell, D., & Barbeite, F. (2002). Predictors of attitudes toward a 360-degree feedback system and involvement in post-feedback management development activity. Journal of Occupational and Organizational Psychology, 75, 87-107.

Palmer, J., Maurer, T. & Feldman, J. (2002). Context and prior impression effects on attention, judgement standards, and ratings: Contrast effects revisited, Journal of Applied Social Psychology, 32(12), 2575-2597.

Tross, S.A., & Maurer, T.J. (2002). Supervisors as SMEs: The relationship between supervisor job experience and ratings of subordinate skill importance. Journal of Business and Psychology, 16, 413-430.

Maurer, T. & Rafuse, N. (2001). Learning not litigating: Managing employee development and avoiding claims of age discrimination. Academy of Management Executive, 15, 110-121.

Maurer, T. (2001). Career-relevant learning and development, worker age, and beliefs about self-efficacy for development. Journal of Management, 27, 123-140.

Maurer, T., Solamon, J., Andrews, K. & Troxtel, D. (2001). Interviewee coaching, preparation strategies and response strategies in relation to performance in situational employment interviews: An extension of Maurer, Solamon & Troxtel (1998). Journal of Applied Psychology, 86, 709-717.

Maurer, T., & Andrews, K. (2000). Traditional, Likert, and simplified measures of self-efficacy. Educational and Psychological Measurement, 60(6), 965-973.

Tross, S. & Maurer, T. (2000). The relationship between SME job experience and job analysis ratings: Findings with and without statistical control. Journal of Business and Psychology, 15(1), 97-110.

Maurer, T. & Tross, S. (2000). SME committee vs. field job analysis ratings: Convergence, cautions, and a call. Journal of Business and Psychology, 14 (3), 489-499.

Maurer, T.J. & Palmer, J.K. (1999). Management development intentions following feedback: Role of perceived outcomes, social pressures, and control. Journal of Management Development, 18(9), 733-751.

Maurer, T., Raju, N., & Collins, W.(1998). Peer and subordinate performance appraisal measurement equivalence. Journal of Applied Psychology, 83, 693-702.

Maurer, T., & Pierce, H. (1998). A comparison of Likert scale and traditional measures of self-efficacy. Journal of Applied Psychology, 83, 324-329.

Maurer, T., Solamon, J., & Troxtel, D. (1998). Relationship of coaching with performance in situational employment interviews. Journal of Applied Psychology, 83, 128-136.

Maurer, T. & Tarulli, B. (1997). Managerial work, job analysis, and Holland's 'RIASEC' vocational environment dimensions. Journal of Vocational Behavior, 50, 365-381.

Rogers, W., Maurer, T., Salas, E., & Fisk, D. (1997). Training design, cognitive theory, and automaticity: Principles and a methodology. In J. Ford & Associates (Eds.) Improving training effectiveness in work organizations. Lawrence Erlbaum & Associates, 19-45

Maurer, T. & Tarulli, B. (1996). Acceptance of peer/upward performance appraisal systems: Role of work context factors and beliefs about managers' development capability. Human Resource Management Journal, 35, 217-241.

Salthouse, T. & Maurer, T. (1996). Aging, job performance and career development. In J. Birren and K. Schaie (Eds.) Handbook of the psychology of aging, 4th edition, San Diego: Academic Press, 353-364.

Maurer, T., Palmer, J. & Lisnov, S. (1995). Distinguishing context effects from context errors in judgments of behavior. Journal of Applied Social Psychology, 25, 1637-1651.

Raju, N., Burke, M., & Maurer, T. (1995). A note on direct range restriction corrections in utility analysis. Personnel Psychology, 48, 143-150.

Maurer, T. J. & Tarulli, B. A. (1994). An investigation of perceived environment, perceived outcome, and person variables in relationship to voluntary development activity by employees. Journal of Applied Psychology, 79, 3-14.

Maurer, T., Giltrow, M., & Wicker, T. (1994). Three faces of affect and their relationships with performance evaluations, vocational role satisfaction, and life satisfaction. Journal of Psychology and the Behavioral Sciences, 8, 14-33.

Maurer, T.J. & Taylor, M.A. (1994). Is sex by itself enough?: An exploration of gender bias issues in performance appraisal. Organizational Behavior and Human Decision Processes, 60, 231-251.

Maurer, T.J., Maher, K.J., Ashe, D.K., Mitchell, D., Hein, M., Van Hein, J. (1993). Leadership perceptions in relation to a presidential vote. Journal of Applied Social Psychology, 23, 959-979.

Maurer, T., Palmer, J., & Ashe, D. (1993). Diaries, checklists, evaluations, and contrast effects in measurement of behavior. Journal of Applied Psychology, 78, 226-231.

Maurer, T.J. & Alexander, R.A. (1992). Methods of improving employment test critical scores derived by judging test content: A review and critique. Personnel Psychology, 45, 727-762.

Maurer, T.J. & Alexander, R.A. (1991). Contrast effects in behavioral measurement: An investigation of alternative process explanations. Journal of Applied Psychology, 76(1), 3-10.

Maurer, T.J. & Lord, R.G. (1991). An investigation of cognitive demands in group interaction as a moderator of information processing variables in perceptions of leadership. Journal of Applied Social Psychology, 21, 821-839.

Maurer, T.J., Alexander, R.A., Callahan, C.M., Bailey, J.J., & Dambrot, F.H. (1991). Methodological and psychometric issues in setting cutoff scores using the Angoff method. Personnel Psychology, 44(2), 235-262.

Maurer, T.J., Alexander, R.A., & Stevens, S.E. (1990). Self-ratings in attitude measurement: Resistance to short-term recalibration and contrast. Educational and Psychological Measurement, 50, 525-538.

Conference Symposia/Presentations:

Maurer, T. (2017). Pursuing funded grant research. Presented at the Annual International Conference and Meeting of AACSB International, Houston, April. (Moderator and presenter.)

Maurer, T. (2016). Sponsored research at Robinson College of Business (Session: Sponsored Research—What Works, What Does Not). MIS Academic Leadership Conference, Atlanta, November.

Maurer, T. & Clenney, E. (2016). Proactive personality in relation to life satisfaction during late career and early retirement. Presented at the Annual Conference of the Southern Management Association, Charlotte, October.

Corner, A., Boulamatsi, A., Dimotakis, N., Tepper, B., Maurer, T. (2016). Leader-Member Exchange (LMX) change. Presented at the Annual Academy of Management Meeting, August, Anaheim.

Sunder, S., Kumar, V., Maurer, T. (2016). Is quitting contagious? A spatiotemporal model of salesforce turnover with social interactions.. Presented at the Annual Winter Marketing Academic Conference, American Marketing Association, Las Vegas, February.

Kumar, V., Sunder, S., Goreczny, A., Maurer, T. (2015). Why do salespeople quit? An empirical examination of own & peer effects on salesperson churn behavior. Presented at the annual Summer Marketing Educators Conference, American Marketing Association, Chicago, August. Winner: 2015 The Sales Education Foundation/Neil Rackham Research Grant Program. \$5,000.00

Maurer, T., Corner, A., Hardt, G., & Leheta, D. (2014). Developmental reflection as individual difference: A model of predictors and outcomes in leadership development. Presented at the annual conference of the Southern Management Association, Savannah, November.

Maurer, T. & Leheta, D. (2014). Reflection on challenging experiences: An exploration of content and process. Presented at the annual conference of the Southern Management Association, Savannah, November.

Dimotakis, N., Tepper, B., Almeda, M., Maurer, T. (2014). Affectivity as a moderator of the within-person LMX–affect relationship. Presented at the Annual Conference of the Society for Industrial-Organizational Psychology, Honolulu, May.

Almeda, M., Dimotakis, N., Tepper, B., Maurer, T. (2013). On the stability of leader-member exchange (LMX): A weekly examination of LMX, affect, and attitudes. Annual Conference of the Academy of Management, Orlando, August.

Lippstreu, M. & Maurer, T. (2013). Examining transformational leadership in relation to the follower's own leadership development. Annual Conference of the Academy of Management, Orlando, August.

Clenney, E., Maurer, T., Miles, E. (2013). Becoming a negotiator: A proposed negotiation skill development complexity model. Annual Conference of the Academy of Management, Orlando, August.

Goo, W., Lambert, L., Tepper, B., Maurer, T. (2013) Applying person-environment fit theory to job characteristics needed and supplied. Presented at the Annual Conference of the Society for Industrial-Organizational Psychology, Houston, April.

Schleicher (Chair), Baumann, Hartwell, Day, Myers, Maurer (Discussant). (2013). New research directions in employee *and* leader development (Symposium). Presented at the Annual Conference of the Society for Industrial-Organizational Psychology, Houston, April.

Maurer, T. & Lippstreu, M. (2012). Error management culture in relation to leadership motivations, behavior, and individual ascendancy. Presented at the annual conference of the Academy of Management, Boston, August. OB Division.

Maurer, T. & Clenney, B. (2012). Predicting ten years of worker career success from employee development behavior. Presented at the annual conference of the Academy of Management, Boston, August.

Maurer, T. (organizer), Clenney, E. (chair), London, M. (discussant), Ozer, G., Neville, F., Leheta, D. (2012). Exploring new research in individual and leader success via learning/development and career behavior. Symposium at Annual Conference of Academy of Management, August, Boston, OB, HR, Careers Divisions.

Goo, W., Lambert, L., Tepper, B., & Maurer, T. (2011). Revisiting the job characteristics model with polynomial regression approach. Presented at Annual Conference of the Southern Management Association, November, Savannah, GA.

Maurer, T., Lippstreu, M., & Judge, T. (2010). Executive coaches' and workers' beliefs about "improvability" of leadership-relevant competencies. Presented at the Annual Conference of the Academy of Management, Montreal, August.

Karin Orvis & Todd Maurer (Co-Chairs) (2010). Leader and employee development research advancements: Individual and contextual factors. Conference symposium for the Annual Conference of the Academy of Management, Montreal, August.

Miles, E. & Maurer, T. (2010). Role asymmetry in the relationship between self-set negotiator goals and dyad level outcomes. Presented at the Annual Conference of the Academy of Management, Montreal, August.

Clenney, B., Maurer, T., & Miles, E. (2010). Developing great negotiators: A framework for employee negotiation skill development. Presented at the Annual Conference of the Academy of Management, Montreal, August.

Maurer, T. & Lippstreu, M. (2009). Motive to develop leadership vs. motive to lead in relation to leadership ratings and career success. Presented at the annual conference of the Academy of Management, Chicago, August. Careers Division.

Maurer, T. (2008). Leadership development as creative destruction of work capability through intrapersonal innovation. Presented at the annual conference of the Academy of Management, Anaheim, August. Winner Best Applied Paper, Careers Division.

Maurer, T. & Lippstreu, M. (2008). Leader self-development: Differentiating motivation to develop leadership from motivation to lead. Presented at the annual conference of the Academy of Management, Anaheim, August.

Wrenn, K. & Maurer, T. (2008). Extraversion as a predictor of procedural justice perceptions. To be Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, April.

Maurer, T. & Lippstreu, M. (2007). Differentiating Motivation to Develop Leadership Capability from Motivation to Lead. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New York, April.

Klinger, R. & Judge, T. (Co-chairs), Huffcutt, A., Van Iddekinge, B., Oh, I., Postlethwaite, B., Greenberg, J., Maurer, T. (Discussant). (2007) Symposium: The Employment Interview: Constructs, Questions, and Directions for Improvement. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New York, April.

Maurer, T. & Lippstreu, M. (2005). Employee involvement in skill development: Exploration of additional antecedents and outcomes. Presented at the annual conference of the Academy of Management, Honolulu, August.

Maurer, T. & Lippstreu, M. (2005). Desire to lead vs. Desire to develop leadership capability: Relevance of 'born vs. Made' beliefs. Presented at the annual conference of the Academy of Management, Honolulu, August.

Maurer, T. & Lippstreu, M. (2005). Support for employee development may not always enhance organizational commitment. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, April.

Maurer, T., Barbeite, F., & Weiss, E. (2004). Stereotypes held by workers over age 40 about older workers' ability and desire for development. Presented at the annual conference of the Academy of Management, New Orleans, August.

Maurer, T. & Lippstreu, M. (2004). Improvability ratings of KSAOs: Relevance to the study of jobs. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, April.

Lippstreu, M. & Maurer, T. (2004). "Improvability" ratings: Relevance to implicit theories and judgments about leaders. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, April.

Maurer, T. (Chair), McCauley, C., Pierce, H., Deal, J., & Noe, R. (Discussant). (2003) Recent research on managing/fostering employee and leader development. Symposium presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, April.

Maurer, T. & Weiss, E. (2003). Continuous learning skill demands associated with dimensions of managerial work. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, April.

Maurer, T, Weiss, M, & Barbeite, F. (2003). Involvement in development: effects of individual, situational, motivational and age variables. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, April.

Pierce, H. & Maurer, T. (2003). Leader-member exchange, perceived organizational support, organizational citizenship and development participation. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, April.

Maurer, T., Solamon, J. & Lippstreu, M. (2003). Structured interviews: Effects of coaching interviewees on performance and validity. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, April.

Barbeite, F. & Maurer, T. (2002). Importance of learning and development opportunity to job choice decisions. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, April.

Lewen, L. & Maurer, T. (2002). A comparison of single-item and traditional measures of self-efficacy. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, April.

Palmer, J., Thomas, A., & Maurer, T. (2002). Behavioral diaries improve halo and accuracy only for context-free performance ratings. Presented at the 14th annual conference of the American Psychological Society, New Orleans, LA.

Maurer, T., Andrews, K., & Weiss, E. (2001). A Model of stereotypical beliefs about older workers' ability and desire for learning and development. Presented at the annual conference of the Academy of Management, Washington, D.C., August.

Maurer, T., Mitchell, D., & Barbeite, F. (2001). Predictors of development activity and attitudes in response to 360-degree feedback. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, April.

Killingsworth, S.A. and Maurer, T.J. (2001). Learning orientation: College climate antecedents, development-related outcomes, and malleability. Presented at the 13th Annual Convention of the American Psychology Society, Toronto.

Weiss, E. & Maurer, T. (2001). Age Discrimination in Personnel Decisions: A Reexamination and Extension. Presented at the Annual Conference of the American Psychological Association, Washington, D.C.

Maurer, T. & Rafuse, N. (2000). A comparison of behavioral and legal perspectives on age-related differences in training and development opportunities at work. Presented at the Annual Conference of the Academy of Management, Toronto, August.

Maurer, T., Pierce, H. & Shore, L. (2000). Three dimensions of perceived beneficiary of post-feedback employee development activity and organizational citizenship behavior: A social exchange model utilizing leader-member exchange and perceived organizational support. Presented at the Annual Conference of the Academy of Management, Toronto, August.

Cynthia D. McCauley (Chair), Sarah A. Hezlett, Maxine Dalton, Ethlyn A. Williams, Todd J. Maurer (Discussant). (2000). Developments on Development: The Process and Consequences of Continuous Learning. Symposium at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, April, New Orleans.

Palmer, J., Thomas, A., & Maurer, T. (2000). A strong performance context produces scale and factor non-invariance. Annual Conference of the American Psychological Society, Miami Beach, June.

Tross, S. & Maurer, T. (1999). Effect of interviewee coaching on structured experience-based interview processes and outcomes. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, April.

Maurer, T., Solamon, J., Troxtel, D., & Andrews, K. (1999). Coaching and situational employment interviews. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, April.

Maurer, T. (Chair), Solamon, J., Tross, S., & Campion, M. (1999). Symposium: Coaching interviewees for structured employment interviews: Scientific and practical perspectives. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, April.

Palmer, J., Feldman, J. & Maurer, T. (1999). Accountability in performance appraisal: Higher accuracy and reduced errors. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, April.

Tross, S., Collins, W., & Maurer, T. (1999). The effect of person characteristics on perceptions of KSA improvability. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, April.

Mitchell, D. & Maurer, T. (1998). A note on assessment center feedback and subsequent training and development activity. Presented at the Annual Conference of the Academy of Management, San Diego, August.

Palmer, J., Feldman, J., & Maurer, T. (1998). Contrast, halo, and accuracy. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, April.

Harper, J. & Maurer, T. (1998). An examination of qualities associated with leadership judgments of various rater groups. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, April.

Tross, S. & Maurer, T. (1997). The effects of supervisor job experience on supervisor ratings of subordinate jobs. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, April.

Maurer, T., & Pierce, H. (1997). Comparison of Likert-type and traditional measures of self-efficacy. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, April.

Maurer, T.J., Palmer, J.K., & Tarulli, B.A. (1996). Management development following peer/subordinate feedback: Application of the theory of planned behavior. Presented at the Annual Conference of the Academy of Management, Cincinnati, August.

Maurer, T. (Chair), Hezlett, S., Reiber, A., & Atwater, L. (1996). Symposium: Predicting and enhancing individual development efforts following feedback. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, April.

Maurer, T., Mitchell, D., & Godsey, C. (1996). A model of employee attitudes and actions following 360-degree feedback. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, April.

Maurer, T. & Tross, S. (1996). SME committee vs. field job analysis ratings: Convergence, cautions, and a call. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, April.

Tross, S. & Maurer, T. (1996). Job experience effects in job analysis: Are there effects? Does statistical control make a difference? Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, April.

Maurer, T., Godsey, C., & Raju, N. (1995, Selected as a "Best Paper"—We declined to publish in the proceedings). Measurement equivalence of 360-degree ratings across time and rater population. Presented at the Annual Meeting of the Academy of Management, Vancouver, British Columbia, August.

Maurer, T., Schoob, C., Harper, J., Palmer, J. (1995). Peer feedback: Effects of Developmental resource availability and rating purpose. Presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, April.

Palmer, J. & Maurer, T. (1995). Ideals, attention, accessibility, and contrast in performance judgments. Presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, April.

Maurer, T. (1994). Individual differences in employee learning and development orientation: Toward an integrative model. Presented at the Annual Meeting of the Academy of Management, Dallas, August.

Maurer, T. & Tarulli, B. (1994). Addressing acceptance of upward and peer performance appraisal systems. Presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Nashville, April.

Maurer, T. & Tarulli, B. (1994). Job analytic study of Holland's environmental constructs and managerial work. Presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Nashville, April.

Giltrow, M. & Maurer, T. (1994). The link between cutoff scores and job analysis. Presented at the Annual Meeting of the Canadian Psychological Association, Penticton, B.C., July.

Maurer, T., Palmer, J., & Lisnov, S. (1994). Distinguishing context effects from context errors in judgment of behavior. Presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Nashville, April.

Maurer, T.J., Ashe, D.K., Saylor, L.L., Tarulli, B. (1993). Job analysis and diversity in describing managerial work. Presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, May.

Maurer, T. & Tarulli, B. (1993). Environment, outcome, and person variables: Relationships with employee development activity. Presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, May.

Parsons, C. & Maurer, T. (1993). Refining cutting score determination through item response theory. Presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, May.

Maurer, T. & Taylor, M. (1993). Accessibility effects in performance appraisal and sex bias. Presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, May.

Maurer, T.J., Giltrow, M., & Wicker, T. (1992). Three faces of affect: Their relationship with evaluations and satisfaction. Presented at Annual meeting of the American Psychological Association, Washington, D.C., August.

Maurer, T. (Chair), Veres, J., Alliger, G., Wong, W., Whitenack, D., Alexander, R. (1992). Methodological issues in setting judgmental cutoff scores on content-valid tests. Symposium presented at the Annual Meeting at the Society for Industrial and Organizational Psychology, Montreal, May.

Maurer, T.J., Palmer, J., Ashe D. (1992). Influence of diaries and checklists on behavior evaluation contrast effects. Presented at the Annual Meeting at the Society for Industrial and Organizational Psychology, Montreal, May.

Maurer, T., Berkovsky, K., & Taylor, M. (1991). Gender bias effects in simulated employment decisions: Influence of perceived job requirements. Presented at Annual meeting of the American Psychological Society, Washington, D.C., June.

Maurer, T.J., Maher, K.J., Ashe, D.K., Mitchell, D., Hein, H.J., & Van Hein, J. (1991). Leadership perceptions, information processing, and political involvement: Choosing political leaders. Presented at Annual meeting of the American Psychological Association, San Francisco, August.

Maurer, T.J., Steilberg, R.C., & McCoy, J. (1991). Effects of reviewing prior performance information immediately before subsequent evaluations. Presented at Annual meeting of the American Psychological Association, San Francisco, August.

Maurer, T.J. & Taylor, M.A. (1991). How important is ratee sex in sex bias in evaluation? paper presented at Meeting of the Society for Industrial and Organizational Psychology, April, St. Louis.

Maurer, T.J. & Alexander, R.A. (1991). Possible methods for improving judgmentally derived cutoff scores. paper presented at Meeting of the Society for Industrial and Organizational Psychology, April, St. Louis.

Thesis: committee member (Georgia Tech): 5 graduated, chair or co-chair (Georgia Tech): 12 graduated

Undergraduate Senior Thesis: chair (Georgia Tech): 6 graduated

ADMINISTRATIVE SERVICE

Associate Dean for Faculty and Research-Robinson College of Business (7/19-present)

Oversees hiring, internal evaluation, promotion, development, compensation of over 200 FTE faculty across 12 academic departments; Provides vision and leadership around Robinson's research mission and sponsored programs - works closely with Dean, faculty, departments, centers, faculty affairs, promotion and tenure, and other college committees; and other applicable committees/units of the campus. Oversees the college doctoral (Ph.D. and DBA) programs.

Strategic: Advancing a culture of scholarship, enhancing the scholarly productivity of faculty, promoting excellence in research and teaching, facilitating and coordinating scholarly activities, facilitating and coordinating funded scholarly activities and aiding in the placement, publication, and promotion of research outcomes;

- Makes recommendations and participates in managing the budget regarding portfolio of faculty;
- Help to cultivate research partnerships with other academic and non-academic research entities inside and outside the university; including sponsored research partnerships and research activities;
- Serves as a member of the Dean's Leadership Council to provide a coordinated college-wide approach to strategic planning, implementation and evaluation of investments in educational and research program development.

Managerial:

- Works with the Associate Dean for Strategy & Special Projects to ensure teaching assignments are aligned to the mission and goals of the college and faculty members;
- Oversees all faculty recruiting, hiring, retention, promotion and tenure, structured review, and reappointment review processes. Review and approve all PTI, GTA, PhD Teaching Fellow, and Visiting faculty appointments. Participate in the budgeting processes.
- Ensures the faculty annual activity evaluation and goal setting processes are carried out including faculty salary and workload adjustments;
- Helps ensure success in all reporting and accreditation efforts associated with faculty composition and credentials;
- Oversees the college doctoral (Ph.D. and DBA) programs;
- Develops and oversees college-level faculty professional development programs (e.g. Summer Research Program, Brightman Mentoring Teaching Program, faculty awards programs, obtaining and maintenance of college-provided data sets).
- Support the development of policies and processes that promote efficient grant identification, submission and management;

- Implement policies and secure resources that promote the engagement of Robison's research portfolio;
- College-level research centers goal and activity review and resource adjustment recommendations are made as necessary;
- Act as a liaison to the Vice President for Research to represent Robinson in university-wide activities related to our research strategy mission.

Representational: Serves as a member of the Executive Committee and the Dean's Leadership Council. Serves as ex-officio member of the Faculty Affairs Committee and the Faculty Development Committee.

Associate Dean for Research Strategy-Robinson College of Business (11/16-7/19)

Responsible to provide vision and leadership around Robinson's research mission, and to build its extramural funding base with corporate partners, government agencies, university partners, and with other funding organizations. Advances scholarship, productivity and aids in the promotion of research. Rankings from the University of Texas at Dallas published on May 02, 2019, showed RCB as the highest ranked school for research productivity in Georgia and among the top three highest ranked schools in the southeastern United States, number 29 among North American business schools and 32 worldwide. Grew internal multidisciplinary and interdisciplinary research forums for bringing together multiple disciplinary perspectives within the college.

Associate Dean for Sponsored Research-Robinson College of Business (1/15-10/16)

Responsible to provide vision and leadership around Robinson's engaged research mission as it builds its extramural funding base with corporate partners, government agencies, university partners, and with other funding organizations. Established RCB Office of Sponsored Research, Conducted analysis of business discipline via workshop to establish a national-level conversation: NSF-Funded Workshop: Unique Challenges and Opportunities for Business Schools in Pursuing Federal Research Grants; Sponsored program income within RCB from FY2014 baseline to FY2016 increased by approximately 100% and number of submissions/proposals increased 75%.

Facilitator/Coordinator GSU Panther PAW (People at Work) Initiative RCB (1/15-present)

"People at Work" as multi-disciplinary, interdisciplinary research topic across departments within College of Business moved from a research center activity to a college-level initiative: Continue Fostering, facilitating and creating cross-department interaction, idea generation and sharing via multi-disciplinary research colloquia, visits by outside scholars, meetings and project discussion by PAW members and others.

Director Beebe Institute of Personnel and Human Relations 2011-2015 (Interim 2004-2011):

-Explored/established theme "People at Work" as multi-disciplinary, interdisciplinary research topic across departments within College of Business: Fostering, facilitating and creating cross-department interaction, idea generation and sharing; -Organize multi-disciplinary research colloquia/visits by outside scholars for college; -Administer grant project(s) within Institute -Conduct research projects; -Assist in editing Beebe newsletter written by students to reach HR community in and around Atlanta and enhance visibility; -Correspond with donors, invite to college functions, etc. and enhance relationships and visibility; -Assist with scholarship administration; -Administer budget to support Institute-related activities

Chair, Department of Managerial Sciences, Georgia State University 2004-2011 (Interim 04-05)

The largest Department in the College of Business with (at that time) approximately 20 Part-Time faculty, 30 Full-Time faculty, 3 Full-Time staff. Across 6 academic areas (Organizational Behavior, Human Resource Management, Operations Management, Business Analysis, Strategic Management and Entrepreneurship, 5 MBA concentrations offered, 4 specialty master's, an undergraduate and a PhD degree (approximately 1000 majors, total). There were 2 active centers/institutes affiliated with the Department (Russell Center for Entrepreneurship and Beebe Institute for Personnel & Employment Relations). Activities as Chair were in two overlapping categories: 1) Administrative/Managerial (e.g. recruiting, performance management, workload & staffing, salary administration, promotion and tenure, pre- and post-tenure reviews, awards, personnel issues), and 2) Leadership & Representing the Department (e.g. serve as leading representative of Department in meetings/events, develop relationships & visibility with external constituents and serve as point of contact/communication, development of resources and programs, infrastructure, policy).

Some highlights of MGS Department accomplishments during this period:

-Named among the top 10 most productive management departments out of 375 universities that offer the Ph.D., using a "Faculty Scholarly Productivity Index" published in the Chronicle of Higher Education, 2007.

-Improved in department ranking on research productivity compared to other management departments as reflected in number of papers published in the top management journals from #34 (T) in the first full calendar year as new, permanent chair (2006) to #15 (T) in the year after exiting the role (2012). (Joint study by Texas A&M University and the University of Florida which ranks departments each year in the U.S. and Canada.)

-Enhanced external funds coming into the department and college via roundtables, research grants/contracts, gifts and executive education, e.g. Initiated a new Operations/Supply Chain/Logistics Roundtable and increased membership revenue in the HR Roundtable (across three area roundtables (HR, OM, Ent) the combined approximate fund balance grew by several hundred thousand dollars during the period from 2004 to the beginning of 2011, or over a 100% increase, this while also spending significant sums along the way from these accounts for various key expenses within the department.); Offered non-degree executive education programs, most notably initiated the Lean Six Sigma program which generated almost three quarters of a

million dollars in gross revenues over the period for the college; Emphasized policy and support for grants, e.g. initiated a policy of sharing grant overhead funds with PIs as an incentive to researchers to bring in overhead-generating research grants and contracts. Over the period 2004-2010, MGS received over 10 research grant/contract awards, to 6 different PIs for a total of over \$800k; Participated in outreach, community and alumni relations, in conjunction with our college's development office, we received several commitments in the form of scholarship donations and other funds from various alumni and distinguished members of the community. Total endowment balances for the Russell Center and the Beebe Institute grew from a combined balance of approximately \$1.5 million to over \$2.25 million, largely due to the continuing commitment and generosity of our key supporters, and especially Mr. Russell.

-Strengthened the infrastructure and support for research and innovation, e.g. Added three new small grant programs within the department: The Society of Entrepreneurs Small Grant Program for Research in Entrepreneurship & Strategic Management, The Human Resources Executive Roundtable Small Grant Program for Research in Human Resource Management and Organizational Behavior, and The Operations Management Small Grant Program for Research in Operations Management and Business Analysis (these grant programs were intended to highlight department support for top tier research, and plant seeds in thinking about external funding and interdisciplinary research); Added a Teaching Innovation and Enhancement Committee that organized and delivered seminars to our department around key teaching-related issues, creating a forum for sharing teaching ideas, projects, and research; Added a Research Participant program (in relation to MGS 3400 multi-section course) that provides a source of data to researchers and a new dimension of educational experience for our students; Created an MGS Department Research Colloquium/Seminar committee to organize seminars across all areas of the department; Renewed the PhD program within the OBHR area; Continued to strengthen and improve curriculum in other areas; Enhanced our focus and value on premier research; MGS participated with GA Tech & Emory University in organizing the annual Atlanta Competitive Advantage Conference.

MISCELLANEOUS COMMITTEE SERVICE (Outside Formal Administrative Roles)

Department Committees (Georgia State)

MGS Faculty Search Committee 03-04

MGS Promotion & Tenure Committee 03-04; 11-14

SOA Promotion Committee 12

College Committees (Georgia State)

Promotion and Tenure 13-15

MBA Leadership Task Force 04-05

Executive Committee 04-11; 15-18

RMI Chair Search Committee (Chair) 06

Department Committees (Georgia Tech)

I/O Faculty Search Committee 00-01 (co-Chair); 99-00 (Chair); 98-99; 97-98; 96-97 (Chair); 91-

92; 90-91; Engineering Psychology Faculty Search Committee 99-00; Committee for Teaching Effectiveness (Peer Review) 99 (Chair), 00; Awards Committee 1998-99; (Chair) 90-91; Post-tenure Review Committee 00-01; 99-00; 97-98; I/O Internship Coordinator 96-97; 97-98; Internship Committee 90-91, 91-92, 92-93; Advisory/Executive Committee, (Chair) 01-02; (Chair) 00-01; 97-98; 96-97; 94-95; I/O Graduate Admissions Committee 90-91, 91-92, 92-93, (Chair) 93-94; 94-95; 97-98; Academic Affairs Committee 95-96; School Director Search Committee 94-95; Student Recruitment & Admissions 94-95; 98-99; Curriculum Committee 92-93; Undergraduate Committee 93-94; I/O Doctoral Exam Committee (Chair) 99-00, 98-99, 97-98, 92-93; 93-94; Student/Faculty Committee 90-91, 91-92, 92-93

University Committees (Georgia Tech)

Active in Corporate Liaison Program, Georgia Tech 1992-93; 93-94; 94-95; 95-96; 96-97; 97-98; 98-99; 99-00, 00-01; Human Resources Department Customer/Client Feedback Project (1993-94); Equitech Project Performance Management Subcommittee (92-93);

University Committees (Georgia State)

Grant Indirect Cost Allocation Committee 12
IRB 12-13

Professional Committees

Subject Matter Expert Panelist, Leader Development Program Review: US Army Sexual Harassment/Assault response & Prevention Unit 17
External Program Review Committee University of Missouri-St. Louis Dept. of Management 2014
External Program Review Committee Florida Atlantic University Dept. of Management 2014
External Program Review Committee Illinois Institute of Technology Dept. of Psychology 2011
Academy of Human Resource Development Practitioner Partnership Committee 03-04
Academy of Management Human Resources Division Member Relations Committee 01-02
Program Committee for 2000 SIOP Conference
Program Committee for 1999 Division 14 APA Convention
Co-founder, Atlanta I/O Study Group (Continuing Education) 98-99; 99-00; 00-01; 01-02
Reviewer for Organizational Behavior Division Conference 98
Society for Industrial and Organizational Psychology-External Affairs Committee 91-92; 92-93; 93-94; 94-95
Society for Industrial and Organizational Psychology Task Force on Visibility 96-97

EDUCATION

B.S. University of Pittsburgh
M.A. University of Akron
Ph.D. University of Akron

PROFESSIONAL AFFILIATION (Memberships)

Fellow: American Psychological Association
Fellow: Society for Industrial and Organizational Psychology
Academy of Management
Division Memberships:
Organizational Behavior
Careers
Human Resources
Academy of Human Resource Development
Invited Member: Personnel & Human Resources Research Group (PHRRG; Invitation only)

CLASSES TAUGHT/TO BE TAUGHT

GSU=Georgia State University
GT=Georgia Institute of Technology

Graduate:

Leadership to Create Human Value (GSU Executive Doctorate in Business program)
Enhancing Leadership Skills (GSU-MBA/MS Elective)*
Advanced Topics in Contemporary Behavior: Management, Leadership, & Employee Development (GSU PhD program)*
Career-relevant Learning and Development (GT)
Employee/Career Development Interventions and Processes (GT)
Human Resource Recruitment and Selection (GSU)*
Advanced Industrial-Organizational Psychology (GT)
Human Individual Differences (GT)
Personnel Psychology (GT)

Undergraduate:

Human Resource Selection (GSU)*
Industrial-Organizational Psychology (GT)
Human Individual Differences (GT)

Distinctions relevant to teaching (Georgia State University): * Indicates having received Certificate of Recognition for Outstanding Teaching Performance in Department of Management for this course