

## **BORIS B. BALTES**

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### Office

Department of Psychology  
Wayne State University  
Detroit, MI 48202

### Home

33427 Shiawassee  
Farmington, MI 48335

### Education

B.A., Economics	University of Wisconsin, Madison, Wisconsin
M.B.A., International Business	University of Wisconsin, Madison, Wisconsin
M.A., Psychology	Northern Illinois University, DeKalb, Illinois
Ph.D., I/O Psychology	Northern Illinois University, DeKalb, Illinois

### Leadership Education

2016 Leading and Influencing as a Department Chair, Academic Impressions, St. Louis

### Research Interests

Effects of stereotypes on workplace outcomes, age and workplace issues, and work-family balance.

### Academic and Administrative Positions

**Wayne State University**, Detroit, MI, 1998 – present

Assistant Professor of Industrial/Organizational Psychology 1998 - 2004

Associate Professor of Industrial/Organizational Psychology 2004 - 2010

Professor of Industrial/Organizational Psychology 2010 - present

Area Chair of Industrial/Organizational Area (2005 – 2013)

Chair of the Department of Psychology (2014 – 2018)

Associate Provost for Faculty Affairs/Associate VP of Academic Personnel (2018-2020)

Senior Associate Provost for Faculty Affairs/AVP of Academic Personnel (2020-present)

Interim Dean of the College of Education (2022 – present)

**Humboldt University**, Berlin, Germany, August 2004 – April 2005

Visiting Humboldt Foundation Research Fellow

**International University of Bremen**, Bremen, Germany, May 2004 – August 2004

Visiting Professor of Human Resources and Organizational Behavior

### Board Positions

**Sloan Research Center on Aging & Workplace Flexibility at Boston College**. 2005 - 2009

Member of Research Advisory Board

**Work Family Researchers Network. 2012 – 2014, Chair of International Committee**

**Research Experience**

**(14103 Google Scholar Citations, h-index 41, i10-index, 61)**

**Books**

Baltes, B.B., Rudolph, C., & Zacher, H. (Eds.). (2019). *Work Across the Lifespan*. Academic Press, Elsevier.

**Chapters (N=24, Student Co-authors in bold)**

Thrasher, G., Demsky, C., Baltes, B. B., (2022). Age and Managing the Work-Nonwork Interface, In C. Rudolph, H Zacher (Eds.), SIOP Frontier Series, SIOP

Zacher, H., Rudolph, C. W., Baltes, B. B., (2019). An invitation to lifespan thinking, In B. Baltes, C. Rudolph, H. Zacher (Eds.), Work Across the Lifespan. Elsevier.

Rudolph, C. W., Zacher, H., Baltes, B. B., (2019). Looking forward: A new agenda for studying work across the lifespan, In B. Baltes, C. Rudolph, H. Zacher (Eds.), Work Across the Lifespan. Elsevier.

**Bramble, R., Duerk E., & Baltes, B. B.** (2018). Aging and work/family issues, In G. Adams & K. Shultz (Eds.), Aging and Work in the 21<sup>st</sup> Century, 2<sup>nd</sup> Edition. Lawrence Erlbaum Associates Applied Psychology series.

Baltes, B. B., & **Sirabian, M. A.**, (2017). Compressed workweek, In S. G. Rogelberg (Ed.), The SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd edition. Sage Publications.

Baltes, B. B., & **Krenn, D.**, (2017). Flexible work schedules, In S. G. Rogelberg (Ed.), The SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd edition. Sage Publications.

Baltes, B. B., & **Wynne, K.**, (2017). Shiftwork, In S. G. Rogelberg (Ed.), The SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd edition. Sage Publications.

Rudolph, C.W., Toomey, E., & Baltes, B.B. (2017). Considering Age Diversity in Recruitment and Selection: An Expanded Work Lifespan View of Age Management. In J. McCarthy & E. Parry (Eds.) Handbook of Age Diversity and Work. UK, Palgrave-Macmillan.

**Thrasher, G., Bramble, R.**, Baltes, B. B. (2016). Job Performance and Job Attitudes in Later Life: The Role of Motives. In R. Burke, C. Cooper & A. Antoniou (Eds.). The Aging Workforce: Individual, Organizational and Societal Challenges. Emerald Publishing. United Kingdom.

**Thrasher, G., Zabel, K.**, Baltes, B. B. (2015). Resiliency at Work for Older Employees. In R. Burke, C. Cooper & A. Antoniou (Eds.). The Multigenerational Workforce: Challenges and Opportunities for Organisations. Edward Elgar, United Kingdom.

**Zabel, K.,** & Baltes, B. B. (2015). Workplace intervention effectiveness across the lifespan. In L. Finkelstein, D. Truxillo, F. Fraccaroli, R. Kanfer (Eds.). SIOP Frontiers Series on Age in the Workplace.

**Zabel, K.L.,** Baltes, B.B., (2015). Aging and Work. In: James D. Wright (editor-in-chief), International Encyclopedia of the Social & Behavioral Sciences, 2nd edition, Vol 1. Oxford: Elsevier. pp. 420–427.

**Wynne, K.T.** & Baltes, B.B. (2013). Work-life integration and its benefits. In R. Burke, & D. Major (Eds.) Handbook of work-life integration of professionals: Challenges and opportunities. (pp. 187-204). E. Elgar, United Kingdom

**Rudolph, C. W.,** Baltes, B. B., **Zabel, K.** (2013). Age and work motives. In C. Cooper, R. Burke, & J. Field, (Eds.), Sage Handbook on Aging, Work, and Society. (pp. 118-140). Sage Publications.

Baltes, B. B., & **Rudolph, C. W.** (2012). The theory of selective optimization with compensation. In M. Wang, (Ed), Oxford Handbook of Retirement. (pp. 88-101). Oxford University Press, New York, NY.

Baltes, B. B., **Rudolph, C. W., Bal A. C.,** (2012). A review of aging theories and modern work perspectives. In J.W. Hedge and W. C. Borman (Eds.), Oxford Handbook of Work and Aging. (pp. 117-136). Oxford University Press, New York, NY.

Baltes, B. B., **Clark, M., & Chakrabarti, M.** (2009). Work-life balance: the roles of work-family conflict and work-family facilitation. In A. Lingley, S. Harrington, & N. Page (Eds.), Handbook of Positive Psychology and Work. (pp. 491-521). Oxford University Press, New York, NY.

Baltes, B. B., & **Clark, M.** (2009). Achieve work-family balance through individual and organizational strategies, In E. Locke (Eds.), Handbook of Principles of Organizational Behavior. (pp. 581- 594). Wiley, New York, NY.

Baltes, B. B. & **Young, L. M.** (2007). Aging and work/family issues, In G. Adams & K. Shultz (Eds.), Aging and Work in the 21<sup>st</sup> Century. (pp. 251-275). Lawrence Erlbaum Associates Applied Psychology series.

Baltes, B. B., & **Young, L. M.** (2007). Flexible work schedules, In S. G. Rogelberg & C. Reeve (Eds.), Encyclopedia of Industrial/Organizational Psychology. (Vol 1. 252-255). Sage Publications.

Baltes, B. B., & **Young, L. M.** (2007). Compressed workweek, In S. G. Rogelberg & C. Reeve (Eds.), Encyclopedia of Industrial/Organizational Psychology. (Vol 1. 87-89). Sage Publications.

Baltes, B. B., & **Young, L. M.** (2007). Shiftwork, In S. G. Rogelberg & C. Reeve (Eds.), Encyclopedia of Industrial/Organizational Psychology. Sage Publications. (Vol 2. 720-723).

Baltes, B. B., & **Bauer, C. B.** (2003). Work-Family conflict. In J. R. Miller, R. M. Lerner, L. B. Schiamberg, & P. M. Anderson (Eds.), The Encyclopedia of Human Ecology. (Vol. 2, pp. 714-717). Santa Barbara, CA: ABC-Clio.

Baltes, B. B. (2001). Psychological climate in the work setting. International Encyclopedia of the Social and Behavioral Sciences. In N. J. Smelser & P. B. Baltes (Eds.), International Encyclopedia of the Social and Behavioral Sciences (Vol. 18, pp. 12355 – 12359). Elsevier (Pergamon), New York, NY.

### **Publications (N=55, Student Co-authors in bold)**

Fasbender, U., Rudolph, C. W., Baltes, B. (in press). New Directions for Measurement in the Field of Work, Aging and Retirement. Work, Aging and Retirement.

Thrasher, G. R., Wynne, K., Baltes, B., Bramble, R. (2022). The intersectional effect of age and gender on the work-life balance of managers. Journal of Managerial Psychology.

Montazer, S., Brumley, K., Pineault, L., Maguire, K., & Baltes, B. (2022). COVID-19 onset, parental status and psychological distress among full-time employed heterosexual adults in dual-earning relationships: The explanatory role of work-family conflict and guilt, Society and Mental Health.

Gómez, J.M., Caño, A., Baltes, B.B., (2021). Who are we missing? Examining the GRE quantitative score as a barrier to admission into psychology doctoral programs for capable ethnic minorities, Training and Education in Professional Psychology.

Lance, C. E., Griggs, T. L., Thrasher, G., Barnes-Farrell, J., & Baltes, B.B. (2020). Eldercare and the psychology of work behavior in the twenty-first century. Journal of Business and Psychology, 35, 1-8.

**Bramble, R., Duerk, E.,** Baltes, B. B., (2020). Finding the nuance in eldercare measurement: Latent profiles of eldercare characteristics. Journal of Business and Psychology, 35, 29-42.

Clark, M. A., **Krenn, D., Early, B. J.,** & Baltes, B. B. (2019). Work-family behavioral role conflict scale: Scale development and validation. Journal of Business and Psychology, 34, 39-53. **Paper received 2019 Editor Commendation from JBP.**

**Thrasher G., Zabel, K. L., Bramble, R.,** & Baltes, B. B. (2017). Who is aging successfully at work? A latent profile analysis of successful agers and their work motives. Work, Aging, and Retirement, 4, 175-188.

Clark, M. A., Rudolph, C. W., Zhdanova, L., Michel, J. S., & Baltes, B. B. (2017). Organizational support factors and work-family outcomes: Exploring gender differences. Journal of Family Issues, 38, 1520-1545.

**Zabel, K. L., Biermeier-Hanson, B.,** Baltes, B. B., **Early, B.J., & Shepard, A.** (2017). Generational Differences in Work Ethic: Fact or Fiction? Journal of Business and Psychology, 32, 301-315. **Paper received 2017 Editor Commendation from JBP**

Rudolph, C. W., & Baltes, B. B. (2017). Age and Health Jointly Moderate the Influence of Flexible Work Arrangements on Work Engagement: Evidence from Two Empirical Studies. Journal of Occupational Health Psychology, 22, 40-58.

Rudolph, C. W., Clark, M. A., & Baltes, B. B. (2016). Differential Reactivity and the Within-Person Job Stressor – Satisfaction Relationship. Stress and Health, 32, 449-462.

**Thrasher, G., Zabel, K., Wynne, K., & Baltes, B.** (2016). The Importance of Workplace Motives in Understanding Work-Family Issues for Older Workers. Work, Aging and Retirement, 2, 1-11.

**Callan, S.P., Kott, J.M., Cleary, J.P., McCarthy, M.K., Baltes, B.B., & Bowen, S.E.** (2016). Changes in Developmental Body Weight as a Function of Toluene Exposure: A Meta-Analysis of Animal Studies. Human and Experimental Toxicology, 35, 341-352.

Clark, M. A., Michel, J., **Early, B., & Baltes, B. B.** (2014). Strategies for Coping with Work Stressors and Family Stressors: Scale Development and Validation. Journal of Business and Psychology, 29, 617-638.

Clark, M. A., Michel, J., Zhdanova, L, Pui, S., & Baltes, B. B. (2014). All work and no play? A meta-analytic examination of the correlates and outcomes of workaholism. Journal of Management.

Baltes, B. B., **Wynne, K. T., Sirabian, M. A., Krenn, D. R., & de Lange, A. H.** (2014). Future time perspective, regulatory focus, and selection, optimization, and compensation: Testing a longitudinal model. Journal of Organizational Behavior, 35, 1120 – 1133.

**Sugarman, M. A., Loree, A. M., Baltes, B. B., Grekin, E. G., & Kirsch, I.** (2014). The efficacy of paroxetine and placebo in treating anxiety and depression: A meta-analysis of change on the Hamilton Rating Scales. *PLOS ONE*.

**Rudolph, C. W., & Baltes, B. B.,** (2013). Mitigating the impact of stereotypes is more practical than holding people accountable for them. Industrial and Organizational Psychology: Perspectives on Science and Practice, 6, 423-429.

**Nieminen, L.R.G., Rudolph, C.W., Baltes, B.B., Casper, C., Wynne, K.T., Kirby, L.C.** (2013). The combined effects of contextual information and rater bodyweight on performance judgments. Journal of Applied Social Psychology, 43, 527 – 543.

**Rudolph, C. W., Baltes, B. B., Zhdanova, L. S., Clark, M. A., & Bal, A. C.** (2012). Testing the structured free recall intervention for reducing the impact of bodyweight-based stereotypes on performance ratings in immediate and delayed contexts, Journal of Business and Psychology, 27, 205-222.

**Bal, A.B., Reiss, A.E.B., Rudolph, C.W., & Baltes, B.B.** (2011). Examining positive and negative perceptions of older workers: A meta- analysis. The Journal of Gerontology: Series B - Psychological Sciences, 66B, 687-698.

Kossek, K., Baltes, B. B., & Matthews, R., (2011). Innovative Ideas on How Work-Family Research Can Have More Impact. Industrial and Organizational Psychology: Perspectives on Science and Practice, 4, 426-432.

Baltes, B. B., **Zhdanova, L. S., Clark, M. A.** (2011). Examining the relationships between personality, coping strategies, and work-family conflict. Journal of Business and Psychology, 26, 517-530.

Kossek, K., Baltes, B. B., & Matthews, R. (2011). How work-family research can finally have an impact in organizations. Industrial and Organizational Psychology: Perspectives on Science and Practice, 4, 352-369.

Baltes, B. B., & Finkelstein, L. (2011). Contemporary empirical advancements in the study of aging in the workplace. Journal of Organizational Behavior, 32, 151-154.

**Hargis, M.B., Kortba, L.M., Zhandova, L.S., & Baltes, B.B.** (2011). What is really important: Examining the Relative Importance of Antecedents to Work-Family Conflict. Journal of Managerial Issues, 23, 386-408.

**Michel, J. M., Mitchelson, J. K., Clark, M., Young, L., & Baltes, B. B.** (2011). Antecedents of work-family conflict: A meta-analytic review. Journal of Organizational Behavior, 32, 689-725.

Baltes, B.B., & **Rudolph, C.W.** (2010). Examining the effect of negative turkish stereotypes on evaluative workplace outcomes in germany. Journal of Managerial Psychology, 25, 148-158.

Baltes, B. B., **Zhdanova, L. S., & Parker, C. P.** (2009). Psychological climate: A comparison of organizational and individual level referents. Human Relations, 62, 669-700.

**Rudolph, C. W. Wells, C. A., Weller, M. D., & Baltes, B. B.** (2009). A meta-analysis of empirical studies of weight-based bias in the workplace. Journal of Vocational Behavior, 74, 1-10.

**Michel, J. M., Mitchelson, J. K., Kotrba, L., LeBreton, J., & Baltes, B. B.** (2009). A comparative test of work-family conflict models and critical examination of work-family linkages. Journal of Vocational Behavior, 74, 199-218.

**Fowler, P. J., Toro, P., Tompsett, C. J., Baltes, B. B.** (2009). Community and family violence: Indirect effects of parental monitoring on externalizing problems. Journal of Prevention and Intervention in the Community, 37, 302 - 315.

**Fowler, P.J., Tompsett, C. J., Braciszewski, J. M., Jacques-Tiura, A., & Baltes, B. B.** (2009). Community violence: A meta-analysis on the effect of exposure and mental health outcomes of children and adolescents. Development and Psychopathology, 21, 227-259.

**Rudolph, C. W.** & Baltes, B. B. (2008). Main effects do not discrimination make. Industrial and Organizational Psychology: Perspectives on Science and Practice, 1, 415-417.

Baltes, B. B., **Bauer, C. B., & Frensch, P.** (2007). Does a structured free recall intervention reduce the effect of stereotypes on performance ratings and by what cognitive mechanism? Journal of

Applied Psychology, *92*, 151-164.

**Resick, C. J.**, Baltes, B. B., & **Shantz, C. A.** (2007). Person-organization fit and work-related attitudes and decisions: Examining interactive effects with job fit and conscientiousness. Journal of Applied Psychology, *92*, 1446-1455.

**Haber, M. G.**, **Cohen J. L.**, **Lucas, T.**, & Baltes, B. B. (2007). The relationship between self-reported received and perceived social support: A meta-analytic review. American Journal of Community Psychology, *39*, 133-144.

**Young, L. M.**, Baltes, B. B., & **Pratt, A.** (2007). Using selection, optimization, and compensation to reduce job/family stressors: Effective when it matters. Journal of Business and Psychology, *18*, 1-29.

**Reithel, S. M.**, Baltes, B. B., & **Buddhavarapu, S.** (2007). Cultural differences in distributive and procedural justice: Does a two-factor model fit for hong kong employees? International Journal of Cross Cultural Management, *7*, 61-76.

**Hargis, M.**, Baltes, B.B., Fried, Y. & Levi, A. (2006). Race differences in termination at work: The role of educational inequality. Journal of Business and Psychology, *20*, 587-598.

**Lucas, T.**, Alexander, S., Firestone, I., & Baltes, B. B. (2006). Self-efficacy and independence to social influence: Discovery of an efficacy-difficulty effect. Social Influence, *1*, 58-80.

Baltes, B. B., Parker, C. P., Young, L., Huff, J., & Altmann, R. (2004). The practical utility of importance measures in assessing the relative importance of work related perceptions and organizational characteristics on work related outcomes. Organizational Research Methods, *7*, 326-340.

Barrah, J. L, Shultz, K. S., Baltes, B. B., & Stolz, H. E. (2004). Men's and women's eldercare-based work-family conflict: antecedents and work-related outcomes. Fathering: A Journal of Theory, Research, and Practice, *2*, 305-330.

Baltes, B. B., & **Heydens-Gahir, H.A.**, (2003). Reduction of work-family conflict through the use of selection, optimization, and compensation behaviors. Journal of Applied Psychology, *88*, 1005-1018.

**Bajor, J. K.**, & Baltes, B. B. (2003). The relationship between selection optimization with compensation, conscientiousness, motivation, and performance. Journal of Vocational Behavior, *63*, 347-367.

Parker, C. P., Baltes, B. B., Young, S. A., Huff, J., Altmann, R., LaCost, H., & Roberts, J. (2003). A Meta-analysis of the relationships between psychological climate perceptions and work outcomes. Journal of Organizational Behavior, *24*, 389-416.

**Bauer, C. B.**, & Baltes, B. B. (2002). Reducing the effects of gender stereotypes on performance evaluations. Sex Roles: A Journal of Research, *47*, 465-476.

Baltes, B. B., **Bauer, C. B., & Bajdo, L.**, Parker, C. P. (2002). The use of multitrait-multimethod data for detecting nonlinear relationships: The case of psychological climate and job satisfaction. Journal of Business and Psychology, *17*, 3-17.

Baltes, B. B., Dickson, M. W., **Sherman, M., Bauer, C. B., & Laganke, J.** (2002). Computer-mediated communication and group decision-making: A meta-analysis. Organizational Behavior and Human Decision Processes, *87*, 156-179.

Baltes, B. B., & Dickson, M. W. (2001). Using life-span models in industrial/organizational psychology: The theory of selective optimization with compensation (soc). Applied Developmental Science, *5*, 51-62.

Baltes, B. B., & Parker, C. P. (2000). Understanding and removing the effects of performance cues on behavioral ratings. Journal of Business and Psychology, *15*, 229-246.

Baltes, B. B., & Parker, C. P. (2000). Reducing the effects of performance expectations on behavioral ratings. Organizational Behavior and Human Decision Processes, *82*, 237-267.

Baltes, B. B., Briggs, T. E., Huff, J. W., Wright, J. A., & Neuman, G. A. (1999). Flexible and compressed workweek schedules: A meta-analysis of their effects on work-related criteria. Journal of Applied Psychology, *84*, 496-513.

Parker, C. P., Baltes, B. B., & Christansen, N. D. (1997). Support for affirmative action, justice perceptions, and work attitudes: A study of gender and racial-ethnic group differences. Journal of Applied Psychology, *82*, 376-389.

## Book Reviews

Baltes, B. B., & **Young, L. M.** (2005). Balancing Work and Nonwork Life: Multiple Levels and Multiple Actors. Review of Ellen Kossek's and Susan J. Lambert's, "Work and Life Integration: Organizational, Cultural and Individual Perspectives." PsycCritiques (Contemporary Psychology: APA Review of Books), *50*.

## Awards

Fellow of SIOP, Division 14 of APA  
 Humboldt Research Fellowship, August 2004 – May 2005  
 College of Science Teaching Award, 2002  
 Wayne State University Outstanding Graduate Mentor Award, 2008

## Grants/Projects

Agency: NSF  
 Title: Advance Adaption: Gender Equity Advances Retention in STEM at Wayne State University (WSU GEARS)



Role: Lead PI (Co-PIs: Krista Brumley, Tamara Hendrickson, Lars Johnson, Keith Whitfield, Ece Yaprak, Kristina Eckert and Shirley Papuga)  
Dates: August 2020 - July 2023  
Total Funds: \$992,495

Agency: NSF  
Title: RAPID: Work, Family, and Social Well-Being among Couples in the Context of COVID-19  
Role: Co-PI (Co-PI: Krista Brumley, Shirin Montazer, and Kathryn Maguire)  
Dates: June 2020 - July 2021  
Total Funds: \$191,000

Agency: Alfred P. Sloan Center on Aging and Work  
Title: Age and Health as Moderators of the Influence of Time-Place Management Policies on Work Outcomes.  
Role: Co-PI (Co-PI: Cort Rudolph, FIU)  
Dates: January 2012 - January 2013  
Total Funds: \$5000.00

Agency: Sunshine Education and Research Center, USF (Funded by NIOSH)  
Title: "A Survey of Mature Workers and Their Spouses: Experiences at Work and Home"  
Role: Co-PI (Co-PI's: Malissa Clark, UGA, Richard Slatcher, WSU, Jesse Michel, FIU)  
Dates: September 2013 - July 2014  
Total Funds: \$8865.00

Agency: NSF  
Title: Graduate Student Fellowship  
Role: PI (Student Supervisor)  
Dates: August 2011 - August 2014  
Total Funds: \$90,000

Agency: NIH  
Title: Improving Clinical System Communication to Increase Trial Offers to Cancer Patients  
Role: Co-investigator (PI: T. Albrecht)  
Dates: August 2009 – August 2011  
Total Funds: \$400,000

Agency: Right Management Consulting  
Principal Investigators: John Arnold and Boris Baltes  
Title: "Refinement of managerial assessment procedures and administration of assessment processes"  
Dates: August, 2006 to September 2008  
Total Funds: \$43,000

Agency: P.H.I./FBI  
Principal Investigators: John Arnold and Boris Baltes  
Title: "Construction of job descriptions based upon job analytic data"  
Dates: May, 2006 to October, 2006

Total Funds: \$16,300

Agency: Ford Motor Company

Principal Investigators: John Arnold and Boris Baltes

Title: "Monitoring and administration of on-going salaried assessment processes (GRA to I/O graduate student)

Dates: 2006 to 2011

Total Funds: \$105,000

Agency: Wayne State University's Summer Research Program.

Principal Investigator: Boris Baltes

Title: "Reducing the Effects of Gender Stereotypes on Performance Evaluations of Women"

Dates: May, 2000- August, 2000.

Total Funds: \$7,000.

Agency: Wayne State University's Research Enhancement Program.

Co-Principal Investigators: Boris Baltes & Marcus Dickson.

Title: "Advanced Information Technologies in Industrial and Healthcare Contexts."

Dates: August, 1998 - December 2000

Total Funds: \$80,000

### **Presentations (N=102, Student Co-authors in Bold)**

Brumley, K., **Pineault, L. A.**, & Baltes, B.B (June, 2022). When living under one roof, is COVID-19 not the only thing that's contagious? Crossover of work-family conflict in dual-earning couples. Paper presented at the Work and Family Researchers Conference, New York, NY.

**Pineault, L. A.**, Brumley, K., & Baltes, B. B. (April, 2022). You work from home, I work from home, we all work from home: Differences in work-family experiences by dyad-level work location configurations. In Beckel, J. L. O. (Co-Chair) & Fisher, G. G. (Co-Chair), *Telework & Implications for Managing Work and Family Demands*. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

Gómez, J. M., Caño, A., & Baltes, B. (2022). Who are we missing? Examining the GRE-Q as a barrier to admission into psychology doctoral programs for capable ethnic minorities. Midwinter Meeting of the Council of University Directors of Clinical Psychology [CUDCUP] (online only).

**Pineault, L.**, Brumley, K., Maguire, K., Montazer, S., Baltes, B.B., (2021, April). Making I-O Research RAPID in Times of Crisis: Quick-Response NSF Funding Insights. Alt Session to be presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

Thrasher, G., Demsky, C. A., & Baltes, B. B. (June, 2020). Washing the sandwich down: A tension-reduction model of eldercare demands and alcohol use. Paper to be presented at the Work and Family Researchers Network Conference, New York, NY.

Demsky, C. A., Thrasher, G. & Baltes, B. B. (April, 2020). Supervisor support, work-family conflict, and alcohol use: The role of SOC behaviors. In C. Fritz & M. R. Taylor (Co-Chairs), *New*

insights into day-level work-nonwork relationships. Paper to be presented at 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

**Boudjalis, G., Bramble, R.,** Baltes, B.B, & **Duerk, E.** (April, 2020). The Sandwich Generation and Family-to-Work Conflict: A Multi-Group Comparison. In M. Roberston & T. Griggs (Co-Chairs), *Work Life Support for 21st Century Families: Academic & Industry Perspectives*. Paper to be presented at 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

Baltes, B. B. (April, 2020). Discussant in Guzzo, R. (chair) *Working and Aging: New Insights into Behavior, Experience, and Performance*. A symposium to be presented at 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

Demsky, C.A., Thrasher, G. R., & Baltes, B. B. (2019, April). When family harms work. In G. R. Thrasher (Chair). Support is a Two-Way Street. Symposium at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, D.C.

Thrasher, G. R., Lance, C., Griggs, T., Barnes-Farrell & Baltes, B. B. (2019, April). The Edge of Eldercare: Research Blitz/Panel Hybrid on the State of the Field. Alt Session at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, D.C.

Thrasher, G. R., Rudolph, C. W., Baltes, B. B., & Demsky, C.A. (2019, November). Profiles of Resource Maintenance: A Person-Centered Examination of SOC Strategies. In J. Heckhausen, J. Hamm, & U. Fasbender (Chairs) *Work and Retirement in Old Age: Normative Paths and Individual Agency*. Symposium at the annual meeting of the Gerontological Society of America, Boston, MA.

Wynne, K. T., **Bramble, R.,** & Baltes, B. B. (2018, August). Dissatisfaction-colored glasses: Marital satisfaction and work-family conflict among dual-earners. Symposium to be presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Brumley, K., Montazer, S., Maguire, K., Baltes, B. & **Cobb, J.** (2018, July). Gendered Work-Family Conflict: Long-distance, commuter, and proximal partnerships. Paper presented at the International Sociological Association, Toronto, Canada.

Maguire, K.C., Brumley, K., **Cobb, J.,** Montazer, S., & Baltes, B. (2018, July). Space-time, relationship style: Understanding dual-income couples' work-family conflict at the intersection of geographic and temporal constraints. Poster accepted for presentation at the biannual meeting of the International Association of Relationship Research, Fort Collins, CO.

**Bramble, R. J., Duerk, E. K.,** & Baltes, B. B. (2018, April). Longitudinal designs and datasets: Applications to aging, work, and retirement. In C. W. Rudolph, G. R. Thrasher, & R. J. Bramble (Co-Chairs), *The aging workforce: Applying novel methods to difficult questions*. Symposium to be conducted at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Duerk, E. K., Bramble, R. J. & Baltes, B. B.** (2018, April). Work and family centrality across the lifespan: Shifting priorities of older workers. Poster at Society of Industrial-Organizational Psychologist Annual Conference in Chicago, IL on April 19, 2018.

**Wynne, K. T.,** Baltes, B. B., & Clark, M. A. (2017, August). Exploring actor and partner effects among working spouses: Workaholism and work-family conflict. Showcase symposium paper to be presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

**Wynne, K. T., & Baltes, B. B.** (2017, April). Exploring crossover effects among working spouses: SOC and work-family conflict. Poster paper presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Bramble, R. J., Thrasher, G. R., Tenbrink, A. P., & Baltes, B. B.** (2017, April). The role of measurement bias in the stability of personality ratings. Poster at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Thrasher, G. R., Bramble, R. J., Zabel, K. L., Wynne K.,** Baltes, B. B. (2017, April). Who engages in eldercare? A person-centered perspective of eldercare participants. In T. Griggs (Chair). Caring for Elders while Working: Initial Findings and Future Directions. Symposium at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Lutz, A. J., Krenn, D. R., & Baltes, B. B.** (2017, April). Childfree in the workplace: A content analysis. Poster accepted to the Society for Industrial and Organizational Psychology Conference in Orlando, FL.

**Thrasher, G. R., Wynne, K., Bramble, R.,** Baltes, B. B. (2016). Age, work-family conflict, and coping: The moderating role of gender. In N. Muramatsu (Chair). Work and caregiving: Productive aging from the lenses of employers, employees, and public policy. Symposium at the Annual Meeting of the GSA, New Orleans, LA.

**Bramble, R. J., Thrasher, G. R., & Baltes, B. B.** (2016, November). Work values as predictors of job characteristics at retirement age: Implications for well-being. Poster presented at the annual scientific meeting of the Gerontological Society of America, New Orleans, LA

Baltes, B. B., & Finkelstein, L. (Co-Chairs; April, 2016). We Heard the Calls: Aging and Work Research Moves Ahead. Symposium presented at the 31<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

**Mullins, M., Krenn, D. R., Stahl, W. E. & Baltes, B. B.** (April, 2016). Religiosity, Buffering the Relation between Discrimination and Negative Work Outcomes. Poster presented at the 30th annual conference of the Society for Industrial and Organizational Psychology.

**Wynne, K.,** Liu, M., Biermeier-Hanson, B., Baltes, B. B., O'Brien, K. (April, 2015). Examining the Relationships between Multifactor Leadership Types and Follower Deviance. Poster presented at the 30th annual conference of the Society for Industrial and Organizational Psychology.

**Sirabian, M., Baltes, B. B., Krenn, D. R., Early, R. J., Clerard, M.** (April 2015). A Problem Focused Training Intervention To Reduce Work Family Conflict. In M. Clark (Chair) We're All in this Together: Individual and Organizational Work Family Interventions. Symposium at the 30th annual conference of the Society for Industrial and Organizational Psychology.

**Wynne, K. T., Baltes, B. B., Krenn, D. R., Sirabionian, M. A., & De Lange, A. H.** (May, 2014). Future time perspective, SOC, and performance. Poster paper presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

**Zabel, K. L., Baltes, B. B., & Zabel, K. L.** (2014, May). The impact of role modeling on mentoring initiation: Mentor and protege race matter. In K. E. O'Brien (Chair) Nurturing emergent themes in mentoring. Research incubator session presented at the annual conference of Society for Industrial and Organizational Psychology, in Honolulu, HI.

**Early, R.J., Wynne, K.T., Keehn, F.Z., Krenn, D.R., & Baltes, B.B.** (2013, April). Developing a knowledge-based measure of SOC coping strategies. Poster presented at the 28th annual conference of the Society for Industrial and Organizational Psychology in Houston, TX.

**Zabel, K.L., & Baltes, B. B.** (2013, April). An empirical comparison of seven work commitment models. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

**Zabel, K.L., Biermeier-Hanson, B. J., Early, B. J., Baltes, B. B., & Shepard, A.** (2013, April). Generational differences in work ethic: A comprehensive analysis. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Clark, M., Stevens, G., & Baltes, B. (2013, April). Effects of Mood and Job Demands on Counterproductive Work Behavior. Poster presented at the 28th annual conference of the Society for Industrial and Organizational Psychology in Houston, TX

**Zabel, K. L., Baltes, B. B., & Zabel, K. L.** (2013, January). The importance of psychosocial support in the prediction of cross-race mentoring initiation. Poster session presented at the 14th Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.

Baltes, B. B., & **Wynne, K. T.** (2012, June). Gender differences in the use/efficacy of coping strategies to achieve work family balance. Symposium paper presented at the inaugural work and family researchers network conference, New York, NY.

Clark, M. A., Rudolph, C. W., Zhdanova, L., & Baltes, B. B. (2012, June). Gender differences in the relationship between organizational support factors and work-family outcomes. Poster presented at the inaugural work and family researchers network conference, New York, NY.

**Early, R. J., & Baltes, B. B.** (2012, April). Examining the longitudinal relationship between SOC and work-family conflict. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology in San Diego, CA.

**Zabel, K.L., Biermeier-Hanson, B.J., Early, B.J., Shepard, A., & Baltes, B.B.** (2012, April). Demographic correlates and workplace outcomes associated with work ethic endorsement. Presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Diego, CA

**Chakrabarti, M., & Baltes, B. B.** (2011, April). Work-Family Boundary Management Strategies: Investigating Outcomes and Fit. In R. Matthews (Chair), Work-Family Research is Atheoretical? Not Anymore: Advancements in Boundary Theory. Presented at the Society for Industrial Organizational Psychology Conference, Chicago, IL.

**Rudolph, C.W., Nieminen, L.R.G., Zhdanova, L., Early, R., Kotrba, L., Baltes, B.B.** (2011, April). The role of variability in job satisfaction on turnover intentions. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Clark, M., Bal, A., Zhdanova, L., & Baltes, B.** (2011, April). The impact of mood pleasantness and activation on performance evaluations. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Nieminen, L.R.G., Rudolph, C.W., Casper, C. Wynne, K.T., & Baltes, B.B.** (2010, August). The combined effects of contextual information and bodyweight-based bias on performance judgments. Paper presented at the annual meeting of the Academy of Management, Montreal, QC Canada.

**Rudolph, C.W., Baltes, B.B., & Bal, A.C.** (2010, September). The development of a model of the meaning of working for older workers. Poster presented at the Gemeinsamer Kongress der DGGG und der SGG (The Joint Conference of the German Society of Gerontology and Geriatrics and the Swiss Society of Gerontology), Berlin, Germany.

**Rudolph, C. W. & Baltes, B. B.** (2010, August) The Role of Race and Ethnicity in Bodyweight-Based Discrimination. Poster presented at the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.

Baltes, B. B., & Kotrba, L. (2010, April). Age in the Workplace: Positive Implications of an Older Workforce. Symposium presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

**Bal, A., Reiss, A., Rudolph, C. W., & Baltes, B. B.** (2010, April). A Meta-Analysis of Positive and Negative Aspects of Ageism. Paper presented in Kotrba, L., Baltes, B. B. (Co-Chairs). Age in the Workplace: Positive Implications of an Older Workforce. Symposium presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

**Clark, M., Rudolph, C. W., Zhdanova, L., & Baltes, B. B.** (2010, April). Relationships Between Organizational Support, Work-Family Balance, and Work Outcomes. Poster presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

**Wynne, K. W., Casper, C. C., Sund, A. E., Baltes, B.B. & O'Brien, K. E.** (2010, April). Job stress and counterproductive work behavior: A meta-analysis. Poster presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

**Bal, A., Chakrabarti, M., & Baltes, B. B.** (April, 2009). The Longitudinal Relationship between SOC, Job Stressors, and Work-Family Conflict. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Baltes, B. B. (2009, April). Discussant in Barnes-Farrell, J. & McGonagle, A. (co-chairs) Making Strides to Understand an Aging Workforce. A symposium presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Chakrabarti, M., & Baltes, B. B.** (2009, April). Personality, Demographic and Job-related Determinants of Boundary Management Strategies. In R. Matthews (Chair), Eureka: Advancing Theory in Work-Family Research. Symposium to be held at the Society of Industrial Organizational Psychology Conference, New Orleans, LA.

**Clark, M. A., Bal, A., Zhdanova, L., & Baltes, B. B.** (2009, April). A qualitative analysis of strategies for coping with work-family stressors. Interactive poster to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Rudolph, C.W., Baltes, B.B., Reiss, A., Lelchok, A.** (co-chairs). (2009, April). Generational differences at work: Are the causes generational or maturational? Debate presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Weller, M.D., Rudolph, C.W., & Baltes, B.B.** (2008). Confirmatory factor analysis of the blacks as managers scale (BAMS). Poster presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Baltes, B.B., **Rudolph, C.W.**, (Co-Chairs), Finkelstein, L., Hebl, M., Roehling, M. & King, E. (2008, April). Weight-based bias in the workplace. Panel discussion presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Clark, M.A., & Baltes, B. B.** (Co-Chairs). (April, 2008). Examining the Relationship between Affect, Emotions and Counterproductive Work Behaviors. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Kokkinou, I., Wu, J., LeBreton, J., & Baltes, B. B.** (April, 2008). Measurement invariance of three work-family conflict scales across gender. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Nieminen, L. R. G., Chakrabarti, M., McClure, T., & Baltes, B. B.** (April, 2008). A Meta-analysis of the Effects of Telecommuting on Employee Outcomes. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Rudolph, C.W., Wells, C., Weller, M.D., & Baltes, B.B.**(2008, April). Weight-based bias and evaluative workplace outcomes: A meta-analysis. Poster presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Zhdanova, L., Chakrabarti, M., Baltes, B. B.** (April, 2008). Testing the Temporal Limits of a Structured Free Recall Intervention. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Baltes, B. B. (2007, April). Examining the Effect of Negative Stereotypes on Workplace Outcomes. In J. Dietz, C. Joshi, D. L. Stone (Co-chairs), Employment Discrimination against Immigrants: Antecedents and the Complexity of Remediation. Symposium held at the Society of Industrial Organizational Psychology Conference, New York City, NY.

Baltes, B. B. (2007, April). In S. Sidle (Chair), To Ph.D. or Not to Ph.D. Panel discussion held at the Society of Industrial Organizational Psychology Conference, New York City, NY.

Baltes, B. B., & Clark, M. A. (2007, April). Aging and Work/Family Challenges. In J. Farr and A. R. Schwall (Co-chairs), Identifying determinants of age-related change: Looking beyond chronological age. Symposium held at the Society of Industrial Organizational Psychology Conference, New York City, NY.

Michel, J. S., Mitchelson, J. K., Kotrba, L. M., LeBreton, J. M., & Baltes, B. B. (2007, April). Work-family conflict as a mediator within the work-family interface. Poster presented at The Annual Conference of Industrial and Organizational Psychology, New York, New York.

Randolph, D. L., Finkelstein, L., Zhdanova, L., Baltes, B. B., & Roehling, M. (2007, April). Measuring attitudes toward obese managers multidimensionally. Poster presented at The Annual Conference of Industrial and Organizational Psychology, New York, New York.

Zhdanova, L., Baltes, B. B., Chakrabarti M., Ferrell, C. C., Finkelstein, L., Roehling, M. V., & Shepard, A. (April, 2007). Examining and Reducing Rater Stereotype Affects on Performance Ratings. Poster presented at The Annual Conference of Industrial and Organizational Psychology, New York, New York.

Baltes, B. B. (2006, May) What I/O Psychology Needs to Know about Family Caregiver Discrimination. (Chair) Panel Discussion presented at the 21<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Young, L. M., Baltes, B. B. (2006, May). Understanding the variability of job satisfaction. Poster presented at the 21st annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Hargis, M.B., Young, L.M., Zhdanova, L., & Baltes, B.B. (2005, April). The relative importance of antecedents of work family conflict. In J.M. LeBreton & J.L. Senter (Co-Chairs), Applications and Extensions of Relative Importance Statistics in Organizational Research. Symposium conducted at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.

Michel, J. S., Gramzow, A. M., Mitchelson, J. K., Young, L. M., Baltes, B. B., & LeBreton, J. M. (2005, April). Work- family conflict: An examination of three models. Poster presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Pratt, A. K., Amelio, S. L., & Baltes, B. (2005, April). Individual differences and racial prejudice in performance appraisal accuracy. Poster presented at 20<sup>th</sup> annual meeting of the Society of Industrial Organizational Psychology, Los Angeles, CA.



**Pratt, A., Boyce A., & Baltes, B. B.** (2005, April). Finding the Balance: Innovative Research on Reducing Work Family Conflict. Symposium conducted at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.

**Young, L.M., & Pratt, A., Boyce, A., Zhdanova, L., & Baltes, B.B.** (2005, April). A Closer Look at SOC: Examining the Role of Specific SOC Strategies in Reducing Work-Family Conflict. In A. Pratt, A. Boyce & B.B. Baltes (Co-Chairs), Finding the Balance: Innovative Research on Reducing Work- Family Conflict. Symposium conducted at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.

**Zhdanova, L., & Baltes, B.B.** (2005 April). Psychological Climate: Differences Between Organizational and Individual Referents. Poster presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.

**Pratt, A. K., & Baltes, B. B.** (2004, April). Relationship Between Rater Negative Affect and Performance Rating Accuracy. Poster presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Pratt, A. K., Young, L. M., & Baltes, B. B.** (2004, April). Using SOC to Reduce Job/Family Stressors: Effective When it Matters. Poster presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Reithel, S. M., & Baltes, B. B.** (2004, April). Cultural Fairness Differences: Testing Four Models For Hong Kong. Poster presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Young, L. M., Kuttner, D., & Baltes, B. B.** (2004, April) Implicit and Explicit Racial Attitudes: Relationship to Performance Ratings. In K. Summer and E. Haines (Chairs), Implicit Measurement in I-O Psychology: Empirical Realities and Theoretical Possibilities. Paper presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Young, L. M., Michel, J., Mitchelson, J. K., & Baltes, B. B.** (2004, April). Antecedents of Work-Family Conflict: A Meta-Analytic Review. Poster presented at the 19th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Baltes, B. B., & **Bauer C. C.** (2003, April). The Efficacy of a Structured Free Recall Intervention at Reducing Gender and Racial Biases in Performance Ratings. In R. Martell (Chair), From Research to Practice: Social-Cognitive Approaches to Improving Performance Ratings. Symposium conducted at the 18th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.

**Reithel, S. M., Hargis, M. B., Kuttner, D., & Baltes, B. B.** (2003, April). The Effect of Previous Performance On Subsequent Evaluations: A Meta-Analysis. Poster presented at the 18th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.

**Pratt, A. K., Burnazi, L., LePla, L. A., Boyce, A. M., & Baltes, B. B.** (2003, April). Relationship between Sexual Harassment and Negative Outcomes: A Meta-analysis. Poster presented

at the 18th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Baltes, B. B., & LeBreton, J. (2002, September). Reducing racial discrimination in performance ratings: A test of a structured free recall intervention. Paper presented at the 43rd annual meeting of the German Association for Psychology, Berlin, Germany.

**Saenz, C., Fox, S., Weingarden, S., & Baltes, B. B.** (2002, May). A Meta-Analysis of the Effects of Self-Efficacy-Based Interventions on Exercise Behaviors. Paper presented at the Midwestern Psychological Association Conference, Chicago.

Baltes, B.B., Altmann, R. A., & Huff, J. (2002, April). Importance of Psychological Climate Dimensions in Predicting Outcomes using Dominance Analysis. In J. Lebreton (Chair), Application of Relative Importance Methodologies to Organizational Research. Symposium conducted at the 17th annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

**Buddhavarapu, S., Borys, J. N., Homant, M., & Baltes, B. B.** (2002, April). A Meta-Analytic Review of Shift Work. Paper presented at the 17th annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

**Boyce, A. M., Pratt, A., Bauer C. C., Amelio, S. L., & Baltes, B. B.** (2002, April). Stereotypes of Black Male Managers and Professors: Scale Development. Paper presented at the 17th annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

**Bauer, C. C., Amelio, S. L., LaGanke, J., & Baltes, B. B.** (2002, April). Fitness and Health Promotion Programs and Workplace Outcomes: A Meta-Analysis. Paper presented at the 17th annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

**Bauer C. C., Yound, L. M., & Baltes, B. B.** (2002, April). Gender Stereotypes and Performance Evaluation: The Impact of Individual-Difference Measures. Paper presented at the 17th annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

**Bauer, C., & Baltes, B. B.** (2001, April). Reducing the Effects of Gender Stereotypes on Performance Evaluations. Paper presented at the 16th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

**Weingarden, S. M., Borys, J. N., & Baltes, B. B.** (2001, April). Can I come over and play? I/O meets sport psychology. Panel discussion held at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Baltes, B. B., Dickson, M., Sterns, H., & Landy, F. (2000, August). Using a Life-Span Model to Predict how Individuals Cope with Work-Family Conflict. In B. Baltes (Chair), Rethinking Individual Development in Industrial/Organizational Psychology Using a Life-Span Approach. Symposium conducted at the 108th annual meeting of the American Psychological Association, Washington, DC.

Parker, C. P., Baltes, B. B., Lacost, H., Altmann, R., Huff, J., & Young, S. (2000, April) Hierarchical models of psychological climate: An artifact of mood-consistent responding? Paper

presented at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Huff, J., Parker, C. P., Altmann, R., Baltes, B. B. (2000, April) Job involvement: Job attitude or strength-related property of job satisfaction? Paper presented at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Baltes, B. B., **Bauer, C.**, Altmann, R. (1999, August). Psychological Climate and Job Satisfaction: Multitrait-Multimethod Evidence for Nonlinear Relationships. Paper presented at the 107th annual meeting of the American Psychological Association, Boston, Massachusetts.

Baltes, B. B., Dickson, M. W., **Sherman, M., Bauer, C., Laganke, J., & Brewster, S.** (1999, August). Computer-Mediated Communication and Group Decision-Making: A Meta-Analysis. Paper presented at the 107th annual meeting of the American Psychological Association, Boston, Massachusetts.

Baltes, B. B., Lacost, H., Parker, C. P., Altmann, R., Huff, J., & Young, S. (1999, April). A multitrait-multimethod examination of hierarchical models of psychological climate. Paper presented at the 14th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Baltes, B. B., & Parker, C. P. (1998, April). Reducing performance cue effects: An intervention attempt. Paper presented at the 13th annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.

Parker, C.F., Young, S., Baltes, B.B., Altmann, R., Huff, J., Lacost, H. (1998, April). A meta-analysis of relationships between climate perceptions and work outcomes. Paper presented at the 13th annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.

Altmann, R., Huff, J., Baltes, B.B., Lacost, H., Young, S., & Parker, C.P. (1998, April). Psychological and organizational climate perceptions: A field experiment of a contemporary distinction. Paper presented at the 13th annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.

Baltes, B. B., & Parker, C. P. (1996, April). Understanding the cognitive processes of performance cue effects. Paper presented at the 11th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

### **Editorial Positions**

Associate/Action Editor of the Journal of Organizational Behavior 2004-2016

Guest Editor for a Journal of Organizational Behavior special issue on Eldercare (2018-2019)

Guest Editor for a Journal of Organizational Behavior special issue on Contemporary Empirical Investigations on Aging in the Workplace (2009-2010)

Guest/Associate Editor for the Journal of Business and Psychology (2017 – present)

### **Editorial Boards**

Journal of Applied Psychology, 2008-2014  
Organizational Research Methods, 2013 – present  
Organizational Behavior and Human Decision Processes, 2004-2007  
Journal of Organizational Behavior, 2002-present  
Journal of Business and Psychology, 1998-present  
Work, Aging, and Retirement, 2014-present

### **Ad Hoc Reviewing**

European Journal of Work and Organizational Psychology (Ad hoc reviewer)  
Journal of Occupational and Organizational Psychology (Ad hoc reviewer)  
Group Dynamics (Ad hoc reviewer)  
NSF grant review for Methodology, Measurement and Statistics Program

### **Professional Affiliations**

American Psychological Association – Member  
Academy of Management - Member  
Society for Industrial and Organizational Psychology – Fellow and Member

### **Positions Held in Professional Associations**

Chair of Strategic Sub-Committee for COI/IP/CE, Society for Industrial/Organizational Psychology Conference (2007)  
Scientific Affairs Committee, Society for Industrial/Organizational Psychology (2015-2018)  
Strategic Sub-Committee, Society for Industrial/Organizational Psychology Conference (2004)  
Program Committee, Society for Industrial/Organizational Psychology (2000-2018)

### **Teaching Experience**

#### **Graduate:**

Multivariate Statistics (Psyc 8150) – Wayne State University, Detroit, Mi.

Structural Equation Modeling (Psyc 8740) – Wayne State University, Detroit, Mi.

Meta-Analysis (Psyc 8740) – Wayne State University, Detroit, Mi

Personnel Selection (Psyc 7520) – Wayne State University, Detroit, Mi.

Organizational Staffing (Psyc 6540) – Wayne State University, Detroit, Mi.

Work Teams (Psyc 8500) – Wayne State University, Detroit, Mi.

Overview Seminar of I/O Psychology (Psyc 7590) – Wayne State University

Leadership (Psyc 7570) – Wayne State University

Research Methods (Psyc 7500) – Wayne State University

**Undergraduate:**

Workplace Psychology (Psyc 3500, Psyc 2100) - Wayne State University, Detroit, Mi.

Introductory Psychology (Psyc 1010) - Northern Illinois University, Dekalb, Il.

**Dissertations Supervised (N=23)**

Janice Bajor, Selective optimization with compensation as a mediator of the relationship between conscientiousness and job performance, (2002)

Mary Ann Hannigan, Family supportive organization perceptions and the relationship between family related benefits and organizational attitudes, (2003)

Cynthia Shantz, Person-organization fit: individual differences, socialization and outcomes, (2003)

Sam Amelio, Moderators of the relationship between racial prejudice and performance evaluation accuracy, (2004)

Cara Bauer, Reducing the effects of racial biases in performance ratings of black male managers, (2004)

April Boyce, An investigation of the role of religious support in reducing work-family conflict, (2005).

Angela Pratt, Role of cognitive ability and personality factors in coping with work-family conflict, (2006).

Sawssan Ahmed, Perceived Racism and Behavioral Functioning: Culturally-Relevant Moderators in Arab American Adolescents (2006).

Heather Heydens-Gahir, Effects of exercise cognitive demands on raters on content-related assessment center validity, (2007).

Lindsey Young, The antecedents and consequences of the variability in job satisfaction, (2007).

Eliza Wicher, Double jeopardy of race and gender in performance ratings, (2008)

Ludmila Zhadanova, The Role of Person-Nation Fit in the Expatriate Adjustment Process, (2009).

Malissa Clark, Why Do Employees Behave Badly? An Examination Of The Effects Of Mood, Personality, And Job Demands On Counterproductive Work Behavior, (2010).

Madhura Chakrabarti, Work-Family Boundary Management Strategies: Examining Outcomes and the Role of Fit, (2011)

Cort Rudolph, A Meta-Analytic Framework for Understanding how Leader-Subordinate Age Differences Impact Leadership Effectiveness Ratings: A Novel Approach to Relational Demography (2011)

Tara McClure, Moving Engagement Research To A Higher Level: The Impact Of Unit-Level Engagement On Business Metric Outcomes (2013)

Keith Zabel, The Impact of Age On Workplace Motivation: A Person-Centered Perspective (2015)

Kevin Wynne, Exploring Crossover Effects Among Working Spouses Through The Lens Of Social Cognitive Theory: SOC And Work-Family Conflict (2016)

Becky Early, The Use of Personality Profiling As A Means to Assess Person-Organizational Fit To Form Personnel Decisions, (2016)

Niambi Childress, Colorism Bias in Hiring Decisions: Disentangling The Effects Of Hair Type And Skin Tone (2017)

Daniel Krenn, Gay and Lesbian Discrimination In The Workplace: The Role Of Agentic And Communal Trait Expectations (2019)

Reed Bramble, Optimal Telecommuting Contexts: Organizational and Individual Moderators Of Telecommuting Effectiveness (2022)

Andrew Lutz: Nonparent-Friendly Work Climate & Parental Role Value: An Updated Approach To Understanding Nonparent Work Experiences (2022)

### **Theses Supervised**

Cara Bauer, Reducing the effects of gender stereotypes on performance evaluations of college professors, (2000)

Sam Amelio, The hogan development survey as a predictor of supervisor, self, and subordinate rated job performance, (2001)

April Boyce, A partial investigation of the contact hypothesis: can shared fate reduce racial bias in performance appraisal? (2003)

Heather Heydens, Successful management of work-family conflict through use of selection, optimization, and compensation behaviors, (2003)

Angela Pratt, Relationship between rater negative affect and performance appraisal accuracy, (2003)

David Kuttner, Internal motivation to respond without prejudice as a moderator of an indirect measure of racial attitudes and performance ratings of black male managers, (2004)

Lindsey Young, Understanding the intra-individual variability in job satisfaction, (2005)

Lucy Zhadnova, Psychological climate perceptions: contrast and comparison of organizational and individual level perceptions and assessing the importance of the difference between the two, (2006)

Malissa Clark, Cognitive and affective empathy: Exploring the differential effects of empathy components on work-family conflict and emotional labor, (2007).

Tara McClure, Using the abridged big five circumplex (ab5c) model to predict psychopathy, (2008)

Madhura Chakrabarti, Personality, demographic and job-related determinants of boundary management strategies, (2008)

Cort Rudolph, Testing the double jeopardy hypothesis, (2009)

Anne Bal, Thesis, When “Why” Matters: The Effects of Motive Attributions for OCB on Employee Outcomes, (2011)

Kevin Wynne, Profiling Leaders: Using a Profiling Approach To Examine The Effects Of Multifactor Leadership On Follower Deviance, (2012)

Keith Zabel, A Test of Seven Work Commitment Models, (2012)

Becky Early, Using Objective Measures To Capture Work Family Conflict, (2013)

Daniel Krenn, Are Our Values Being Measured Adequately? Creation Of A More Comprehensive Work Values Scale, (2016)

Reed Bramble, The Role of the Physical Working Environment in Creative Performance: Testing Alternative Mediation Models, (2017)

Mgrdich Sirabonian, Efficacy Of A Structured Free Recall Intervention To Improve Rating Quality In Performance Evaluations, (2017)

Emma Deurk, Eldercare and Family Domain Social Support Effects On Family Interfering With Work Conflict, (2018)

### **Department Committee Membership**

Psychology Department Computer Committee (2005 – 2018)

Psychology Department Strategic Planning Committee (Chair, 2016-2017)

Psychology Diversity Committee (Co-Chair, 2016 – 2018)

Psychology Department Strategic Planning Committee (2005 –2010)

Psychology Department Undergraduate committee (1998-2001)

Psychology Department Measurement committee (1998-2018)  
Psychology Graduate Committee (2001-2002)  
Psychology Salary and Personnel Committee (2001-2004)  
Psychology Department Personnel Advisory Committee (2002-2018)  
Psychology Department Space Committee (2003-2018)  
In Charge of Undergraduate Research Pool (2000 – 2007)

**College/University Committee Membership**

Chair of 2N University SET Committee (2018-present)  
University Equity and Inclusion Group (2018-present)  
College of Liberal Arts and Sciences Faculty Council (2006 – 2009, 2010 - 2013)  
College of Liberal Arts and Sciences Budget Committee (2012-2014)  
College of Liberal Arts and Sciences Promotion and Tenure Committee (2012 – 2014)  
College of Liberal Arts and Sciences Graduate Professional Scholarship Review (2006)  
University Human Investigation Committee (2006 – 2012)  
University Search Committee for CLAS Dean (2011)  
University bargaining committee for talks with GEOC (2017-2018)