

## BRADFORD E. BAKER

Scheller College of Business  
Georgia Institute of Technology  
800 West Peachtree St., NW  
Atlanta, GA 30308-1149  
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### ACADEMIC EXPERIENCE

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Assistant Professor | **Scheller College of Business**, Georgia Institute of Technology  
2018-Present

Instructor | **Smith School of Business**, University of Maryland  
2016-2017

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### EDUCATION

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2018 | **Robert H. Smith School of Business, University of Maryland** College Park, MD  
◆ Doctorate of Philosophy in Organizational Behavior

Dissertation: Can voice harms team performance?: The role of relationship conflict and trust

Committee: Gilad Chen (Chair), Subra Tangirala, Vijaya Venkataramani, Rellie Derfler-Rozin, Michele Gelfand

2007 | **University of Washington** Seattle, WA  
Bachelor of Arts  
◆ **Major**: Comparative History of Ideas **Minors**: Human Rights; African Studies  
◆ Participated in nine study abroad programs

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### RESEARCH INTERESTS

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Proactive Behaviors | Team Processes | Behavioral Ethics

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### REFEREED PUBLICATIONS

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**Baker, B.**, Derfler-Rozin, R., Pitesa, M., & Johnson, M. (In Press). Stock market responses to unethical behavior in organizations: An organizational context model. *Organization Science*.

\* **Award**: An earlier version of this paper received the Most Innovative Student Paper Award from the Organizational Behavior Division, Academy of Management Conference, 2016.

Derfler-Rozin, R., **Baker, B.**, & Gino, F. (2018). Compromised ethics in hiring processes? How referrers' power affects employees' reactions to referral practices. *Academy of Management Journal*, 61(2), 615-636.

Avolio, B., Patterson, C., & **Baker, B.** (2015). Alaska Airlines: Navigating change. *Harvard Business Review*.

\* **Award:** Gamble Family Award for Excellence in Case Development.

Avolio, B., Sosik, J., Kahai, S., & **Baker, B.** (2014). E-leadership: Re-examining transformations in leadership source and transmission. *The Leadership Quarterly*, 25(1), 105-131.

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## RESEARCH IN PROGRESS

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**Baker, B.**, Chen, G., Firth, B., & Tangirala, S. Influence from within: When a member's voice promotes individual and team performance.

\* Preparing submission, *Personnel Psychology*.

Firth, B., Chen, G., **Baker, B.**, & Tangirala, S. From individual proactivity to team functioning: An integrative review and theoretical model

\* Preparing submission, *Journal of Applied Psychology*.

**Baker, B.**, Chen, G. Can voice harms team performance?: The role of relationship conflict and trust. *Data collection stage*.

**Baker, B.**, & Derfler-Rozin, R. The road to hell: How pro-other unethical behaviors lead to pro-self unethical acts. *Design stage*.

**Baker, B.** Morality as a team-based role. *Design stage*.

Hussain, I., **Baker, B.**, & Tangirala, S. Voice amplification and gender. *Design stage*.

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## ACADEMIC HONORS AND AWARDS

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2018	Allan N. Nash Outstanding Doctoral Student Award, Smith School of Business
2018	Outstanding Instructor Award (top 10% of teachers in the business school)
2016	AOM OB Division – “Most Innovative Student Paper” Award
2016	AOM OB Division – “Top Reviewer” Award
2013	Gamble Family Award for Excellence in Case Development
2007	University of Washington Carlson Undergraduate Student Leadership Award
2006	University of Washington Arts & Science Award for Undergraduate Research
2006	University of Washington Hall of Fame Award

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## REFEREED CONFERENCE PRESENTATIONS

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**Baker, B.**, Derfler-Rozin, R., Pitesa, M., & Johnson, M. (2016). Economic consequences of unethical acts: An organizational context model. Academy of Management Conference, Anaheim, CA.

**Baker, B.**, Firth, B., Chen, G., & Tangirala, S. (2016) How individual members' voice influences team learning and performance: The importance of considering role centrality and team coordination. Academy of Management Conference, Anaheim, CA.

Derfler-Rozin, R., & **Baker, B.** (2016). Compromised ethics in hiring?: How referrer's power affect employees' reaction to referral practices. Academy of Management Conference, Anaheim, CA.

Derfler-Rozin, R., & **Baker, B.** (2016). Compromised ethics in hiring?: How referrer's power affect employees' reaction to referral practices. International Association for Conflict Management Conference, New York, NY.

**Baker, B.** (2016). Economic consequences of unethical behavior: An organizational context model. Trans-Atlantic Doctoral Conference, London, UK.

**Baker, B.**, Johnson, M. (2012). Contrasts between pro-self and pro-social unethical behavior. Academy of Management Conference, Boston, MA.

**Baker, B.** (2012). When the “good guys” lie: Unethical pro-organizational behavior in NGOs versus Fortune 500s. Society for Industrial and Organizational Psychology Conference, San Diego, CA.

**Baker, B.** (2011). When the “good guys” lie: Unethical pro-organizational behavior in NGOs versus Fortune 500s. Mary Gates Research Symposium, Seattle, WA.

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## TEACHING EXPERIENCE

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<b>Georgie Institute of Technology</b>		<b>Instructor Ratings</b>
Fall 2018	<i>Instructor</i> , Undergrad, Teamwork in Organizations	
Fall 2018	<i>Instructor</i> , MBA, Teamwork in Organizations	
<b>University of Maryland</b>		
Summer 2017	<i>Instructor</i> , Undergrad, Managing People and Organizations	3.78 / 4
Summer 2016	<i>Instructor</i> , Undergrad, Managing People and Organizations	3.79 / 4
<b>University of Washington</b>		
Spring 2013	<i>TA</i> , Undergrad, Business Plan Development	
Fall 2012	<i>TA</i> , Undergrad, Introduction to Organizational Behavior	
Spring 2012	<i>TA</i> , MBA, Leadership and Strategic Thinking	
Spring 2012	<i>TA</i> , MBA, Leadership and Strategic Thinking	

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## PROFESSIONAL MEMBERSHIP

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Academy of Management  
 Society for Industrial and Organizational Psychology  
 International Association of Conflict Management  
 Southern Management Association

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## SERVICE

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University of Maryland M&O Department Ph.D. Student Coordinator	2014-present
Academy of Management Conference Reviewer (OB division)	2015-present

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## SELECTED PROFESSIONAL EXPERIENCE

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2011 – 2013 Seattle, WA	<b>University of Washington Center for Leadership and Strategic Thinking</b> Research Assistant for Dr. Bruce Avolio, Ph.D., Executive Director
2004 – 2013 Global	<b>Owner / Operator</b> Pre- & Post-Award Business Development Officer / Grant Writer *

2010 – 2011                    **United Methodist Committee on Relief**  
Washington, D.C.            Senior Proposal Development Officer / Grant Writer \*

2008 – 2010                   **Educational Service District 105**  
Yakima, WA                    Head Federal Evaluator / Grant Writer \*

\* As a grant writer, managed the application process for over \$100 million dollars in grant applications