

BRADFORD E. BAKER

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

EDUCATION

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

2000 | **Columbia Basin College** Pasco, WA
 Associates of Science

ACADEMIC EXPERIENCE

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

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

Instructor & TA | **Foster School of Business, University of Washington**
 2004-2013

RESEARCH INTERESTS

Proactive Behaviors | Team Processes | Behavioral Ethics

PUBLISHED & ACCEPTED JOURNAL ARTICLES * Signifies work with a Ph.D. student

Lee, M.*, Badura, K., & Baker, B., Sherf, E. Perceived personal and contextual impunity: Conceptualization, antecedents, and implications for workplace misconduct. *Journal of Applied Psychology* – Conditionally accepted January 2024.

Baker, B., Derfler-Rozin, R., Pitesa, M., & Johnson, M. (2019). Stock market responses to unethical behavior in organizations: An organizational context model. *Organization Science*, 30(2), 319-336.

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.

ARTICLES UNDER REVIEW

WORKING PAPERS IN PROGRESS

Baker, B., Chen, G., Firth, B., & Tangirala, S. Influence from within: When a member's voice promotes individual and team performance. Preparing submission. *Journal of Management Scientific Reports*.

Baker, B., & Chen, G. Have we been wrong about how voice behaviors should be theorized? (Dissertation) Preparing submission, *Academy of Management Review*.

Baker, B. The road to hell: A deontological versus teleological perspective on how humanitarian work throughout Africa causes harm across societal levels. Preparing submission, *Administrative Science Quarterly*.

Baker, B., Lee, M.* The power to decide what is right and wrong: How pro-other unethical behaviors lead to pro-self unethical acts over time. Preparing final field study, *Academy of Management Journal*.

Baker, B. The curvilinear effects of voice: How humility, hubris, and conviction impact stakeholder reactions to speaking up. Preparing final lab study, *Academy of Management Journal*.

Baker, B. "You are our team's ethical watchdog": How role-based ethical positions in a team free up other members to be less morally diligent. *Design stage*.

Baker, B. Advocating for the devil: How a leader's bottom line mentality drives followers to voice unethical suggestions. *Design stage*.

ACADEMIC HONORS AND AWARDS

2022	Thank-a-Teach Award, Georgia Tech Center for Teaching and Learning
2022	Thank-a-Teach Award, Georgia Tech Center for Teaching and Learning
2021	Thank-a-Teach Award, Georgia Tech Center for Teaching and Learning
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 Student Leadership Award
2006	University of Washington Arts & Science Award for Research
2006	University of Washington Hall of Fame Award

CONFERENCE PRESENTATIONS WITH PROCEEDINGS

- Baker, B. (2022). Reckoning, repair, and regeneration: A case for the need to move beyond 'sustainable' agriculture (Presenter Symposium). Academy of Management Conference, Seattle, WA.
- Lee, M.*, Badura, K., & Baker, B. (2020). Understanding the darker side to organizational behavior (Presenter Symposium). Academy of Management Conference, Virtual.
- 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. 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.

OTHER PUBLICATIONS & CREATIVE PRODUCTS

All datasets, study analysis code, online appendices, and other creative materials from referred / published journal articles are openly and publicly shared via the Open Science Foundation website.

Data and analyses codes for “Influence from within” paper:
https://osf.io/jnq9s/?view_only=faa6690cf7f341358d49ad6b226153b8

Data and analyses codes for “Stock market responses to unethical behavior in organizations” paper:
https://osf.io/ke7ts/?view_only=13960157997041c2a04926b0a94ac791.

Data and analyses codes for “Compromised ethics in hiring processes” paper:

https://osf.io/twb9p/?view_only5c15f65bb4e5247ef9a855db97565d2fa

COMMUNITY PRESENTATIONS

- Baker, B. (2021). Designing effective 360 surveys and minimizing psychological biases. Georgia Tech CHARGE MBA speaker series. Atlanta, GA.
- Baker, B. (2021). Designing effective 360 surveys and minimizing psychological biases. Georgia Tech CHARGE MBA speaker series. Atlanta, GA.
- Baker, B. (2021). Reckoning, repair, and regeneration: A case for the need to move beyond 'sustainable' agriculture. Kendeda Building Urban Naturalist Certificate speaker series. Atlanta, GA.
- Baker, B. (2020). Reckoning, repair, and regeneration: A case for the need to move beyond 'sustainable' agriculture. Ray C Anderson Center for Sustainable Business - Business, Environment, and Society Speaker Series, Virtual.
- Baker, B. (2020). Reckoning, repair, and regeneration: A case for the need to move beyond 'sustainable' agriculture. Al Gore Climate Underground Conference, Virtual.
- Baker, B. (2020). Behavioral ethics, team dynamics, and co-creation. Concordia Accelerator Program, Virtual.
- Baker, B. (2020). Behavioral ethics, team dynamics, and co-creation. Good Places Accelerator Program, Virtual.

TEACHING EXPERIENCE

Georgie Institute of Technology		Instructor Ratings
Fall 2023	<i>Instructor</i> , MBA, Leading People & Organizations	4.7 / 5
Fall 2023	<i>Instructor</i> , MBA, Teamwork in Organizations	4.7 / 5
Fall 2023	<i>Instructor</i> , Undergrad, Teamwork in Organizations	5 / 5
Summer 2023	<i>Instructor</i> , Undergrad, Teamwork in Organizations	4.8 / 5
Spring 2023	<i>Instructor</i> , MBA, Leader Development Workshop	NA
Fall 2022	<i>Instructor</i> , MBA, Teamwork in Organizations	4.7 / 5
Fall 2022	<i>Instructor</i> , Undergrad, Teamwork in Organizations	4.7 / 5
Fall 2022	<i>Instructor</i> , MBA, Leading People & Organizations	4.9 / 5
Summer 2022	<i>Instructor</i> , MBA, Teamwork in Organizations	4.9 / 5
Summer 2022	<i>Instructor</i> , Undergrad, Teamwork in Organizations	4.5 / 5
Spring 2022	<i>Instructor</i> , MBA, Leader Development Workshop	NA
Fall 2021	<i>Instructor</i> , MBA, Leader Development Workshop	NA
Fall 2021	<i>Instructor</i> , MBA, Leading People & Organizations	4.9 / 5
Fall 2021	<i>Instructor</i> , MBA, Teamwork in Organizations	4.9 / 5
Summer 2021	<i>Instructor</i> , Undergrad, Teamwork in Organizations	5 / 5
Fall 2020	<i>Instructor</i> , Undergrad, Teamwork in Organizations	5 / 5
Fall 2020	<i>Instructor</i> , MBA, Teamwork in Organizations	4.7 / 5
Summer 2020	<i>Instructor</i> , Undergrad, Teamwork in Organizations	4.9 / 5
Summer 2020	<i>Instructor</i> , MBA, Teamwork in Organizations	4.8 / 5
Fall 2019	<i>Instructor</i> , Undergrad, Teamwork in Organizations	5 / 5
Fall 2019	<i>Instructor</i> , MBA, Teamwork in Organizations	5 / 5
Fall 2018	<i>Instructor</i> , Undergrad, Teamwork in Organizations	5 / 5
Fall 2018	<i>Instructor</i> , MBA, Teamwork in Organizations	5 / 5

University of Maryland

Summer 2017	<i>Instructor</i> , Undergrad, Managing People and Organizations	4.8 / 5
Summer 2016	<i>Instructor</i> , Undergrad, Managing People and Organizations	4.8 / 5

University of Washington

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
Spring 2009	<i>Instructor</i> , Bahá'í Approach to Social Transformation & Ethics
Winter 2007	<i>TA</i> , Undergrad History of Apartheid (in Cape Town)
Fall 2005	<i>TA</i> , Interpretation of Text, History, Identity, & Ethics
Fall 2005	<i>Instructor</i> , Cultural Ethics & Current World Problems
Spring 2004	<i>Instructor</i> , Introduction to Dialogue, Peace Studies, & Ethics

PH.D. STUDENT GUIDANCE

Jiani Zhu	1 st & 2 nd year paper advisor	Private sector
Yufei Zhong	1 st & 2 nd year paper advisor	Uni of Arizona
Qing Gong	2 nd year paper advisor	Boise State Uni
Egan Lua	1 st year paper advisor	4 th year
Yifeng Fan	Dissertation committee member	Fairfield Uni
Min Lee	2 nd year paper advisor; dissertation committee member	Uni of North Carolina

PROFESSIONAL MEMBERSHIP

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

SERVICE

Nominated by the dean as a new ADVANCE/IDEI Implicit Bias Facilitator	2022-present
Baha'i Student Union faculty representative	2021-present
Ad hoc reviewer, Academy of Management Journal	2020-present
Ad hoc reviewer, Organization Science	2020-present
Ad hoc reviewer, OBHDP	2020-present
Ad hoc reviewer, Human Resource Management	2022-present
Ad hoc reviewer, Journal of Applied Psychology	2023-present
First Generation Georgia Tech Committee	2019-present
Student Presentation Series Instructor, OB Department	2019-present
Scheller IT Committee Member	2019-present
OB Distinguished Speaker Series, Co-Chair	2019-present
Ray C. Anderson Center Affiliated Faculty	2019-present
Academy of Management New Member Mentor (OB division)	2019-present
Academy of Management Conference Reviewer (OB division)	2015-present

SELECTED PROFESSIONAL EXPERIENCES

2011 – 2013 Seattle, WA	University of Washington Center for Leadership and Strategic Thinking Research Assistant for Dr. Bruce Avolio, Ph.D., Executive Director
2004 – 2013 Global	Owner / Operator Pre- & Post-Award Business Development Officer / Grant Writer *
2010 – 2011 Washington, D.C.	United Methodist Committee on Relief Senior Proposal Development Officer / Grant Writer *
2008 – 2010 Yakima, WA	Educational Service District 105 Head Federal Evaluator / Grant Writer *

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