

# Curriculum Vitae

## Michael R. Baumann

### Contact Information

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Accurate as of: Feb 23, 2020

### Academic Training

- Ph. D. May 2001, University of Illinois, Urbana-Champaign  
Division: Social, Organizational, & Individual Differences  
(Minor: Quantitative Psychology)
- A. M. August 1997, University of Illinois, Urbana-Champaign  
Division: Social, Organizational, & Individual Differences
- B. A. June 1995, Northwestern University, Evanston, Illinois  
Majors: Molecular Biology, Psychology (honors)

### Academic Appointments

- 2015 – present Professor of Psychology, The University of Texas at San Antonio  
2007 – 2015 Associate Professor of Psychology, The University of Texas at San Antonio  
2001 – 2007 Assistant Professor of Psychology, The University of Texas at San Antonio  
2000 – 2001 Visiting Faculty, Washington State University

### Professional Affiliations

- Interdisciplinary Network for Group Research  
Society for Industrial and Organizational Psychology  
Society for Experimental Social Psychology (*Fellow*)  
Society for Judgment and Decision Making  
American Psychological Association (Divs 19 & 49)
- Academy of Management (Divs: OB, MOC)  
Society for Occ. Health Psychology  
Society for Pers. & Social Psychology  
Midwestern Psychological Assoc.  
Southwestern Psychological Assoc.

## RESEARCH

### Grants & Contracts

#### *External: Completed*

Sponsor / lead mentor, “Problematic Drinking among Latina/o College Students: The Role of Enculturation and Traditional Gender Roles.” NIH F31 pre-doctoral fellowship via NIAAA. Budget \$65,292 (direct only). PI/mentee: Jessica Perrotte; Co-mentors Sandra Morissette, Suzy Gulliver, and Ray Garza.

Provided 2 yr stipend to support trainee in the conduct of longitudinal research on alcohol consumption among Latino/a college students and developing publications on that topic.

PI, “Spin, unit climate, and aggression: Near term, long term, and reciprocal predictors of violence among workers in military settings.” (W81XWH-14-1-0259). With Rebecca Weston, Daniel Beal (Virginia Tech), and Craig Bryan (Utah). Budget \$637,443 (437,247 direct costs).

4 yr effort examining relations of within-person variability in emotion and interpersonal behavior, organizational and occupational variables, and regulation to workplace aggression, health, and substance use

Co-PI and multi-center coordinator for “Smoking Behavior in Hispanic College Students”. (3-phase contract, phases separately negotiated). Funded by the American Legacy Foundation by subcontract from Hispanic Association of Colleges and Universities (Total project period: Nov 2009 – Aug 2012; PI Raymond Garza, UTSA Co-PI Stella Lopez).

Total funding to UTSA = \$274,088 (By year \$78,876, \$91,750, and \$103,462).

Multi-center effort (UTSA as lead center) examining social and personality based influences on tobacco use among Hispanic college students.

Co-PI & Research Director, "Community Survey of City of San Antonio Services, 2008." City of San Antonio (Dec 2007 – June 2008; Co-PI Raymond Garza)

Total cost \$ 50,000.

Co-PI & Research Director, "Telephone survey and focus group study of animal care services." San Antonio Area Foundation (April 2007 – August 2007; PI Raymond Garza).

Total cost \$ 60,000.

PI, "Stress responses in high reliability occupations." South Texas Initiative for Mental Health Research (July 2005 – Dec 2005).

Direct only; cost \$15,146. Pilot examining interactions of genetic, personality, and situational influences on stress response among firefighters.

Co-PI, "Launching the Projects in Space Learning Experience" (July 2004 – Feb 2005), NASA Center for Program/Project Management Research RA φ1-RA-04-01 (PI Kevin P. Grant).

Total cost \$74,831. Development and initial evaluation of a program for improving information sharing and leveraging expertise in project management teams.

### ***Internal: Completed***

PI, "Longitudinal examination of cigarettes, e-cigarettes, alcohol, and marijuana among new college students." (2017). INTRA seed grants, UTSA. Direct cost 5,000.

Two-wave study examining changes in predictive value of motivational orientations, in-semester employment, and work-school conflict on use of the substances in the title.

PI, "Improving information sharing in decision making teams." (2004), Faculty Research Award, UTSA. Direct cost 4,426.

Laboratory study manipulating awareness of expertise and differential weighting of expert's input, as well as different mathematical models of when expert gains influence.

PI, "Recognition and utilization of expertise in small groups." (2002) Faculty Research Award, UTSA. Direct cost 5,000.

Laboratory study manipulating expectations regarding expertise and within-group variability in expertise and its effects on weighting of expert's input.

### ***Internal: Infrastructure***

Psychology shared research space refresh (2016). UTSA Office of Informational Technology Academic Support Solutions fund. \$14,000 (direct only)

Replaced 12 computers used in shared data collection space I administer for department and updated available software (e.g., MediaLab, Direct RT, and ePrime 3.0)

Psychology doctoral computing resources refresh (2017). UTSA Office of Informational Technology Academic Support Solutions fund. \$12,000 (direct only)

Replaced 12 computers set aside for PhD student use and migrated licensed software required for their classes (e.g., Mplus)

### ***In preparation, in review, or submitted but not funded in last calendar year***

*(for a list of older applications, please contact me)*

(In preparation) PI, "Training Analysis for Multi-team Systems Skills Training." Army Research

Institute for the Behavioral and Social Sciences (response to W911NF-18-S-0005), tentative (ROM) cost \$280,000 (2020-2021; Co-PI Donald Kretz, ARA).

One-year proposed effort to provide the foundation for efforts developing and conduct initial tests of training program to support rapid assembly of multi-team systems composed of component teams reflecting varied organizational and operational backgrounds. Dr. Baumann is to serve as PI and MTS SME, Dr. Kretz as military SME.

(Submitted; solicitation withdrawn) Co-PI, "Identifying Archival Indicators of Key Composition, Compilation, and Group/MTS State Variables for Predicting Performance." Army Research Institute for the Behavioral and Social Sciences (response to W911NF-18-S-0005-FY1908), total cost \$1,299,000 (2020-2022; PI Donald Kretz, ARA).

Two-year proposed effort to develop new indicators of composition, compilation, and emergent states predicting team and multi-team system performance. Dr. Baumann was to serve as a groups / MTS SME. Dr. Kretz was to serve as PI and machine learning SME.

(Submitted; declined) Co-PI, "NRI: INT: Co-robot person follower social networks with emotion perception." NSF National Robotics Initiative (NSF19-536), total cost \$1,430,478 (2019-2023; PI Brian Kelley, UTSA ECE; additional Co-PIs Patrick Benavidez, Mohammad Jamshidi).

Four-year proposed effort to enhance capacity of "co-robots" (primarily mobile assistants, loosely akin to drones) to understand and react accordingly to emotional cues of their users. Dr. Baumann is to serve as an SME on recognition of emotion and human subjects research

(Submitted; declined) Co-PI, "Measures of Cohesion and Effectiveness in Small Decentralized Teams." Army Research Institute for the Behavioral and Social Sciences (response to W911NF-18-S-0005-FY1902), total cost \$600,000 (2019-2021; PI Donald Kretz, ARA; additional Co-PI Karen Daas, UTSA).

Two-year proposed effort to develop new indicators of group cohesion appropriate for distributed multi-team systems. Dr. Baumann was to serve as a groups / MTS SME, Dr. Kretz was to serve as PI and military SME, and Dr. Daas as qualitative methods SME.

### **Refereed Journal Articles** (\* = Student author)

- \*Perrotte, J. K., \*Bibriescas, N., \*Wainwright, K., Garza, R. T., & Baumann, M. R. (online in advance of print, Dec, 2018; to be published 2020, issue 3). A Bidimensional Examination of Machismo in Relation to Risky Sexual Cognitions and Behavior among Latino College Men. *Journal of American College Health*. DOI: 10.1080/07448481.2018.1538152
- \*Perrotte, J. K., Baumann, M. R., Garza, R. T., & Hale, W. J. (2020). The combined relations of gender, enculturation, and depressive symptoms with health risk behaviors in Mexican-Americans: a moderated mediation analysis. *Ethnicity & Health*, 25, 47-64. DOI: 10.1080/13557858.2017.1395813
- \*Wainwright, K., \*Perrotte, J. K., \*Bibriescas, N., Baumann, M. R., Garza, R. T. (2019). Smoking expectancies and health perceptions: An analysis of Hispanic subgroups. *Addictive Behaviors*, 98 (pp not yet assigned). DOI: 10.1016/j.addbeh.2019.05.032
- \*Perrotte, J. K., Baumann, M. R., \*Knight, C. F. (2018). Traditional gender role beliefs and psychological distress: an examination of heavy drinking in Latina/o college students. *Substance Use & Misuse* 53(10), 1700-1705. DOI: 10.1080/10826084.2018.1429472
- Bonner, B.L., Baumann, M.R., & \*Romney, A.C. (2017). Working Outside of Your Wheelhouse: Effects of Incentives and Framing on Transactive Memory Systems and Performance. *Group Processes and Intergroup Relations*, 20(6). DOI: 10.1177/1368430215612223

- \*Oviatt, D., Baumann, M. R., \*Bennett, J. M., & Garza, R. T. (2017). Undesirable effects of working while in college: Work-school conflict, substance use, and health. *The Journal of Psychology: Interdisciplinary & Applied*, 151(5), 433-452. DOI:10.1080/00223980.2017.1314927
- Baumann, M.R., & Bonner, B.L. (2017). An Expectancy Theory Approach to Group Coordination: Task Features, Individual Differences, and Member Behavior. *Journal of Behavioral Decision Making*, 30, 407-419. DOI: 10.1002/bdm.1954
- Bonner, B.L., Baumann, M.R., & \*Netchaeva, E. (2016). Adapting to Fill the Void: Dynamic Group Coordination as a Function of Differing Role Impact. *European Journal of Social Psychology*, 46(1), 63-76. DOI:10.1002/ejsp.2133
- \*Hale, W.J., \*Perrotte, J. K., Garza, R.T., & Baumann, M. R. (2015). Low Self-Esteem and Positive Beliefs About Smoking: A Destructive Combination for Male College Students. *Addictive Behaviors*, 46, 94-99. DOI: 10.1016/j.addbeh.2015.03.007
- Baumann, M. R., \*Oviatt, D., Garza, R.T., Lopez, S. G., \*Gonzales-Blanks, A., Alexander-Delpech, P., Beason, F.A., \*Petrova, V. I., & Hale, W. J. (2014). Variation in BAS-BIS profiles across categories of cigarette use. *Addictive Behaviors*, 39, 1477-1483. DOI: 10.1016/j.addbeh.2014.05.028
- Baumann, M.R., & Bonner, B.L. (2013). Member awareness of expertise, information sharing, information weighting, and group decision making. *Small Group Research*, 44, 532-562. DOI:10.1177/1046496413494415
- Bonner, B. L. & Baumann, M. R. (2012). Leveraging Member Expertise to Facilitate Knowledge Transfer and Demonstrability in Groups. *Journal of Personality and Social Psychology*, 102(2), 337-350. DOI: 10.1037/a0022735
- Baumann, M. R., Gohm, C. L., & Bonner, B. L. (2011). Phased Training for High Reliability Occupations: Live Fire Exercises for Civilian Firefighters. *Human Factors: The Journal of the Human Factors and Ergonomics Society*, 53(5), 548-557. DOI: 10.1177/0018720811418224
- Baumann, M. R., & Bonner, B. L. (2011). The Effects of Expected Group Longevity and Expected Task Difficulty on Learning and Recall: Implications for the Development of Transactive Memory. *Group Dynamics: Theory, Research and Practice*. 15(3), 220-232. DOI: 10.1037/a0023615
- Bonner, B. L. & Baumann, M. R. (2008). Informational intra-group influence: the effects of time pressure and group size. *European Journal of Social Psychology*, 38, 46-66. DOI: 10.1002/ejsp.400
- Bonner, B. L., \*Sillito, S., & Baumann, M. R. (2007). Collective estimation: Accuracy, expertise, and extroversion as sources of intra-group influence. *Organizational Behavior and Human Decision Processes*, 103, 121-133. DOI: 10.1016/j.obhdp.2006.05.001
- Bonner, B. L., Baumann, M. R., \*Lehn, A. K., \*Pierce, D. M., & \*Wheeler, E. C. (2006). Modeling collective choice: Decision-making on complex intellectual tasks. *European Journal of Social Psychology*, 36, 617-633. DOI: 10.1002/ejsp.305
- Grant, K. P. & Baumann, M. R. (2005). Launching the projects in space learning program. *Engineering Management Journal*, 17 (4), 42-47. 10.1080/10429247.2005.11431671
- Baumann, M. R. & Bonner, B. L. (2004). The effects of variability and expectations on utilization of member expertise and group performance *Organizational Behavior and Human Decision Processes*, 93, 89-101. DOI: 10.1016/j.obhdp.2003.12.004
- Chernyshenko, O. S., Miner, A. G., Baumann, M. R., Sniezek, J. A. (2003). The Impact of Information Distribution, Ownership and Discussion on Group Member Judgment: The Differential Cue Weighting Model. *Organizational Behavior and Human Decision Processes*,

- 91, 12-25. DOI: 10.1016/S0749-5978(02)00533-2
- Bonner, B. L., Baumann, M. R., & Dalal, R. S. (2002). The effect of member expertise on group decision making and group performance. *Organizational Behavior and Human Decision processes*, 88 (2), 719-736. DOI: 10.1016/S0749-5978(02)00010-9
- Snizek, J. A., Wilkins, D. C., Wadlington, P. L., & Baumann, M. R. (2002). Training for crisis decision making: Psychological issues and computer-based solutions. Special issue, *Journal of Management Information Systems*, 18, 147-168. 10.1080/07421222.2002.11045704
- Gohm, C. L., Baumann, M. R., & Snizek, J. A. (2001). Personality in extreme situations: Thinking (or not) under acute stress. *Journal of Research in Personality*, 35, 388-399. DOI: 10.1006/jrpe.2001.2321

### **Other Publications** (\* = Student author)

#### ***Book Chapters***

- Baumann, M. R., & Deller, J. C. (in press; to be published August, 2020). Composition and compilation: A selective review and applications to therapy groups. Chapter to appear in Craig D. Parks and Giorgio A. Tasca (Eds) *The psychology of groups: The intersection of social psychology and psychotherapy research*. Washington, DC: APA Press.
- Baumann, M. R., Snizek, J. A., & Buerkle, C. A. (2001). Self-evaluation, stress, and performance: A model of decision making under acute stress. In E. Salas and G. Klein (eds), *Linking Expertise and Naturalistic Decision Making*, pp 139-158. Mahwah, NJ: Lawrence Erlbaum Associates.

#### ***Refereed Conference Proceedings***

- Grant, K. P., & Baumann, M. R. (2006). Leveraging project team expertise for better project solutions. *Proceedings of the 2006 PMI Research Conference*.
- Baumann, M. R. (1998). Time pressure, performance, and awareness of group members in co-acting groups. *Proceedings of the Fourth Americas Conference on Information Systems*.

#### ***Technical Reports***

- Baumann, M. R. & Chance, W. (2008). *Community Survey, 2008*. Technical report, submitted to City of San Antonio, June, 2008 (185 pages)
- Baumann, M. R. (2007). *San Antonio Animal Care Services Project, 2007*. Technical report, submitted to San Antonio Area Foundation, August, 2007.
- Schrah, G. E, Chernyshenko, O. S., Snizek, J. A., Baumann, M. R., Bultko, V., Wadlington, P., Wilkins, D. C., & Borton, S. (2000). *Evaluation of DC-TRAIN: Performance measurement and validation. Investigating reliability and validity of the DC-TRAIN scoring system: Two field studies*. Office of Naval Research technical report.
- Baumann, M. R., Snizek, J. A., Donovan, M. A., and Wilkins, D. C. (1996). *Training effectiveness of an immersive multimedia trainer for acute stress domains: Ship damage control*. University of Illinois technical report, UIUC-BI-KBS-96008.

### **Manuscripts in revision, in review, and in progress** (\* = student author; *titles tentative*)

- Baumann, M. R., Kretz, D. R., & He, Q. (chapter, second review). A review of multi-team systems with an eye toward applications for collective reasoning. To appear in in Kevin Curtin and Dan Montello (Eds) *Collective Spatial Cognition*.

- \*McCann, C., Baumann, M. R., & Perrotte, J. K. (in preparation). A Longitudinal Study of BAS, BIS, and Marijuana Use Among College Students. (Brief report)
- \*Stegall-Rodriguez, S. E., Perrotte, J. K., Baumann, M.R., & Moreno, S. (in preparation). Cigarette and e-cigarette expectancies, use, and intentions among Latinx students. (Brief report).
- Baumann, M. R., & Bonner, B. L. (in preparation). Perceptions of Expertise and Ulterior Motives in the Common Knowledge Effect: An Intragroup Influence approach.
- \*Deller, J., Baumann, M. R., & Oviatt, D (in preparation). Relations of supportive and destructive leadership to stress, workplace maltreatment, and health in military samples.
- \*Oakes, L. R., & Baumann, M. R. (in preparation). Decomposing the effects of tattoos on perceived promiscuity and infidelity.
- Baumann, M. R., \*Deller, J., & Bonner, B. L. (in data collection). Shared conceptual systems, group conflict, and performance: The importance of agreement on what data *mean*.
- \*Deller, J., & Baumann, M. R. (in analysis). The Good, the Bad, and the Ugly revisited: Motivated information sharing, feelings of demonstrability, and performance.
- Baumann, M. R., & \*Perrotte, J. K. (in preparation). Work-school conflict and downstream substance use in new college students: A longitudinal analysis.

### **Invited presentations & invited workshops**

- Baumann, M. R. (2019). Digging deeper on transactive memory: Instrumentality, difficulty, framing, and missing experts. Management & Organizations Research Seminar, UTSA, April 2019.
- Baumann, M. R. (2016). Exploring demonstrability: Underlying dimensions and applications. George-August University, Gottingen, Germany, November 2016.
- Baumann, M. R. (2016). A primer on mapping member inputs to collective outputs via model testing. George-August University, Gottingen, Germany, November 2016.
- Baumann, M.R. (2016). Affect and workplace aggression. David Eccles School of Business “Parade of Scholars,” University of Utah, Spring 2016.
- Baumann, M.R. (2015). Applying expectancy theory to group processes: Implications for coordination and transactive memory. *Social & Personality Research Speaker Series*, University of Texas, Austin.
- Bonner, B. L. & Baumann, M. R. (2013). Combining the expertise of group members. Paper presented at the 85<sup>th</sup> annual meeting of the Midwestern Psychological Association.
- Baumann, M.R. (2009). Informational social influence in group decision making: Who gets listened to when and why. *Social & Personality Research Speaker Series*, University of Texas, Austin.
- Baumann, M. R. (2008). Influence and affect in group decision making. *Senior seminar*, Trinity University, Texas.
- Baumann, M. R. (2007). Intra-group influence on decision making tasks: Applying persuasion theories to information processing in groups. *Marketing Department Research Colloquium*, UTSA.
- Baumann, M. R. (2005). Determining when teams will and won't listen to their expert. Faculty research colloquium, *David Eccles School of Business*, Utah.
- Baumann, M. R. (2004). Firefighters: Personality and Training. *Keynote address*, The San Antonio Fire Training Academy Commencement.

### **Refereed conference presentations** (\* = student author)

- Perrotte, J. K., Piña-Watson, B., Baumann, M. R., Moreno, S., Morissette, S., Gulliver, S. B., Weston, R., & Garza, R. T. (2020). Traditional gender roles and drinking among incoming Latina college students: a bi-domain approach. In J. K. Perrotte (chair), *The traditional gender role hypothesis: alcohol use and other health risk behaviors among Latinas*. Symposium presentation accepted for the Division 50 (Society of Addiction Psychology) programming of the 2020 American Psychological Association conference, Washington D. C.
- \*McCann, C., Baumann, M. R., & Perrotte, J. K. (2020). A Longitudinal Study of BAS, BIS, and Marijuana Use Among College Students. Poster accepted for presentation at the 2020 meeting of the Association for Psychological Sciences.
- \*Stegall-Rodriguez, S. E., Perrotte, J. K., Baumann, M.R., & Moreno, S. (2020). Cigarette and e-cigarette expectancies, use, and intentions among Latinx students. Talk accepted for presentation at the 2020 meeting of the Midwestern Psychological Association.
- \*Mireles, N., Baumann, M. R., & Perrotte, J. K. (2020). Work-School Conflict, Expectancies, and Substance Use, in College Students Employed. Poster accepted for presentation at the 2020 meeting of the Society for Industrial & Organizational Psychology.
- \*Martinez, A., \*Phipps, T., & Baumann, M. R. (2020). Tattoos are Forever, But is She Faithful? Poster accepted for presentation at the 2020 meeting of the Society for Personality and Social Psychology.
- \*Phipps, T., \*Martinez, A., & Baumann, M. R. (2020). If You Prick Us, Do We Not bleed? Dehumanizing Women with Tattoos. Poster accepted for presentation at the 2020 meeting of the Society for Personality and Social Psychology.
- \*Deller, J. C., \*Chin, A. C., \*Palomo, M., & Baumann, M. R. (2020). The Good, the Bad, and the Ugly Revisited: Pro-Social Motivation and Problem Solving in Interacting Groups. Poster accepted for presentation at the 2020 meeting of the Society for Personality and Social Psychology.
- \*Perrotte, J. K., Baumann, M. R., Morissette, S. B., Gulliver, S. B., & Garza, R. T. (2019). A bi-dimensional bi-domain approach to acculturation and substance use among Latinx emerging adults. Poster presented at the annual meeting of the American Psychological Association; Division 50, Society of Addiction Psychology. **Recipient of Division 50 best student poster award** for 2019.
- \*Morissette, L., Baumann, M. R., & Weston, R. (2019). Applying predictors of aggression from the civilian workplace to military workplace samples. Talk presented at the 2019 San Antonio Military Health System & University Research Forum (SURF).
- \* Deller, J. C., Baumann, M. R., & Weston, R. (2019). Supportive leadership negatively related to self-reported health complaints and hazardous alcohol use in military workplaces. Poster presented at the 2019 San Antonio Military Health System & University Research Forum (SURF).
- \*Deller, J. C., & Baumann, M. R. (2019). Supportive Leadership Negatively Related to Stress and Experiences of Incivility, Harassment, and Ostracism in Military Workplaces. Poster presented at the 31<sup>st</sup> APS Annual Convention.
- \*Chin, A., & Baumann, M. R. (2019). Predictors of Perpetrating Incivility: The Influence of Job Stress and Perceived Climate in the Military Workplace. Poster presented at the 31<sup>st</sup> APS Annual Convention.
- Baumann, M. R., & Kretz, D. R. (2019). A review of multi-team systems with an eye toward applications for collective spatial reasoning. Talk presented at the 2019 meeting of Collective Spatial Cognition, Santa Barbara CA.

- Baumann, M. R., \*Perrotte, J. K., \*Deller, J., \*Chin, A., & \*Morissette, L. (2019). Work-School Conflict and Marijuana Expectancies as Predictors of Marijuana Use. Talk presented at the 2019 meeting of the Midwestern Psychological Association annual conference.
- \*Deller, J., \*Chin, A., \*Morissette, L., & Baumann, M. R. (2019). In It to Win It: The Effects of Pro-Self and Pro-Social Motivation on Information Sharing Strategies within Interacting Groups. Poster presented at the 2019 meeting of the Society for Personality and Social Psychology.
- \*Chambers, S. K., \*Perrotte, J. K., & Baumann, M. R. (2018). At the intersection of gender and ethnicity: acculturation and collective self-esteem as they relate to drinking behavior in Latina/o college students. Poster presented at the Southwestern Psychological Association annual conference.
- Baumann, M.R., Bonner, B. L., Hinsz, V., Tindale, R. S., \*Deller, J., Meikle, N. L., Bain, K., & Shannahan, D. (2017). An interdisciplinary theory of collaborative judgment and decision making. Symposium presented at the Annual Meeting of the Interdisciplinary Network for Groups Research (INGRoup).
- \*Perrotte, J. K., Zamboanga, B. L., & Baumann, M. R. (2017). Acculturation and alcohol use among Latinas: indirect effects through traditional gender norms. Presented at the annual meeting of the Research Society on Alcoholism.
- \*Perrotte, J. K., Baumann, M. R., & Knight, C. F. (2017). Need a drink? How traditional gender roles influence the stress alcohol relationship among Latina/os. Annual meeting for the Texas Research Society on Alcoholism.
- \*Bennett, J.M. & Baumann, M.R. (2017). "I Want to Be Alone": Attachment Style Predicts Behavior Following Rejection, Exclusion, Failure, and Pain. Annual meeting of the Society for Personality and Social Psychology.
- \*Oakes, L.R. & Baumann, M.R. (2017). Promiscuity or Positive Traits?: Investigating Effects of a Visible Tattoo on Impressions of Women. Annual meeting of the Society for Personality and Social Psychology.
- \*Oviatt, D., Baumann, M. R., & Garza, R. T. (2016). The effect of inter-role conflict on health outcomes. Presented at the San Antonio Military Health Service and University Research Forum (SURF).
- \*Oakes, L.R. & Baumann, M.R. (2016). Perceived promiscuity and tattooed women. Annual meeting of the Midwestern Psychological Association.
- \*Schneider, A.M., & Baumann, M.R. (2016). Do congruence effects occur with multiple messages of opposing frames? Annual meeting of the Midwestern Psychological Association.
- \*Bennett, J.M. & Baumann, M.R. (2016). Comfort or Affiliation?: Behavioral preferences following pain, failure and thwarted belongingness. Annual meeting of the Society for Personality and Social Psychology.
- \*Perrotte, J.K., Baumann, M.R., & Garza, R.T. (2016). The role of ethnoracial collective self-esteem and Latino values in risky behavior. Annual meeting of the Society for Personality and Social Psychology.
- \*Oviatt, D., Baumann, M. R., & Garza, R. T. (2015). The impact of academic year employment on smoking among college students. Annual meeting of the Society for Personality and Social Psychology.
- Baumann, M. R., Garza, R. T., Parks, I. A., & Gonzalez, R. (2014). Knowing your audience: Differences between Hispanic subgroups in cigarette use and related beliefs. CDC's Eighth Annual Conference on Health Communication, Marketing, and Media.
- \*Oakes, L., & Baumann, M. R. (2014). Sketchy Characters: Inferring Women's Traits from



- Tattoos. Annual meeting of the Southwestern Psychological Association.
- \*Carrizales, L., & Baumann, M. R. (2014). Risky Business: The Effects of Sexy Attire on Impressions of Employees and Company Image. Annual meeting of the Society for Personality and Social Psychology.
- Baumann, M. R. & Bonner, B. L. (2013). Talking More but Listening Less: Group Happiness, Information Sharing, and Information Weighting. Annual meeting of the Interdisciplinary Network for Groups Research.
- Baumann, M. R., Garza, R. T., & Lopez, S. G. (2013). Behavioral inhibition / approach sensitivity profiles and smoking among college students. Annual meeting of the Society for Personality and Social Psychology.
- \*Harriman, C., & Baumann, M. R. (2013). Old reliable or evil weasel: Facial hair, behavioral expectations, and relationship interest. Annual meeting of the Society for Personality and Social Psychology.
- Baumann, M. R., & Bonner, B. L. (2012). Within-task differences and members sensitivity to loss: Implications for transactive memory. Annual meeting of the Interdisciplinary Network for Groups Research.
- Baumann, M. R., Gonzales, R., Parks, I. A., Garza, R. T., & Lopez, S. G. (2012). Latino College Health Initiative: Tobacco Use and Attitudes Among Hispanic Students. Paper presented at NCTOH 2012.
- \*Hainstock, M. & Baumann, M. R. (2011). Intrasexual competition and differences in acceptance of male-female vs. female-male interracial couples. Annual meeting of the Society for Personality and Social Psychology.
- \*Harriman, C. L. & Baumann, M. R. (2010). The role of facial hair in social perception. Poster presented at the 2010 meeting of the Society for Personality and Social Psychology.
- \*Harriman, C. L. & Baumann, M. R. (2009). The role of facial hair in attractiveness and impression formation. Annual meeting of the Southwestern Psychological Association.
- Baumann, M. R., \*Kretz, D., & Bonner, B. L. (2007). The effects of perceived expertise and ulterior motives on information weighting in groups. Annual meeting of the Interdisciplinary Network for Group Research.
- Baumann, M. R., & Bonner, B. L. (2007). Perceived task difficulty and expected longevity as antecedents of transactive memory. Annual Meeting of the Academy of Management.
- \*Lindsay, D. R. & Baumann, M. R. (2007, April). *Turnover, OCB, and counterproductivity: Affective events theory and part-time employees*. Paper presented at the 22nd annual conference of the Society for Industrial and Organizational, New York.
- Baumann, M. R., & Bonner, B. L. (2006). Group recognition of expertise: Social combination, information sharing, and information weighting. Annual Meeting of the Academy of Management.
- Baumann, M. R., & Bonner, B. L. (2006). Effects of temporal perspectives on the development of transactive memory systems. Annual meeting of the Interdisciplinary Network for Group Research.
- Grant, K. P., & Baumann, M. R. (2006). Leveraging project team expertise for better project solutions. PMI Research Conference.
- Baumann, M. R., & Bonner, B. L. (2005). Recognition of Expertise and Information Weighting in Hidden Profiles. Annual meeting of the Midwestern Psychological Association.
- Bonner, B. L., Baumann, M. R., \*Lehn, A. K., \*Pierce, D. M., & \*Wheeler, E. C. (2005). Group performance and decision making on complex tasks: Modeling group choice. Annual meeting of the Society for Personality and Social Psychology.

- Baumann, M. R. (2004). Membership change and transactive memory. Annual Meeting of the Academy of Management.
- Baumann, M. R., & Bonner, B. L. (2003). The effects of variability and expectations on utilization of member expertise. Annual meeting of the Society for Personality and Social Psychology.
- Baumann, M. R. (2001). Learning to stand back and let the expert work: A study of the development of transactive memory and membership change. Annual meeting of the Midwestern Psychological Association.
- Baumann, M. R., Gohm, C. L., Sniezek, J. A., & Dalal, R. S. (2000). "No, Really - I'm Fine!" The relationship of meta-emotional traits to anxiety and motivated self-evaluation in firefighters during acute stress. Annual meeting of the Midwestern Psychological Association.
- Gohm, C. L., Baumann, M. R., Dalal, R. S., & Sniezek, J. A. (2000). The relation of meta-emotional traits to the availability of cognitive resources among firefighters. Annual meeting of the Midwestern Psychological Association.
- Schrah, G., Chernyshenko, O., Baumann, M. R., Sniezek, J. A., Bultko, V., Borton, S., & Wilkins, D. W. (2000). A new approach to scoring dynamic decision making performance on high fidelity simulators: Reliability and validity issues. Annual conference of the Society for Industrial & Organizational Psychology.
- Baumann, M. R., Gohm, C. L., & Sniezek, J. A. (1999) The devil you know, or his friends too? The effects of uncertainty reduction and adaptation on anxiety in firefighters. Annual meeting of the Midwestern Psychological Association.
- Baumann, M. R., & Sniezek, J. A. (1999). The better-than-average effect: A cognitive or self-enhancement bias? Annual meeting of the Society for Judgment and Decision Making.
- Dalal, R. S., Baumann, M. R., & Bonner, B. L. (1999). The effect of individual differences on influence in group decision making on a moderately intellectual task. Annual meeting of the Society for Judgment and Decision Making.
- Sniezek, J. A., Gohm, C. L., Dalal, R. S., & Baumann, M. R. (1999). An experimental investigation of risk assessments and choices of firefighters doing search and rescue. Annual meeting of the Society for Judgment and Decision Making.
- Baumann, M. R. (1998). Who Really is "Better-Than-Average?" Annual meeting of the Midwestern Psychological Association.
- Baumann, M. R., Buerkle, C. A., & Sniezek, J. A. (1998). Cognitive activities, anxiety, and performance in high stress decision-making tasks. Poster presented at the 4th Conference on Naturalistic Decision Making.
- Baumann, M. R., Donovan, M. A., & Sniezek, J. A. (1998). Can "Thinking Positive" Help Performance. Annual meeting of the Midwestern Psychological Association.
- Buerkle, C. A., Baumann, M. R., & Sniezek, J. A. (1998). Expertise and self-regulatory processes in decision-making under stress. Presented at the 4th Conference on Naturalistic Decision Making.
- Chernyshenko, O. S., Miner, A., Baumann, M. R., & Sniezek, J. A. (1998). Modeling group judgment: The impact of discussion on member opinion and final group judgment. Annual meeting of the Society for Judgment and Decision Making.
- Donovan, M. A., Sniezek, J. A., & Baumann, M. R. Learning from Unusual Events: Decision Making in Crises. Symposium sponsored by Managerial and Organizational Cognition and Organizational Behavior divisions of the Academy of Management. Cincinnati, Ohio.

## TEACHING

### Formal courses taught (courses at current institution unless otherwise noted)

#### ***Graduate***

Advanced Topics in Applied Social Psychology (PhD level, 2 section taught to date)  
Groups and Interpersonal Processes (PhD level, Washington State; 1 section taught)  
Attitudes & Social Cognition (PhD level, Washington State; 1 section taught)  
Research Design (MS level; 8 sections taught to date)  
Research Seminar in Organizational Psychology (MS level; 5 sections taught to date)  
Research Seminar in Social Psychology (MS level; 1 section taught to date)

#### ***Undergraduate*** (continues next page)

Industrial & Organizational Psychology (Junior / Senior level; 15 sections taught to date)  
The Social Psychology of Small Groups (Junior / Senior level; 10 sections taught to date)  
Motivation & Emotion (Junior / Senior level; 1 section taught to date)  
Research Methods in Social Psychology (Junior / Senior level, U of IL; 2 sections taught)  
Introduction to Personality (Junior / Senior level, Washington State; 2 sections taught)  
Social Psychology (Junior / Senior level, Washington State U; 2 sections taught)  
Social Psychology (Sophomore level; 8 sections taught to date)  
Introduction to Psychology (Freshman level; 12 sections taught to date)

### Graduate Supervision (UTSA, Psychology, unless otherwise noted)

#### ***Fellowships Directed***

Perrotte, Jessica. "Problematic Drinking among Latina/o College Students: The Role of Enculturation and Traditional Gender Roles." NIH F31 pre-doctoral fellowship (Co-mentors Sandra Morissette, Suzy Gulliver, and Ray Garza).

#### ***Dissertations Chaired***

Deller, James: *The effects of social motivation on information sharing and use in groups* (completed Summer, 2019)  
Perrotte, Jessica. *The temporal relations between general enculturation, traditional gender roles, and alcohol use among Latina/o college students* (completed Summer, 2019)  
Bennett, Janet. *Attachment style and behavioral choices following pain, failure, exclusion, and rejection* (completed Fall, 2016)  
Oviatt, David. *Entitled to success: The development of entitlement and its implications on student success, health, and happiness.* (completed Fall 2015)

#### ***Other Doctoral Committees served on***

Shannahan, Daniel. *Employee perceptions of assigned task solvability: An exploration of the antecedents and consequences of low perceived task demonstrability.* (University of Utah, Management, proposed Spring 2019)  
Bain, Kristen. *Knowledge is power: Motivated strategic information sharing.* (University of Utah, Management, proposed Spring 2019)  
Phillips, William. *Employee voice and group processes.* (UTSA, Management, proposed Spring 2019)  
Ryan-Gonzalez, Clark. *Using the Trauma Film Paradigm to Understand the Effects of Emotional Expression in Individual and Group contexts on Distress and Negative Cognitions.* (UTSA, Psychology, completed Summer, 2019)

Bolinger, Alex. *A role-based intervention for idea-generating groups: the "Glue Role" and group creativity*. (University of Utah, Management; completed Spring 2010)

Armagan, Sungu. *The relationship between membership change, task knowledge, social knowledge, and member identification* (University of Utah, Management; completed Summer 2006)

**MS Theses chaired** (Prior to chairing, I supervised each student as a graduate independent study)

Bibriescas, Natashia. *Awareness of stereotype usage on perceptions of women*. (Completed Spring, 2018)

Oakes, Lisa. *Promiscuity or positive traits? Investigating effects of a visible tattoo on impressions of women*. (Completed Spring 2016).

Deller, James. *Restricting discussion in hidden profiles tasks: Can less discussion really be more helpful?* (Completed Summer 2015)

DeHoyos, Tuesday. *Shadenfreude towards attractive same-sex targets: Reveling in the failure of attractive peers* (Completed Spring 2014)

Baum, Briann. *Individual differences in emotion perception across media*. (Completed Fall 2012)

Hainstock, Megan. *Effects of relationship type on impression formation*. (Completed Summer 2012).

Carrizales, Laura. *The impact of different forms of sexiness on perceptions of applicants and organizations*. (Completed Spring 2012)

Belleau, Elizabeth. *Effects of time pressure on advice taking: Advisor ability vs. direct knowledge* (Completed Fall 2009).

Tobares, Vanessa. *An examination of affect and job satisfaction as mediators in the relationship between personal mastery and work behaviors* (Completed Summer 2009)

Townsend, Javan. *Stereotype Threat as a Function of Group Composition*. (Completed Fall 2006).

Taylor, Andrea. *The roles of appraisal and person perception in gender differences in stress-related emotions*. (Completed Fall 2006).

Lindsey, Douglas. *An empirical test of Affective Events Theory* (Completed Fall 2003)

**Other MS theses served on**

Lopez, Victoria. *Social Discounting in Current, Former, and Never Marijuana Users* (Completed Spring 2019)

Minnigh, Tyler. *Do Gender Differences in the Facets of Conscientiousness Explain the Female Underprediction Effect?* (Proposed Fall, 2018)

Cain, Molly. *The relationship among acculturation, self-esteem, and cigarette use in Mexican-American College Students*. (Completed Spring, 2016)

Altgelt, Emma. *The effects of alcohol and fertility on women's Sexual decision making* (Completed Spring, 2016)

Perrotte, Jessica. *Heritage cultural practices and depressive symptoms: A risky combination for Mexican/Mexican-American emerging adults* (Completed Spring 2015)

Bennett, Janet. *Workplace disability disclosure*. (Completed Spring 2013)

Hale, Willie. *Moral hypocrisy: Rethinking the construct*. (Thesis completed Spring 2012)

Starkey, Alicia. *Collective identity and social smoking: A comparison of Latino and non-Hispanic White college students* (Completed Spring 2012)

Martin, Nicole. *Relationship expectations of romantic partners and friends*. (Completed Summer 2011)

Willis, Jarryd. *Investigating interpersonal attachment as a function of romantic status*. (Completed Spring 2011)

Nguyen, Daniel. *Assessing personality through interviews: Examining the role of self-monitoring and impression management in faking behavior*. (Completed Summer 2008)

Weber, David. *An implicit measure of driver perception, based on vehicle type categories* (Completed Spring 2008)

Vestal, Sarah. *The interaction of self-handicapping, motivational orientation, and their effect on enjoyment in sport* (Completed Summer 2006)

Bubenik, Jessica. *Attachment & coping with interpersonal conflict in the work environment* (Completed Summer, 2003)

***Non-thesis MS committees chaired***

Flores, Laura (Fall 2011)	Howton, Lacie (Spring 2007)
Wiatrek, Amanda (Spring 2007)	

***Other non-thesis committees served on***

Knight, Amara (Spring, 2017)	Fox, Sara Beth (Fall, 2009)
Sanford, Libbey (Summer 2012)	Lutz, Jenny (Spring 2005)

**Undergraduate Supervision**

***Undergraduate independent studies***

Boyd, Mollie (Fall 2019)	Doyle, Stephen (Spring 2012)
Rhyne, Shawna (Fall 2018, Fall 2019)	Matthews, Moisselle (Spring 2012)
Moody, Desiree (Spring 2019)	Bounds, Grant (Spring 2011, Fall 2011)
Chowdhury, Wasima (Spring & Fall 2019)	DeHoyos, Tuesday (Spring 2011)
Akindoju, Morayo (Spring 2019)	Ford, Heather (Fall, 2010)
Elliot, Mathew (Fall 2018, Spring 2019)	Elfman, Abby (Summer 2010)
Palomo, Mathew (Fall 2018-current)	Amaya, Lindsay (Spring 2010)
Chin, Amber (Spring 2018-current)	DeShaies, Derek (Fall 2009)
Morissette, Linda (Spring 2018-Spring 2019)	Wills, Brandy (Fall 2009)
Garcia, Leslie (Spring 2018)	Christman, Sarah (Fall 2008, Spring 2009)
Gomez, Paula (Spring 2018)	Hainstock, Megan (Fall 2008, Spring 2009)
Chambers, Stephanie (Spring 2017)	Torkildsen, Kristie (Spring 2008)
Egan, Alana (Spring, 2017)	Wilk, Kimberly (Spring 2009)
Paulino, Joseph (Spring 2015)	Errisuriz, Vanessa (Spring & Fall 2007)
Ortiz, Andrea (Spring 2015)	Harriman, Christopher (Spring & Fall 2007)
Robinson, Curtis (Spring 2015)	White, Nicole (Fall 2007)
Schneider, Ashley (Fall 2014, Spring 2015)	Chavira, Dina (Fall 2006)
Cappelli, Pierce (Spring, 2014)	Vasquez, Alejandro (Fall 2006)
Valderas, Daniel (Fall 2013)	Ferguson, Tara (Spring 2005)
Rivers, Adrian (Fall 2013)	Wollven, Alexa (Spring 2005)
Oakes, Lisa (Fall 2012-Fall 2013)	Lopez, Kara (Fall 2004)
Hill, Matthew (Fall 2012, Spring 2013)	Champion, Rita (Spring 2003)
Tarter, Sarah (Fall 2012)	Zuniga, Erin (Spring 2003)
Valdez, Melissa (Fall 2012)	Center, Clayton (Fall 2002)

### ***Honors theses***

Deregla, Andrew (co-advised with Meghan Thornton-Lugo). *Mindfulness and Performance Among University Instructors: Exploring the Mediating Effects of Emotional Labor and Trait Affect* (completed Fall 2017)

Oakes, Lisa. *Drawing on tattoos: Effects of a visible tattoo on impression formation of a female target*. (completed Fall 2013).

\*Robinson, Sara. *The role of curiosity in work life: Curiosity as a predictor of job satisfaction, organizational citizenship behavior, and counterproductive work behavior*. (completed Fall 2008).  
\*I received an **Outstanding Research Mentor Award** for this project

### **Other Mentoring**

New Faculty Mentor (Dr. Willie Hale; 2017-current)

PhD Program Coordinator (“Graduate Advisor of Record”), 2019-current

MS Program Coordinator (“Graduate Advisor of Record”), 2009 – 2016, 2018-2019

Mentor for McNair Scholars (undergraduate STEM training for under-represented populations)

Registered mentor for Summer Research Experience (undergraduate STEM training for historically under-represented groups)

Registered mentor for MARC-U\*STAR (undergraduate STEM training for historically under-represented groups)

Registered mentor for MBRS-RISE (graduate STEM training for historically under-represented populations)

Ad-hoc advising on research design, statistics, and applying to MS and PhD programs

## **SERVICE**

### **Administrative assignments**

#### ***University***

Chair, Graduate Council (2015-2018)

Chair, Institutional Review Board (2009-2011)

Vice Chair Institutional Review Board (2008-2009)

#### ***College***

COLFA Conference, Poster Competition Coordinator (2009-2016, 2018-2019)

#### ***Department***

PhD Program Graduate Advisor of Record, Psychology (Aug 2019-present)

MS Program Graduate Advisor of Record, Psychology (2009-2016; 2018-2019)

Department Computer Labs Coordinator / Technical Advisor (2008-present)

Experimental Psychology Lab Instructor Coordinator (2008 – Summer 2011)

Psychology Department Web Master (Fall 2003 – Summer 2008)

Research Participation (“subject pool”) Coordinator (2002 – 2005; 2019-present)

### **Committee assignments** (continues next page)

#### ***University***

Member, Vice Provost & Dean of Graduate School search committee (2018-2019)

Member, President’s Task Force on Strategic Enrollment (2017-2018)

Member, Graduate Education Task Force (Summer 2017)  
Member, Research Misconduct Inquiry Panel & Investigation Panel (2017)  
Member, OIT Faculty Advisory Committee (2016-present)  
Member, Faculty Senate, Faculty Senate Executive Committee, & Faculty Senate HOP committee (2015-2018)  
Member, "GREAT" (internal grants program) Business / Education / Social Sciences (2018)  
Member, "GREAT" (internal grants program) Science / Engineering peer review panel (2014)  
Member, Committee on Graduate Programs and Courses (2013-2016)  
Member, Graduate Council (2012-2018)  
Member, Parking Appeals Committee (2012-2014)  
Member, Faculty Grievance Committee (2010-2012)  
Member, Committee on Conflict of Interest in Research (2009-2011)  
Member, San Antonio Life Sciences Initiative peer review panel (2009, 2010)  
Alternate member (2006; 2007-2008; 2011-2014) and faculty intern to IRB (2007 - 2008)  
Faculty Senate Research Group on course evaluation instruments (2006 - 2008)  
COLFA representative to Portal Project "Faculty Work Group" (2004 - 2005)

### ***College***

Member, College Promotion and Tenure Review Committee ("CFRAC"; 2017)  
COLFA Graduate Studies Committee (2009-2016, 2018-present)  
COLFA Research Conference Committee (2009-2016, 2018-present)  
Faculty Development Leave Committee (2013)  
COLFA Technology Committee (2003-2008)  
COLFA ad-hoc Committee on Faculty Retention (2002-2003)

### ***Department***

Chair, Faculty Search Committee (2008-2009, 2010-2011, 2013-2014, 2014-2015, 2019-2020)  
Chair, Psychology PhD program handbook development committee (2011- Feb 2012)  
Chair, Department Promotion and Tenure Review Committee ("DFRAC"; 2015; 2020)  
MS Admissions Committee (2016-2018)  
Psychology PhD program site visit preparations committee (2011)  
Psychology PhD Program proposal development / needs analysis (2007; revisions through 2011)  
Subject Pool Committee (2007-2009, 2017-2019)  
Psychology Merit Advisory Committee (2007-2009; 2016-2018)  
Psychology Merit Guidelines Revision Committee (2005-2007)  
Department Faculty Advisory Committee (2005-2006; 2015-2016)  
PhD Program proposal & curriculum committee (2002-2005)  
Ad-hoc Committee on Space Utilization (2002)  
PhD Program feasibility committee / exploratory task force (2001-2002)  
Psychology Department Scholarship Committee (2001-2003)  
Member, Faculty Search Committee (2001-2002; 2016-2017, 2017-2018)  
Tenure / Promotion Case Presenter (Fall 2008; Spring 2011; Fall 2012 ; Fall 2017)

### **Professional service**

#### ***Grant reviewing***

APA Division 49 Foundation Committee (2017-2020)

Panel member (2018-2019, 2019-2020), *National Science Foundation*  
Panel member (2019), Behavior & Teams, *NASA Human Exploration Research Opp. (HERO)*  
APA Dissertation Research Awards (2017)  
Panel member (2017), Teams, Training, & Performance, *NASA Human Research Programs*  
Panel member (2015), Behavioral Health & Performance, *NASA Human Research Programs*  
Ad-hoc grant reviewer for *National Science Foundation*  
Ad-hoc grant reviewer for *Social Sciences and Humanities Research Council of Canada*

### ***Editorial and other Boards***

Associate Editor, *Group Dynamics: Theory, Research, & Practice* (Dec 2014 – present)  
Editorial Board, *Group Dynamics: Theory, Research, & Practice* (2007 – Dec 2014)  
Editorial Board, *Small Group Research* (2013 – Present);  
**Outstanding reviewer award (2014)** (one awarded each year)  
Board of Directors, *Interdisciplinary Network for Group Research* (July 2012 – July 2015)  
Election Coordinator, *Interdisciplinary Network for Group Research* (2014, 2015)

### ***Recent journal reviewing (excluding editorial boards) ; alphabetical***

Administrative Science Quarterly  
Basic and Applied Social Psychology  
European Journal of Work & Organizational Psychology  
Group Processes & Intergroup Relations  
Human Factors  
European Journal of Social Psychology  
Journal of Business Ethics  
Journal of Personality and Social Psychology  
Journal of Behavioral Decision Making  
Journal of Experimental Social Psychology  
Journal of Organizational Behavior  
Psychological Science  
Organizational Behavior & Human Decision Processes  
Organization Science  
Organization Studies

### ***Conference reviewing***

Conference reviewer for *Society for Industrial & Organizational Psychology*  
Conference reviewer for *Academy of Management* (OB Division)  
Program Committee member *Interdisciplinary Network for Group Research* (2008 – 2018)  
Conference reviewer for *Society for Personality & Social Psychology* (2017/2018)  
Judge, graduate student poster competition, *Society for Personality & Social Psychology* (2016)

### **AWARDS AND HONORS**

President's Distinguished Achievement Award in University Service (2018; UTSA career award)  
Finalist for editor of *Group Dynamics* (2017; ultimately not selected)  
Outstanding Reviewer Award, *Small Group Research* (2014)  
Fellow, Society for Experimental Social Psychology (2013)  
Outstanding Research Mentor Award (2008; UTSA Honors College)