Bradford S. Bell
HR Studies Department
ILR School
Cornell University
162 Ives Hall Faculty Wing
Ithaca, NY 14853
607-254-8054
brad.bell@cornell.edu

EDUCATION:

Michigan State University
> M.A. (1999) Ph.D. (2002) in Psychology. Major: I/O Psychology

University of Maryland at College Park
> B.A. in Psychology (1997), Summa Cum Laude, With Honors in Psychology

RESEARCH INTERESTS:

> Training and Development, supporting active learning in technology-based and autonomous learning contexts; Work Groups and Teams, team processes and performance, team learning; Virtual Work Arrangements, virtual teams, virtual leadership, effects of telecommuting on individuals and teams

TEACHING EXPERIENCE:

2020-present WILLIAM J. CONATY PROFESSOR OF STRATEGIC HUMAN RESOURCES; 2019-2020 PROFESSOR; 2008-2019 – ASSOCIATE PROFESSOR; 2002-2008 ASSISTANT PROFESSOR HR Studies Department, ILR School, Cornell University. Classes Taught: Human Resource Management (undergraduate, Master's, Ph.D.), Training and Development (undergraduate, Master's, Ph.D.), Work Groups and Teams (undergraduate, Master's)

2000-2001 – INSTRUCTOR
> Department of Industrial & Organizational Psychology, Michigan State University. Classes Taught: Industrial and Organizational Psychology (undergraduate).

2015 – VISITING PROFESSOR
> Department of Business Administration, Melbourne Business School, University of Melbourne.

ADMINISTRATIVE EXPERIENCE:

DIRECTOR, ILR Executive Education (2009-2018), ILR School, Cornell University.

DIRECTOR, Executive Master in Human Resource Management (2015-2018), ILR School, Cornell University.

DIRECTOR, Center for Advanced Human Resource Studies (2018-present), ILR School, Cornell University.

REFEREED PUBLICATIONS:

Kim, J., Chang, H., & Bell, B. S. (in press). Organizational-level training and performance: A meta-analytic investigation. *Journal of Management.*

Nguyen, T. P. H., Bell, B. S., & Yuan, Y. C. (in press). Multiple status signals in multinational teams: Implications of lingua franca proficiency and task expertise for informal leadership. *Group & Organization Management.*

Nyberg, A., Schleicher, D., Bell, B., Boon, C., Cappelli, P., Collings, D., Dalle Molle, J., Feuerriegel, S., Gerhart, B., Jeong, Y., Korsgaard, A., Minbaeva, D., Ployhart, R, Tambe, P., Weller, I., Wright, P., & Yakubovich, V. (2025). A brave new world of human resources research: Navigating the perils and identifying grand challenges of the GenAI revolution. *Journal of Management, 51(6).* 2677-2718.

Nguyen, T. P. H., & Bell, B. S. (2025). Task interdependence and shared leadership: A structural perspective on the distribution of leadership in teams. *Group & Organization Management*, 50(2), 514-545.

McAlpine, K. L., Bell, B. S., & Leon, E. (2025). It matters how you got there and who else is doing it: Examining the effects of two social-contextual characteristics of working from home. *Human Resource Management*, 64, 289-306.

Kim, E., & Bell, B. S. (2024). Team membership change and team effectiveness: The role of informational attributes. *Small Group Research, 55(3),* 457-494.

Roberson, Q., Moore, O. A., & Bell, B. S. (2024). An active learning approach to diversity training. *Academy of Management Review, 49(2),* 344-365.

Li, J., Yuan, C., Bazarova, N., & Bell, B. S. (2019). Talk and let talk: The effects of language proficiency on speaking up and competence perceptions in multinational teams. *Group & Organization Management, 44(5),* 953-989.

Bell, B. S., Tannenbaum, S. I., Ford, J. K., Noe, R. A., & Kraiger, K. (2017). 100 years of training and development research: What we know and where we should go. *Journal of Applied Psychology, 102 (3),* 305-323.

Sitzmann, T., & Bell, B. (2017). The dynamic effects of subconscious goal pursuit on resource allocation, task performance, and goal abandonment. *Organizational Behavior and Human Decision Processes, 138,* 1-14.

Kanar, A. M., Collins, C. J., & Bell, B. S. (2015). Changing an unfavorable employer reputation: the roles of recruitment message-type and familiarity with employer. *Journal of Applied Social Psychology, 45,* 509-521.

Kanar, A. M., & Bell, B. S. (2013). Guiding learners through technology-based instruction: The effects of adaptive guidance design and individual differences on learning over time. *Journal of Educational Psychology, 105 (4)*, 1067-1081.

Bell, B. S., & Federman, J. E. (2013). E-learning in postsecondary education. *The Future of Children, 23 (1),* 165-185.

Bell, B. S., & Kozlowski, S. W. J. (2012). Three conceptual themes for future research on teams. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 5 (1),* 45-48.

Sitzmann, T., Ely, K., Bell, B. S., & Bauer, K. (2010). The effects of technical difficulties on learning and attrition during online training. *Journal of Experimental Psychology: Applied, 16 (3)*, 281-292.

Kanar, A. M., Collins, C. J., & Bell, B. S. (2010). A comparison of the effects of positive and negative information on job seekers' organizational attraction and attribute recall. *Human Performance, 23 (3),* 193-212.

Bell, B. S., & Federman, J. E. (2010). Self-assessments of knowledge: Where do we go from here? *Academy of Management Learning & Education, 9 (2),* 342-347.

Pearsall, M. J., Ellis, A. P. J, & Bell, B. S. (2010). Building the infrastructure: The effects of role identification behaviors on team cognition development and performance. *Journal of Applied Psychology, 95,* 192-200.

Sitzmann, T., Bell, B. S., Kraiger, K., & Kanar, A. M. (2009). A multilevel analysis of the effect of prompting self-regulation in technology-delivered instruction. *Personnel Psychology, 62,* 697-734.

Bell, B. S., Kanar, A. M., & Kozlowski, S. W. J. (2008). Current issues and future directions in simulation-based training in North America. *The International Journal of Human Resource Management, 19 (8),* 1416-1434.

Bell, B. S., & Kozlowski, S. W. J. (2008). Active learning: Effects of core training design elements on self-regulatory processes, learning, and adaptability. *Journal of Applied Psychology, 93,* 296-316.

> Emerald Management Reviews Citation of Excellence – selected as one of the top 50 management articles published in 2008

Bell, B. S., & Ford, J. K. (2007). Reactions to skill assessment: The forgotten factor in explaining motivation to learn. *Human Resource Development Quarterly, 18 (1),* 33-62.

Bell, B. S., Lee, S., & Yeung, S. K. (2006). The impact of eHR on professional competence in HRM: Implications for the development of HR professionals. *Human Resource Management, 45,* 295-308.

Kozlowski, S. W. J., & Bell, B. S. (2006). Disentangling achievement orientation and goal setting: Effects on self-regulatory processes. *Journal of Applied Psychology, 91,* 900-916.

Bell, B. S., Wiechmann, D., & Ryan, A. M. (2006). Consequences of organizational justice expectations in a selection system. *Journal of Applied Psychology, 91,* 455-466.

Ellis, A. P. J., Bell, B. S., & Ployhart, R. E, Hollenbeck, J. R., & Ilgen, D. R. (2005). An evaluation of generic teamwork skill training with action teams: Effects on cognitive and skill-based outcomes. *Personnel Psychology, 58,* 641-672.

Bell, B. S., Ryan, A. M., & Wiechmann, D. (2004). Justice expectations and applicant perceptions. *International Journal of Selection and Assessment, 12,* 24-38.

Bell, B. S., & Kozlowski, S. W. J. (2002). Goal orientation and ability: Interactive effects on self-efficacy, performance, and knowledge. *Journal of Applied Psychology, 87,* 497-505.

Bell, B. S., & Kozlowski, S. W. J. (2002). Adaptive Guidance: Enhancing Self-Regulation, Knowledge, and Performance in Technology-Based Training. *Personnel Psychology, 55,* 267-306.

> Nominated for *William A. Owens Scholarly Achievement Award* for best publication appearing in a refereed journal in field of Industrial and Organizational Psychology during the year of 2002.

Bell, B. S., & Kozlowski, S. W. J. (2002). A typology of virtual teams: Implications for effective leadership. *Group & Organization Management, 27 (1),* 14-49.

> Most cited article all-time in *Group & Organization Management* as of August 16, 2018; included in Editor's Choice Collections

Bell, B. S., & Klein, K. J. (2001). Effects of disability, gender, and job level on ratings of job applicants. *Rehabilitation Psychology, 46,* 229-246.

Ilgen, D. R., & Bell, B. S. (2001). Informed consent and dual purpose research. *American Psychologist, 56,* 1177.

Ilgen, D. R., & Bell, B. S. (2001). Conducting industrial and organizational psychological research: Review of research in work organizations. *Ethics and Behavior, 11,* 395-412.

BOOK CHAPTERS AND NON-REFEREED ARTICLES:

Bell, B. S., & Nguyen, T. P. H. (2023). Virtual leadership. In G. R. Goethals, S. T. Allison, & G. J. Sorenson (Eds.), *The Sage encyclopedia of leadership studies* (pp. 967-970)*.* Thousand Oaks, CA: Sage.

Bell, B. S., McAlpine, K. L., & Hill, N. S. (2023). Leading virtually. *Annual Review of Organizational Psychology and Organizational Behavior*, *10*, 339-362.

Kozlowski, S. W. J., & Bell, B. S. (2020). Advancing team learning: Process mechanisms, knowledge outcomes, and implications. In L. Argote & J. Levine (Eds.), *Oxford handbook of group and organizational learning* (pp. 195-230). New York, NY: Oxford University Press.

Kozlowski, S. W. J., & Bell, B. S. (2019)*.* Evidence-based principles and strategies for optimizing team functioning and performance in science teams. In K. L. Hall, A. L. Vogel, & R. T. Croyle (Eds.)*, Strategies for team science success: Handbook of evidence-based principles for cross-disciplinary science and practical lessons learned from health researchers* (pp. 269-293)*.* New York: Springer.

Bell, B. S., McAlpine, K. L., & Hill, N. S. (2019). Leading from a distance: Advancements in virtual leadership research. In R. N. Landers (Ed.), *The Cambridge Handbook of Technology and Employee Behavior* (pp. 387-418). Cambridge, UK: Cambridge University Press.

Bell, B. S., & Moore, O. A. (2018). Learning, training and development in organizations: Emerging trends, recent advances and future directions. In D. S. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The Handbook of Industrial, Work & Organizational Psychology* (2nd ed., pp. 215-233). Thousand Oaks, CA: Sage.

Bell, B. S. (2017). Strategies for supporting self-regulation during self-directed learning in the workplace. In J. E. Ellingson & R. A. Noe (Eds.), *Autonomous Learning in the Workplace* (pp. 117-134). New York: Routledge.

Bell, B. S. (2017). Personnel Psychology. In S. G. Rogelberg (Ed.), *The Sage Encyclopedia of Industrial and Organizational Psychology* (2nd ed., vol. 3., pp. 1201-1202). Thousand Oaks, CA: Sage.

Bell, B. S., & Kraimer, M. L. (2017). Editorial: *Personnel Psychology* correction and retraction policy. *Personnel Psychology,* 70, 9-10.

Kozlowski, S. W. J., & Bell, B. S. (2017). Work teams. *Reference Module in Neuroscience and Biobehavioral Psychology*. St. Louis: Elsevier: 1-6.

Bell, B. S. (2014). Editorial: Rigor and relevance. *Personnel Psychology, 67 (1),* 1-4.

Kozlowski, S. W. J., & Bell, B. S. (2013). Work groups and teams in organizations. In N. Schmitt & S. Highhouse (Eds.), *Handbook of Psychology* (2nd Edition, vol. 12: Industrial and Organizational Psychology, pp. 412-469). Hoboken, NJ: Wiley.

Bell, B. S. (2012). Remote work: Examining current trends and organisational practices. *International HR Adviser, 49,* 4-6.

Bell, B. S., Kozlowski, S. W. J., & Blawath, S. (2012). Team learning: A review and integration. In S. W. J. Kozlowski (Ed.), *The Oxford Handbook of Organizational Psychology* (vol. 2, pp. 859-909). Oxford, UK: Oxford University Press.

Collins, C. J., & Bell, B. S. (2012). The state of the art in performance management: Learnings from discussions with leading organizations. *People & Strategy*, *36 (2)*, 50-52.

Bell, B. S., & Kozlowski, S. W. J. (2011). Collective failure: The emergence, consequences, and management of errors in teams. In D. A. Hoffman & M. Frese (Eds.), *Errors in Organizations* (pp. 113-141). New York: Routledge.

Bell, B. S., & Kozlowski, S. W. J. (2010). Work teams. In J. M. Levine & M. A. Hogg (Eds.), *Encyclopedia of Group Processes and Intergroup Relations* (pp. 955-958). Thousand Oaks, CA: Sage.

Bell, B. S., & Kozlowski, S. W. J. (2010). Toward a theory of learner-centered training design: An integrative framework of active learning. In S. W. J. Kozlowski & E. Salas (Eds.), *Learning, training, and development in organizations* (pp. 263-300). New York: Routledge.

Roberson, Q. M., Bell, B. S., & Porter, S. C. (2008). The language of bias: A linguistic approach to understanding intergroup relations. In K. Phillips (Ed.), *Research in Managing Groups and Teams: Diversity & Groups* (vol. 11, pp. 267-294). Bingley, UK: Emerald.

Kozlowski, S. W. J., & Bell, B. S. (2008). Team learning, development, and adaptation. In V. I. Sessa & M. London (Eds.), *Work Group learning* (pp. 15-44). Mahwah, NJ: LEA.

Bell, B. S., & Kozlowski, S. W. J. (2007). Advances in technology-based training. In S. Werner (Ed.), *Managing Human Resources in North America* (pp. 27-42). New York: Routledge.

Kozlowski, S. W. J., & Bell, B. S. (2007). A theory-based approach for designing distributed learning systems. In S. M. Fiore & E. Salas (Eds.), *Toward a science of distributed learning* (pp. 15-39). Washington, DC: APA.

Ellis, A. P. J., & Bell, B. S. (2005). Capacity, collaboration, and commonality: A framework for understanding team learning. In L. L. Neider & C. A. Shriesheim (Eds.), *Understanding teams: A volume in research in management* (pp. 1-25). Greenwich, CT: Information Age.

Kozlowski, S. W. J., & Bell, B. S. (2004). Work teams. In C. Spielberger (Ed.), *Encyclopedia of Applied Psychology* (pp. 725-732). St. Louis: Elsevier.

Kozlowski, S. W. J., & Bell, B. S. (2003). Work groups and teams in organizations. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.), *Handbook of psychology (Vol. 12): Industrial and Organizational Psychology* (pp. 333-375). New York: Wiley.

> Reprinted in 2007 in N. R. Anderson (Ed.), *Fundamentals of HRM.* Thousand Oaks, CA: Sage.

Kozlowski, S. W. J., Toney, R. J., Mullins, M. E., Weissbein, D. A., Brown, K. G., & Bell, B. S. (2001). Developing adaptability: A theory for the design of integrated-embedded training systems. In E. Salas (Ed.), *Advances in Human Performance and Cognitive Engineering Research* (Vol. 1, pp. 59-123). New York: JAI Press.

BOOK REVIEWS:

Bell, B. S. (2006). [Review of Brown, P. & Hesketh, A. (2004). *The Mismanagement of Talent: Employability and Jobs in the Knowledge Economy.* Oxford: Oxford University Press.] *Industrial & Labor Relations Review, 59,* 670-672.

SELECT WORKS IN PROGRESS:

Blay, T., Froese, F. J., Bell, B. S., & Kirkman, B. L. *Temporal patterns of individual motivation to work in virtual teams: Differential associations with team characteristics and dynamics.* Revise and resubmit at *Personnel Psychology.*

Moore, O. A., Bell, B. S., Rapp, T. L, Mistry, S., & Hanna, A. H. *A multiple team membership perspective on subteam communication, role ambiguity, and performance in the context of multiteam projects.* Being revised for submission to *Journal of Organizational Behavior.*

Nguyen, T. P. H., & Bell, B. S. *A functional perspective on the what, how, and when of virtual team leadership.* Under first review at *Journal of Leadership and Organizational Studies.*

CONVENTION PRESENTATIONS AND PROCEEDINGS:

Kim, E., & Bell, B. S. (2025, July). *Team planned and improvised adaption: The role of goal orientation and change characteristics.* Paper presented at the 2025 INGRoup Conference, Rotterdam, Netherlands.

Blay, T., Froese, F. J., Taras, V., Bell, B. S., & Kirkman, B. L. (2024, August). *Motivation in virtual teams: A dynamic exploration of trajectories and contextual associations.* Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Nguyen, T. P. H., & Bell, B. S. (2024, August). *How dimensions of hybrid teamwork influence team empowerment.* Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Nguyen, T. P. H., & Bell, B. S. (2023, August). *Virtual team leadership: An integrative framework.* Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.

Nguyen, T. P. H., & Bell, B. S. (2023, April). *Formal leadership in virtual teams*. Paper presented at the Annual conference of the Society for Industrial and Organizational Psychology, Boston, MA.

Park, H., Bell, B. S., Kim, E. (2022, August). *The 2x2 framework of goal orientation and its effects on basic and strategic learning outcomes.* Paper presented at the Annual Meeting of the Academy of Management, Seattle, WA.

Kim, J., Chang, H., & Bell, B. S. (2022, August). *When and how training programs influence organizational performance? A meta-analytic investigation.* Paper presented at the Annual Meeting of the Academy of Management, Seattle, WA.

Bell, B. S. (2020, June). *Leading Virtual Teams.* Presentation delivered at the Annual Conference of the Society for Industrial and Organizational Psychology. Virtual.

Kim, J., Chang, H., & Bell, B. S. (2019, August). *Training and Organizational Performance: A Review and Suggestions for Future Research.* Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.

More, O., Mistry, S., & Bell, B. S. (2019, August). *The Effects of MTM, Interteam Communication, and Role Ambiguity on Sub-Team Performance.* Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.

Moore, O. A., Mistry, S., & Bell, B. S. (2019, June). *The Effects of Multiple Team Membership, Interteam Communication, and Role Ambiguity on Sub-team Performance.* Paper presented at the INGRoup Conference, Lisbon, Portugal.

Park, H., & Bell, B. S. (2019, April). *Goal Orientation, Deep Processing, and Learning Outcomes: The Role of Task Difficulty.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Bell, B. S., & Collins, C. J. (2018, August). *An Examination of Barriers to Employee Participation in Health and Wellness Programs.* Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Kim, E., & Bell, B. S. (2018, August). *When and How Dynamic Team Membership Affects Team Effectiveness: The Role of Team Identification.* Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Kim, E., & Bell, B. S. (2018, July). *Dynamic Membership and Team Effectiveness: The Role of Team Emergent States.* Paper presented at at the INGRoup Conference, Bethesda, MD.

McAlpine, K. L., Bell, B. S., & Leon, E. (2018, June). *The longitudinal effects of telecommuting on individual and team outcomes.* Paper presented at the Work and Family Researchers Network Conference, Washigton, DC.

Bell, B. S., McAlpine, K. L., & Leon, E. (2018, May). *The longitudinal effects of telecommuting on individual and team outcomes.* Paper presented at the Distances in Organizations workshop at McGill University, Desautels Faculty of Management.

Bell, B. S., Li, H., & Nishii, L. H. (2018, April). *Building inclusive climates top-down and bottom-up.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

McAlpine, K. L., Bell, B. S., & Leon, E. (2018, April). *Not all telework is created equal: A closer look at the nature of telework.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Kim, E., & Bell, B. S. (2017, August). *Dynamic membership and team effectiveness: The role of team affective processes.* Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

Moore, O. A., & Bell, B. S. (2017, August). *An examination of the mediating effects of team emergent states on the relationship between multiple team membership and project team satisfaction.* Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

Moore, O. A., & Bell, B. S. (2017, July). *Theorizing about enhancing the effectiveness of project teams.* Paper presented at the INGRoup Conference, St. Louis, MO.

Li, H. J., Yuan, Y. C., Bazarova, N., & Bell, B. S. (2016, July). *Talk and let talk: The effects of language proficiency on speaking up and competence perceptions in multinational teams.* Paper presented at the INGRoup Conference, Helsinki, Finland.

McAlpine, K. L., Bell, B. S., Leon, E. (2016, June). *Unpacking the context of telework: The role of team teleworking density.* Paper presented at the Work and Family Researchers Network Conference, Washington, DC.

Nishii, L. H., & Bell, B. S. (2016, April). *A quasi-experimental study of leader training for cultivating inclusive climates.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psycholgy, Anaheim, CA.

Li, H. J., Yuan, Y. C., Bazarova, N., & Bell, B. S. (2015, August). *Talk and let talk: Effects of language proficiency on speaking up and expertise recognition in teams.* Paper presented at the Annual Meeting of the Academy of Management, Vancouver, BC, and published in the *Academy of Management Proceedings.*
   Winner of Gender and Diversity in Organizations Division 2015 Best Student Paper Award and 2015 Student Transational Research Award.

Sitzmann, T., & Bell, B. S. (2015, August). *Dynamic effects of subconscious goals on resource allocation, performance, and goal abandonment.* Paper presented at the Annual Meeting of the Academy of Mangement, Vancouver, BC, and published in the *Academy of Management Proceedings.*

McAlpine, K. L., Bell, B. S., & Léon, E. (2015, May). *The consequences of telework: An examination of individual and contextual moderators.* Paper presented at the LERA 67th Annual Meeting, Pittsburgh, PA.

Bell, B. S., Léon, E., & McAlpine, K. (2013, August). *The consequences of telework: An examination of individual and contextual moderators.* Paper presented at the Annual Meeting of the Academy of Management, Orlando, FL.

Léon, E., & Bell, B. S. (2013, August). *A study of the influence of virtuality dimensions on leadership effectiveness.* Paper presented at the Annual Meeting of the Academy of Management, Orlando, FL.

Moore, O. A., Bell, B. S. (2012, April). *Individual and contextual influences on the transfer of diversity training.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Léon, E., & Bell, B. S. (2011, October). *Modélisation de la distance subjective au sein des équipes virtuelles.* Paper presented at the annual meeting of AGRH, Marrakech, Morocco.

Federman, J. E., & Bell, B. S. (2011, August). *The effects of interruptions on self-regulated learning during web-based instruction.* Paper presented at the Annual Meeting of the Academy of Management, San Antonio, TX.

Federman, J. E., & Bell, B. S. (2011, August). *An examination of the effects of interruptions and learner characteristics on self-regulated learning during web-based instruction.* Paper presented at the annual meeting of the Cognitive Science Society, Boston, MA.

Federman, J. E., & Bell, B. S. (2011, May). *The effects of interruptions and learner characteristics on self-regulated learning.* Paper presented at the annual meeting of the Association for Psychological Science, Washington, DC.

Bell, B. S., & Leon, E. A. (2010, August). *Toward a better understanding of subjective distance.* Paper presented at the Annual Meeting of the Academy of Management, Montreal, QC.

Federman, J. E., & Bell, B. S. (2010, August). *The effects of interruptions on self-regulation and learning in technology-delivered instruction.* Paper presented at the Annual Meeting of the Academy of Management, Montreal, QC.

Sitzmann, T., Ely, K., Bell, B. S., & Bauer, K. (2009, August). *The effects of technical interruptions on learning and attrition from web-based instruction.* Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Bell, B. S., & Forman, J. (2009, April). *Emotion control training strategies in technology-delivered instruction.* Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Federman, J. E., Bell, B. S., & Ellis, A. (2009, May). *A longitudinal investigation of the effectiveness of team building.* Paper presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.

Pearsall, M., Ellis, A. P. J., & Bell, B. S. (August, 2008). *Slippage in the system: The Effects of Errors in Transactive Memory Behavior on Team Performance.* Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Bell, B. S., & Kanar, A. (2008, April). *Adaptive guidance in technology-based training: An aptitude-treatment perspective.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Roberson, Q. M., Bell, B. S., & Porter, S. (2007, May). *The language of bias: A linguistic approach to understanding intergroup relations.* Paper presented at the Annual Conference on Research on Managing Groups and Teams: Diversity & Groups, Ithaca, NY.

Bell, B. S., & Kanar, A. M. (2007, April). *Self-regulated learning in technology-based training: An aptitude-treatment perspective.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Bell, B. S., & Wiechmann, D. (2007, April). *An examination of the antecedents of applicants' justice expectations.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Bell, B. S., Kanar, A. M., Liu, X., Forman, J., & Singh, M. (2006, August). *Adaptive guidance: Effects on self-regulated learning in technology-based training.* Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

Kanar, A. M., Collins, C. J., & Bell, B. S. (2006, August). *Can an organization overcome a negative image? A longitudinal experimental investigation of the effect.* Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

Bell, B. S., & Kozlowski, S. W. J. (2006, May). *Aligning Training and Technology: A Theoretical Framework for the Design of Distributed Learning Systems.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Bell, B. S., & Ford, J. K. (2005, August). *Reactions to skill assessment: The forgotten factor in explaining motivation to learn.* Paper presented at the Annual Meeting of the Academy of Management, Honolulu, HI.

Kanar, A. M., Collins, C., & Bell, B. S. (2005, August). *Influence of information, source content & valence on job seekers' beliefs of potential employers.* Paper presented at the Annual Meeting of the Academy of Management, Honolulu, HI.

Bell, B. S., & Tyler, C. (2005, April). *The effects of rotational leadership development programs on employee retention.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Schmidt, G. B., & Bell, B. S. (2005, April). *Attachment style as a predictor of individual-organization attachment.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Bell, B. S., Kozlowski, S. W. J., & Nowakowski, J. M. (2004, April). *An examination of the influence of enduring and transitory individual differences on training*

effectiveness. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Bell, B. S., & Kozlowski, S. W. J. (2003, April). *An examination of the instructional, motivational, and emotional elements of active learning.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Bell, B. S., Wiechmann, D., & Ryan, A. M. (2003, April). *Antecedents and consequences of justice expectations.* Paper presented at Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Bell, B. S., & Kozlowski, S. W. J. (2002, August). *Developing a typology of virtual team types.* Paper presented at the Annual Meeting of the Academy of Management, Denver, CO.

Bell, B. S., Kozlowski, S. W. J., & Dobbins, H. W. (2002, April). *Effects of learning frame, goal content, and goal sequence on learning processes and training outcomes.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, ON.

Dobbins, H. W., Bell, B. S., & Kozlowski, S. W. J. (2002, April). *A comparison of the Button and VandeWalle goal orientation measures.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, ON.

Kozlowski, S. W. J., & Bell, B. S. (2002, October). *Active learning: Enhancing self-regulation, learning, and adaptive performance.* Paper presented at the annual Society for Organizational Behavior Conference, Atlanta, GA.

Bell, B. S., & Ellis, A. P. (2001, August). *The effects of consequences on ratings of applications with disabilities.* Paper presented at the Annual Meeting of the Academy of Management, Washington, D. C.

Bell, B. S., Kozlowski, S. W. J., & Dobbins, H. W. (2001, April). *Creating the balanced learner: Interactive effects of goals and goal orientation on multiple training outcomes.* Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Bell, B. S., Wiechmann, D., Ryan, A. M., Davis, C. A., Delbridge, K. A., & Wasson, D. (2001, April). *Values and expectations: Examining the legitimacy of justice.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Bell, B. S., & Kozlowski, S. W. J. (2000, April). *Goal orientation and ability: Interactive effects on affective, cognitive, and behavioral training outcomes.*

Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Bell, B. S., & Kozlowski, S. W. J. (2000, April). *Guiding individuals through training: The effects of behavioral and cognitive guidance in a complex training environment.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Ellis, A., Bell, B. S., & Ployhart, R. E. (2000, April). *Team training: An application of Stevens and Campion's Teamwork KSA's.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Bell, B. S., & Ilgen, D. R. (1999, April). *Institutional review of research conducted in work organizations.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Bell, B. S., Mullins, M. E., Toney, R. J., Kozlowski, S. W. J. (1999, April). *Goal orientation: Elaborating the effects of state and trait conceptualizations.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Mullins, M. E., Kozlowski, S. W. J., Toney, R. J., & Bell, B. S. (1999, April). *Adaptive performance: Mastery vs. performance goals and feedback consistency.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Bell, B. S., & Klein, K. J. (1998, March). *Effects of disability, gender, and level of supervision on ratings of job applicants.* Paper presented at the meeting of the Michigan Association of Industrial and Organizational Psychologists, Dearborn, MI.

Hanges, P. J., Sipe, W. P., Conn, A. B., Higgins, M., Bell, B. S., & Salvaggio, A. (1998, April). *Factors that mediate sex bias in leadership perceptions.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Kozlowski, S. W. J., Toney, R. J., Weissbein, D. A., Mullins, M. E., Brown, K. G., & Bell, B. S. (1998, May). *Developing adaptive expertise.* Paper presented at the 4th Conference on Naturalistic Decision Making, Airlie, VA.

Kozlowski, S. W. J., Toney, R. J., Weissbein, D. A., Mullins, M. E., Brown, K. G., & Bell, B. S. (1998, April). *Training adaptive performance.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

CONVENTION CHAIR, PANELIST, & DISCUSSANT ROLES:

New approaches to studying virtuality at work. (Panelist, 2023). Panel discussion conducted at the Annual Meeting of the Academy of Management, Boston, MA.

Multiple team membership arrangements: Putting the worker front and center. (Discussant, 2023). Symposium conducted at the Annual Meeting of the Academy of Management, Boston, MA.

HR Division research roundtable networking forum. (Presenter, 2023). Professional Development Workshop conducted at the Annual Meeting of the Academy of Management, Boston, MA.

IOs assemble! To champion or challenge the rise of remote work. (Panelist, 2022). Panel discussion conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

How to start and when to stop: Collaboration in academia. (Panelist, 2022). Panel discussion conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Diary of a remote team: Applying systems theory to understand distributed teams. (Panelist, 2021). Panel discussion conducted at the Annual Conference of the Society for Industrial and Organizational Psychology. Virtual.

Top 10 work trends roundtables. (Facilitator, 2021). Roundtable discussion conducted at the Annual Conference of the Society for Industrial and Organizational Psychology. Virtual.

COVID-19 – leadership & culture (Special Event). (Panelist, 2020). Panel discussion conducted at the Annual Conference of the Society for Industrial and Organizational Psychology. Virtual.

HR research roundtable forum. (Facilitator, 2019). Roundtable forum conducted at the Annual Meeting of the Academy of Management, Boston, MA.

Rethinking the impact of the science of I-O Psychology. (Chair, 2019). Panel discussion conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Alliance special session: Pay-for-performance issues in the global context. (Panelist, 2019). Panel discussion conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Virtual work research: Crossing boundaries. (Panelist, 2017). Panel discussion conducted at the Annual Meeting of the Academy of Management, Atlanta, GA.

Innovative and experiential approaches to teaching HRM. (Panelist, 2017). Professional development workshop conducted at the Annual Meeting of the Academy of Management, Atlanta, GA.

Editorial landscape: Where we've been and where we're going. (Panelist, 2017). Community of interest conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Toward a unified approach to conceptualizing and measuring virtuality. (Panelist, 2016). Panel discussion conducted at the Annual Meeting of the Academy of Management, Anaheim, CA.

Teaching HR to different audiences. (Keynote, 2016). Professional development workshop conducted at the Annual Meeting of the Academy of Management, Anaheim, CA.

Early career research workshop: Increasing the visibility of your journal article. (Panelist, 2015). Professional development workshop conducted at the Annual Meeting of the Academy of Management, Vancouver, BC.

Current and future issues in Master's of HR/LR/IR programs. (Panelist, 2013). Professional development workshop conducted at the Annual Meeting of the Academy of Management, Orlando, FL

Developing and managing performance. (Chair, 2013). Symposium conducted at the Annual Meeting of the Academy of Management, Orlando, FL.

The importance of employee learning. (Chair, 2012). Symposium conducted at the Annual Meeting of the Academy of Management, Boston, MA.

Errors in organizations. (Panelist, 2012). Panel discussion conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Recent advances and future directions in research on self-regulation. (Co-Chair, 2011). Symposium conducted at the Annual Meeting of the Academy of Management, San Antonio, TX.

Interpersonal dysfunction: Understanding mistreatment and dysfunction in the workplace. (Discussant, 2010). Symposium conducted at the Annual Meeting of the Academy of Management, Montreal, QC.

Self-Assessment of Knowledge: Reflections on and Reactions to Sitzmann et al.'s (2010) Article (Panelist, 2010). Panel discussion conducted at the Annual Meeting of the Academy of Management, Montreal, QC.

Investing in Human Capital: The Effects of Training and Development (Discussant, 2009). Symposium conducted at the Annual Meeting of the Academy of Management, Chicago, IL.

Employee Training, Transfer, and Evaluation (Facilitator, 2009). Interactive paper session conducted at the Annual Meeting of the Academy of Management, Chicago, IL.

Training and Socialization (Discussant, 2008). Symposium conducted at the Annual Meeting of the Academy of Management, Anaheim, CA.

Frontier Series Learning, Training, and Development in Organizations (Panelist, 2008). Panel discussion conducted at the Annual Conference of the Society for Industrial and Organizational Psychology.

Toward the Successful Integration of Training and Technology in the Workplace (Chair, 2006). Symposium conducted at the Annual Meeting of the Academy of Management, Atlanta, GA.

Diversity Training Research: Current Perspectives and Future Directions (Panelist, 2006). Panel discussion conducted at the Annual Meeting of the Academy of Management, Atlanta, GA.

Developing effective performance appraisals: Critical considerations (Chair, 2005). Symposium conducted at the Annual Meeting of the Academy of Management, Honolulu, HI.

For those who love formulas: Statistical issues in HR. (Discussant, 2004). Symposium conducted at the Annual Meeting of the Academy of Management, New Orleans, LA.

Advances in research on individual difference effects in training contexts. (Chair, 2004). Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Active learning: Critical elements, instructional supports, and learning processes. (Co-Chair, 2003). Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Getting learning into web-based, distance, and distributed training. (Panelist, 2003). Panel discussion held at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Applying I/O Psychology to research on medical error/patient safety. (Panelist, 2002).
Panel discussion held at the Annual Conference of the Society for Industrial and
Organizational Psychology, Toronto, ON.

Disabilities and accommodation. (Chair, 2002). Symposium conducted at the Annual
Meeting of the Academy of Management, Denver, CO.

Human subjects issues for data serving both science and practice. (Panelist, 2001).
Panel discussion held at the Annual Conference of the Society for Industrial and
Organizational Psychology, San Diego, CA.

INVITED PRESENTATIONS:

Disruption and HR Trends. Medtronic, 2021.

Future of Remote Work Arrangements. SHRM Tompkins County Chapter, 2021.

Be True to Your School: Leading Educators Peer Out at the Future of Real Estate. CBRE
Weekly Take podcast, 2021.

The Changing Role of the HRBP. CSHRP, 2021.

Leading Remote Teams. eCornell Keynote Series, 2020.

The Urgent Role of Human Resources, eCornell Keynote Series, 2020.

The Science of Training, eCornell Keynote Series, 2019.

Building Inclusive Climates Top-Down and Bottom-Up, Department of Psychology,
University at Albany, 2019.

*Putting Telecommuting in Context: The Effects of Individual and Group Context on
Telecommuting Outcomes,* School of Labor & Employment Relations, The
Pennsylvania State University, 2018.

Building Inclusive Climates Top-Down and Bottom-Up, New Directions in Leadership
Research Conference, Erasmus University, 2018.

Examining the Effectiveness of E-Learning: Current Evidence and Supporting Strategies,
Annual Distinguished Alumni Lecture, Michigan State University, 2017.

Foundations & Emerging Trends in Adult Learning, Ethics & Compliance Initiative, Best
Practice Forum: New Advancements in Employee Training, Irving, TX, 2017.

Rethinking Performance Management, Catapult HR-OD Think-Tank Forum, Buffalo,
NY, 2017.

The Science of Training: Key Insights and Implications for Success, eCornell Web Series, 2017.

Mobile Learning: What's New, and What's Not, CAHRS Partner Meeting, Cornell University, 2016.

HR in the Workplace: Past, Present, and Future, ILR Online Webcast, Cornell University, 2015.

Succession Planning & Talent Management Practices in Academia: Overview and Suggested Next Steps, Briefing to Cornell University HR Leadership, 2015.

Training and Development: A Look at Current Trends and Future Directions, CAHRS Webcast, Cornell University, 2014.

An Overview of Remote Work Practice and Research, Division of Financial Affairs, Cornell University, 2014.

Leading Remote Workers & Virtual Teams, Corning Incorporated HR Leadership Conference, 2014.

E-Learning in Postsecondary Education: Current Trends, Evidence, and Challenges, MDRC, New York, NY, 2013.

Identifying, Developing, and Retaining Critical Talent, Revenue Optimization Conference, Hospitality Sales and Marketing Association International (HSMAI), Minneapolis, MN, 2013.

Guiding Learners Through Technology-Based Instruction, ESCP Europe, Paris, 2013.

Global Trends in Remote Work, CAHRS Partner Meeting, Cornell University, 2013.

Managing Virtual Teams, King's College London, 2012.

Managing Remote Workers, SHRM, Tompkins County Chapter, 2012.

Remote and Virtual Work: Trends, Challenges, and Strategies for Success, Gexpro HR Leadership Brief, 2012.

Teams as a Vehicle for Learning and Knowledge Sharing, ESCP Europe, Paris, 2011.

Team Learning and Knowledge Sharing, GE Aviation, Lynn, MA, 2011.

Remote and Virtual Work: Trends, Challenges, and Strategies for Success, ILR Webcast, Cornell University, 2011.

Virtual Work, Community Leadership Roundtable Webcast, Air Products and Chemicals, Inc., Air Products University, Allentown, PA, 2010.

How to Manage Global Virtual Teams, eCornell Webcast, 2010.

Teams as a Vehicle for Learning and Knowledge Sharing, Bittner School of Business, St. John Fisher College, 2010.

Team Learning: What Is It and How Can You Make It Happen, Air Products and Chemicals, Inc., Air Products University, Allentown, PA, 2009.

Team Effectiveness, Presentation to CAHRS Advisory Board, 2009.

Global Mentoring, IBM Law Department, 2009.

Diversity Training Effectiveness: What Does the Data Tell Us? CAHRS Partner Meeting, Cornell University, 2007.

Trends in Leadership Development, Verizon HR Leadership Briefing, 2007.

Cornell Talent Management Study: Executive Summary, Global HR Leadership Conference, Honeywell International, Inc., Morristown, NJ, 2006.

Reactions to Skill Assessment: The Forgotten Factor in Explaining Motivation to Learn, School of Business, Clarkson University, 2005.

Effectiveness of HR Rotational Leadership Development Programs, CAHRS Partner Meeting, Cornell University, 2005.

CONSULTING/EXECUTIVE EDUCATION EXPERIENCE:

Cornell University	Boston Scientific
Association of Executive Search Consultants	AbbVie
Accenture	Becton Dickinson
America's Health Insurance Plans	Samsung
Michigan Center for Truck Safety	Michigan OSHA
First National Bank	Royal Dutch Shell
Veterinary Centers of America, Inc.	SK Group
Toledo Police Department	Coca-Cola
Toledo Fire Department	MetLife
NYU Medical Center	Saint-Gobain

GRANTS RECEIVED:

CAHRS Research Grant, 2020 – *Team Adaptation and Post-Change Outcomes* (with E. Kim) ($36,000)

CAHRS Research Grant, 2015 – *An Experimental Field Study to Assess the Impact of Training Leader Strategies for Developing Inclusive Climates* (with L. Nishii) ($127,200)

CAHRS Research Grant, 2015 – *The Relationship between Employee Health and Wellness Programs, Employee Engagement, and Financial Performance* (with C. Collins) ($43,000)

CAHRS Research Grant, 2014 – *A Longitudinal Examination of Remote Work* ($11,000)

CAHRS Research Grant, 2012 – *A Multi-Study Examination of Remote and Virtual Work.* ($28,698)

CAHRS Research Grant, 2011 – *Enhancing Learning and Knowledge Transfer During Web-Based Collaborative Learning.* ($41,370)

CAHRS Research Grant, 2010 – *Enhancing Self-Regulation and Learning During Interrupted Technology Delivered Instruction.* ($5,000)

CAHRS Research Grant, 2010 – *An Examination of the Antecedents and Consequences of Subjective Distance in Global Virtual Teams.* (with E. Léon) ($10,118)

U.S. Army Research Institute, 2008 – *A Comparison of Theoretical Approaches to Improving Self-Regulatory Processes in Technology-Delivered Instruction* (with T. Sitzmann & K. Ely) ($113,721)

CAHRS Research Grant, 2008 – *Enhancing Self-Regulation and Learning in Technology-Delivered Instruction* ($39,610)

CAHRS Research Grant, 2007 – *Investigating the Effectiveness of Team Building Interventions* ($5,660)

CAHRS Research Grant, 2005 - *A Longitudinal Examination of the Relationship Between Rotational Leadership Development Programs and Voluntary Turnover* ($31,000)

CAHRS Research Grant, 2004 - *Examining the Effectiveness of Diversity Training: Individual and Situational Influences* ($8,000)

CAHRS Research Grant, 2004 - *An Empirical Investigation of the Effectiveness of Team Building Interventions: Team Processes and Performance* ($12,170)

CAHRS Research Grant, 2002 - *Enhancing the Effectiveness of Distributed Training: An Examination of the Effects of Individual Differences and Adaptive Guidance in Distributed Training Environments* ($12,100)

TECHNICAL REPORTS:

Cox, K., Pambianchi, C., Alziari, L., Bell, B., George, K., Goldsmith, A., Lamoreaux, N., Nyberg, A., O'Hare, M., Cococcia, L., & Duck, B. (2024, March). *CHRO principles: Responsible use of AI in organizations.* https://www.ge.com/sites/default/files/chro-principles-responsible-use-of-ai-in-hr_030424.pdf

Michaels, L., & Bell, B. S. (2014, Spring). *Current trends in training and development.* (Report prepared for the Center for Advanced Human Resource Studies). Cornell University, Ithaca, NY.

Busch, E., Nash, J., & Bell, B. S. (2011, June). *Remote work: An Examination of Current Trends and Emerging Issues.* (Report prepared for the Center for Advanced Human Resource Studies). Cornell University, Ithaca, NY.

Bell, B. S., & Hausknecht, J. P. (2007, April). *Evaluation of Psychological Nature of 2006 Proposed Console Aptitude Testing Components* (Technical Report prepared for Royal Dutch Shell). Cornell University, Ithaca, NY.

Bell, B. S., Ellis, A. P. J., Ployhart, R. E., Hollenbeck, J. R., & Ilgen, D. R. (2006, July). *Knowledge, skills, and performance: Getting the most from team training.* ILR School Impact Brief (Brief #9).

Kuok, K. L. M., & Bell, B. S. (2005, January). *Design, implementation, and evaluation of HR leadership development programs.* (Report prepared for the Center for Advanced Human Resource Studies). Cornell University, Ithaca.

Roberts, R. M., Alexander, J. W., Bell, B. S., et al. (2005). *Animal care and management at the National Zoo: Final Report.* Washington, DC: National Academies Press.

Roberts, R. M., Alexander, J. W., Bell, B. S., et al. (2004, February). *Animal care and management at the National Zoo: Interim report.* Washington, DC: National Academies Press.

Bell, B. S., & Ford, J. K. (2003, November). *Evaluation of the Baker College DPM Step II program: A final report* (Technical Report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Bell, B. S., & Ford, J. K. (2003, January). *Executive Summary: Evaluation of the Ongoing Baker College DPM Step II Program* (Technical Report prepared for the Michigan Center for Truck Safety). Cornell University, Ithaca.

Yeung, S. K., & Bell, B. S. (2002, December). *Summary of best practices findings: eHR.* (Summary report prepared for the Center for Advanced Human Resource Studies). Cornell University, Ithaca.

Carr, J., Bell, B. S., Ryan, A. M., Kilanowski, D. (2002, February). *An examination of factors that may enhance the retention and success of minorities in the selection process* (Technical Report prepared for the City of Toledo). Michigan State University, East Lansing.

Bell, B. S., & Ford, J. K. (2002, January). *Instructional plan for Management Specialist Training* (Technical Report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Bell, B. S., & Ford, J. K. (2002, January). *Multiple source evaluation of the Michigan Center for Truck Safety's Skid Pad Training Program: Reactions, behaviors, and results* (Technical Report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Bell, B. S., Ford, J. K., & Uhlmann, R. (2000, December). *Executive summary of Lansing DPM evaluation data: Final report* (Technical Report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Bell, B. S., & Ilgen, D. R. (2000, December). *VCA hospital data* (Technical Report prepared for Veterinary Centers of America, Inc.). Michigan State University, East Lansing.

Ford, J. K., Bell, B. S., & Uhlmann, R. (2000, December). *Evaluation of a pilot classroom instruction program for truck drivers: Situation awareness, driving tasks, driver behaviors, and direction control* (Evaluation report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Kozlowski, S. W. J., & Bell, B. S. (2000, July). *Guiding the development of shipboard training systems* (Summary Project Report prepared for Naval Air Warfare Center Training Systems Division). Michigan State University, East Lansing.

Kozlowski, S. W. J., Bell, B. S., & Mullins, M. E. (2000, July). *Guiding the development of deployable shipboard training systems: Enhancing skill acquisition, adaptability, and effectiveness* (Technical Report 3; Contract No. N61339-96-K-0005; Prepared for Naval Air Warfare Center Training Systems Division). Michigan State University, East Lansing.

Bell, B. S., Wiechmann, D., & Schmitt, N. (2000, June). *Outplacement: Theoretical basis, best practices, and key considerations* (Technical Report prepared for Aon Consulting, Inc.). Michigan State University, East Lansing.

Bell, B. S., Ford, J. K., Irwin, M., & Vanosdall, F. (2000, February). *Proposed DPM Step II training for truck drivers* (Technical Report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Bell, B. S., Ford, J. K., & Uhlmann, R. (1999, November). *Executive summary of Lansing DPM evaluation data* (Technical Report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Kozlowski, S. W. J., Toney, R. J., Weissbein, D. A., Mullins, M. E. Brown, K. G., & Bell, B. S. (1998, May). *Guiding the development of deployable shipboard training systems: Enhancing skill acquisition, adaptability, and effectiveness* (Technical Report 2; Contract No. N61339-96-K-0005; Prepared for Naval Air Warfare Center Training Systems Division). Michigan State University, East Lansing.

SELECT MEDIA MENTIONS:

Bosses are exerting their power. What Trump's crackdown could mean for your job. (D. Abril, The Washington Post, February 3, 2025)

Change will accelerate in 2025; how HR can keep up (D. Kawamoto, HR Executive, January 2, 2025)

Skills: A solution to the Middle East's banking talent shortage. (R. Richter, Mercer, 2024).

Modern managers: Forced to fake it? (P. Lauria, Korn Ferry Briefings, December_January 2025)

Like WFH? Depends how you got there, and who's doing it. (J. Dean, Cornell Chronicle, November 19, 2024)

Hybrid work is here to stay – but have managers caught up? (This Working Life, ABC National Radio, November 8, 2024)

Why CHRO succession planning is getting more challenging (D. Kawamoto, HR Executive, August 22, 2024)

Why HR leaders are struggling to retain their own team members (D. Kawamoto, HR Executive, July 31, 2024)

Eye for a star (P. Lauria, Korn Ferry Briefings, July 2024)

Strategic shift: Skills-powered organizations in the age of AI. (MIT SMR Connections, 2024)

Better title, more money? (P. Lauria, Korn Ferry Briefings, April_May 2024)

HR's 'Big Stay': Why fewer HR pros plan to look for a new job this year. (D. Kawamoto, HR Executive, March 6, 2024)

3 strategies to keep your best employees (T. Anderson, Cornell Chronicle, February 19, 2024)

Workplace flexibility is nowhere near a 'new normal.' So now what? (D. Kawamoto, HR Executive, February 2, 2024)

HR's top 5 priorities this year, according to Cornell survey (D. Kawamoto, HR Executive, January 29, 2024)

2024 HR Leadership: Beyond AI, focus on culture, listening (D. Kawamoto, HR Executive, December 18, 2023)

Skipping robust engagement surveys? Why your org may suffer (D. Kawamoto, HR Executive, November 8, 2023).

To make RTO work, HR and the CEO need to have some tough conversations (D. Kawamoto, HR Executive, September 11, 2023)

Will Zoom's return-to-office policy help other HR leaders bring workers back? (D. Kawamoto, HR Executive, August 15, 2023)

Do your hybrid work norms help or hinder your retention efforts? (L. Grensing-Pophal, CU Management, August 1, 2023)

In return to office messaging, there's now more stick, less carrot (C. Munk, CNBC, June 29, 2023)

How to reduce stress in your work environment (S. Brown, Verywell Health, March 28, 2023)

Resentment is mounting as some employees are forced back to the office and some are allowed to work from home (S. Delouya & A. Hartmans, Business Insider, November 1, 2022)

Quiet quitting (TBS Korea, October 20, 2022)

How rigid RTO policies could create retention challenges (K. Parisi, HR Brew, October 11, 2022)

Shopify is monitoring employees' Slack conversations with 'channel champions' charged with flagging problematic conversations – and it's turning the once candid culture fearful and secretive, some insiders say (M. Stone & A. Gehan, Business Insider, August 30, 2022)

Managers freaking out over 'quiet quitting' shows some bosses are out of touch and have always expected their employees to work extra (J. Kaplan, Business Insider, August 28, 2022)

Dreaming big(ger): RIAs rethink office spaces (E. Dattilo, Financial Advisor IQ, July 20, 2022)

Elon Musk's demand staffers stop 'phoning it in' may cost him talent (M. Boyle, Bloomberg, June 1, 2022)

'It's a fraught moment': Omicron puts brakes on US return-to-office plans (M Schreiber, The Guardian, December 17, 2021)

Companies give up on return-to-work (E. Pandey, Axios, December 15, 2021)

Return-to-office chaos is the best thing to happen to consultants since Y2K (M. Boyle, Bloomberg Businessweek, December 6, 2021)

As Google delays return-to-office again, experts say omicron may make it 'impossible' to set new dates (J. Liu, CNBC, December 3, 2021)

'Everything is wait-and-see.' Omicron forces uncertainty on long-struggling businesses (K. Johnston, J. Nanos, & P. Verma, Boston Globe, November 30, 2021)

What can HR pros learn from #Striketober? (E. Shumway, HR Dive, November 1, 2021)

Former Lord & Taylor store in Manhasset to become SaksWorks co-working space (T. Parrish, Newsday, October 28, 2021)

Is climate change a worker safety issue? (R. Golden, HR Dive, September 28, 2021)

The remote-work czar is the new shortcut to the c-suite (M. Boyle, Bloomberg Businessweek, July 26, 2021)

A move to remote work could inadvertently hinder your ESG goals (L. Shaver, GlobeSt.com, June 16, 2021)

Can company culture survive Zoom? (S. Ben-Achour, NPR Marketplace, April 14, 2021)

Employees at some Baltimore businesses are finally heading back to the office, but many will keep working from home (L. Mirabella, The Baltimore Sun, April 9, 2021)

With flexible policy, Salesforce says 9-5 workday is 'dead' (AFP, yahoo!news, TechXplore, February 10, 2021)

Amazon hardware engineers feel pressured to come to work every day, despite California's new stay-at-home order – and they're demanding answers (E. Kim, Business Insider, December 23, 2020)

The end of the office holiday party – or simply a time to get creative? (M. Bryant, The Guardian, December 11, 2020)

Newsletter: How to make your virtual office holiday party worthwhile (N. Schnalzer, LA Times, December 15, 2020)

Some companies help employees cover costs of working from home (E. Beras, NPR Marketplace, August 13, 2020)

Here's why teleworking is good for families, especially working moms (E. Evans, Deseret News, July 20, 2020)

Future of office space layouts challenged by COVID-19 (F. Kuo, CGTN America, May 8, 2020)

The End of the Open Plan Office? Workspaces get Post-Pandemic Makeovers (J. Ross, Reuters, May, 5, 2020; picked up by 36 news outlets, including U.S. News & World Report)

Could COVID-19 usher in a new era of working from home? (E. Brown, Knowable Magazine, April 30, 2020).

Your Work Relationships Need TLC Too (A. Hirschlag, Forge, April 13, 2020)

Coronavirus: Remote Working Revolution? (D. Foster, TRT World Roundtable, March 30, 2020)

With business turned upside down, CEOs face monumental leadership challenge (C. Cutter & J. Maloney, Wall Street Journal, March 22, 2020)

Your surprising remote-work tips. (D. Pierce, Protocol Source Code, March 12, 2020)

Disruption is coming. Is L&D ready for the 2020s? (R. Golden, HR Dive, March 9, 2020)

June 1, 2025

The Future of Remote Work (Z. Greenbaum, Monitor on Psychology, October 2019)

Productivite RH demain (C. Talbot, Enterprise et Personnel, January, 2018)

Interview on remote work (America's Radio News, March 6, 2013)

Wellness games encourage a fitter workforce (J. Tozzi, Businessweek, July 19, 2012)

Employees Alone Together (S. Max, Wall Street Journal, October 11, 2011)

Self-Regulating Online Course Engagement. (T+D, March 2010)

Turnover in BofA's top ranks raises questions. (Raleigh News and Observer, June 10, 2009)

Scientists at Cornell University target life sciences. (Life Science Weekly, April 29, 2008)

Welcome to the mayor's bullpen (H. J. Shrager, Staten Island Advance, July 23, 2006)

When flattery is the best policy (C. Masson-Draffen & P. Kitchen, Newsday, October 12, 2005)

Bully bosses can wreak havoc on morale, company's bottom line (C. Masson-Draffen, Newsday, June 12, 2005)

A close look at workers' rights (C. Masson-Draffen, Newsday, May 1, 2005)

Happy in their work (C. Hannagan, The Post-Standard, December 7, 2003)

*What to do about e-dropouts (*A. Rossett & L. Schafer, TD, June 2003)

PROFESSIONAL AFFILIATIONS:

Academy of Management (HR and OB Divisions)
American Psychological Association
Personnel/Human Resource Research Group (PHRRG)
Social and Professional Support (SAPS) Cohort Group
Society for Industrial and Organizational Psychology

PROFESSIONAL SERVICE:

Editor:

Editor-in-Chief, *Personnel Psychology* (2013-2016)
Associate Editor, *Personnel Psychology* (2010-2013)

June 1, 2025

Co-Editor, SIOP *Organizational Frontiers Series* (2023 – 2028)

Editorial Boards:

Academy of Management Discoveries, Errors in Organizations Special Issue (2019)
Academy of Management Review (2023-present)
Group & Organization Management (2020-2023)
Journal of Applied Psychology (2008 – 2010, 2017-present)
Journal of Management Scientific Reports (2022-present)
Organizational Behavior and Human Decision Processes (2007-2010)
Personnel Psychology (2007-present)
Personnel Psychology, 75th Anniversary Special Issue (2023)

Journals:

Ad Hoc Reviewer for *Academy of Management Discoveries*
Ad Hoc Reviewer for *Academy of Management Journal*
Ad Hoc Reviewer for *Academy of Management Review*
Ad Hoc Reviewer for *Applied Psychology: An International Review*
Ad Hoc Reviewer for *Canadian Journal of Administrative Sciences*
Ad Hoc Reviewer for *Group & Organization Management*
Ad Hoc Reviewer for *Human Factors*
Ad Hoc Reviewer for *Human Performance*
Ad Hoc Reviewer for *Human Resource Development International*
Ad Hoc Reviewer for *Human Resource Management*
Ad Hoc Reviewer for *Human Resource Management Review*
Ad Hoc Reviewer for *Industrial & Labor Relations Review*
Ad Hoc Reviewer for *Industrial and Organizational Psychology: Perspectives on Science and Practice*
Ad Hoc Reviewer for *International Journal of Educational Research*
Ad Hoc Reviewer for *International Journal of Selection and Assessment*
Ad Hoc Reviewer for *Journal of Applied Social Psychology*
Ad Hoc Reviewer for *Journal of Business and Psychology*
Ad Hoc Reviewer for *Journal of Management*
Ad Hoc Reviewer for *Journal of Organizational Behavior*
Ad Hoc Reviewer for *Learning and Individual Differences*
Ad Hoc Reviewer for *Management Science*
Ad Hoc Reviewer for *Military Psychology*
Ad Hoc Reviewer for *Organization Science*
Ad Hoc Reviewer for *Psychological Bulletin*
Ad Hoc Reviewer for *Psychological Reports*

Committees:

2023-2027 – General Committee of the Graduate School, Cornell University
2024-2025 – ILR Promotion and Tenure Review Committee (co-chair)

June 1, 2025

2023-2024 – Advisory Committee to Cornell School of Continuing Education on creation of Part-Time Online Bachelor's Degree Program

2022 – External Reviewer for University of Cincinnati Human Resources MS Graduate Program Review

2022 – present – Cornell University Appeals Panel, Cornell University

2022 – Cornell University Vice President & Chief Human Resources Officer Search Committee

2021 – Herbert Heneman Jr. Career Achievement Award Committee, HR Division of the Academy of Management

2020 – present – Inclusion@Work Network Leadership Council, Employer Assistance and Resource Network on Disability Inclusion (EARN)

2020-2021 – ILR Outreach Administrative Director Search Committee, ILR School, Cornell University

2019-2020 – Psychology of Work Course Subcommittee, ILR School, Cornell University (Co-Chair)

2019-2021 – Cornell Teaching Evaluation Committee, Cornell University

2018-2020 – Scientific Affairs Committee, Society for Industrial and Organizational Psychology (Chair)

2005-present - Teaching Advisory Committee, ILR School, Cornell University (Interim Chair 2011)

2010-2023 - Faculty Advisory Committee on Athletics & Physical Education, Cornell University

2015-2022 – Organizational Workforce Development Advisory Committee, Cornell University

2019, 2021, 2024 - National Science Foundation, Advisory Panelist

2018 – ILR Messaging and Branding Team, ILR School, Cornell University

2018 – Director of the Office of Career Services Search Committee, ILR School, Cornell University.

2014-2017 - Academic Standards and Scholarships Committee, ILR School, Cornell University

2016-2017 – William A. Owens Scholarly Achievement Award Committee, Society for Industrial and Organizational Psychology

2015-2016 – Strategic Planning Committee, Outreach and Engagement, ILR School, Cornell University

2015-2016 - Provost's Online Learning/Academic Technology Working Committee, Cornell University

2016 – Director of Graduate Enrollment and Student Services Search Committee, ILR School, Cornell University

2014-2015 - Online Learning Development Group, Cornell University

2014-2015 – Cornell Wellness Program Advisory Committee, Cornell University

2005-2014 - Undergraduate Program Committee, ILR School, Cornell University (Chair 2006-2014)

2013 – Early Career Achievement Award Committee, Human Resources Division, Academy of Management

2009-2012 – Executive Committee, Human Resources Division, Academy of Management

2008-2010 – William A. Owens Scholarly Achievement Award Committee, Society for Industrial and Organizational Psychology

2009 – Early Career Achievement Award Committee, Human Resources Division, Academy of Management

2007-2009 – Scientific Affairs Committee, Society for Industrial and Organizational Psychology

2005-2007 – S. Rains Wallace Dissertation Award Committee, Society for Industrial and Organizational Psychology

2005 – William A. Owens Scholarly Achievement Award Committee, Society for Industrial and Organizational Psychology

2004 – Best Dissertation Award Committee, Human Resources Division, Academy of Management

2003-2005 – National Academies, National Research Council, Committee on the Review of the Smithsonian Institution's National Zoological Park and Conservation Research Center

Boards/Councils:

Center for Advanced Human Resource Studies Advisory Board (2008-present)
SUNY Senate (2017-2020)
Cornell Outdoor Education Faculty Advisory Council (2012-2014)
Michigan State University Industrial and Organizational Psychology Alumni Association (Board Chair, 2008-2014)

Advising:

2019-   – Advisor for Human Capital Association
2009-2010 – Advisor for ILR Graduate Student Association
2002-2008 – Advisor for Rawlings Cornell Presidential Research Scholars
2008-2010 – Advisor for Cornell SHRM HR Games Team
2007-2008 – Advisor for Kappa Sigma Fraternity, Cornell Chapter
2006-2008 – Advisor for Cornell SHRM Student Chapter
2002-2003 – Advisor for Humphrey Fellowship Program

THESIS/PH.D. COMMITTEES SERVED ON:

Katherine Bojorquez, Cornell, ILR, MS (2025)
Ji Yong Cho, Member, Cornell, Information Science, PhD (2024)
Chang Cheng, Chair, Cornell, ILR, MS (2022)
Thao Nguyen, Chair, Cornell, ILR, MS (2022), PhD (2024)
Huisi (Jessica) Li, Member, Cornell, College of Business, PhD (2020)
EunHee (Annie) Kim, Chair, Cornell, ILR, MS (2018), PhD (2022)
Kristie McAlpine, Member, Cornell, ILR, PhD (2017)
Haeseen Park, Chair, Cornell, ILR, PhD (2016)
Ozias Moore, Chair, Cornell, ILR, MS (2013), PhD (2016)
Shirley Wang, Member, Cornell, Johnson Graduate School of Management, PhD (2015)

Kristen Morris, Member, Cornell, Fiber Science & Apparel Design, PhD (2015)
Kyle Emich, Member, Cornell, ILR, MS (2008), PhD (2011)
Barak Ir, Chair, Cornell, ILR, Undergraduate Honors Thesis (2011)
Adam Kanar, Member, Cornell, ILR, MS (2005), PhD (2010)
Jessica Federman, Chair, Cornell, ILR, MS (2010)
Alecia Prince, Chair, Cornell, ILR, MPS (2010)
Tasha Lewis, Member, Cornell, Fiber Science & Apparel Design, MS (2008), PhD (2009)
Mila Singh, Member, Cornell, CIPA, MPA (2008)
Katelyn McClellan, Chair, Cornell, ILR, Undergraduate Honors Thesis (2008)
Jane Forman, Chair, Cornell, ILR, Undergraduate Honors Thesis (2008)
Eugenia Birman, Member, Cornell, ILR, Undergraduate Honors Thesis (2007)
Patti Klein, Chair, Cornell, ILR, MPS (2006)
Lisanne Biolos, Chair, Cornell, ILR, MPS (2005)
Meredith Lubitz, Chair, Cornell, ILR, MPS (2005)
Irina Bossinzon, Member, Cornell, ILR, MPS (2004)
Sara Turken, Member, Cornell, ILR, Undergraduate Honors Thesis (2004)
Barbara Storandt, Member, Cornell, Education, Ph.D. (2004)
Charles Tyler, Chair, Cornell, ILR, MS (2003)
Angela Wright, Member, Cornell, Adult Education, MPS (2003)

AWARDS/HONORS:

Academy of Management Discoveries Outstanding Reviewer Award (2021)
Group & Organization Management Outstanding Reviewer Award (2020)
Fellow of the Society for Industrial and Organizational Psychology (2015)
Fellow of the American Psychological Association (2015)
Early Career Achievement Award, Academy of Management HR Division (2008)
Emerald Management Reviews Citation of Excellence (2008)
General Mills Award for Exemplary Graduate Teaching (2004)
Psi Chi, the National Honor Society in Psychology
Phi Kappa Phi National Honor Society
Alpha Lambda Delta National Honor Society
Phi Eta Sigma National Honor Society