

BRADFORD S. BELL

Cornell University
ILR School
Human Resource Studies Department
162 Ives Faculty Wing
Ithaca, NY 14853
Voice: (607) 254-8054
FAX: (607) 255-1836

Electronic: brad.bell@cornell.edu
Web: <http://www.ilr.cornell.edu>

EDUCATION:

Michigan State University – Ph.D. Industrial & Organizational Psychology, 2002

Michigan State University – M.A. Industrial & Organizational Psychology, 1999

University of Maryland at College Park – B.A. Psychology, *Honors in Psychology, Summa Cum Laude*, 1997

POSITIONS HELD:

Visiting Professor, Melbourne Business School, Department of Business Administration, University of Melbourne (2015)

Director of ILR Executive Education, School of Industrial and Labor Relations, Cornell University (2009 – present)

Associate Professor with Tenure, School of Industrial and Labor Relations, Human Resource Studies Department, Cornell University (2008 – present)

Assistant Professor, School of Industrial and Labor Relations, Human Resource Studies Department, Cornell University (2002 – 2008)

Lecturer, Industrial & Organizational Psychology, Michigan State University (2000 – 2001)

HONORS & AWARDS:

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, Cornell (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

JOURNAL ARTICLES AND BOOK CHAPTERS:

Bell, B. S. (forthcoming). Strategies for supporting self-regulation during self-directed learning in the workplace. In R. A. Noe & J. E. Ellingson (Eds.), *Autonomous Learning in the Workplace*. Abingdon, UK: Taylor & Francis.

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

Bell, B. S., & Moore, O. A. (forthcoming). Preparing talent for work: Opportunities and challenges in learning, training, and development in organizations. In D. S. Ones, N. Anderson, H. K. Sinangil, & C. Viswesvaran (Eds.), *Handbook of Industrial, Work & Organizational Psychology* (2nd ed.). Manchester, UK: Sage.

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.

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., 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.

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.

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.

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.

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.

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

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., & 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., & 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.

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.

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.

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

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.

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 and Organization Management*, *27* (1), 14-49.

Most cited article in *Group and Organization Management* as of May 1, 2015; 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.

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.

OTHER PUBLICATIONS:

Bell, B. S. (forthcoming). Personnel Psychology. In S. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.), *Encyclopedia of Industrial and Organizational Psychology* (2nd ed.). Thousand Oaks, CA: Sage.

Kozlowski, S. W. J., & Bell, B. S. (2015). Work teams. *Neuroscience and Biobehavioral Psychology*. San Diego, CA: Science Direct / Elsevier.

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

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

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.

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*. Academy of Management Annual Meeting Proceedings.

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.

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.

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

UNDER REVIEW & REVISION REQUESTED:

Li, J., Yuan, C., Bazarova, N., & Bell, B. S. Talk and let talk: The effects of language proficiency on speaking up and competence perceptions in multinational teams. Under first review at *Group and Organization Management*.

Sitzmann, T., & Bell, B. S. The dynamic effects of subconscious goal pursuit on resource allocation, task performance, and goal abandonment. Under third review at *Organizational Behavior and Human Decision Processes*.

CONFERENCE PAPERS & PRESENTATIONS:

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 Psychology, 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 Academy of Management Meetings, Vancouver, BC.

Winner of Gender and Diversity in Organizations Division 2015 Best Student Paper Award and 2015 Student Transnational Research Award. Included in Academy of Management Annual Meetings Proceedings.

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

Included in Academy of Management Annual Meetings 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 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 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 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 23rd 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 11th 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 22nd 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 22nd 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 21st 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 20th 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 20th 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*. In B. S. Bell (Chair), Advances in research on individual difference effects in training contexts. Symposium presented at the 19th 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*. In B. S. Bell & S. W. J. Kozlowski (Chairs), Active learning: Critical elements, instructional supports, and learning processes. Symposium presented at the 18th 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 18th Annual Conference of the Society for Industrial and Organizational Psychology.

Cannon-Bowers, J. A., Kraiger, K., Kozlowski, S. W. J., Bell, B. S., & Salas, E. (2003, April). *Getting learning into web-based, distance, and distributed training*. Panel discussion held at the 18th 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*. In R. J. Klimoski (Chair), Virtual teams: The hidden truth. Symposium conducted 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*. In S. W. J. Kozlowski (Chair), Advances in training effectiveness: Traits, states, learning processes, and outcomes. Symposium presented at the 17th 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 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, ON.

Hofmann, D. A., Sorra, J. S., Frese, M., Bell, B. S., & Ilgen, D. R. (2002, April). *Applying I/O Psychology to research on medical error/patient safety*. Panel discussion held at the 17th 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*. In R. Booth (Chair), *Perceiving and evaluating people with disabilities*. Symposium presented at the Annual Conference 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*. In K. A. Smith-Jentsch & L. Rhodenizer (Chairs), *When do learning and performance orientations enhance learning outcomes? Interactions with individual and contextual variables*. Symposium 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 16th Annual Conference of the Society for Industrial and Organizational Psychology.

Ilgen, D. R., Bell, B. S., Murphy, K. R., Pulakos, E. D., & Rossé, J. G. (2001, April). *Human subjects issues for data serving both science and practice*. Panel discussion held at the 16th 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*. In K. Smith-Jentsch (Chair), *Goal orientation, training processes and outcomes*. Symposium presented at the 15th 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*. In S. W. J. Kozlowski (Chair), *Developing complex adaptive skills*:

Individual- and team-level training strategies. Symposium presented at the 15th 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 15th 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 14th 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*. In S. L. Fisher and J. M. Beaubien (Chairs), Goal orientation: Extending the nomological network. Symposium presented at the 14th 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 14th 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 13th 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*. In S. W. J. Kozlowski, S. K. Parker, & M. Frese (Chairs), Beyond task performance: Proactivity and learning. Symposium conducted at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

CONFERENCE SESSION CHAIR, PANEL MEMBER, & DISCUSSANT ROLES:

Toward a unified approach to conceptualizing and measuring virtuality. (Panel Member, 2016). Panel session 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.

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. (Panel Member, 2012). Panel session 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 session 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 (Panel Member, 2008). Panel session 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 (Organizer with Q. Roberson, 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.

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

SELECT INVITED PRESENTATIONS:

Air Products and Chemicals, Inc., Air Products University
Clarkson University, School of Business
Cornell University, Center for Advanced Human Resource Studies
ESCP Europe, School of Business
GE Aviation
Hospitality Sales and Marketing Association International (HSMIAI)
Honeywell International Inc., Global HR Conference
IBM, Law Department
Kings College London
MDRC
SHRM, Tompkins County
St. John Fisher College, Bittner School of Business

TECHNICAL REPORTS & WHITE PAPERS:

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., 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. (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.

RESEARCH GRANTS:

- 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 – *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)

TEACHING EXPERIENCE:

Work Groups & Teams, Cornell University (grad, undergrad)

Training & Development, Cornell University (undergrad, grad)

Human Resource Management, Cornell University (undergrad & grad)

Introduction to Industrial and Organizational Psychology, Michigan State University (undergrad)

Research Design, University of Maryland (undergrad; teaching assistant)

PROFESSIONAL WORK EXPERIENCE:

Training Program Documentation & Evaluation, Michigan Center for Truck Safety

Training Program Development & Evaluation, Michigan Center for Truck Safety

Employee Engagement Survey & Organizational Change, First National Bank.

Data Analysis & Interpretation in Support of Strategic Planning, Veterinary Centers of America, Inc.

Performance Appraisal System Development & Rater Training, Toledo Police Department

Strategic Planning Initiative, Michigan Occupational Safety and Health Administration.

Management & Organizational Development, FirstUSA Bank

Selection Process Evaluation, Toledo Fire Department

Selection System Review, Shell

SELECT MEDIA MENTIONS:

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).

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

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

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

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

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

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

UNIVERSITY SERVICE ACTIVITIES:

Advisor for Humphrey Fellowship Program (2002-2003)

- Jong-Seok Choi, ILR, 2002-2003

Advisor for Rawlings Cornell Presidential Research Scholars (2002-2008)

Center for Advanced Human Resource Studies Advisory Board (2008 -)

Cornell Outdoor Education Faculty Advisory Council (2012 -)

Faculty Advisory Committee on Athletics & Physical Education (2010 -)

Faculty Recruiting Committee – HR Studies (2002, 2004, 2006, 2012, 2014)

Faculty Advisor, Cornell SHRM Student Chapter (2006-2008)

Faculty Advisor, Cornell SHRM HR Games Team (2008-2010)

Faculty Advisor, Kappa Sigma Fraternity - Cornell Chapter (2007-2008)

ILR Graduate Student Association Faculty Advisor (2009-2010)

ILR School Liaison to eCornell (2008 -)

Online Learning Development Group (2014 – 2015)

Provost's Online Learning/Academic Technology Working Committee (2015 -)

Teaching Advisory Committee (2005 -)

- Interim Chair (Jan. 2011 – Dec. 2011)

Theses & PhDs

- Chair

- Charlie Tyler, ILR, MS (2003)
- Meredith Lubitz, ILR, MPS (2005)
- Lisanne Biolos, ILR, MPS (2005-2008)
- Patti Klein, ILR, MPS (2006)
- Jane Forman, ILR, Undergraduate Honors Thesis (2007-2008)
- Katelyn McClellan, ILR, Undergraduate Honors Thesis (2007-2008)
- Alecia Prince, ILR, MPS (2009-2010)
- Jessica Federman, ILR, MS (2010)
- Barak Ir, ILR, Undergraduate Honors Thesis (2010-2011)
- Ozias Moore, ILR, MS (2013), PhD (2014-2016)
- Haeseen Park, ILR, PhD (2015-2016)
- EunHee (Annie) Kim, ILR, MS (2015 -)

- Committee Member

- Barbara Storandt, Education, Ph.D. (2003-2004)
- Angela Wright, Adult Education, MPS (2003)
- Irina Bossinzon, ILR, MPS (2004)
- Adam Kanar, ILR, MS (2005), PhD (2010)
- Sara Turken, ILR, Undergraduate Honors Thesis (2004)
- Eugenia Birman, ILR, Undergraduate Honors Thesis (2007)
- Kyle Emich, ILR, MS (2008), PhD (2011)

- Tasha Lewis, Fiber Science & Apparel Design, MS (2008), PhD (2009)
- Mila Singh, CIPA, MPA (2008)
- Kristen Morris, Fiber Science & Apparel Design, PhD (2013 - 2015)
- Shirley Wang, Johnson Graduate School of Management, PhD (2014 - 2015)

Undergraduate Program Committee (2005 - 2014)

- Chair (2006 - 2014)

Academic Standards and Scholarships Committee (2014 -)

PROFESSIONAL SERVICE ACTIVITIES:

Editor

- *Personnel Psychology* (2013 -)

Associate Editor

- *Personnel Psychology* (2010 - 2013)

Editorial Board Member

- *Journal of Applied Psychology* (2008 - 2010)
- *Organizational Behavior and Human Decision Processes* (2007-2010)
- *Personnel Psychology* (2007-2010)

Ad Hoc Reviewer

- *Academy of Management Journal*
- *Applied Psychology: An International Review*
- *Canadian Journal of Administrative Sciences*
- *Group & Organization Management*
- *Human Factors*
- *Human Performance*
- *Human Resource Development International*
- *Human Resource Management*
- *Human Resource Management Review*
- *Industrial & Labor Relations Review*
- *Industrial and Organizational Psychology: Perspectives on Science and Practice*
- *International Journal of Educational Research*
- *International Journal of Selection and Assessment*
- *Journal of Applied Psychology*
- *Journal of Applied Social Psychology*
- *Journal of Business and Psychology*
- *Journal of Management*

- *Journal of Organizational Behavior*
- *Learning and Individual Differences*
- *Military Psychology*
- *Organizational Behavior and Human Decision Processes*
- *Personnel Psychology*
- *Psychological Reports*

Academy of Management

- Executive Committee (2009-2012)
- Member, Best Dissertation Award Committee (2004)
- Member, Early Career Achievement Award Committee (2009, 2013)
- Organizer, HR Doctoral Consortium (2010-2012)
- Presenter, OB New Member Networking and Research Forum (2009)
- Presenter, HR Doctoral Consortium (2003, 2006, 2008, 2009, 2012-2015)
- Presenter, HR Division Junior Faculty Consortium (2008, 2010, 2015)
- Reviewer, Conference Scholarly Program (2002-)

Israel Science Foundation, Reviewer

Michigan State University Industrial and Organizational Psychology Alumni Association

- Board Chair (2008 -2014)

National Science Foundation, Reviewer

National Academies – National Research Council (2003-2005)

- Member of Committee on the Review of the Smithsonian Institution's National Zoological Park and Conservation Research Center

Society for Industrial and Organizational Psychology

- Reviewer, Conference Scholarly Program (2002-)
- Member, Scientific Affairs Committee (2007-2009)
- Member, S. Rains Wallace Dissertation Award Committee (2005-2007)
- Member, William A Owens Scholarly Achievement Award (2005, 2008, Chair – 2009-2010)

PROFESSIONAL AFFILIATIONS:

Member Academy of Management HR and OB Divisions

Member American Psychological Association

Member Personnel/Human Resource Research Group (PHRRG)

Member Social and Professional Support (SAPS) Cohort Group

Member Society for Industrial and Organizational Psychology