

## **Lisa E. Baranik, Ph.D.**

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### **EDUCATION**

- Ph.D. Industrial-Organizational Psychology. The University of Georgia, 2009
- M.A. Psychological Sciences, concentration in Assessment, Measurement, and Statistics. James Madison University, 2005
- B.A. Psychology and English. Bucknell University, 2003

### **ACADEMIC EXPERIENCE**

- 2024-present Associate Dean for Research  
School of Business  
University at Albany, State University of New York
- 2020-present Associate Professor  
Department of Management  
University at Albany, State University of New York
- 2016-2020 Assistant Professor  
Department of Management  
University at Albany, State University of New York
- 2015- 2016 Associate Professor  
Department of Psychology  
East Carolina University
- 2009-2015 Assistant Professor  
Department of Psychology  
East Carolina University

### **PUBLICATIONS**

#### **Refereed Journal Articles**

- Warner, A., Herring, D., & **Baranik, L. E.**, Coles, J. (2025). Challenging our assumptions: Listening to refugee and immigrant women's voices about career aspirations. *Journal of Community Engagement and Scholarship*, *17*, 1-6.
- Rousseau, D. L., Gorman, B. C., and **Baranik, L. E.** (2023). Crossing the line: Disgust, dehumanization, and human rights violations. *Socius*, *9*, 1-16.
- Baranik, L. E.**, Gorman, B. C., Wright, N. (2023). Wasta and its relationship to employment status and income in the Arab Middle East. *Current Sociology*, *71*, 705-724.
- Cheung, H. K., **Baranik, L. E.**, Borrow, D. N., & Ashburn-Nardo, L. (2022). Hiring discrimination against refugees: Examining the mediating role of symbolic and realistic threat. *Journal of Vocational Behavior*, *138*, 1-13.
- Baranik, L. E.**, Wright, N., & Smith, R. W. (2022). Desired and obtained work values across 37 countries: A Psychology of Working Theory perspective. *International Journal of Manpower*, *43*, 1338-1351.
- Baranik, L. E.**, Zhuang, W., Wang, M., & Zhu, Y. (2022). When does vicarious patient mistreatment hurt nurses' performance? Gauging the moderation roles of self-concern and other-orientation from a cognitive dissonance perspective. *Journal of Managerial Psychology*, *37*, 170-185.
- Baranik, L. E.** (2020). Employment status and attitudes towards women's rights and roles among refugees and native-born individuals. *Personnel Review*, *50*, 1233-1252.
- Hu, C., **Baranik, L. E.**, Cheng, Y., Huang, J. & Yang, C. (2020). Mentor support and protégé creativity: Examining the moderating roles of job dissatisfaction and Chinese traditionalism. *Asia Pacific Journal of Human Resources*, *58*, 335-355.
- Smith, R. W., **Baranik, L. E.**, & Duffy, R. D. (2020). Psychological ownership within Psychology of Working Theory: A three-wave study of gender and sexual minority employees. *Journal of Vocational Behavior*, *118*.
- Baranik, L. E.**, Cheung, J. H., Sinclair, R. R., & Lance, C. E. (2019). What happens when employees are furloughed? A resource loss perspective. *Journal of Career Development*, *46*, 381-394.
- Yuan, Z., **Baranik, L. E.**, Sinclair, R. R., Sliter, M. T., Rand, K. L., & Salyers, M. P. (2019). *Memento mori*: The development and validation of the Death Reflection Scale. *Journal of Organizational Behavior*, *40*, 417-433.
- Baranik, L. E.**, Hurst, C. S., & Eby, L. E. (2018). The stigma of being a refugee: A mixed-method study of refugees' experiences of vocational stress. *Journal of Vocational Behavior*, *105*, 116-130.

- Baranik, L. E.,** Gorman, B. C., & Wales, W. (2018). What makes Muslim women entrepreneurs successful? A field study examining religiosity and social capital in Tunisia. *Sex Roles, 78*, 208-219.
- Hurst, C. S., **Baranik, L. E.,** & Clark\*, S. (2017). Job content plateaus: Justice, job satisfaction, and citizenship behavior. *Journal of Career Development, 44*, 283-296.
- Baranik, L. E.,** Wright, N., & Reburn\*, K. (2017). Mentoring relationships in online classes. *The Internet and Higher Education, 34*, 65-71.
- Baranik, L. E.,** Wang, M., Gong, Y., & Shi, J. (2017). Customer mistreatment, employee health, and job performance: Cognitive rumination and social sharing as mediating mechanisms. *Journal of Management, 43*, 1261-1282.
- Baranik, L. E.,** & Eby, L. T. (2016). Organizational citizenship behaviors and employee depressed mood, burnout, and satisfaction with health and life: The mediating role of positive affect. *Personnel Review, 45*, 1-19. *Winner of the 2017 Outstanding Paper Award.*
- Hu, C., **Baranik, L. E.,** & Wu, T. (2014). Antidotes to dissimilar mentor-protégé dyads. *Journal of Vocational Behavior, 85*, 219-227.
- Yang, C., Hu, C., **Baranik, L. E.,** & Lin, C. (2013). Can protégés be successfully socialized without socialized mentors? A close look at mentorship formality. *Journal of Career Development, 40*, 407-422.
- Hurst, C. S., **Baranik, L. E.,** & Daniel, F. (2013). College student stressors: A review of the qualitative research. *Stress and Health, 29*, 275-285.
- Eby, L. T., Allen, T. D., Hoffman, B., **Baranik, L. E.,** Sauer, J. B., Baldwin, S., Morrison, M. A., Kinkade, K. M., Maher, C. P., Curtis, S., & Evans, S. C. (2013). An interdisciplinary meta-analysis of the potential antecedents, correlates, and consequences of protégé perceptions of mentoring. *Psychological Bulletin, 139*, 441-476.
- Baranik, L. E.,** Lau, A. R., Stanley, L. J., Barron, K. E., & Lance, C. E. (2013). Achievement goals in organizations: Is there support for mastery-avoidance? *Journal of Managerial Issues, 25*, 46-61.
- Finch, J., **Baranik, L. E.,** Liu, Y., & West, S. G. (2012). Physical health, positive and negative affect, and personality: A longitudinal analysis. *Journal of Research in Personality, 46*, 537-545. *Winner of the 2012 Best Paper Award.*
- Baranik, L. E.,** Roling, E. S., and Eby, L. T. (2010). Why does mentoring work? The role of perceived organizational support. *Journal of Vocational Behavior, 76*, 366-373.
- Baranik, L. E.,** Bynum, B. H., Stanley, L. J., and Lance, C. E. (2010). Examining the construct

validity of mastery-avoidance achievement goals: A meta-analysis. *Human Performance*, 23, 265-282.

**Baranik, L. E.**, Barron, K. E., and Finney, S. J. (2010). Examining general versus specific measures of achievement goals. *Human Performance*, 23, 155-172.

Lance, C. E., Hoffman, B. J., Gentry, W. A. and **Baranik, L. E.** (2008). Rater source factors represent important subcomponents of the criterion construct space, not rater bias. *Human Resource Management Review*, 18, 223-232.

**Baranik, L. E.**, Meade, A., Lakey, C. E., Lance, C. E., Hu, C., Hua, W., and Michalos, A. (2008). Examining differential item functioning of the Rosenberg Self-Esteem Scale across eight countries. *Journal of Applied Social Psychology*, 38, 1867-1904.

**Baranik, L. E.**, Barron, K. E., and Finney, S. J. (2007). Measuring goal orientation in a work domain: Construct validity evidence for the 2 x 2 framework. *Educational and Psychological Measurement*, 67, 697-718.

Barron, K.E., Evans, S.W., **Baranik, L.E.**, Serpell, Z.N., and Buvinger, E. (2006). Achievement goals of students with ADHD. *Learning Disability Quarterly*, 29, 137-158.

### Other Publications

Yuan, Z., **Baranik, L. E.**, & Sinclair, R. R. (2019). What happens when we're reminded of death at work. *Harvard Business Review*, online only.

### Book Chapters

Mills, M., Sachdev, A. & **Baranik, L. E.** (2025). The gendered work-family interface and the impact of the COVID-19 pandemic in the US. In Sung, S. (Ed.), *Gender, Family and Policy: An International Perspective* (pp. 21-40). Cheltenham, UK: Edward Elgar Publishing.

Gallagher, V. C., **Baranik, L. E.**, Hamdani, M., Valcea, S., Kiratikosolrak, P., & Wheeler, A. R. (2021). Multi-dimensional (mis)fit: A systemic view of the refugee employment journey from an HRM perspective. In Buckley, M. R., Wheeler, A. R., Baur, J. E., and Halbesleben (Eds.), *Research in Personnel and Human Resources Management, Vol. 39* (pp. 239-288). Bingley, UK: Emerald Publishing.

Stawiski, S. A., Gentry, W. A., & **Baranik, L. E.** (2015). Can employees of every age have it all? Examining the relationship between work-life balance and promotability for Baby Boomers and Generation X. In S. E. Sullivan & S. G. Baugh (Eds.), *Research in Careers, Vol. 3, Striving for Balance* (pp. 47-71). Charlotte, NC: Information Age Publishing.

Hurst, C. S. & **Baranik, L. E.** (2012). College women lacking resources: Insights on stressors

from the qualitative literature. In M. Lownes-Jackson and R. Guy (Eds.), *The economic empowerment of women: A global perspective* (pp. 127-141). Santa Rosa, CA: Informing Science Press.

Lance, C. E., **Baranik, L. E.**, Lau, A. R., and Scharlau, E. A. (2009). If it ain't trait it must be method: (Mis)application of the multitrait-multimethod design in organizational research. In C. E. Lance & R. J. Vandenberg (Eds.), *Statistical and methodological myths and urban legends: Doctrine, verity, and fable in the organizational and social research* (pp. 337-360). New York: Routledge.

### **Published Proceedings**

**Baranik, L. E.** and Wright, N. (2018). Wasta and objective career success: Evidence from five Arab countries. *Academy of Management Proceedings*.

**Baranik, L. E.**, Sliter, M., Rand, K., & Salyers, M. (2017). Death reflection: Scale development and initial findings. *Academy of Management Proceedings*.

Hurst, C., **Baranik, L. E.**, & Clark\*, S. (2013). Job content plateaus and citizenship behavior in Kenya: The role of justice and job satisfaction. *Southern Management Association Proceedings*.

**Baranik, L. E.**, Scharlau, E., Eby, L. T., & Hoffman, B. (2009). Feeling supported at work: Perceived organizational support and mentoring. *Southern Management Association Proceedings*.

### **Technical Reports**

Eby, L. T., Owen, C., **Baranik, L.**, & Curtis, S. (2009). Project MERITS II Year 1 summary report. University of Georgia Institute for Behavioral Research.

Eby, L. T., Owen, C., **Baranik, L.**, & Curtis, S. (2009). Project MERITS II Year 1 summary report: Phoenix House. University of Georgia Institute for Behavioral Research.

Eby, L. T., **Baranik, L.**, Burk, H., Maher, C., Curtis, S., & Owen, C. (2008). Project MERITS I Year 2 summary report. University of Georgia Institute for Behavioral Research.

Eby, L. T., McCleese, C. S., **Baranik, L.E.**, and Owen, C. (2007). Project MERITS Year 1 summary report. University of Georgia Institute for Behavioral Research.

Eby, L. T., McCleese, C. S., **Baranik, L.E.**, and Owen, C. (2007). Project MERITS Year 1 participant report. University of Georgia Institute for Behavioral Research.

### **GRANTS, AWARDS, AND FELLOWSHIPS**

2025 John S. Levato Endowed Undergraduate Teaching Award, UAlbany School of Business, \$2000

2023 Senior Faculty Recognition, Division for Research and Economic Development, UAlbany

2023 Dean W. Warren Haynes Memorial Awards for Outstanding Graduate Teaching, UAlbany School of Business. \$2,000.

2020 A big data approach to enable data-intensive refugee research, National Science Foundation (NSF), Human Networks and Data Science – Infrastructure (HNDS-I), \$1,306,033, with Charalampos Chelmis (PI), Daphney-Stavroula Zois, and Wonhyung Lee. Not funded.

2020 Improving migrants’ job prospects in the AI era, SUNY Research Seed Grant Program, \$40,000, with Daphney-Stavroula Zois (PI), Charalampos Chelmis, and Wonhyung Lee. Not funded.

2020 OpeningDoors: Empowering refugees through a smart sociotechnical infrastructure, National Science Foundation (NSF), Smart and Connected Communities Integrative Research Grants (SCC-IRG), \$1,487,715, with Charalampos Chelmis (PI), Daphney-Stavroula Zois, and Wonhyung Lee. Not funded.

2019 Privacy-preserving mobile data collection for social and behavioral research, National Science Foundation (NSF), Secure and Trustworthy Cyberspace (SaTC EAGER), \$315,997, with Liyue Fan (PI). Funded.

2019 Joan D. Rosenthal ’76 and Frederick S. Schiff Undergraduate Teaching Award, UAlbany School of Business

2018 Junior Faculty Research Award, UAlbany School of Business, \$2,000

2018 Dean’s Research Award, UAlbany, \$5,000, with Liyue Fan

2017 Outstanding Paper Award 2017, *Personnel Review*

2016 International Research and Collaboration (IRC) Grant, SIOP, \$3,500, with Chéma Gargouri

2015 BB&T Leadership Enhancement Award, \$9,750, ECU

2015 BB&T Active Learning and Leadership Development Incentive Grant, \$1,000, ECU

- 2014 Hazel F. Stapleton Memorial Teaching Excellence Award, Psychology Department, ECU
- 2013 Faculty Appreciation Award for Graduate Student Mentoring, Psychology Department, ECU
- 2013 Distance Education Course Development Grant, \$3,000, ECU
- 2012 Best Paper Award 2012, *Journal of Research in Personality*
- 2007 Graduate School Future Leaders Program, UGA
- 2005 UPS Fellowship, \$12,000, UGA
- 2005 Psychology Graduate Student Award for Outstanding Scholarship, JMU
- 2005 Travel Award from the Motivation in Education special interest group, \$500, American Educational Research Association (AERA)

## PRESENTATIONS

### Conference Presentations

- Baranik, L. E.**, Gorman, B. C., Seguin, C., & Schubiner, H. (2025). *Correlates of pain worldwide*. Association for the Treatment of Neuroplastic Symptoms (ATNS) Annual Conference, Boulder, CO, United States.
- Baranik, L. E.**, & Kath, L. (Co-Chairs). (2025). *What you need to know now: Hostility, mental health, and vulnerable populations* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
- Hu, X. (Co-Chair), Jang, S. (Co-Chair), **Baranik, L. E.**, Gabrenya, W. K., Glazer, S, Ion, A., Jiang, L., Fila, M., Smith, R. W., & Wang, Y.-R. (2023). *Crossing the line without crossing the line: Best practice in cross-cultural research* [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Cheung, H., **Baranik, L. E.**, Burrows, D., & Asburn-Nardo, L. (2022). *Hiring discrimination against refugees: Mediating roles of symbolic and realistic threats*. Eastern Academy of Management- International, Lyons, France.
- Gallagher, V. C., **Baranik, L. E.**, Kiratikosolrak, P., Hamdani, M., & Valcea, S. (2021). *Refugee Entrepreneurship: Person-Organization (Mis)Fit and Person-Vocation Fit*. Transitional Entrepreneurship Colloquium, Old Dominion University, Virtual Meeting.
- Hanson, M., **Baranik, L. E.**, Smith, R. W., Fan, L. (2021). *Development of the refugee job*

- search stressor scale*. Academy of Management (AOM), Virtual Meeting.
- Smith, R. W. and **Baranik, L. E.** (co-chairs). (2021). *Unexpectedly pursuing employment in a new country: How refugees overcome vocational barriers*. Academy of Management (AOM), Virtual Meeting.
- Yuan, Z., **Baranik, L. E.**, Eby, L. T., & Sinclair, R. R. (2020). *Called to cure: Patient deaths, death fear, and calling of substance abuse treatment counselors*, Academy of Management (AOM), Vancouver, Canada.
- Baranik, L. E.**, Fan, L., & Smith, R. W. (2020). *Developing privacy technology to responsibly collect smartphone data among refugees*. Academy of Management (AOM), Vancouver, Canada.
- Smith, R. W., **Baranik, L. E.**, & Duffy, R. D. (April 2020). *Psychological ownership and decent work: A multi-wave study*. Poster to be presented at the annual Society for Industrial and Organizational Psychology Conference: Austin, TX.
- Baranik, L. E.** (2019). *Searching for work as a Syrian refugee: The role of attitudes towards women*. Academy of Management (AOM) conference, Boston, MA.
- Baranik, L. E.** & McCleese, C.S. (2019). *Refugee experiences seeking employment after resettlement*. The 19th International Conference on Diversity in Organizations, Communities, and Nations, Patras, Greece.
- Baranik, L. E.**, Zhuang, W., Wang, M., & Yue, Z. (2019). *Examining mistreatment, self-concern, and other-orientation among nurses*. Society of Industrial and Organizational Psychology (SIOP) conference, Washington, DC.
- Kath, L. and **Baranik, L. E.** (co-chairs). (2019). *What you need to know now: Occupational Health Psychology updates*. Society of Industrial and Organizational Psychology (SIOP) conference, Washington, DC.
- Krauss, A. & **Baranik, L. E.** (2019). *Technology “addictions” at work: Finding the right balance*. Invited Community of Interest session at the Society of Industrial and Organizational Psychology (SIOP) conference, Washington, DC.
- Baranik, L. E.** and Wright, N. (2018). *Social capital and income: How important is wasta?* Middle East Studies Association (MESA), San Antonio, TX.
- Baranik, L. E.** and Wright, N. (2018). *Wasta and objective career success: Evidence from five Arab countries*. Academy of Management (AOM), Chicago, IL.
- Baranik, L. E.** and Kath, L. (co-chairs). (2018). *What you need to know now: Law, diversity, technology, selection and leadership updates*. Society of Industrial and Organizational Psychology (SIOP) conference, Chicago, IL.

- Baranik, L. E.,** Sliter, M., Rand, K., & Salyers, M. (2017). *Death reflection: Scale development and initial findings*. Academy of Management conference, Atlanta, GA.
- Baranik, L. E.,** Yuan, Z., Sliter, M., Rand, K., & Salyers, M. (2017). *Mortality cues and occupational health among firefighters*. Work, Stress and Health conference, Minneapolis, MN.
- Griggs, T. L., Lance, C. E., & **Baranik, L. E.** (2017). *Predictors of job turnover among informal caregivers*. Society for Industrial Organizational Psychology (SIOP) conference, Orlando, FL.
- Baranik, L. E.,** Cheung, J., Sinclair, R., Lance, C. E., & Fan, Y. (2017). *Personal resource loss mediates employee furlough – stress reactions relationships*. Society for Industrial Organizational Psychology (SIOP) conference, Orlando, FL.
- Reburn\*, K., **Baranik, L. E.,** & Wright, N. (2015). *Enhancing web-based instruction with peer mentoring: A longitudinal analysis*. Academy of Management, Vancouver, Canada.
- Baranik, L. E.,** Gorman, B. C., Hardy\*, K., & Vitiello\*, K. (2015). *Muslim women's religiosity, entrepreneurial self-efficacy and success*. Academy of Management, Vancouver, Canada.
- Baranik, L. E.,** Cheung, J., Briggs\*, K., Sinclair, R., & Lanzo\*, L. (2015). *The 2013 US government shutdown and subsequent employee well-being, psychological distress, and burnout*. Work, Stress, and Health conference, Atlanta, GA.
- Caple\*, A., Roote, B., & **Baranik, L. E.** (2014). *Effects of manager race and generation on LGBT performance evaluations*. Society for Industrial Organizational Psychology (SIOP) conference, Honolulu, HI.
- Jiang, D., Cheng, M., Wang, L., & **Baranik, L. E.** (2014). *Differential leadership: Reconceptualization and measurement development*. Society for Industrial Organizational Psychology (SIOP) conference, Honolulu, HI.
- Baranik, L. E.,** Reburn\*, K., & Gorman, B. (2014). *Increasing student retention and academic achievement in online classes: Recommendations for Tunisian students*. International Symposium on Information and Communication Technologies for Language Learning and Teaching, Tunis, Tunisia.
- Hurst, C., **Baranik, L. E.,** & Clark\*, S. (2013). *Job content plateaus and citizenship behavior in Kenya: The role of justice and job satisfaction*. Southern Management Association (SMA) conference, New Orleans, LA.
- Baranik, L. E.,** Eby, L. T., Morrison, A., & Allred\*, C. (2012). *Organizational citizenship behaviors are good for you*. Academy of Management (AOM) conference, Boston, MA.

- Buria\*, C., **Baranik, L. E.**, & Allred\*, C. (2012). *Stop smothering me! Overprotective mentoring and protégé self-esteem and anxiety*. American Psychological Association (APA) conference, Orlando, FL.
- Hu, C., Cheng, Y. A., **Baranik, L. E.**, & Yang, C. (2012). *Mentor knowledge sharing and protégé creative behavior: Does traditionality matter?* Society for Industrial Organizational Psychology (SIOP) conference, San Diego, CA.
- Finch, J. F., **Baranik, L. E.**, Uhrich\*, B., Baker\*, M., Buria\*, C. (2011). *Do employees need to be happy to be healthy? A longitudinal latent variable analysis*. Work, Stress, and Health conference, Orlando, FL.
- Baker\*, M. & **Baranik, L. E.** (2011). *Examining the effectiveness of gratitude interventions at work*. Work, Stress, and Health conference, Orlando, FL.
- Baranik, L. E.** (2011). *Getting the right start: Advice for early career I/O psychologists*. Society for Industrial Organizational Psychology (SIOP) conference, Chicago, IL.
- Baranik, L. E.**, Wang, M., Gong, Y., & Shi, J. (2011). *Customer-related social stressors, rumination, and social sharing: A longitudinal investigation*. Society for Industrial Organizational Psychology (SIOP) conference, Chicago, IL.
- Aziz, S. & **Baranik, L. E.** (co-chairs). (2011). *Not a good ol' boy? Gender issues in the workplace*. Society for Industrial Organizational Psychology (SIOP) conference, Chicago, IL.
- Roote, B. D. & **Baranik, L. E.** (co-chairs). (2010). *LGBT working professionals: Perceptions, policies, and enhancing engagement*. Society for Industrial Organizational Psychology (SIOP) conference, Atlanta, GA.
- Baker\*, M., Miller\*, A., Hurst, C. S., & **Baranik, L. E.** (2010). *A review of the qualitative research examining stress and stress management among minority students*. Jean Mills Health Symposium, Greenville, NC.
- Eby, L. T., and **Baranik, L. E.** (2009). *The role of clinical supervisory relationships in understanding substance abuse counselors' job satisfaction and burnout*. Work, Stress, and Health 2009: Global Concerns and Approaches conference, San Juan, Puerto Rico.
- Eby, L. T., Burk, H., **Baranik, L. E.** (2009). *The physical work environment as an organizational stressor: Unique effects on employee strain reactions*. Work, Stress, and Health 2009: Global Concerns and Approaches conference, San Juan, Puerto Rico.
- Griggs, T. L., **Baranik, L. E.**, and Noll, N. (2009). *What can I do with a psychology degree? A career development theory approach to teaching about careers in psychology*. Eastern Conference on the Teaching of Psychology (ETOP), Staunton, VA.

- Baranik, L. E.**, Eby, L. T., Hurst, C. S. and Curtis, S. L. (2009). *Organizational support for mentoring: Aligning mentor and protégé expectations*. Society for Industrial Organizational Psychology (SIOP) conference, New Orleans, LA.
- Baranik, L. E.**, Morrison, A. and Eby, L. T. (2009). *What's in it for me? Giving vs. receiving at work*. Society for Industrial Organizational Psychology (SIOP) conference, New Orleans, LA.
- Lance, C. E. and **Baranik, L. E.** *Method effects in MTMM applications*. (2009). Society for Industrial Organizational Psychology (SIOP) conference, New Orleans, LA.
- Curtis, S. L., Eby, L. T., Hurst, C. S., **Baranik, L. E.**, and Owen, C. (2008). *The relationship between clinician recovery status and work attitudes in the substance abuse treatment field*. Addiction Health Services Research (AHSR) conference, Boston, MA.
- Baranik, L. E.**, Scharlau, E., A., Eby, L. T., and Hoffman, B. J. (2008). *Feeling supported at work: Perceived organizational support and mentoring*. Southern Management Association (SMA) conference, St. Pete Beach, FL.
- McCleese, C. S., Eby, T. L., **Baranik, L. E.**, and Owen, C. L. (2008). *Does bad beget bad in formal mentoring relationships? A dyadic study*. Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- Baranik, L. E.**, Bynum, B. E., Stanley, L. J., and Lance, C. L. (2008). *What is mastery-avoidance? A meta-analysis*. Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- Eby, L. T., Allen, T. D., **Baranik, L. E.**, Evans, S. C., Ng, T., and Roote, B. (2008). *A meta-analytic examination of protégé race and gender as moderators of the mentoring received – outcome relationship*. Society for Industrial Organizational Psychology (SIOP) conference, San Francisco, CA.
- Eby, L. T., McCleese, C. S., Owen, C. **Baranik, L. E.**, and Lance, C. E. (2007). *A process-oriented model of the relationship between clinical supervision, burnout, and turnover intentions among substance abuse counselors*. Addiction Health Services Research conference, Athens, GA.
- Payne, H. P. and **Baranik, L. E.** (co-chairs). (2007). *Employee engagement: Where are we and where are we going*. Society of Industrial and Organizational Psychology (SIOP) conference, New York, NY.
- Baranik, L. E.**, Stanley, L. J., Lau, A. R., and Barron, K. E. (2007). *Achievement goal dimensionality: Should mastery-avoidance be included?* Society for Industrial and Organizational Psychology (SIOP) meeting, New York, NY.
- Baranik, L. E.**, Meade, A., Lance, C. E., Lau, A., and Michalos, A. (2007). *Differential item*

*functioning in the Rosenberg Self-Esteem Scale: Comparing college students in five countries.* American Educational Research Association (AERA), Chicago, IL.

Lance, C. E., **Baranik, L. E.**, Lau, A. R., Scharlau, E., and Jones, A. (2007). *Some measurement methods are more than just ways to assign numbers.* American Educational Research Association (AERA), Chicago, IL.

**Baranik, L. E.**, Lance, C. E., Lau, A. R., and Barron, K. E. (2006). *Measurement invariance for the 2 x 2 achievement goal framework.* Society of Industrial and Organizational Psychology (SIOP) conference, Dallas, TX.

Barron, K.E., **Baranik, L.E.**, and Finney, S.J. (2006). *Construct validity evidence for mastery-avoidance.* American Educational Research Association (AERA), San Francisco, CA.

**Baranik, L. E.**, Barron, K., Finney, S., and Sundre, D. (2005). *A comparison of general v. specific measures of achievement goal orientation.* American Educational Research Association (AERA), Montreal.

**Baranik, L. E.**, Masse, C., Brown, R., Evans, S., Barron, K., and Barnett, L. (2004). *Achievement goal orientation and academic efficacy among adolescents with ADHD.* Association for Advancement of Behavior Therapy (AABT) convention, New Orleans, LA.

### **Invited Talks**

**Baranik, L. E.** *A Radical Approach to Understanding Employee Chronic Pain.* University at Albany Accounting and Law Department, Albany, NY. Two credit CPE class.

**Baranik, L. E.** (2021). *A Radical Approach to Chronic Pain in the Workplace.* University at Albany Psychology Department, Albany, NY.

**Baranik, L. E.** (2021). *Beyond the typical job search : The Refugee Job Search Stresser Scale.* University at Albany, Albany, NY.

**Baranik, L. E.**, Hanson, M., Mian, M. & Yeo, A. (2021). *Refugee Roundtable Survey : Supporting Economic Stability.* Capital Region Refugee Roundtable, Albany, NY.

**Baranik, L. E.** (2019). *The Psychology of the Refugee Experience.* University at Albany, Albany, NY.

**Baranik, L. E.** (2018). *Careers and wasta in the Arab Middle East.* University at Albany, Albany, NY.

**Baranik, L. E.** (2017). *Occupational health in refugees living in the US and Europe: Initial findings and suggestions for future research.* University of Connecticut, Storrs, CT.

**Baranik, L. E.** (2016). *Death awareness at work*. University at Albany, Albany, NY.

**Baranik, L. E.** & Gargouri, C. (2013). *Mentoring for women entrepreneurs*. Women's Enterprise for Sustainability (WES), Tunis, Tunisia.

**Baranik, L. E.** (2012). *Relationships at work and health*. Clemson University, Clemson, SC.

\*Designates Student Author

## **MEDIA COVERAGE**

[CNBC. Dread going back to the office? Therapists share tips on how to readjust.](#)

[CNBC. How to emotionally prepare for a return to the office.](#)

[CNBC. 'It's nerve-racking' – Millions of Americans are still furloughed and unsure when they will return to work.](#)

[The Entrepreneur Fund. Here's what you need to know about being furloughed.](#)

[CNBC. Your boss said, "You're furloughed." What does that mean exactly?](#)

[Financial Times. How do you cope when your employer asks you to take a hit?](#)

[BBC Business Daily Podcast. When a work colleague dies.](#)

[Seattle Times. How employers can help those who deal with death on the job.](#)

[Albany Times Union. Albany's immigrant women harbor dreams, face barriers to economic empowerment.](#)

[Progressive Farmer. Washington insider impacts of government shutdown evaluated.](#)

[Washington Post. The mere threat of another shutdown will do lasting damage to the federal workforce.](#)

[Washington Post. Shutdown leads to continuing psychological issues for federal employees.](#)

[Albany Times Union. Lingering shutdown truly a downer: In physical and psychological terms, furlough touches many.](#)

[Albany Times Union. Learn about nonpromotable work, and why women are mostly doing it.](#)

[Albany Times Union. Wars only part of many traumas: Finding sufficient mental health care for refugees ongoing struggle.](#)

[Pittsburgh Post-Gazette. Their careers uprooted, migrants seek new start in Pittsburgh](#)

[Albany Times Union. UAlbany study examines refugee employment barriers, mental health issues](#)

## **COURSES TAUGHT**

### **University at Albany: Graduate Courses**

BMGT 514: Human Resource Management

BMGT 603: Techniques in Human Resource Management

BMGT 513: Organizational Behavior

### **University at Albany: Undergraduate Courses**

BMGT 430: Human Resource Management

UFSP 100: Freshman Seminar

### **East Carolina University: Graduate Courses**

Human Measurement (Spring 2010, Spring 2011)

Occupational Health Psychology (Spring 2013)

Career Development and Executive Coaching (Fall 2015)

### **East Carolina University: Undergraduate Courses**

Personnel and Industrial Psychology (Summer 2010, Fall 2010, Summer 2011, Spring 2012, Summer 2012, Summer 2013, Fall 2013)

Research Methods (Spring 2010, Fall 2010, Fall 2011, Fall 2012, Spring 2013, Fall 2013, Spring 2014)

Careers in Psychology (Spring 2011, Fall 2011, Spring 2012, Fall 2012, Spring 2014)

## **EDITORIAL SERVICE**

Editorial Board

*Journal of Vocational Behavior*

*Occupational Health Science*

Ad Hoc Reviewing

*Journal of Organizational Behavior, Personnel Psychology, Group and Organization Management, Human Performance, Journal of Managerial Psychology, Psychology and Health, PLOS ONE, Learning and Individual Differences, Personality and Individual Differences, Human Resource Management, Equality, Diversity and Inclusion: An International Journal; Business and Society*

## **SERVICE TO THE PROFESSION**

Hebl Grant for Reducing Gender Inequities in the Workplace Committee, SIOP, 2022-2025

Small Grant Committee, SIOP, 2021-2022

International Affairs Committee, SIOP, 2016-2017  
Agent of Support, Tunisian Association for Management and Social Stability, 2013-2014  
Education and Training Committee, Society for Occupational Health Psychology, 2010-2014  
Committee Member, LGBT SIOP interest group, 2011-2012

## **SERVICE TO THE UNIVERSITY**

### University at Albany

UAlbany Department of Management OB/Strategy Job Search Chair, 2025-2026  
UAlbany School of Business Generative AI Workshop Organizer, 2024-present  
School of Business Chair of the Faculty, 2023-2024  
Chronic Pain Seminar Series, Employee Assistance Program, UAlbany, 2023  
Human Resource Information Systems (HRIS) Concentration Director, School of Business, UAlbany, 2020-2023  
School of Business Personnel Committee Chair, 2022-2023  
School of Business Personnel Committee, 2020-2022  
School of Business Curriculum Committee, 2016-2020  
SHRM Student Chapter, Faculty Advisor, 2019  
Management Department Faculty Search Committee, 2018-2019  
Management Department Faculty Search Committee, 2017-2018  
Undergraduate Academic Council, 2017-2018  
School of Business Undergraduate Advisory Committee, 2016-2019  
School of Business Commencement Speaker Selection Committee, 2016-2017

### East Carolina University

ECU Career Services Counselor Search Committee, 2015-2016  
Leadership Minor Committee, ECU, 2013-2016  
ECU Psychology Curriculum Committee, 2012-2016  
Awards Committee in ECU Psychology Department, 2010-2016  
Occupational Health Psychology Lab, ECU, 2009-2016  
ECU Psychology Chair Search Committee, 2012-2013  
Undergraduate Psychology Major Committee, ECU, 2011-2013  
Development of a mentoring training program for ECU's English Department, 2012  
Committee on the Status of Women, ECU, 2010-2011

## **PROFESSIONAL ACTIVITIES**

### **Professional Experiences**

President and Executive Coach, November 2011-2018  
*The Baranik Group, Raleigh, NC*  
Coach clients by facilitating goal-setting strategies, visualization, and action plans. Utilize most

recent advancements in the behavioral sciences. Apply expert knowledge of workplace behavior. Survey research and scale development.

Executive Coaching Consultant, 2008

*Executive MBA Program, University of Georgia, Athens, GA*

Reorganized coaching component of a leadership course by gathering feedback from participants, researching best practices, and implementing changes. Wrote, administered, and analyzed survey to assess coaching relationships. Executed coaching orientation for 30+ new and returning coaches.

Associate Selection Consultant, 2006-2007

*SHL (formerly PreVisor), Roswell, GA*

Led focus groups, conducted job analyses and enhanced selection consulting projects using web-based technology. Documented the most appropriate selection tests for broad job categories, as supported by internal and scholarly research.

### **Training and Development**

Georgia State University. Master Teaching Program, 2017

Organizational Behavior Teaching Society. Early Educator Institute, 2016.

Curran-Bauer Analytics. Multilevel Modeling, 2013.

NC State University. Business Coaching Certificate, 2011-2012.

### **PROFESSIONAL MEMBERSHIPS**

Academy of Management, 2006-current

Southern Management Association, 2008-2019

Society for Industrial and Organizational Psychology, 2004-current

American Psychological Association, 2004-2019

Society for Occupational Health Psychology, 2008-2019

North Carolina Industrial-Organizational Psychologists, 2009-2016

Atlanta Society for Applied Psychology, 2006-2009

### **REFERENCES**

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Relationship: Research colleague

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Email: [mccammons@ecu.edu](mailto:mccammons@ecu.edu)  
Relationship: Department Chair