

# **CHRISTOPHER W. BAUMAN**

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UNIVERSITY OF CALIFORNIA, IRVINE  
PAUL MERAGE SCHOOL OF BUSINESS  
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## **ACADEMIC POSITIONS**

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Associate Professor, Organization and Management Area, Merage School of Business,  
University of California, Irvine, 2017 – present.

Assistant Professor, Organization and Management Area, Merage School of Business,  
University of California, Irvine, 2011 – 2017.

Assistant Professor, Department of Management and Organization, Foster School of Business,  
University of Washington, 2008 – 2011.

Post-Doctoral Fellow and Visiting Assistant Professor, Dispute Resolution Research Center,  
Kellogg School of Management, Northwestern University, 2006 – 2008.

## **EDUCATION**

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Ph.D. Social Psychology, University of Illinois at Chicago  
M.A. Social Psychology, University of Illinois at Chicago  
B.S. Psychology, Zoology, University of Wisconsin–Madison

## **RESEARCH INTERESTS**

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Business ethics, corporate social responsibility, workplace diversity, negotiation, organizational justice

## **RESEARCH AWARDS**

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- Included in “Best Symposium” (2016) Organizational Behavior Division, Academy of Management
- Finalist for “Best Conference Paper” (2016) Strategic Management Society
- “Best Paper” -Top 10% of program- (2015) Conflict Management Division, Academy of Management
- Dean’s Scholar Fellowship (2005-2006) University of Illinois at Chicago
- Provost Award for Graduate Research (2005-2006) University of Illinois at Chicago

## **TEACHING AWARDS AND RECOGNITION**

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- Excellence in Teaching Award (2020) Full-time MBA, Merage School of Business
- Excellence in Teaching Award (2020) Executive MBA, Merage School of Business
- Excellence in Teaching Award (2019) Executive MBA, Merage School of Business
- Excellence in Teaching Award (2018) Health Care Executive MBA, Merage School of Business
- Excellence in Teaching Award (2018) Full-time MBA, Merage School of Business
- Excellence in Teaching Award (2018) Fully employed MBA, Merage School of Business
- Instructor of the Year (2017) Executive Education, Merage School of Business
- Excellence in Teaching Award (2017) Full-time MBA, Merage School of Business
- Excellence in Teaching Award (2017) Fully employed MBA, Merage School of Business
- Distinguished Assistant Professor Award for Teaching (2016-2017) University of California, Irvine
- Excellence in Teaching Award (2016) Full-time MBA, Merage School of Business

- Excellence in Teaching Award (2016) Fully employed MBA, Merage School of Business
- Excellence in Teaching Award (2015) Full-time MBA, Merage School of Business
- Excellence in Teaching Award (2015) Health Care Executive MBA, Merage School of Business
- Excellence in Teaching Award (2013) Full-time MBA, Merage School of Business
- Excellence in Teaching Award (2013) Fully employed MBA, Merage School of Business
- Excellence in Teaching Award (2012) Health Care Executive MBA, Merage School of Business
- Excellence in Teaching Award (2012) Full-time MBA, Merage School of Business
- Nominated for Instructor of the Quarter (2008) Undergraduate program, Foster School of Business
- Nominated for Professor of the Year (2008) Full-time MBA, Kellogg School of Management
- Nominated for Professor of the Year (2007) Full-time MBA, Kellogg School of Management

## PUBLICATIONS

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- Tierney, W., Hardy, J. H., III., Ebersole, C. R., Viganola, D., Clemente, E. G., Gordon, M., Hoogeveen, S., Haaf, J., Dreber, A., Johannesson, M., Pfeiffer, T., Huang, J. L., Vaughn, L. A., DeMarree, K.G., Igou, E., Chapman, H., Gantman, A., Vanaman, M., Wylie, J., Storbeck J., Andreychik, M. R., McPhetres, J., Culture and Work Morality Forecasting Collaboration, & Uhlmann, E. L. (2021). A creative destruction approach to replication: Implicit work and sex morality across cultures. *Journal of Experimental Social Psychology*, 93. (Member of Forecasting Collaboration).
- Hardin, A. E., Bauman, C. W., & Mayer, D. M. (2020). Show me the ... family: How photos of meaningful relationships reduce unethical behavior at work. *Organizational Behavior and Human Decision Processes*, 161, 93-108
- Featured in *Harvard Business Review* (see <https://hbr.org/2020/10/why-you-should-encourage-employees-to-display-family-photos-at-work>)
- Landy, J. F., Jia, M., Ding, I. L., Viganola, D., Tierney, W., Dreber, A., Johannesson, M., Pfeiffer, T., Ebersole, C. R., Gronau, Q. F., Ly, A., van den Bergh, D., Marsman, M., Derks, K., Wagenmakers, E., Proctor, A., Bartels, D. M., Bauman, C. W., Brady, W. J., Cheung, F., Cimpian, A., Dohle, S., Donnellan, M. B., Hahn, A., Hall, M. P., Jiménez-Leal, W., Johnson, D. J., Lucas, R. E., Monin, B., Montealegre, A., Mullen, E., Pang, J., Ray, J., Reiner, D. A., Reynolds, J., Sowden, W., Storage, D., Su, R., Tworek, C. M., Van Bavel, J. J., Walco, D., Wills, J., Xu, X., Yam, K. C., Yang, X., Cunningham, W. A., Schweinsberg, M., Urwitz, M., The Crowdsourcing Hypothesis Tests Collaboration, Uhlmann, E. L. (2020). Crowdsourcing hypothesis tests: Making transparent how design choices shape research results. *Psychological Bulletin*, 146, 451-479.
- Weber, L., & Bauman, C. W. (2019). The cognitive and behavioral impact of promotion and prevention contracts on trust in repeated exchanges. *Academy of Management Journal*, 62, 361-382.
- The authors contributed equally to this work
- Clark, C. J., Bauman, C. W., Kamble, S. V., & Knowles, E. D. (2017). Intentional sin and accidental virtue? Cultural differences in moral systems influence perceived intentionality. *Social and Personality Psychological Science*, 8, 74-82.
- Bauman, C. W., Tost, L. P., & Ong, M. (2016). Blame the shepherd not the sheep: Imitating higher-ranking transgressors mitigates punishment for unethical behavior. *Organizational Behavior and Human Decision Processes*, 137, 123-141.
- Schweinsberg, M., Madan, N., Vianello, M., Sommer, S. A., Jordan, J., Tierney, W., Awtrey, E., Zhu, L., Diermeier, D., Heinze, J., Srinivasan, M., Tannenbaum, D., Bivolaru, E., Dana, J., Davis-Stober, C. P., Du Plessis, C. Gronau, Q. F., Hafenbrack, A. C., Liao, E. Y., Ly, A., Marsman, M.,

- Murase, T., Qureshi, I., Schaerer, M., Thornley, N., Tworek, C. M., Wagenmakers, E.-J., Wong, L., Anderson, T., Bauman, C. W., Bedwell, W. L., Brescoll, V., Canavan, A., Chandler, J. J., Cheries, E., Cheryan, S., Cheung, F., Cimpian, A., Clark, M., Cordon, D., Cushman, F., Ditto, P. H., Donahue, T., Frick, S. E., Gamez-Djokic, M., Hofstein Grady, R., Graham, J., Gu, J., Hahn, A., Hanson, B. E., Hartwich, N. J., Hein, K., Inbar, Y., Jiang, L., Kellogg, T., Kennedy, D. M., Legate, N., Luoma, T. P., Maibeucher, H., Meindl, P., Miles, J., Mislin, A., Molden, D. C., Motyl, M., Newman, G., Ngo, H. H., Packham, H., Ramsay, P. S., Ray, J. L., Sackett, A. M., Sellier, A.-L., Sokolova, T., Sowden, W., Storage, D., Sun, X., Van Bavel, J. J., Washburn, A. N., Wei, C., Wetter, E., Wilson, C., Darroux, S.-C., & Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. *Journal of Experimental Social Psychology, 66*, 55-67.
- Skitka, L. J., Bauman, C. W., & Mullen, E. (2016). Morality and justice. In C. Sabbagh & M. Schmitt (Eds.) *Handbook of Social Justice Theory and Research* (pp. 407 - 423). New York, NY: Springer.
- Wisneski, D. C., Morgan, G. S., & Bauman, C. W. (2016). Moral responsibility. In A. Farazmand (Series Ed.) C. J. Jurkiewicz (Vol. Eds.), *Global Encyclopedia of Public Administration and Public Policy*. New York, NY: Springer.
- Bartels, D. M., Bauman, C. W., Cushman, F. A., Pizarro, D. A., & McGraw, A. P. (2015). Moral judgment and decision making. In G. Keren and G. Wu (Eds.), *The Wiley Blackwell Handbook of Judgment and Decision Making* (pp. 478-515). Chichester, UK: Wiley.
- Bauman, C. W., Trawalter, S., & Unzueta, M. M. (2014). Diverse according to whom? Racial group membership and concerns about discrimination shape diversity judgments. *Personality and Social Psychology Bulletin, 40*, 1354-1372.
- Bauman, C. W., McGraw, A. P., Bartels, D. M., & Warren, C. (2014). Revisiting external validity: Concerns about trolley problems and other sacrificial dilemmas in moral psychology. *Social and Personality Psychology Compass, 8*, 536-554.
- Bauman, C. W., & Mullen, E. (2014). Reconsidering motivation to blame and the distinction between private and public blame. *Psychological Inquiry, 25*, 197-200.
- Bauman, C. W., & Skitka, L. J. (2012). Corporate social responsibility as a source of employee satisfaction. *Research in Organizational Behavior, 32*, 63-86.
- Bauman, C. W., Wisneski, D., & Skitka, L. J. (2012). Cubist consequentialism: The pros and cons of an agent-patient template from morality. *Psychological Inquiry, 23*, 129-133.
- Young, M. J., Bauman, C. W., Chen, N., & Bastardi, A. (2012). The pursuit of missing information in negotiation. *Organizational Behavior and Human Decision Processes, 117*, 88-95.
- Bauman, C. W., & Skitka, L. J. (2010). Making attributions for behaviors: The prevalence of correspondence bias in the general population. *Basic and Applied Social Psychology, 32*, 269-277.
- Skitka, L. J., Bauman, C. W., & Lytle, B. L. (2009). Limits on legitimacy: Moral and religious convictions as constraints on deference to authority. *Journal of Personality and Social Psychology, 97*, 567-578.
- Bauman, C. W., & Skitka, L. J. (2009). Moral disagreement and procedural justice: Moral mandates as constraints to voice effects. *Australian Journal of Psychology, 61*, 40-49.

- Bartels, D. M., Bauman, C. W., Skitka, L. J., & Medin D. L. (Eds.) (2009). *Moral Judgment and Decision Making*, Vol. 50 in B. H. Ross (series editor), *The Psychology of Learning and Motivation*. San Diego, CA: Academic Press.
- Bauman, C. W., & Skitka, L. J. (2009). In the mind of the perceiver: Psychological implications of moral conviction. In B. H. Ross (Series Ed.) D. M. Bartels, C. W. Bauman, L. J. Skitka, & D. L. Medin (Vol. Eds.), *Psychology of Learning and Motivation, Vol. 50. Moral Judgment and Decision Making* (pp. 339-362). Burlington, MA: Academic Press.
- Bauman, C. W. (2008). Attitude strength. In P. J. Lavrakas (Ed.), *Encyclopedia of Survey Research Methods, Vol. 1* (p. 42). Thousand Oaks, CA: Sage Publications.
- Skitka, L. J., & Bauman, C. W. (2008). Is morality always an organizational good? A review of organizational justice theory and research. In D. Skarlicki, D. Steiner, & S. Gilliland (Eds.), *Research in Social Issues in Management: Vol. 6. Justice, Morality, and Social Responsibility* (pp. 1-28). Charlotte, NC: Information Age Publishing.
- Skitka, L. J., Bauman, C. W., & Lytle, B. L. (2008). Morality as a foundation of leadership and a constraint on deference to authority. In J. B. Ciulla (Series Ed.) C. L. Hoyt, G. G. Goethals, & D. R. Forsyth (Vol. Eds.), *Leadership at the Crossroads: Vol. 1. Leadership and Psychology* (pp. 300-314). Westport, CT: Praeger Press.
- Skitka, L. J., Bauman, C. W., & Mullen, E. (2008). Morality and justice: An expanded theoretical perspective and empirical review. In E. J. Lawler, S. R. Thye (Series Eds.) K. A. Hegtvedt, & J. Clay-Warner (Vol. Eds.), *Advances in Group Processes: Vol. 25. Justice* (pp. 1-27). Oxford, UK: Emerald.
- Skitka, L. J., & Bauman, C. W. (2008). Moral conviction and political engagement. *Political Psychology, 29*, 29-54.
- Bauman, C. W., & Skitka, L. J. (2006). Ethnic group differences in lay philosophies of behavior in the United States. *Journal of Cross-Cultural Psychology, 37*, 438-445.
- Skitka, L. J., Bauman, C. W., Aramovich, N., & Morgan, G. S. (2006). Confrontational and preventative policy responses to terrorism: Anger wants a fight and fear wants “them” to go away. *Basic and Applied Social Psychology, 28*, 375-384.
- Skitka, L. J., Bauman, C. W., & Sargis, E. (2005). Moral conviction: Another determinant of attitude strength, or something more? *Journal of Personality and Social Psychology, 88*, 895-917.
- Skitka, L. J., Bauman, C. W., & Mullen, E. (2004). Political tolerance and coming to psychological closure following the September 11, 2001 terrorist attacks. *Personality and Social Psychology Bulletin, 30*, 743-756.
- Larson, J. R., Jr., Sargis, E., & Bauman, C. W. (2004). Shared knowledge and subgroup influence during decision-making discussions. *Journal of Behavioral Decision Making, 17*, 1-18.
- Mullen, E., Bauman, C. W., & Skitka, L. J. (2003). Avoiding the pitfalls of politicized psychology. *Analyses of Social Issues and Public Policy, 3*, 171-176.

## INVITED TALKS

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University of Illinois at Chicago, Department of Psychology  
University of California, Riverside, School of Business  
University of California, Irvine, Department of Psychology and Social Behavior  
University of Utah, Eccles School of Business  
Carnegie Mellon University, Tepper School of Business  
UCLA, Anderson School of Management  
IMD Business School  
Oregon State University, College of Business  
University of Southern California, Marshall School of Business  
University of California, Irvine, School of Social Ecology  
University of California, Irvine, Department of Psychology and Social Behavior  
University of Washington, Evans School of Public Policy  
University of Washington, Department of Psychology  
University of Illinois at Urbana-Champaign, College of Business  
University of California, Irvine, Paul Merage School of Business  
University of Central Florida, Behavioral Ethics Workshop  
International Association for Conflict Management, Negotiation Workshop  
University of Washington, Department of Psychology  
UCLA, Department of Psychology  
London School of Business  
McGill University, Desautels Faculty of Management  
University of North Carolina at Chapel Hill, Kenan-Flagler Business School  
UCLA, Anderson School of Management  
University of Washington, Foster School of Business  
International Round Table on Innovations in Organizational Justice, Tucson, AZ  
Kellogg School of Management, Dispute Resolution Research Center  
Ohio State University at Mansfield, Department of Psychology  
Singapore Management University, School of Social Sciences  
University of Wisconsin–Madison, Department of Psychology

## CONFERENCE PRESENTATIONS

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- Bauman, C. W., Weber, L., & Kim, J. (2021, September). *Prevention-bias in contracting: Exchange participation under prevention and promotion contracts*. Strategic Management Society.
- McEntee, J., Bromiley, P., & Bauman, C. W. (2021, September). *Ethnic representation and board arrivals*. Strategic Management Society.
- Bauman, C. W., Helzer, E. G., & Lee, J. (2020, August). Embracing pluralism to enrich theories of ethics and ethical decision-making. *Academy of Management Conference*.
- Bauman, C. W., & Lee, J. (2020, August). CSR alignment with the core business promotes employees' attributions of morality and organizational commitment. *Academy of Management Conference*.
- Bauman, C. W., Morton, J., Lourie, B., & Bromiley, P. (2020, August). Tokenism at the top: How existing ethnic diversity influences entrances to top management teams. *Academy of Management Conference*.

- Zhu, Y. L., Bauman, C. W., & Young, M. J. (2020, March). Unlocking creative potential: Reappraising emotional events facilitates creativity for conventional thinkers. *Western Academy of Management Conference*. (Accepted for presentation; conference cancelled due to COVID-19)
- Bauman, C. W., Morton, J., Lourie, B., & Bromiley, P. (2020, March). Tokenism at the top: How existing ethnic diversity influences entrances to top management teams and firm performance. *Western Academy of Management Conference*. (Accepted for presentation; conference cancelled due to COVID-19)
- Weber, L., & Bauman, C. W. (2019, November). A role for optimism and prevention in contracting. *Stanford Law-IACCM Academic Symposium*, Stanford, CA.
- Weber, L., & Bauman, C. W. (2019, November). Leadership and influence – what’s holding us back? *International Association for Contract & Commercial Management Americas Conference*, Phoenix, AZ.
- Weber, L., & Bauman, C. W. (2019, November). Conveying security and optimism through contracts. *International Association for Contract & Commercial Management Americas Conference*, Phoenix, AZ.
- Keynote address
- Zhu, L. Y. & Bauman, C. W. (2019, August). Reappraising emotional events facilitates creativity. *Academy of Management*, Boston, MA.
- Weber, L., & Bauman, C. W. (2019, July). Conveying security and optimism through contracts. *International Association for Contract & Commercial Management Asia Pacific Conference*, Sydney, Australia.
- Keynote address
- Weber, L., & Bauman, C. W. (2019, April). Conveying security and optimism through contracts. *International Association for Contract & Commercial Management Europe Conference*, Madrid, Spain.
- Keynote address
- Bauman, C. W. (2018, October). *The antecedents of morality/ethics and the malleability of ethical beliefs using the #metoo movement as a motivating example*. California Theory Workshop on Organizations and Organizing, Irvine, CA.
- Bauman, C. W. (2018, August). Symposium discussant: *Morality in Organizations*. Academy of Management, Chicago, IL.
- Bauman, C. W., & Weber, L. (2018, April). *The effects of promotion and prevention contracts on trust and cooperation*. Kellogg Culture and Negotiation Conference, Evanston, IL.
- Weber, L., & Bauman, C. W. (2016, November). *The impact of promotion and prevention contracts on trust and cooperation in repeated exchanges: An experimental investigation*. INFORMS, Nashville, TN.
- Weber, L., & Bauman, C. W. (2016, September). *The impact of promotion and prevention contracts on trust in repeated exchanges: An experimental investigation*. Strategic Management Society, Berlin.
- Finalist for Best Paper Award

- Bauman, C. W. (2016, August). Symposium discussant: *New directions in negotiation research*. Academy of Management, Anaheim, CA.
- Mayer, D. M., Hardin, A. E., & Bauman, C. W. (2016, August). *What's in your office? How photos of close others can reduce unethical behavior at work*. Academy of Management, Anaheim, CA.  
 ▪ Part of the "Best Symposium," Organizational Behavior Division
- Weber, L., & Bauman, C. W. (2016, August). *An experimental investigation of the effect of contract frames on trust in repeated exchanges*. Academy of Management, Anaheim, CA.
- Weber, L., & Bauman, C. W. (2016, June). *Contracting for innovation: The effects of prevention and promotion contracts on cooperation and trust*. Strategic Management Society Special Conference on Strategy Challenges in the 21<sup>st</sup> Century: Innovation, Entrepreneurship and Coopetition, Rome, Italy.
- Bauman, C. W., Schweinsberg, M., Madan, N., & Uhlmann, E. L. (2016, January). *The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline*. Society for Personality and Social Psychology, San Diego, CA.
- Bauman, C. W. (2015, August). *Diversity, justice, and recruitment success*. Academy of Management, Vancouver, BC.
- Bauman, C. W. (2015, August). *On the strategic use of range offers in negotiations*. Academy of Management, Vancouver, BC.  
 ▪ Recognized as a "Best Paper" (top 10% of the program), Conflict Management Division
- Bauman, C. W., Ong, M., & Tost, L. (2015, August). *Blame the shepherd not the sheep: Imitating leaders absolves subordinates of moral responsibility*. Academy of Management, Vancouver, BC.
- Weber, L., & Bauman, C. W. (2015, May). *The effects of prevention and promotion contracts on trust in on-going exchange relationships*. Atlanta Competitive Advantage Conference, Atlanta, GA.
- Bauman, C. W. (2014, November). *On the use of range offers in negotiations*. Society for Judgment and Decision Making, Long Beach, CA.
- Bauman, C. W., McGraw, A. P., Bartels, D. M., & Warren, C. (2012, November). *Trolleyology: On the misappropriation of a thought experiment*. Society for Judgment and Decision Making, Minneapolis, MN.
- Bauman, C. W., & Trawalter, S. (2012, August). *Diversity as a social perception: Understanding differences in perceived diversity and its consequences for organizational attractiveness*. Academy of Management, Boston, MA.
- Swaab, R. I., Bauman, C. W., & Höhne, B. (2012, July). *Boon or Bane? Typing Speed in Online Negotiations*. International Association for Conflict Management, Cape Town, South Africa.
- Bauman, C. W., McGraw, A. P., Bartels, D. M., & Warren, C. (2012, January). *Trolleyology: On the misappropriation of a thought experiment*. Society for Personality and Social Psychology, San Diego, CA.
- Bauman, C. W., & Sivanathan, N. (2010, August). *Power, status, and social hierarchy*. Academy of Management, Montreal, Canada.

- Jung, H., Young, M. J., & Bauman, C. W. (2010, June). *What helps women ask for more? The role of incidental fear in the initiation of negotiation*. International Association for Conflict Management, Boston, MA.
- Skitka, L. J., Bauman, C. W., & Lytle, B. L. (2009, June). *Limits on legitimacy: Moral and religious convictions as constraints on deference to authority*. International Association for Conflict Management, Kyoto, Japan.
- Bauman, C. W., & Sivanathan, N. (2008, August). *Drunk on power, but sober on status: Investigating responsiveness to structural changes in social relationships*. International Society for Justice Research, Adelaide, Australia.
- Bauman, C. W., & Skitka, L. J. (2007, July). *Procedural and moral influences on perceptions of fairness and group rejection*. International Association for Conflict Management, Budapest, Hungary.
- Mullen, E., Galinsky, A., Bauman, C. W., & Chow, R. (2007, July). *Power and perceptions of justice*. International Association for Conflict Management, Budapest, Hungary.
- Lytle, B., Skitka, L. J., & Bauman, C. W. (2007, June). *Cognitive and affective influences on fairness appraisals*. Association for Psychological Science, Washington, D.C.
- Morgan, G. S., Skitka, L. J., Bauman, C. W., & Aramovich, N. P. (2007, January). *Confrontational and preventative policy responses to terrorism: Anger wants a fight and fear wants "them" to go away*. Society for Personality and Social Psychology, Memphis, TN.
- Rasinski, K., Bauman, C. W., & Eaton, A. (2007, January). *Effects of semantic priming on judgments about drinking behavior: A test of Weiner's model*. Society for Personality and Social Psychology, Memphis, TN.
- Bauman, C. W. (2006, August). *Procedural and moral influences on perceptions of fairness and group rejection*. International Society for Justice Research, Berlin, Germany.
- Bauman, C. W., & Skitka, L. J. (2006, August). *Testing the generalizability of the moral mandate effect under conditions of personal voice*. International Society for Justice Research, Berlin, Germany.
- Aramovich, N. P., & Bauman, C. W. (2006, May). *Understanding political tolerance after September 11, 2001: The role of fear, anger, and threat on authoritarianism*. Association for Psychological Science, New York, NY.
- Skitka, L. J., & Bauman, C. W. (2006, April). *Moral conviction as a political motivator: Does it lead to a conservative electoral advantage?* Social Psychologists of Chicago, Chicago, IL.
- Bauman, C. W. (2006, January). *The irresistible force of fair procedures and the immovable object of moral conviction: Examining influences on fairness judgments and decision acceptance*. Society for Personality and Social Psychology, Palm Springs, CA.
- Bauman, C. W., & Skitka, L. J. (2005, May). *Thou shall, or thou shalt not: Exploring the relative prevalence of proscriptive and prescriptive moral convictions*. Midwestern Psychological Association, Chicago, IL.



- Bauman, C. W., & Skitka, L. J. (2005, January). *Thou shall, or shalt not: Exploring the relative prevalence of proscriptive and prescriptive moral convictions*. Society for Personality and Social Psychology, New Orleans, LA.
- Bauman, C. W., & Skitka, L. J. (2004, October). *Moral conviction: Is it more than attitude strength?* Society for Experimental Social Psychology, Fort Worth, TX.
- Bauman, C. W., & Skitka, L. J. (2004, June). *The effect of moral injustice on preferred social distance*. International Society for Justice Research, Regina, SK, Canada.
- Skitka, L. J., Bauman, C.W., & Mullen, E. (2003, October). *When terrorists strike: anger, fear, and their consequences on political tolerance*. Society for Experimental Social Psychology: Boston, MA.
- Skitka, L. J., & Bauman, C. W. (2003, June). *Beyond strong attitudes: Moral conviction predicts reactions to changes in public policy*. American Psychological Association, Atlanta, GA.
- Skitka, L. J., & Bauman, C. W. (2003, January). *The effects of moral conviction on justice reasoning: Special or reducible to biased assimilation?* Society for Personality and Social Psychology, Los Angeles, CA.
- Bauman, C. W., Mullen, E., & Skitka, L. J. (2003, January). *The likeability heuristic and assessing political orientation: Validation of a likes and dislikes measure of political orientation*. Society for Personality and Social Psychology, Los Angeles, CA.
- Skitka, L. J., Bauman, C. W., & Mullen, E. (2003, January). *With malice toward some and charity toward others: Support for civil liberties and psychological closure following September 11*. Society for Personality and Social Psychology, Los Angeles, CA.
- Bauman, C. W., & Skitka, L. J. (2002, June). *Moral conviction as a predictor of perceived fairness of proposed solutions to the 2000 presidential election impasse in the United States*. International Society for Justice Research, Skövde, Sweden.
- Larson, J. R., Jr., Sargis, E., & Bauman, C. W. (2002, May). *Shared knowledge and subgroup influence during decision-making discussions*. Midwestern Psychological Association, Chicago, IL.
- Bauman, C. W., Skitka, L. J. & Scher, S. (2002, January). *Moral mandates and strong attitudes: Are they different?* Society for Personality and Social Psychology, Savannah, GA.

## **MEDIA MENTIONS**

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- Guns, like cigarettes, are legal products that kill people. That's not OK. October 6, 2017. *Los Angeles Times, Chicago Tribune*
- Breaking the rules: Employees can get away with unethical behavior when they imitate higher-ups. October 26, 2016. *Toronto Sun*.
- Employees can get away with unethical behavior when they imitate higher-ups. October 18, 2016. *Science Daily*.
- How new technology is illuminating a classic ethical dilemma. June 8, 2016. *Wall Street Journal*.

How to make psychology studies more reliable: A new way for the field to address its replication crisis. March 31, 2016. *The Atlantic*.

Failure is moving science forward. March 24, 2016. *FiveThirtyEight*.

Would you pull the trolley switch? Does it matter? October 9, 2015. *The Atlantic*.

He found you a date. Can he fix your credit? June 2, 2015. *Orange County Register*.

Who defines diversity in the workplace? Sept. 2, 2014. *Main Street*.

Diversity is in the eye of the beholder. Aug. 20, 2014. *Pacific Standard*.

What does 'diversity' mean to you? The answer may depend on your race. Aug. 8, 2014. *Science Daily*.

Is one of the most popular psychology experiments worthless? Jul. 24, 2014. *The Atlantic*.

Death of the trolley problem: Ethicists argue for an end to everyone's favorite moral dilemma. Jul. 4, 2014. *Medical Daily*.

Is it moral to laugh when innocent people die? Psychological 'sacrificial dilemma' experiments may have outlived their usefulness. Jul. 2, 2014. *Science Daily*.

All take, no give: All lose. Oct. 17, 2013. *Orange County Register*.

The importance of corporate social responsibility for employee well-being. Jan. 30, 2013. *I/O at Work: Bringing the Science behind HR to You*.

Grounds for judgment. Aug. 27, 2011. *Indianapolis Star*.

Women: Want a raise? May 25, 2010. *BNET On Leadership*.

Uncommon knowledge: Surprising insights from the social sciences. Feb. 10, 2008. *Boston Globe*

## **PROFESSIONAL SERVICE**

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### **ACADEMIC CONFERENCES ORGANIZED**

van den Bos, K., Mayer, D., & Bauman, C. W. (2012, January). Morality and Justice Pre-conference at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

Bauman, C. W., & van den Bos, K. (2011, January). Morality and Justice Pre-conference at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Bauman, C. W., & van den Bos, K. (2010, January). Justice and Morality Pre-conference at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

Bauman, C. W., Carlsmith, K., & Mullen, E. (2009, February). Justice and Morality Pre-conference at the annual meeting of the Society for Personality and Social Psychology, Tampa, FL.

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