

CONNIE R. WANBERG

Center for Human Resources and Labor Studies
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Education

- Ph.D.** Industrial/Organizational Psychology, Iowa State University, Ames, IA. May 1992.
- M.S.** Industrial-Organizational Psychology, Iowa State University, Ames, IA. August 1990.
- B.S.** Psychology, Moorhead State University, Moorhead, MN. May 1988. Minor--Management.

Academic Positions

Industrial Relations Faculty Excellence Chair and Professor of Human Resources and Industrial Relations,

Human Resources and Industrial Relations, Industrial Relations Center, University of Minnesota, (9/96-present; promoted from Assistant to Associate in May, 2000; Promoted from Associate to Full in May, 2005). Graduate classes taught include leadership, human resources, staffing, training, and employee development, organizational behavior, and research methods. Member of adjunct faculty in the Department of Psychology.

Taught in summer 1999 CSOM program at Université Jean Moulin in Lyon, France.

Taught in summer 2004 Global Campus Program at the Fundación Ortega y Gasset in Toledo, Spain.

Taught fall 2004 in CHEMBA (Chinese Executive MBA) program in Guangzhou, China.

Taught IBUS 3021 spring 2010 in Brisbane and Sydney, Australia.

Guest of the Faculty of Social and Behavioral Sciences, University of Amsterdam, Sept 2010-Jan 2011.

Associate Dean of Undergraduate Programs. Carlson School of Management, University of Minnesota, (5/1/11 to 10/31/12).

Director, Industrial Relations Center and Chair, Department of Human Resources and Industrial Relations,

University of Minnesota (7/2006-7/2009 both roles and 6/2018 to 6/2019 department chair only).

Assistant Professor, Psychology Department, Kansas State University (KSU) (8/92-5/96).

Undergraduate classes taught included general psychology, industrial psychology, I/O psychological technician lab, and psychological testing. Graduate classes taught included vocational psychology, performance appraisal, and training. Class sizes ranged from four students to 250 students.

Project Manager, Health and Behavior Research Project, Iowa State University (8/91-5/92).

Managed NIMH-funded (\$965,000) longitudinal study of adolescent risk behaviors. Coordinated research activities, including recruitment of 1200 participant families, development of questionnaires, data entry, and data analysis. Supervised ten graduate and undergraduate research assistants.

Wanberg Program of Research

I am a consummate scientist practitioner. My work asks practical questions and employs high methodological rigor, including time intensive longitudinal and multimethod designs.

One predominant theme of my research is on job search, organizational layoffs, predictors of reemployment speed and quality, and employee onboarding. My work in this arena has focused on several important questions such as: (a) What factors and job search methods predict job search success? (b) How does job search change over time? (c) What challenges are experienced by job seekers during the job search? (d) What types of interventions help job seekers find (good) jobs faster? (e) Is there discrimination during job search? And (f) How can you get new employees up to speed quickly and satisfied at the same time? I use current problems to inform my work. There have been many resulting applications, including the design and use of a profiling system to identify job seekers at risk of reduced reemployment speed and quality that was used for years by the Minnesota Department of Employment and Economic Development and adapted by several other agencies. Other applications include understanding the recruiting experience from the applicant side (used by the Ladders.com), preparing individuals for organizational exit (used by the Department of Defense), and understanding pros and cons of unemployment insurance costs for employers and governments (used by agencies linked to the Department of Labor). I am currently engaged in a study of the implications of the COVID-19 pandemic for individuals moving in and out of the workforce.

My research has also focused on other issues related to individual level career success. These issues include onboarding and employee socialization, the characteristics of successful formal mentoring programs, coping with organizational change, expatriate adjustment, and predictors of employee turnover. These topics have similarly involved application in companies. As an example, my work on mentoring involved a multiple year collaboration with MENTTIUM Corporation.

Honors and Awards

- Society for Industrial and Organizational Psychology Schmidt-Hunter Meta-Analysis Award (2020)
- 2018 Top 50 Undergraduate Professors Poets & Quants (<https://z.umn.edu/wanbergpoets>)
- Fellow, Society for Industrial and Organizational Psychology and American Psychological Association (2007-present)
- Fellow, Academy of Management (2021)
- Among the most influential authors cited in organizational behavior, human resource management, strategy, and general management textbooks: Aguinis, H., Ramani, R. S., Alabduljader, N., Bailey, J. R., & Lee, J. (2019). A pluralist conceptualization of scholarly impact in management education: Students as stakeholders. *Academy of Management Learning and Education*, 18(1), 11–42. <https://z.umn.edu/wanbergAMLE>
- Academy of Management International Human Resource Management Scholarly Research Award (2017)
- Among the most influential management scholars who received their degrees since 1991 based on impact metrics inside and outside of the Academy of Management: Aguinis, H., Suárez-González, I., Lannelongue, G., & Joo, H. (2012). Scholarly impact revisited. *Academy of Management Perspectives*, 26(2), 105–132. <https://doi.org/10.5465/amp.2011.0088>
- Outstanding Research Award, Carlson School of Management, University of Minnesota (2015)
- Scholarly Achievement Award Academy of Management Human Resources Division (2011)
- Scientist/Practitioner Research Award: TheLadders.com (2009)
- Curtis L. Carlson Professor of Human Resources and Industrial Relations (2002-2006)

- Among top published women in *Journal of Applied Psychology* and *Personnel Psychology* during the 1990s: Ones, D. S., & Viswesvaran, C. (2000). *The Industrial-Organizational Psychologist*, 37(4), 26–32.
- Herbert G. Heneman, Jr. Distinguished Teaching Award presented in recognition of teaching excellence (2000)
- Institute for Social and Behavioral Research Faculty Research Fellow, Kansas State University (1993)

Refereed Publications

1. Van Hooft, E. A. J., Kammeyer-Mueller, J. D., Wanberg, C. R., Basbug, G. & Kanfer, R. (2021). Job search and employment success: A quantitative review and future research agenda. *Journal of Applied Psychology*, 106, 674-713. <https://doi.org/10.1037/apl0000675>
2. DeOrtentiis, P. S., Van Iddekinge, C. H., & Wanberg, C. R. (2021). Different starting lines, different finish times: The role of social class in the job search process. *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/apl0000915>
3. Wanberg, C. R., Van Hooft, E. A. J., Dossinger, K., van Vianen, A. E. M., & Klehe, U. (2020). How strong is my safety net? Perceived unemployment insurance generosity and implications for job search, mental health, and reemployment. *Journal of Applied Psychology*, 105(3), 209–229. <https://doi.org/10.1037/apl0000435>
Media mentions: [Star Tribune August 10, 2019](#).
4. Wanberg, C. R., Ali, A., & Csillag, B. (2020). The process and experience of looking for a job. *Annual Review of Organizational Psychology and Organizational Behavior*, 7, 315–337. <https://doi.org/10.1146/annurev-orgpsych-012119-044939>
5. Wanberg, C. R., Van Hooft, E. A. J., Liu, S., & Csillag, B. (2020). Can job seekers achieve more through networking? The role of networking intensity, self-efficacy, and proximal benefits. *Personnel Psychology*. <https://doi.org/10.1111/peps.12380> *This study developed and evaluated a free access online networking intervention for job seekers. See <https://jobstudy.csom.umn.edu/>
6. Wanberg, C.R., Csillag, B., Douglass, R.P., Zhou, L., & Pollard, M.S. (2020). Socioeconomic status and well-being during COVID-19: A resource based examination. *Journal of Applied Psychology*, 105, 1282-1396. Profiled in multiple media channels including [Forbes](#).
7. Kniffin, K., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S., Bakker, A., Bamberger, P., Bapuji, H., Bhawe, D., Choi, V., Creary, S., Demerouti, E., Flynn, F., Gelfand, M., Greer, L., Johns, G., Kesebir, S., Klein, P., Lee, S., Ozelik, H., Petriglieri, J., Rothbard, N., Rudolph, C., Shaw, J., Sirola, N., Wanberg, C., Whillans, A., Wilmot, M., van Vugt, Mark. (2020). COVID-19 and the Workplace: Implications, Issues, and Insights for Future Research and Action. *American Psychologist*. <https://doi.org/10.1037/amp0000716>
8. Trzebiatowski, T. M., Wanberg, C. R., & Dossinger, K. (2020). Unemployed needn't apply: Unemployment status, legislation, and interview requests. *Journal of Management*, 46, 1380-1407. <https://doi.org/10.1177/0149206318823952>
9. Wilmot, M. P., Wanberg, C. R., Kammeyer-Mueller, J. D., Ones, D. S. (2019). Extraversion advantages at work: A quantitative review and synthesis of the meta-analytic evidence. *Journal of Applied Psychology*, 104(12), 1447–1470. <https://doi.org/10.1037/apl0000415> Media mentions: *Psychology Today* October 11, 2019; *Forbes* June 10, 2019.
10. Dossinger, K., Wanberg, C. R., Choi, Y., & Leslie, L. M. (2019). The beauty premium. The role of organizational sponsorship in the relationship between physical attractiveness and early career salaries. *Journal of Vocational Behavior*, 112, 109–121. <https://doi.org/10.1016/j.jvb.2019.01.007>
11. Wang, M. & Wanberg, C. R. (2017). 100 years of applied psychology research on individual careers: From

- career management to retirement. *Journal of Applied Psychology*, 102(3), 546–563.
<https://doi.org/10.1037/apl0000143>
12. Zhu, J., Wanberg, C. R., Harrison, D. A., & Diehn, E. W. (2016). Ups and downs of the expatriate experience? Understanding work adjustment trajectories and career outcomes. *Journal of Applied Psychology*, 101(4), 549–568. <https://doi.org/10.1037/apl0000073>
 13. Wanberg, C. R., Kanfer, R., Hamman, D. J., & Zhang, Z. (2016). Age and reemployment success after job loss: An integrative model and meta-analysis. *Psychological Bulletin*, 142(4), 400–426.
<https://doi.org/10.1037/bul0000019> *Media mentions: New York Times January 1, 2016; New York Times September 26, 2015; Forbes August 5, 2015; Psychology Today July 20, 2015, USA Today July 20, 2015. Also received the SIOP 2020 Schmidt-Hunter Meta-Analysis Award.*
 14. Kammeyer-Mueller, J., Wanberg, C., Rubenstein, A., & Song, Z. (2013). Support, undermining, and newcomer socialization: Fitting in during the first 90 days. *Academy of Management Journal*, 56(4), 1104–1124.
<https://doi.org/10.5465/amj.2010.0791>
 15. Wanberg, C. R., Zhu, J., Kanfer, R., & Zhang, Z. (2012). After the pink slip: Applying dynamic motivation frameworks to the unemployment experience. *Academy of Management Journal*, 55(2), 261–264.
<https://doi.org/10.5465/amj.2010.0157>
 16. Wanberg, C., Basbug, G., Van Hooft, E. A. J., & Samtani, A. (2012). Navigating the black hole: Explicating layers of job search context and adaptational responses. *Personnel Psychology*, 65(4), 887–926.
<https://doi.org/10.1111/peps.12005> **This piece of research involved collaboration with (and was funded by) a large job placement firm, TheLadders.com. The article portrays the selection process from the view of the job seeker, and elucidates common applicant frustrations that shed poor light on employing organizations. The findings were used by TheLadders.com to educate recruiters and interviewers.*
 17. Wanberg, C. R. (2012). The individual experience of unemployment. *Annual Review of Psychology*, 63, 369–396. <https://doi.org/10.1146/annurev-psych-120710-100500> **This invited review has been used by the scientific as well as by the practitioner community. As one example of the latter, JVS, a workforce development organization in the San Francisco Bay area used this review as a basis for their design of a program to help employ the long term unemployed (Jamie Austin, Vice President, Finance and Operations, JVS).*
 18. Van Hooft, E. A. J., Wanberg, C. R., & Van Hooft, G. (2012). Moving beyond job search quantity: Towards a conceptualization and self-regulatory framework of job search quality. *Organizational Psychology Review*, 3(1), 3–40. <https://doi.org/10.1177/2041386612456033>
 19. Wanberg, C. R., & Zhu, J., & van Hooft, E. A. J. (2010). The job-search grind: Perceived progress, self-reactions, and self-regulation of search effort. *Academy of Management Journal*, 53(4), 788–807.
<https://doi.org/10.5465/amj.2010.52814599> **Winner of the 2011 Academy of Management Scholarly Achievement Award, HR Division and Finalist for the Academy of Management Journal Best Paper Award.*
 20. Wanberg, C. R., Zhang, Z., & Diehn, E. W. (2010). Development of the “Getting Ready for Your Next Job” inventory for unemployed individuals. *Personnel Psychology*, 63(2), 439–478. <https://doi.org/10.1111/j.1744-6570.2010.01177.x> **This inventory was modified and used for many years by the State of Minnesota with job seekers applying for unemployment insurance. It was also used as the basis for an assessment by the Ladders.com, and has been adapted for use internationally by unemployment agencies abroad.*
 21. Welsh, E. T., & Wanberg, C. R. (2009). Launching the post-college career: A study of mentoring antecedents. *Journal of Vocational Behavior*, 74(3), 257–263. <https://doi.org/10.1016/j.jvb.2008.12.001>
 22. Wanberg, C. R., Welsh, E. T., & Kammeyer-Mueller, J.D. (2007). Protégé and mentor self-disclosure: Levels and outcomes within formal mentoring dyads in a corporate context. *Journal of Vocational Behavior*, 70(2), 398–412. <https://doi.org/10.1016/j.jvb.2007.01.002>

23. Wanberg, C.R., Kammeyer-Mueller, J.D., & Marchese, M. (2006). Mentor and protégé predictors and outcomes of mentoring in a formal mentoring program. *Journal of Vocational Behavior*, 69(3), 410–423. <https://doi.org/10.1016/j.jvb.2006.05.010> *Information used by local company, MENTTIUM, in mentoring program design and training.
24. Song, Z., Wanberg, C.R., Niu, X., & Xie, Y. (2006). Action-state orientation and the theory of planned behavior: A study of job search in China. *Journal of Vocational Behavior*, 68(3), 490–503. <https://doi.org/10.1016/j.jvb.2005.11.001>
25. Kammeyer-Mueller, J. D., Wanberg, C. R., Glomb, T. M., & Ahlburg, D. (2005). Turnover processes in a temporal context: It's about time. *Journal of Applied Psychology*, 90(4), 644–558. <https://doi.org/10.1037/0021-9010.90.4.644>
26. Wanberg, C. R., Glomb, T. M., Song, Z., & Sorenson, S. (2005). Job-search persistence during unemployment: A ten wave longitudinal study. *Journal of Applied Psychology*, 90(3), 411–430. <https://doi.org/10.1037/0021-9010.90.3.411>
27. McKee-Ryan, F., Song, Z., Wanberg, C. R., & Kinicki, A. J. (2005). Psychological and physical well-being during unemployment: A meta-analytic study. *Journal of Applied Psychology*, 90(1), 53–76. <https://doi.org/10.1037/0021-9010.90.1.53> *Current citation count 6/27/2021 is 4631. Most highly cited paper in *Journal of Applied Psychology* on the topic of careers (Wang & Wanberg, 2017). As of January/February 2015, "this article had received enough citations to place it in the top 1% of Psychiatry/psychology based on a highly cited threshold for the field and publication year" *Web of Science* 7/8/2015
28. Stellmack, A. L., Wanberg, C. R., & Kammeyer-Mueller, J. (2003). Transitions off welfare: An examination of demographic, socioeconomic, and motivational predictors. *Industrial Relations*, 42(4), 623–649. <https://doi.org/10.1111/1468-232X.00309>
29. Welsh, E. T., Wanberg, C. R., Brown, K. G., & Simmering, M. J. (2003). E-learning: Emerging uses, empirical results, and future directions. *International Journal of Training and Development*, 7(4), 245–258. <https://doi.org/10.1046/j.1360-3736.2003.00184.x>
30. Kammeyer-Mueller, J. D. & Wanberg, C. R. (2003). Unwrapping the organizational entry process: Disentangling multiple antecedents and their pathways to adjustment. *Journal of Applied Psychology*, 88(5), 779–794. <https://doi.org/10.1037/0021-9010.88.5.779>
31. Wanberg, C. R., Hough, L. M., & Song, Z. (2002). Predictive validity of a multidisciplinary model of reemployment success. *Journal of Applied Psychology*, 87(6), 1100–1120. <https://doi.org/10.1037/0021-9010.87.6.1100> *Study used by Minnesota Department of Employment and Economic Development for educating reemployment assistance coordinators and legislators on factors associated with reemployment speed and for the basis of a profiling model to identify job seekers who may have difficulties finding work.
32. Kanfer, R., Wanberg, C. R., & Kantrowitz, T. M. (2001). Job search and employment: A personality-motivational analysis and meta-analytic review. *Journal of Applied Psychology*, 86(5), 837–855. <https://doi.org/10.1037/0021-9010.86.5.837>
33. Wanberg, C. R., Kanfer, R., & Banas, J. T. (2000). Predictors and outcomes of networking intensity among unemployed job seekers. *Journal of Applied Psychology*, 85(4), 491–503. <https://doi.org/10.1037/0021-9010.85.4.491>
34. Wanberg, C. R., & Kammeyer-Mueller, J. D. (2000). Predictors and outcomes of proactivity in the socialization process. *Journal of Applied Psychology*, 85(3), 373–385. <https://doi.org/10.1037/0021-9010.85.3.373>
35. Wanberg, C. R., & Banas, J. T. (2000). Predictors and outcomes of openness to changes in a reorganizing workplace. *Journal of Applied Psychology*, 85(1), 132–142. <https://doi.org/10.1037/0021-9010.85.1.132>

36. Wanberg, C.R., Kanfer, R., & Rotundo, M. (1999). Unemployed individuals: Motives, job-search competencies, and job-search constraints as predictors of job seeking and reemployment. *Journal of Applied Psychology, 84*(6), 897–910. <https://doi.org/10.1037/0021-9010.84.6.897>
37. Wanberg, C. R., Gavin, M. B., & Bunce, L. W., (1999). Perceived fairness of layoffs among individuals who have been laid off: A longitudinal study. *Personnel Psychology, 52*(1), 59–84. <https://doi.org/10.1111/j.1744-6570.1999.tb01813.x>
38. Wanberg, C. R., Carmichael, H. D., & Downey, R. G. (1999). Satisfaction at last job and unemployment: A new look. *Journal of Organizational Behavior, 20*(1), 121–131. [https://doi.org/10.1002/\(SICI\)1099-1379\(199901\)20:1%3C121::AID-JOB870%3E3.0.CO;2-6](https://doi.org/10.1002/(SICI)1099-1379(199901)20:1%3C121::AID-JOB870%3E3.0.CO;2-6)
39. Wanberg, C. R. (1997). Antecedents and outcomes of coping behaviors among unemployed and reemployed individuals. *Journal of Applied Psychology, 82*(5), 731–744. <https://doi.org/10.1037/0021-9010.82.5.731>
40. Wanberg, C. R., Griffiths, R. F., & Gavin, M. B. (1997). Time structure and unemployment: A longitudinal investigation. *Journal of Occupational and Organizational Psychology, 70*(1), 75–95. <https://doi.org/10.1111/j.2044-8325.1997.tb00632.x>
41. Lucas, J. L., Wanberg, C. R., & Zytowski, D. G. (1997). Development of a career task self-efficacy scale: The Kuder Task Self-Efficacy Scale. *Journal of Vocational Behavior, 50*(3), 432–459. <https://doi.org/10.1006/jvbe.1996.1548>
42. Wanberg, C. R., Watt, J. D., & Rumsey, D. J. (1996). Individuals without jobs: An empirical study of job-seeking behavior and reemployment. *Journal of Applied Psychology, 81*(1), 76–87. <https://doi.org/10.1037/0021-9010.81.1.76>
43. Wanberg, C. R. (1995). A longitudinal study of the effects of unemployment and quality of reemployment. *Journal of Vocational Behavior, 46*(1), 40–54. <https://doi.org/10.1006/jvbe.1995.1003>
44. Lucas, J. L., & Wanberg, C. R. (1995). Personality correlates of Jones' three-dimensional model of career indecision. *Journal of Career Assessment, 3*(3), 315–329. <https://doi.org/10.1177/106907279500300405>
45. Wanberg, C. R., & Marchese, M.C. (1994). Heterogeneity in the unemployment experience: A cluster analytic investigation. *Journal of Applied Social Psychology, 24*(6), 473–488. <https://doi.org/10.1111/j.1559-1816.1994.tb00594.x>
46. Wanberg, C.R., & Muchinsky, P.M. (1992). A typology of career decision status: Validity extension of the Vocational Decision Status Model. *Journal of Counseling Psychology, 39*(1), 71–80. <https://doi.org/10.1037/0022-0167.39.1.71>

Chapters and Books Authored

1. Wanberg, C.R., Hyun, J., & Touchstone, A. (in press). Leadership development and career outcomes of expatriation. SIOP Organizational Frontier Series.
2. Wanberg, C.R. (Ed). (2012). *The Oxford handbook of organizational socialization*. Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780199763672.001.0001>
3. Wanberg, C. R., & Kammeyer-Mueller, J. (2008). Career transitions: A motivational framework. In R. Kanfer, G. Chen, & R. D. Pritchard (Eds). *Work motivation: Past, present and future* (pp. 443–470). Routledge.
4. Sontag, L., Vappie, K., & Wanberg, C. R. (2007). The practice of mentoring: MENTTIUM Corporation. In B. R. Ragins & K. Kram (Eds). *Handbook of mentoring* (pp. 593–616) Sage Publications.
5. Wanberg, C. R., Welsh, E. T. & Hezlett, S. A. (2003). Mentoring: A review and directions for future research.

In J. Martocchio & J. Ferris (Eds.) *Research in Personnel and Human Resources Management*, 22, 39–124. Elsevier. [https://doi.org/10.1016/S0742-7301\(03\)22002-8](https://doi.org/10.1016/S0742-7301(03)22002-8)

6. Wanberg, C. R., Kammeyer-Mueller, J. D., & Shi, K. (2001). Job loss and the experience of unemployment: International research and perspectives. In N. Anderson, D. S. Ones, H. K. Sinangil, & C. Viswesvaran (Eds.), *International handbook of work and organizational psychology* (Vol. 2, pp. 253–269). Sage Publications.
7. Wanberg, C. R., & Hough, L. M. (1996). Unemployment and outplacement: Evidence and insights from an organizational psychology perspective. In R.F. Broderick (Ed.), *Issues in civilian outplacement strategies*. National Academy of Sciences Press.
8. Wanberg, C. R., & Marchese, M. C. (1996). *Psychology applied to work student exercise book*. Brooks/Cole.
9. Marchese, M. C., & Wanberg, C.R. (1996). *Psychology applied to work instructor manual and test bank*. (to supplement Paul M. Muchinsky's *Psychology applied to work*). Brooks/Cole.

Invited and Keynote Presentations

1. Wanberg, C.R. (2020, November). *Individuals without jobs*. Invited presentation for the University of Silesia, Poland.
2. Wanberg, C. R. (2019, November). *The experience and process of job search*. Monthly Meeting of the Minnesota Professionals for Psychology Applied to Work, Minneapolis, MN.
3. Wanberg, C. R. (2018, March). *How strong is my safety net? Perceived unemployment insurance generosity and implications for job search, mental health, and reemployment*. Invited colloquium at the University of Illinois, Urbana-Champaign, IL.
4. Wanberg, C. R. (2018, March). *How strong is my safety net? Perceived unemployment insurance generosity and implications for job search, mental health, and reemployment*. Invited colloquium at the University of Minnesota Life Course Center, Minneapolis, MN.
5. Wanberg, C. R. (2016, November). *The experience of unemployment: Accumulated research*. Keynote address at the 3rd International Conference on Career Development and Employment. Beijing Normal University, Beijing, China.
6. Wanberg, C. R. (2014, May). *Understanding the role of age in job search and reemployment*. Keynote address at the conference “Job Mobility and Employability in Relation to Age and Health in Nordic Countries and Germany” May 26-27, 2014 in Stockholm, Sweden.
7. Wanberg, C. R. (2013, November). *Age and reemployment success after job loss: An integrative model and meta-analysis*. Invited talk at Hong Kong University of Science and Technology, Hong Kong.
8. Wanberg, C. R. (2010, November). *The job search: Looking beyond job search intensity*. Invited talk at University of Amsterdam, Amsterdam, Netherlands.
9. Wanberg, C. R. (2010, October). *Job search: Examinations from a process perspective*. Invited talk at Ghent University, Ghent, Belgium.
10. Wanberg, C. R. (2010, January). *After the pink slip: Applying dynamic motivational frameworks to the job search experience*. Invited talk at National University of Singapore, Singapore.
11. Wanberg, C. R. (2008, July). *Psychosocial consequences of long-term unemployment*. Invited Symposia. International Congress of Psychology, Berlin, Germany.
12. Wanberg, C. R. (2008, March). *Looking within the experience of unemployment*. Invited colloquium at the University of Amsterdam, Amsterdam, Netherlands.
13. Wanberg, C. R. (2008, March). *Job loss and reemployment: Insights gleaned from experience sampling research*. Invited colloquium at Rutgers University, New Brunswick, NJ.
14. Wanberg, C. R. (2006, June). *Job-search and unemployment: Current understandings*. Keynote address at the Universidad de Los Andes, Venezuela.
15. Wanberg, C. R. (2006, June). *Unemployment: An introduction and synthesis of research findings*. Invited colloquium at the Superior Institute of Technology, Trujillo, Venezuela.
16. Wanberg, C. R. (2006, March). *Unemployment: Impact, job-search, and reemployment*. Association of Career Professionals International, Bloomington, MN.
17. Wanberg, C. R. (2005, November). *Unfolding the individual experience of unemployment*. Carlson School Chaired Professor Research Lecture Series, University of Minnesota, Minneapolis, MN.

18. Wanberg, C. R. (2004, January). *Job-search persistence: A ten wave longitudinal study*. Invited colloquium at the Vrije Universiteit (Free University), Amsterdam, The Netherlands. Also invited to sit on the dissertation committee of Edwin A. J. van Hooft.
19. Wanberg, C. R. (2001, October). *Unemployment as an occupational health issue*. Invited colloquium at Kansas State University, Manhattan, KS.
20. Wanberg, C. R. (2000, August). *Reflections on four aspects of the job loss/unemployment experience*. Keynote address for the Minnesota Department of Economic Security Profiling Conference, Plymouth, MN.
21. Wanberg, C. R. (1999, November). *Job loss and reemployment: Psychological and economic costs to individuals and society*. Presented at the Seminar on Analysis and Use of Labor Market Information, Department of Economic Security, St. Paul, MN.
22. Wanberg, C. R. (1999, October). *Mentoring as a means of development*. Presented at the Industrial Relations Institute, St. Paul, MN.
23. Wanberg, C. R. (1999, May). *Job loss and reemployment: A review of the psychological literature and a discussion of services and issues in the U.S.* Keynote address at the Institute of Psychology, Chinese Academy of Sciences, Beijing, China.
24. Wanberg, C. R. (1999, May). *A presentation of two empirical studies regarding the job-search and reemployment of unemployed individuals*. Presented at the Institute of Psychology, Chinese Academy of Sciences, Beijing, China.

Conference Presentations

1. DeOrtentiis, P., Van Iddekinger, C., & Wanberg, C. (2019, August). Different starting lines, different finishing times: The role of social class in the job search process. Academy of Management Conference, Boston, MA.
2. Wanberg, C. R., Csillag, B., & Duffy, M. K. (2019, August). After the break-up: A spillover model of divorce consequences at work. Academy of Management Conference, Boston, MA.
3. Wanberg, C. R., van Hooft, E. A. J., Liu, S., & Csillag, B. (2019, May). Enhancing job seeker networking self-efficacy, use, and benefits: Effects of an online training program. European Association of Work and Organizational Psychology Congress, Turin, Italy.
4. Dossinger, K., Wanberg, C. R., Choi, Y., & Leslie, L. M. (2018, August). Unpacking the beauty premium: Organizational sponsorship, physical attractiveness, and career success. Academy of Management Conference, Chicago, IL.
5. Wilmot, M., Wanberg, C. R., Kammeyer-Mueller, J. D., & Ones, D. (2018, August). Is extraversion an advantage at work? A review of the meta-analytic evidence. Academy of Management Conference, Chicago, IL.
6. Wanberg, C. R., van Hooft, E. A. J., Liu, S., & Csillag, B. (2018, April). Learning to network during job search: Effects of an online training program. Society for Industrial and Organizational Psychology Conference, Chicago, IL.
7. Wanberg, C. R. (2017, August). Acing the job talk. Invited presenter for OB Doctoral Student PDW. Academy of Management Conference, Atlanta, GA.
8. Wanberg, C. R., Van Hooft, E. A. J., Dossinger, K., Van Vianen, A. E. M., & Klehe, U. (2017, August). How strong is my safety net? Perceived unemployment insurance generosity and job search. Academy of

Management Conference, Atlanta, GA.

9. Wanberg, C. R. (2016, August). Socialization through interactions: Exploring roles of social relationships. Academy of Management Conference, Anaheim, CA.
10. Trzebiatowski, T. M., Wanberg, C. R., & Dossinger, K. (2015, August). No need to apply: A correspondence study examining unemployment discrimination and legislative efforts. Academy of Management Conference, Vancouver, Canada.
11. Van Hooft, E. A. J., Wanberg, C., Kanfer, R., Kammeyer-Mueller, J., & Basbug, G. (2015 August). Job search and employment success predictors: A meta-analytic test of motivation and self-regulation. Academy of Management Conference, Vancouver, Canada.
12. Wanberg, C. R. (2015, August). Challenging the status quo: Advances in behavior change research. Academy of Management Conference, Vancouver, Canada.
13. Wanberg, C. R., Basbug, G., Van Hooft, E. A. J., & Samtani, A. (2012, April). Navigating the black hole: Explicating layers of job search context and adaptational responses. Society for Industrial and Organizational Psychology Conference, San Diego, CA. **Part of Symposium that received Best Symposium Award 2013, Career Division of the Academy of Management.*
14. Kanfer, R., Wanberg, C. R., & Paulson, D. F. (2011, August). Age, job search, and employment outcomes. Academy of Management Conference, San Antonio, TX.
15. Wanberg, C. R., Zhu, J. Kanfer, R., & Zhang, Z., (2010, August). After the pink slip: Applying dynamic motivational frameworks to the job search experience. Academy of Management Conference. Montreal, Canada. **Part of Symposium that received Best Symposium Award 2010, Career Division of the Academy of Management.*
16. Van Hooft, E. A. J., Wanberg, C. R., & Van Hooft, G. (2010, August). Job search quality and quantity: Towards a comprehensive self-regulatory framework of the job search process. Academy of Management Conference, Montreal, Canada.
17. Kammeyer-Mueller, J., & Wanberg, C. R. (2010, August). Support, undermining, affect, and newcomer socialization: Fitting in during the first 100 days. Academy of Management Conference. Montreal, Canada.
18. Wanberg, C. R., Zhang, Z., & Diehn, E. W. (2009, May). Helping unemployed individuals get back to work: Development of the Getting Ready for Your Next Job Inventory. Society for Industrial and Organizational Psychology Conference, New Orleans, LA.
19. Wanberg, C. R., Saltz, J. L., & Church, A. H. (2009, May). The greening of organizations and our economy. Society for Industrial and Organizational Psychology Conference, New Orleans, LA.
20. Wanberg, C. R., Zhu, J., & Van Hooft, E. A. J. (2008, May). Job search, affect, and motivational self-regulation: A daily experience-sampling study. Society for Industrial and Organizational Psychology Conference, San Francisco, CA.
21. Wanberg, C. R., (2007, August). A self-regulatory perspective on navigating career transitions. Academy of Management Conference, Philadelphia, PA.
22. Wanberg, C. R. (2007, May). Job-seeking as a self-regulatory process: Trainable predictors of job-search intensity. Society for Industrial and Organizational Psychology Conference, New York, NY.
23. Song, Z., Uy, M. A., & Wanberg, C. R. (2007, May). Distress and job search: A daily repeated measure study. Society for Industrial and Organizational Psychology Conference, New York, NY.

24. Wanberg, C. R. (2006, May). Organizational socialization research: Summary, redefinition, and new research directions. Society for Industrial and Organizational Psychology Conference, Dallas, TX.
25. Wanberg, C. R. (2006, May). The rules of attraction: What, when, and why applicants choose. Society for Industrial and Organizational Psychology Conference, Dallas, TX.
26. Wanberg, C. R. (2005, August). A new vision for unemployment research. Academy of Management Conference, Honolulu, HI.
27. Song, Z., Wanberg, C. R., Niu, X., & Xie, Y. (2005, August). An empirical examination of job-search and reemployment in China using the motivational and self-regulatory framework. Academy of Management Conference, Honolulu, HI.
28. Wanberg, C. R., Kammeyer-Mueller, J.D., & Marchese, M.C. (2004, April). Antecedents and outcomes of formal mentoring quality. Society for Industrial and Organizational Psychology Conference, Chicago, IL.
29. Wanberg, C. R., Song, Z., Glomb, T. M., & Sorenson, S. (2004, April). Job-search persistence: A time series investigation. Society for Industrial and Organizational Psychology Conference, Chicago, IL.
30. McKee-Ryan, F., Song, Z., Wanberg, C. R., & Kinicki, A. J. (2003, August). Psychological and physical well-being during unemployment: A meta-analytic study. Academy of Management Conference, Seattle, WA.
31. Glomb, T. M., Kammeyer-Mueller, J., Wanberg, C. R., Ahlburg, D., & Chuang, A. (2003, April). Longitudinal examination of multiple dimensions of person-environment fit. Society for Industrial and Organizational Psychology Conference, Orlando, FL.
32. Wanberg, C. R., Welsh, E. T., & Hezlett, S. (2003, April). Formal mentoring: A review and future directions. Society for Industrial and Organizational Psychology Conference, Orlando, FL.
33. Welsh, E. T. & Wanberg, C. R. (2002, April). E-Learning: General state of the industry. Society for Industrial and Organizational Psychology Conference, Toronto, Canada.
34. Wanberg, C. R., Hough, L. M., & Song, Z. (2001, June). An examination of job-seeker needs and reemployment success in Minnesota. America's Workforce Network Research Conference, Washington, DC.
35. Enrooth, A., & Wanberg, C. R. (2001, June). Transitioning off welfare: An examination of demographic, socioeconomic, and motivational predictors. America's Workforce Network Research Conference, Washington, DC.
36. Wanberg, C. R., Hough, L. M., & Song, Z. (2001, April). New directions for the selection and referral of job seekers to reemployment services. Society for Industrial and Organizational Psychology Conference, San Diego, CA.
37. Kanfer, R., Wanberg, C.R., & Kantrowitz, T. M. (2001, April). Job search and reemployment: A personality-motivational analysis and meta-analytic review. Society for Industrial and Organizational Psychology Conference, San Diego, CA.
38. Enrooth, A., & Wanberg, C. R. (2000, April). Transitioning from welfare to work: An analysis of situational and motivational predictors. Society for Industrial and Organizational Psychology, New Orleans, LA.
39. Hollister, D., Martin, M., & Wanberg, C. R. (2000, February). Welfare to work: Client and employment counselor views of the transition. Annual Council on Social Work Education, New York, NY.
40. Wanberg, C. R. (2000, August). Creating research opportunities. Academy of Management Conference, Toronto, Canada.

41. Wanberg, C. R., & Kammeyer-Mueller, J. D. (1999, April). Person and situational predictors of proactive socialization in a new job. Society for Industrial and Organizational Psychology, Atlanta, GA.
42. Wanberg, C. R. (1999, April). Career paths in I/O psychology: Expanding the horizons. Society for Industrial and Organizational Psychology, Atlanta, GA.
43. Wanberg, C. R., Kanfer, R., & Banas, J. T. (1998, August). Predictors and outcomes of networking behavior among unemployed job-seekers. Academy of Management Meeting, San Diego, CA.
44. Wanberg, C. R., Kanfer, R., & Rotundo, M. (1998, April). The role of motivation, job-search self-efficacy, and situational constraints in the job-search process. Society for Industrial and Organizational Psychology Conference, Dallas, TX.
45. Kanfer, R., & Wanberg, C. R. (1998, April). Job search: Conceptualizing the construct from a self-regulation perspective. Society for Industrial and Organizational Psychology, Dallas, TX.
46. Wanberg, C. R. (1997, October). Job loss and reemployment: Research from a psychological perspective. Creative Job Search Conference, Minneapolis, MN.
47. Wanberg, C. R. (1997, September). Job-search over the age of 40. Career Prototype Regional Training Institute for Job-Search Professionals, Minneapolis, MN.
48. Wanberg, C. R. (1997, August). Unemployed individuals: Coping behavior, mental health, and reemployment. Academy of Management Conference, Boston, MA.
49. Wanberg, C. R., Gavin, M., & Lucas, J. (1997, April). Latack's process model of coping with unemployment: A partial test. Society for Industrial and Organizational Psychology Conference, St. Louis, MO.
50. Bunce, L., Wanberg, C. R., & Bunch, J. F. S. (1996, April). Predictors and outcomes of victim's perceptions of fairness following layoffs. Society for Industrial and Organizational Psychology Conference, San Diego, CA.
51. Wanberg, C. R., & Hough, L. M. (1996, February). Unemployment and outplacement: Evidence and insights from an organizational psychology perspective. Department of Defense/National Academy of Sciences Workshop on Civilian Outplacement Strategies, Washington, DC.
52. Wanberg, C. R., & Watt, J. D. (1995, May). Job seeking behavior and reemployment: Testing a longitudinal model. Society for Industrial and Organizational Psychology Conference, Orlando, FL.
53. Bunce, L. W., Wanberg, C. R., Bunch, J. F. S., & Griffiths, R. F. (1995, March). Predictors of job-seeking behavior: Two and nine months after job loss. Midwest Academy of Management Meeting, St. Louis, MO.
54. Dovel, K. J., Wanberg, C. R., & Lucas, J. L. (1995, March). Unemployed men and women: An eight month follow-up. Annual Great Plains Student Psychology Convention, Emporia, KS.
55. Wanberg, C. R. (1994, April). Job satisfaction before and after a period of unemployment. Society for Industrial and Organizational Psychology Conference, Nashville, TN.
56. Carmichael, H., & Wanberg, C. R. (1994, April). Does last job satisfaction affect mental health during unemployment? Midwest Academy of Management Meeting, Chicago, IL.
57. Griffiths, R., Watt, J., & Wanberg, C. R. (1994, April). An examination of personality and situational factors predictive of job-seeking behavior. Midwest Academy of Management Meeting, Chicago, IL.
58. Wanberg, C. R. (1992, November). Men and women without jobs: Factors predictive of mental health, physical symptoms, and unemployment negativity. American Psychological Association/ National Institute for Occupational Safety and Health Conference, Washington, DC.

59. Chambers, S. K., Andre, T., Wanberg, C. R., Phye, G., & Turnage, T. (1991, December). Are student ratings of faculty worth a darn? The student view. Iowa Educational Research and Evaluation Association, Cedar Rapids, IA.
60. *Nickell, G.S., & Schmidt, C. R. (1989, August). The validity of self-appraisals in a management development program. American Psychological Association, New Orleans, LA.
61. *Nickell, G. S., Schmidt, C. R., & Pinto, J.N. (1987, April). Gender and sex role differences in computer attitudes and experience. Southwestern Psychological Association, New Orleans, LA. (ERIC Document Reproduction Service No. CG 020047).
62. *Law, K., & Schmidt, C. R. (1987, May). Bulimia awareness: A means of primary prevention. Midwestern Psychological Association, Chicago, IL.

 * Presented under maiden name of Schmidt.

Competitive Research Funding Awards

2013	Principal Investigator (PI): National Science Foundation in conjunction with NWO (Netherlands) and DFG (Germany)	\$299,428 \$208,235 \$223,740
2008	PI: Society for Human Resource Management Foundation (external)	\$46,735
2007	PI: Minnesota Department of Economic Security (external)	\$100,728
2001	PI: Minnesota Department of Economic Security (external)	\$28,795
2000	PI: Society for Human Resource Management Foundation (external)	\$16,944
1999	PI: Minnesota Department of Economic Security (external)	\$45,411
1998	Co-PI: Center for Urban and Regional Affairs. This grant funded Amy Enrooth, Psychology Ph.D. student, to work on her dissertation for one year and paid for my salary for two months.	\$35,000
1998	Co-PI: City of Minneapolis, Hennepin County, and the Joyce Foundation (external)	\$40,000
1997	PI: McKnight-Business and Economics Grant (internal)	\$9,257
1996	PI: Society for Human Resource Management Foundation (SHRM) (external)	\$8,290
1996	PI: University of Minnesota Grant-in-Aid (internal)	\$18,363
1994	PI: National Institute of Mental Health BSTART Award (external)	\$36,204
1993	PI: CTB MacMillan/McGraw Hill Research Award (external)	\$6,800
1993	PI: Society for the Psychological Study of Social Issues (external)	\$1,282
1993	PI: USRG Award Kansas State University (2 internal)	\$1,241
1992	PI: Society for the Psychological Study of Social Issues (external)	\$1,265

1992 PI: Iowa State University Psychology Department Research Award (internal)

\$250

University, Professional, and Community Service

Examples Only...Not a comprehensive list

- * Carlson School of Management Faculty and Staff Campaign Council (2019 to present)
- * Faculty Steering Committee, Leadership Minor (2019-present)
- * Academy of Management Herbert Heneman Jr. Career Achievement Award Committee (2021)
- * U of M Campus Writing Board (2016-2018)
- * U of M Hearing Officer Roster Committee (2015-2018)
- * HRM Impact Award Committee (SIOP/SHRM (2016)
- * SHRM Foundation Research Proposal Review (2015)
- * Chair, Thomas A. Mahoney Mentoring Award committee; HR Division, Academy of Management (2012)
- * Chair and member, Academy of Management Scholarly Achievement Award Committee (2012-2013)
- * Committee Member, Director, Undergraduate Assessment Search, University of Minnesota (2012)
- * Management Sustainability Studies Curriculum Committee, University of Minnesota (2008-2010)
- * Co-Chair, Good Jobs Green Jobs Expo, Washington DC (February, 2009)
- * Distinguished Early Career Contributions Award committee for SIOP (2008)
- * Carlson School of Management External Relations Committee (2006-2007)
- * Carlson School of Management Executive Committee (2006-present)
- * Carlson School of Management All Department Chairs Committee (2006-present)
- * University of Minnesota Task Force on Faculty Culture (2005-2006)
- * Presenter and planning committee for “Building Strong Relationships: Effective Mentoring as an Element of an Excellent Graduate Student Experience,” University of Minnesota (Spring, 2006)
- * Vice Chair, Faculty Search Committee, IRC (2005)
- * Vice Chair, Carlson School of Management Dean Search Committee (2005)
- * Faculty Consultative Committee, Carlson School of Management (2004-2005)
- * Term Professorship Committee (2004)
- * Ph.D. Coordinator, Department of Human Resources and Industrial Relations (2002-2003, 2004-present)
- * Director of M.A. and Ph.D. Graduate Studies, Department of Human Resources and Industrial Relations (2001-2002)
- * HRIR & IRC Executive Committee (2000-2003)
- * Curriculum Committee, HRIR, University of Minnesota (1998-2002)
- * Graduate School Social Science Policy and Review Committee (2001-2002)
- * M.A. Admissions Committee (2001-2002)
- * Ph.D. Admissions Committee (2002-present)
- * Search Committee, “Associate to Director” position (1999)
- * IRC Committee for the Human Resources Research Institute (HRRI) (Spring 1999-2001)
- * STD/OB Search Committee, University of Minnesota (1997, 1998, and 2000 search)
- * Chair, IRC Workshop Series Committee, University of Minnesota (Fall, 1996-Spring 1998)
- * Committee on Increasing Externally Funded Research at the Carlson School of Management, University of Minnesota (Fall, 1997-Spring 1998)
- * Bush (Teaching) Faculty Development Program, University of Minnesota (1997-1998)
- * Committee for IRC New Director Search, University of Minnesota (Winter 1997)
- * Board of Directors, Career Enrichment Center, University of Minnesota, and Subcommittee for Evaluation of Career Development Programs (1996-1999)
- * Scientific Affairs Committee, Society for Industrial/Organizational Psychology (1997-2001)
- * Vice President, Minnesota Professional for Psychology Applied to Work (1998-1999)
- * Leader, Kansas State University Student SHRM Chapter (1993-1996)

Editorial Boards and Reviewing Activities

Editorial Board Member, *Academy of Management Journal* (2016-present)

Editorial Board Member, *Journal of Applied Psychology* (many terms)

Editorial Board Member, *Personnel Psychology* (two terms)

Editorial Board Member, *Human Performance* (two terms)

Program Committee, Society for Industrial/Organizational Psychology Conference (1994-1999)

Ad Hoc Reviewer for several additional journals

Professional Affiliations

American Psychological Association

Society for Industrial and Organizational Psychology

Academy of Management

Society for Human Resource Management

Human Resources Consulting Experience

Not a comprehensive list

- * Minnesota Film and Television HR Survey (2020).
- * Assessment Associates International (2013). 360 degree feedback sessions and coaching of leaders of a large city.
- * University of Minnesota (2014-2015). Leadership development program for high potentials.
- * Applied Psychological Techniques, Inc. (2006). Assisted in content validation study of two promotion test batteries.
- * Minnesota Department of Economic Security (2002). Conducted a human resources needs assessment and cultural analysis for all incumbents in the WorkForce Wage Assistance Branch.
- * Minnesota Department of Economic Security (2001). Conducted a training needs assessment for the jobs of Customer Service Representative and Economic Security Representative.
- * Minnesota Department of Economic Security (2001). Developed inventory "Getting Ready for Your Next Job," for unemployment insurance recipients attending WorkForce Center orientation.
- * Select Comfort, Minneapolis, MN. (Fall 1996-March 1997). Developed selection test for 160 production/manufacturing employees. Conducted concurrent validation study.
- * Department of Defense (DOD) and National Academy of Science (Fall 1995-Spring 1996). Consulted on the development of outplacement services for DOD civilian employees.
- * Kansas State University (Fall, 1995); Ft. Riley Public Works Division (Spring, 1996). Delivered multiple

training workshops on effective change management.

- * Crisis Center Incorporated (Fall, 1995). Coordinated job analyses of all Crisis Center positions. Reviewed and modified current performance appraisal procedures.
- * National Association of Housing and Redevelopment (NAHRO) (Spring, 1995). Consulted with Kansas NAHRO chapter regarding effective change management; gave presentation to employees.
- * Manhattan Personnel Association, Manhattan, KS. Fall, 1994). Presented unemployment/outplacement training program to personnel directors.
- * Farrell Library, Kansas State University. (Winter, 1993). Coordinated team building retreat for 100 library employees. Presented workshop relating to communication skills and stress in the workplace.
- * Cooperative Extension Service, Kansas State University. (Fall, 1992). Consulted on the development of a program for adults questioning their career choice/path.
- * Iowa State University Foundation, Iowa State University. (February, 1992). Coordinated and presented a team building retreat for employees.
- * Paul M. Muchinsky, P. C., Management Consultant. (Spring, 1992). Analyzed data for a criterion-related validation study of a personnel selection test for the job of firefighter in Des Moines, IA.

Doctoral Students (Major Professor)

Amy Stellmack, Ph.D. (2000)

John Kammeyer-Mueller, Ph.D. (2002)

Zhaoli Song, Ph.D. (2004)

Elizabeth Welsh, Ph.D. (2007)

Freyr Halldorsson, Ph.D. (2007)

Jing Zhu, Ph.D. (2009)

Erica Diehn, Ph.D. (2013)

Yongjun Choi, Ph.D. (2014)

Karyn Dossinger, Ph.D. (2016)

Bori Csillag (in progress)

JiYeon Hyun (in progress)

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