

SIOP President 2018-2019

Dr. Talya N. Bauer is the Cameron Professor of Management and Affiliated Professor with the Department of Psychology at Portland State University, where she has engaged in research and contributions in the fields of organizational behavior and human resource management. She earned her Ph.D. in Business with an emphasis on Organizational Behavior and Human Resources from Purdue University, following a B.A. in Psychology from Cal Poly Humboldt.

Talya's research centers on workplace relationships, including new employee onboarding, recruitment, selection, overqualification, mentoring, and leadership. Her work has been widely published in leading academic journals such as the *Academy of Management Journal*, *Journal of Applied Psychology*, and *Personnel Psychology*. She has also co-authored several textbooks, including "Introduction to Industrial and Organizational Psychology", "Organizational Behavior: Bridging Science and Practice," "Human Resource Management: People, Data, and Analytics," and "Principles of Management."

Her first SIOP conference was held in St. Louis, Missouri and she served as an assistant to the Program Chair, Michael A. Campion that year. It is fun to think back to how much paper was sifted through, and the amount of time spent creating packets for review and mailing them from Purdue to around the country and awaiting the reviewer ratings and comments to create the program that year. She later served as SIOP conference program chair in San Diego, California.

Throughout her career, Talya has been actively involved with the Society for Industrial and Organizational Psychology (SIOP). She has attended every SIOP since that first one in St. Louis and she has served in various leadership roles, including Program Chair, Member-at-Large, and notably as President. During her presidency, she emphasized the integration of science and practice within the field, advocating for stronger collaborations between researchers and practitioners. Her initiatives aimed to enhance the impact of industrial and organizational psychology on real-world organizational challenges. She is a SIOP Fellow.

In addition to her roles within SIOP, Talya has contributed to the broader academic community as the former Editor of the *Journal of Management* and Associate Editor for the *Journal of Applied Psychology*. She has also been recognized with awards such as the SIOP Distinguished Teaching Award and the Academy of Management's HR Division Innovative Teaching Award, underscoring her commitment to excellence in both research and education.

Her hope is to continue to advance the field of industrial and organizational psychology continues to influence both academic scholarship and practical applications in organizational settings.