

Curriculum Vitae  
**BENJAMIN E. BARAN**

**Short Biography**

Dr. Benjamin E. Baran is an associate professor of management in Cleveland State University's Monte Ahuja College of Business, where his teaching focuses primarily on human resource management and organizational behavior. He began his academic career at Northern Kentucky University, where he was the 2012 recipient of the Haile/US Bank College of Business Dean's Citation for Outstanding Teaching.

In his research, Dr. Baran focuses on the intersection of human resource management with leadership and organizational change, high-reliability organizing, and employee well-being. His research has appeared or is forthcoming in a number of scholarly journals, including *Human Relations*, the *Journal of Business and Psychology*, the *Journal of Vocational Behavior*, *Organization*, the *Journal of Managerial Psychology*, the *Journal of Occupational and Organizational Psychology*, *Small Group Research*, the *Journal of Contingencies and Crisis Management*, *Accident Analysis and Prevention*, and *Military Psychology*, among others. He is an active member of the Academy of Management, the Society for Industrial and Organizational Psychology, and the Society for Human Resource Management. He regularly presents his research at national conferences. He serves on the editorial board of the *Journal of Business and Psychology*.

Dr. Baran delivers consulting solutions to organizations across a wide range of industries and sectors. He holds certifications as a Senior Professional in Human Resources from the HR Certification Institute and as a SHRM Senior Certified Professional from the Society for Human Resource Management. He is a co-founder and principal of the consulting firm [Indigo Anchor](#) and the co-host of [The Indigo Podcast](#). He is also an appointed member of the Military and Veterans Commission for the City of Hudson, Ohio.

Prior to joining academia, Dr. Baran served as a public-relations professional at The University of North Carolina at Charlotte and as an active-duty officer in the U.S. Navy. A veteran of Operation Iraqi Freedom and Operation Enduring Freedom, he served as a surface warfare officer aboard USS Preble (DDG 88) and completed numerous operations at sea from the California coast to the Arabian Gulf. He continues his military service as a captain in the U.S. Navy Reserve. Dr. Baran was recalled to active military service in November 2012 and served within NATO Training Mission-Afghanistan/Combined Security Transition Command-Afghanistan from December 2012 to December 2013 as a management and training consultant to the Afghan National Police in Kabul, Afghanistan. Dr. Baran is an active member of the U.S. Navy's Human Resources Community and led the Navy's performance evaluation transformation efforts from October 2011 to September 2022. He is in command of his third Navy Reserve unit, and he continues to serve as a senior advisor to the Navy's Talent Management Center of Excellence. He completed Joint Professional Military Education Phase I and Phase II through the U.S. Naval War College and National Defense University's Joint Forces Staff College, respectively.

Dr. Baran holds bachelor's degrees in political science and communication from Villanova University and earned his master's degree in industrial/organizational psychology and Ph.D. in organizational science from The University of North Carolina at Charlotte.

**BENJAMIN E. BARAN**  
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## EDUCATION

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Ph.D., Organizational Science, The University of North Carolina at Charlotte, 2011  
M.A., Industrial/Organizational Psychology, The University of North Carolina at Charlotte, 2009  
B.A., Political Science, Communication, Villanova University, 2002

Joint Professional Military Education Phase I, United States Naval War College, 2016  
Joint Professional Military Education Phase II, Joint Forces Staff College, 2018

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## PROFESSIONAL CERTIFICATIONS

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Senior Professional in Human Resources (SPHR, Jan. 2011-present)  
Society for Human Resource Management-Senior Certified Professional (SHRM-SCP, May 2015-present)

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## ACADEMIC POSITIONS

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### **Cleveland State University**

Associate Professor of Management, Monte Ahuja College of Business (2020-present)  
Assistant Professor of Management, Monte Ahuja College of Business (2016-2020)

### **Northern Kentucky University**

Assistant Professor of Management, Haile/US Bank College of Business (2011-2016)

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## PUBLICATIONS AND INTELLECTUAL CONTRIBUTIONS

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### **Peer-Reviewed Journal Articles**

1. **Baran, B. E.**, & Everett, C. W. 2022. The Institute for Smarter Work doesn't exist—but it could. *Industrial and Organizational Psychology*, 15: 306-310.
2. **Baran, B. E.**, & Woznyj, H. M. 2021. Managing VUCA: The human dynamics of agility. *Organizational Dynamics*, 50(2): 1-11.
3. **Baran, B. E.**, & Ball, K. M. 2020. Encouraging cultural candor. *People + Strategy*, 43(2): 12.
4. **Baran, B. E.**, Filipkowski, J. N., & Stockwell, R. A. 2019. Organizational change: Perspectives from human resource management. *Journal of Change Management*, 19: 201-219.
5. **Baran, B. E.**, Clinton-Sherrod, M., & Sobeck, P. E. 2019. Sexual assault prevention in the U.S. Navy: An overview. *Industrial and Organizational Psychology*, 12: 110-114.
6. **Baran, B. E.**, Valcea, S., Porter, T. H., & Gallagher, V. C. 2018. Survival, expectations, and employment: An inquiry of refugees and immigrants to the United States. *Journal of Vocational Behavior*, 105: 102-115.

7. **Baran, B. E.**, Rogelberg, S. G., & Clausen, T. 2016. Routinized killing of animals: Going beyond dirty work and prestige to understand the well-being of slaughterhouse workers. *Organization*, 23: 351-369.
8. Allen, J.A., Crowe, J., **Baran, B. E.**, & Scott, C. W. 2016. Organizational identification: A context-specific mitigating resource of work-family conflict. *Journal of Contingencies and Crisis Management*, 24: 27-35.
9. **Baran, B. E.** 2016. High-reliability HR: Preparing the enterprise for catastrophes. *People + Strategy*, 39(1): 34-38.
10. Shanock, L. R., Allen, J. A., Dunn, A. M., **Baran, B. E.**, Scott, C. W., & Rogelberg, S. G. 2013. Less acting, more doing: How surface acting relates to perceived meeting effectiveness and other employee outcomes. *Journal of Occupational and Organizational Psychology*, 86: 457-476.
11. Rogelberg, S. G., Justice, L., Braddy, P. W., Paustian-Underdahl, S., Heggstad, E., Shanock, L., **Baran, B. E.**, Beck, T., Long, S., Andrew, A., Altman, D. G., & Fleenor, J. W. 2013. The executive mind: An examination of top leaders' self-talk, effectiveness, and job strain. *Journal of Managerial Psychology*, 28: 183-201.
12. Scott, C. W., Allen, J. A., Bonilla, D. L., **Baran, B. E.**, & Murphy, D. 2013. Ambiguity and freedom of dissent in post-incident discussion. *Journal of Business Communication*, 50: 383-402.
13. **Baran, B. E.**, Shanock, L. R., & Miller, L. 2012. Advancing organizational support theory into the twenty-first century world of work. *Journal of Business and Psychology*, 27: 123-147.
14. **Baran, B. E.**, Shanock, L. R., Rogelberg, S. G., & Scott, C. W. 2012. Leading group meetings: Supervisors' actions, employee behaviors, and upward perceptions. *Small Group Research*, 43: 330-352.
15. **Baran, B. E.**, Rogelberg, S. G., Lopina, E. C., Allen, J. A., Spitzmüller, C., & Bergman, M. E. 2012. Shouldering a silent burden: The toll of dirty tasks. *Human Relations*, 65: 597-626.
16. Shanock, L. R., **Baran, B. E.**, Gentry, W. A., Pattison, S. C., & Heggstad, E. D. 2010. Polynomial regression and response surface analysis: A powerful approach for examining moderation and overcoming limitations of difference scores. *Journal of Business and Psychology*, 25: 543-554.
17. **Baran, B. E.**, & Adelman, M. 2010. Preparing for the unthinkable: Leadership development for organizational crises. *Industrial and Organizational Psychology*, 3: 45-47.
18. **Baran, B. E.**, & Scott, C. W. 2010. Organizing ambiguity: A grounded theory of leadership and sensemaking within dangerous contexts. *Military Psychology*, 22 (Suppl. 1): S42-S69.
19. Allen, J. A., **Baran, B. E.**, & Scott, C. W. 2010. After-action reviews: A venue for the promotion of safety climate. *Accident Analysis and Prevention*, 42: 750-757.
20. **Baran, B. E.**, Allen, J. A., Rogelberg, S. G., Spitzmüller, C., DiGiacomo, N. A., Webb, J. B., et al. 2009. Euthanasia-related strain and coping strategies in animal shelter employees. *Journal of the American Veterinary Medical Association*, 235: 83-88.

### **Book/Encyclopedia Chapters, Trade Publications, and White Papers**

21. **Baran, B. E.**, & Bible, S. C. 2019. Agility and agile: An introduction for people, teams, and organizations. Invited, peer-reviewed white paper for the Society for Industrial and Organizational Psychology. View the press release ([click here](#)) and download the paper ([click here](#)).

22. **Baran, B. E.** 2017. Psychological resilience. In Rogelberg, S. G. (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology* (2<sup>nd</sup> Ed.): 1280-1283. Thousand Oaks, CA: Sage Publishing.
23. **Baran, B. E.** 2017. Learning agility. In Rogelberg, S. G. (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology* (2<sup>nd</sup> Ed.): 879-882. Thousand Oaks, CA: Sage Publishing.
24. **Baran, B. E.** 2017. Armed conflicts: Implications for organizations. In Rogelberg, S. G. (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology* (2<sup>nd</sup> Ed.): 61-64. Thousand Oaks, CA: Sage Publishing.
25. **Baran, B. E.**, Scott, C. W., & Bonilla, D. L. 2013. When mistakes almost become disasters. In G. B. Graen & J. A. Graen (Eds.), *Management of team leadership in extreme context: Defending our homeland, protecting our first-responders*: 85-101. Charlotte, NC: Information Age Publishing Inc.

### Online Articles and Blog Posts

Numerous articles/blog posts on topics related to organizational behavior, human resource management, and more: <https://elevatingwhatworks.substack.com>

### The Indigo Podcast (2019-present)

Co-host of The Indigo Podcast, a top business and life podcast featuring more than 120 episodes to date. Available on all major podcast platforms including Apple Podcasts, Spotify, Google Play, and many more. For more information visit: <https://elevatingwhatworks.substack.com/s/the-indigo-podcast>

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## PRESENTATIONS

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### Research Presentations

1. **Baran, B. E.** (2023, September). *Grief in the workplace: Insights from organizational psychology*. Presented at the 2023 National Symposium on Traumatic Loss and Grief Support, Cleveland, OH.
2. Singh, P., **Baran, B. E.**, Glerum, D. R., Hutchinson, D. M., Kolmstetter, E. B., Litano, M., Montgomery, M. D., and Thurston, A. J. (2023, April). *Innovative applications of behavioral science in the government*. Presented at the 38<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
3. **Baran, B. E.**, Ainspan, A. D., Saboe, K. N., & Thurston, A. J. (2021, April). *The advantages of hiring and retaining military veterans in the civilian workplace*. Presented at the 36<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA (conducted virtually).
4. Crayne, M. P., Dinh, J. V., **Baran, B. E.**, Shuffler, M. L., & Coppins, T. (2021, April). *Leadership in times of crises: Discoveries, reflections, and lessons for the future*. Presented at the 36<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA (conducted virtually).
5. Woller, A., Allen, T. D., Kossek, E. E., Kozlowski, S., Kraiger, K., Reynolds, D. H., Parks, K. M., Shockley, K. M., Jones, K. S., **Baran, B. E.**, Saxena, M., Demsky, C. A., Cave, K., A., & Stevens, S. *Igniting SIOP's top ten workplace trends with I-O thought leaders*. Special event with invited presenters at the 36<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA (conducted virtually).

6. **Baran, B. E.**, Saboe, K. N., Ball, K., Everett, C., & Thurston, A. J. (2020, April). *You CAN handle the truth! Military veterans discuss the civilian workplace*. Accepted but not presented at the 35<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
7. **Baran, B. E.**, Ball, K., Carson, M., Everett, C., & Menkes, O. (2020, April). *Agility in the new world of work: Leadership and talent management implications*. Accepted but not presented at the 35<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
8. Colomb, H., **Baran, B. E.**, Carson, M., Ordonez, Z., Peterson, E. G., & McCance, S. (2020, April). *Driving impact: Transforming organizations with qualitative research*. Accepted but not presented at the 35<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
9. Gallagher, V. C., Mullins, A., **Baran, B. E.**, and Valcea, S. (2019, August). *A holistic view of refugee employment attitudes: Employer, refugee, and service-worker perspectives*. In C. Williams and J. Gooty (Chairs), *Refugees in the Workforce: Obtaining Employment and Career Success after Resettlement*. Symposium conducted at the 79<sup>th</sup> annual meeting of the Academy of Management, Boston, MA.
10. **Baran, B. E.**, & Woznyj, H. (2019, April). *Volatility, uncertainty, complexity, ambiguity: A study of trends and agility*. Poster session presented at the 34<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
11. **Baran, B. E.**, Campana, K. L., Courtney, C. L., Filipkowski, J. N., & Olson, R. D. (2018, April). *Using I-O skills to save the world*. Presentation conducted at the 33<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
12. **Baran, B. E.** (2017, November). *War and Peace and ... Organizational Science?* Talk delivered at the 2017 Organizational Science Summit, Charlotte, NC.
13. **Baran, B. E.**, Valcea, S., Porter, T., & Gallagher, V. C. (2017, October). *Survival, expectations, and employment: An inquiry of refugees and immigrants to the U.S.* In P. Spector (Chair), *Individual and Structural Factors in Coping with Occupational Stress*. Symposium conducted at the meeting of the Southern Management Association, St. Pete Beach, FL.
14. **Baran, B. E.**, Filipkowski, J. N., & Stockwell, R. A. (2017, August). *Human resource management professionals' views of organizational change*. Paper presented at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.
15. **Baran, B. E.** (2016, May). *Adventures in pracademia: The many faces of organizational science*. Talk delivered at the 2016 Organizational Science Summit, Charlotte, NC.
16. **Baran, B. E.** (2016, April). *Agility: The personality-related foundations of adaptive performance*. Poster session presented at the 31<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
17. **Baran, B. E.**, Beck, T. E., & Antes, A. (2015, April). *When disaster almost strikes: Maximizing individual learning from near misses*. Poster session presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
18. Crowe, J. D., Allen, J. A., **Baran, B. E.**, & Nimrod, K. (2014, May). *Identification, trauma, and work/family conflict in high-reliability contexts*. Poster session presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
19. Dunn, A. M., Shanock, L. R., Allen, J. A., **Baran, B. E.**, Scott, C. W., & Rogelberg, S. G. (2013, April). *Less acting, more doing: Perceived organizational support's contribution to effective meetings and their outcomes*. In J. A. Allen (Chair), *A Look Inside Workplace Meetings: A Science and*

*Practice Perspective*. Symposium conducted at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

20. Justice, L., Rogelberg, S. G., Braddy, P. W., Paustian-Underdahl, S., Heggstad, E. D., Shanock, L., **Baran, B. E.**, Beck, T., Long, S., Andrew, A., Altman, D. G., & Fleenor, J. W. (2012, April). *An examination of top leaders' self-talk, effectiveness, and job strain*. Poster session presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
21. Beck, T. E., Baker, L., **Baran, B. E.**, Carson, M., Fleenor, J., & Rogelberg, S. G. (2011, October). *The critical roles of strategic leaders in influencing ethical and innovative work climates*. Paper presented at the 31st Annual International Conference of the Strategic Management Society, Miami, FL.
22. Scott, C., Allen, J. A., Bonilla, D. L., **Baran, B. E.**, & Murphy, D. (2011, July). *Ambiguity and freedom of dissent in post incident discussion*. Paper presented at the 6th Annual INGroup Conference, Minneapolis, MN.
23. Shanock, L. R., **Baran, B. E.**, & Miller, L. (2011, April). *Advancing organizational support theory into the 21st-century world of work*. In R. Eisenberger (Chair), *Perceived Organizational Support: Current Knowledge, Future Promise*. Symposium conducted at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
24. **Baran, B. E.**, Rogelberg, S. G., Allen, J. A., Spitzmüller, C., & Carello, E. A. (2010, November). *Shouldering a silent burden: The toll of dirty work*. Paper presented at the meeting of the Southern Management Association, St. Pete Beach, FL.
25. Beck, T. E., Baker, L., **Baran, B. E.**, & Adelman, M. (2010, August). *The relationship between transcendent leadership and performance in uncertain organizational environments*. Paper presented at the meeting of the Academy of Management, Montreal, Canada.
26. Allen, J. A., **Baran, B. E.**, & Scott, C. W. (2009, November). *After-action reviews: A venue for the promotion of safety climate*. Paper presented at the meeting of the Southern Management Association, Asheville, NC. **Awarded Best Doctoral Paper in Organizational Behavior.**
27. Shanock, L. R., & **Baran, B. E.** (2009, May). *When supervisors lead meetings: Relationships with leader- member exchange, perceived organizational support, and meeting citizenship behaviors*. In H. Schwartzmann (Chair), *Work meetings as constitutive organizational phenomena: Multidisciplinary research*. Symposium conducted at the 59th annual meeting of the International Communication Association, Chicago, IL.
28. Shanock, L., **Baran, B. E.**, Gentry, W., & Pattison, S. (2009, April). *Discrepancies in supervisor versus organizational support*. In Z. Byrne and R. Eisenberger (Co-Chairs), *Perceived organizational support: New perspectives*. Symposium conducted at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
29. **Baran, B. E.**, Rogelberg, S. G., Allen, J. A., Spitzmüller, C., DiGiacomo, N., Clark, O., Teeter, L., & Walker, A. (2009, April). *The toll of "dirty work": Evidence among animal-euthanasia technicians*. Poster session presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
30. Cao, Y., Zhao, W., **Baran, B. E.**, & Goh, A. (2009, April). *Retention-oriented employment practices in MNC affiliates in China*. Paper presented at the 72nd annual meeting of the Southern Sociological Society, New Orleans, LA.

31. Allen, J. A., & **Baran, B. E.** (2009, March). *After-action reviews and organizational safety climate: A new way to promote safety in high-risk work environments*. Paper presented at the annual UNC Charlotte Graduate Research Fair, Charlotte, NC.
32. **Baran, B. E.**, Allen, J. A., Rogelberg, S. G., Spitzmüller, C., Reeve, C. L., DiGiacomo, N., Carter, N., Clark, O., Teeter, L., Starling, P., & Walker, A. (2008, April). *Dirty work and animal shelters: Euthanasia-related strain and coping strategies*. Poster session presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

### **Business and General Audience Presentations and Invited Talks**

1. Baran, B. E., and Everett, C. W. (2023, Aug. 20). *Evidence-Based Decision-Making for Leaders*. Talk delivered at the 145<sup>th</sup> conference of the National Guard Association of the United States, Reno, NV.
2. Baran, B. E. (2023, June 7). *Maximizing Retention: Leadership Strategies for Today's Workforce*. Talk delivered at the 2023 U.S. Navy Human Resources Professional Development Training Course, Newport, RI.
3. Baran, B. E. (2021, Aug. 6). *The Science of Performance Appraisal and the Future of eNavFit*. Talk delivered at the 2021 U.S. Navy Human Resources Professional Development Training Course (virtual).
4. Baran, B. E., & Everett, C. W. (2021, March 17). *Getting Hiring Right: Equipping Your Organization for Success*. Talk delivered for the London Stock Exchange Group's ELITE Growth Lab for Ohio-based companies.
5. Baran, B. E. (2020, Feb. 11). *Why Managers Matter*. Talk delivered for Bettcher Industries Inc.'s worldwide meeting of managers, Cleveland, OH.
6. Baran, B. E. (2020, Jan. 16). *Why Employees Quit, Why They Stay, and How They Thrive*. Talk delivered for the annual meeting of the Cleveland Chapter of the Institute for Supply Management, Independence, OH.
7. Baran, B. E. (2019, April 23). *Organizational Change: Thriving in a Turbulent World*. Talk delivered for employees of United States Military Entrance Processing Command headquarters, Chicago, IL.
8. Baran, B. E. (2019, March 7). *Change Management Lessons from Research and the Private Sector*. Talk delivered at the 2019 U.S. Navy Human Resources Professional Development Training Course, Washington, DC.
9. Baran, B. E. (2018, April 13). *Refugees and Employment: Insights from Recent Research*. Guest talk delivered for the staff of Catholic Charities Migration and Refugee Services, Cleveland, OH.
10. Baran, B. E. (2017, April 28). *Meeting the Challenges of Immigrant and Refugee Employment*. Member of panel presentation hosted by the Monte Ahuja College of Business at Cleveland State University.
11. Baran, B. E. (2017, April 18). *What Everyone in HR Needs to Know About Change*. Webinar presentation hosted by the Human Capital Institute.
12. Baran, B. E. (2017, April 2). *Refugees, Immigrants, Employment, and International Awareness*. Presentation for Northern Kentucky University's Executive Leadership and Organizational Change program.

13. Baran, B. E. (2016, June 8). *Leadership in a Volatile, Uncertain, Complex and Ambiguous World*. Talk delivered at the 9th Annual Leadership Best Practices Conference, Arlington, VA.
14. Baran, B. E. (2016, May 5). *The Role of HR in a Changing World*. Talk delivered at the monthly meeting of the Butler/Warren Society for Human Resource Management, Westchester, OH.
15. Baran, B. E. (2015, November 13). *Agility: Implications for Learning and Leadership*. Talk delivered at the 2015 Learning Summit of the Central Indiana Chapter of the Association for Talent Development, Indianapolis, IN.
16. Baran, B. E. (2015, August 26). *Agility: The Strategic Imperative in a VUCA World*. Talk delivered at the annual meeting of the Indiana State Chapter of the Society for Human Resource Management, Indianapolis, IN.
17. Baran, B. E. (2015, August 21). *The Agile Imperative - Creating Focused, Fast and Flexible Organizations in a VUCA (Volatile, Uncertain, Complex, Ambiguous) World*. Talk/workshop presented at the monthly meeting of the Central Indiana Chapter of the Association for Talent Development, Indianapolis, IN.
18. Baran, B. E. (2015, March 13). *Agility, Resilience, and Leadership: Lessons from a Year in Afghanistan*. Keynote address delivered at the 2015 Northern Kentucky University Executive Leadership and Organizational Change annual fundraising event, Highland Heights, KY.
19. Baran, B. E. (2014, September 23). *The Agile Imperative*. Talk delivered at annual conference of the Kentucky Association of Continuing Higher Education, Highland Heights, KY.
20. Baran, B. E. (2014, August 14). *Strategic Change Management: A Business Professor, Afghanistan, and Nine Lessons for Leaders Everywhere*. Talk delivered at the monthly meeting of the Northern Kentucky Society for Human Resource Management, Erlanger, KY. Event qualified for continuing education credit from the HR Certification Institute.
21. Baran, B. E. (2012, February 24). *Change Management for Strategic HR*. Workshop and talk conducted for the NKU/Humana HR Matters Series, Highland Heights, KY. Event qualified for continuing education credit from the HR Certification Institute.
22. Baran, B. E. (2010, September 11). *The Navy Total Force Career Management/Assignment Pilot Study*. Presentation given at the U.S. Navy's Human Resources Total Force Seminar, Millington, TN.
23. Baran, B. E. (2010, June 11). *How the Web is Changing Consulting*. Presentation given for the Association of Charlotte Area Consultants, Charlotte, NC.

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## TEACHING

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**MGT 806**, Doctoral Seminar in Human Resource Management, Monte Ahuja College of Business, Cleveland State University (spring 2019).

**MGT 661**, Strategic Human Resource Management, Monte Ahuja College of Business, Cleveland State University (spring 2018-present).

**MGT 601**, Managing Human Resources, Monte Ahuja College of Business, Cleveland State University (spring 2017-fall 2020).

**MGT 604**, Leadership and Interpersonal Effectiveness, Monte Ahuja College of Business, Cleveland State University (fall 2016-present).



**MGT 477/577**, Managerial Skill Development, Monte Ahuja College of Business, Cleveland State University (fall 2016-fall 2020).

**ELOC 620**, Action Research Methods. Executive Leadership and Organizational Change master's program, Department of Management, Haile/US Bank College of Business, Northern Kentucky University (spring 2014-spring 2016, spring 2018).

**HRM 302**, Recruiting and Selecting Human Resources. Department of Management, Haile/US Bank College of Business, Northern Kentucky University (spring 2016).

**MBA 601**, Managing and Leading in Organizations. Department of Management, Haile/US Bank College of Business, Northern Kentucky University (fall 2014).

**MGT 410/370**, Managing Organizational Change. Department of Management, Haile/US Bank College of Business, Northern Kentucky University (fall 2011-spring 2016, in both online and face-to-face formats).

**MGT 300**, Behavior in Organizations: Understanding Organizational Life. Department of Management, Haile/US Bank College of Business, Northern Kentucky University (fall 2011-spring 2016, in online, face-to-face, and hybrid formats).

**MGMT 3140**, Management and Organizational Behavior. Department of Management, Belk College of Business, UNC Charlotte (fall 2010-spring 2011).

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## HONORS AND AWARDS

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- Legion of Merit, for service as commanding officer, Navy Reserve Navy Personnel Command Force Management from March 2021 to January 2023, and as performance evaluation transformation coordinator, Navy Personnel Command from October 2021 to September 2022
- Meritorious Service Medal, for service as commanding officer, Expeditionary Combat Readiness Center Detachment C, from December 2018 to February 2021
- 2018 Golden Apple Award, Cleveland State University Alumni Association (awarded to faculty and staff members who are nominated by recent alumni)
- 2018 Honorary Membership Award, The National Society of Leadership and Success, Cleveland State University Chapter
- Meritorious Service Medal, for service as branch head, executive officer, and chief staff officer of Navy Reserve CNO-N1 Navy Total Force, from December 2016 to November 2018
- Defense Meritorious Service Medal, for service as strategic plans officer and personnel department head in United States Forces Japan Detachment 105, from April 2014 to November 2016
- Defense Meritorious Service Medal, for service as a management and training consultant to the Afghan National Police in Kabul, Afghanistan, from Dec. 2012 to Dec. 2013
- 2012 Haile/US Bank College of Business Dean's Citation for Outstanding Teaching, Northern Kentucky University (**top annual teaching award at the college level**)
- Awarded Best Doctoral Paper in the Organizational Behavior track of the 2009 Southern Management Association conference for *After-action reviews: A venue for the promotion of safety climate* (with Joseph Allen and Cliff Scott)
- Honored graduate, United States Navy Surface Warfare Officers' School-Division Officers' Course; top engineering curriculum graduate, 2002
- Distinguished Military Graduate, Medallion Medal in naval science, John C. Gallen Award for highest ranking in Villanova Navy Reserve Officer Training Corps class; Villanova University

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## GRANTS

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- Anti-Racism Grant, Society for Industrial and Organizational Psychology. Awarded Aug. 20, 2020 (\$12,592.50) With Enrica Ruggs, Alison Birch, Derek Avery, and Christopher Everett.

- Graduate Faculty Research Support Program, travel grant funded by Cleveland State University. Awarded November 2, 2017 (\$361.30)
- Refugees Vocational Mobility, research grant funding by Cleveland State University's Faculty Scholarship Initiative. Awarded March 13, 2018 (\$7,500.00) With Tracy Porter, Vickie Gallagher, and Sorin Valcea.
- Refugee Resettlement Worker Resiliency and Workplace Conditions, research grant funding by Cleveland State University's Undergraduate Summer Research Award program. Awarded March 23, 2018 (\$7,500.00) With Tracy Porter, Vickie Gallagher, and Sorin Valcea.
- Ohio Means Internships and Co-ops Grant Program (2016-2017), faculty member externship participant and grant recipient (\$2,500).

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## **PROFESSIONAL AFFILIATIONS**

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- Academy of Management
- Society for Human Resource Management
- Society for Industrial and Organizational Psychology
- Society for Military Psychology
- Southern Management Association
- United States Naval Institute

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## **SERVICE**

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### **Engaged Scholarship and Community Leadership**

- Co-founder of the Center for Refugee and Immigrant Success at Cleveland State University, which brings together researchers from three colleges to work with organizations throughout northeast Ohio to understand and promote the flourishing of refugees and immigrants.
- Member of the Board of Directors for the USS Cleveland Legacy Foundation, an organization that is engaging the community to commission a new U.S. Navy ship, support the ship and crew throughout its service life, and to welcome the ship back to Cleveland at the completion of its naval service.
- Member of the Military and Veterans Commission for the City of Hudson, OH. Appointed by City Council, this Commission exists to act in an advisory capacity to City Council and the City Manager to create and maintain an atmosphere contributing to the respect and appreciation for past and current members of the United States Armed Forces, and to enrich the lives of Hudson residents and visitors through honoring said military members and recognizing the tremendous value of their service to the United States of America.

### **University, College, and Department Service**

- Cleveland State University: CSU 2.0 Administrative Task Force (2020); Monte Ahuja College of Business: Business Community Engagement Task Force/Committee (2020-present), Faculty Senate Committee on Academic Space (member, 2017-present; Chair Sept. 2018-present); search committee member, Dean of the College of Business (2020), Associate Dean for Academic Programs and Student Affairs (2019), Associate Dean for Research and Faculty Affairs (2019), Assistant Professor of Management, Visiting Assistant Professor of Management; Lecturer of Management (2017); college representative, Mr. and Mrs. Monte Ahuja Scholarship Committee (2016-present), sub-committee member, Graduate Student Teaching Awards (2016-present)
- Northern Kentucky University, Haile/US Bank College of Business: committee member, Faculty Enrichment Committee (August 2014-May 2016); chair, Human Resources Advisory Council (April 2014-May 2016); committee member, management major curriculum (Jan. 2014-May 2016); committee member, human resources major curriculum assurance of learning (Aug. 2011-Oct. 2012);

committee member, management major curriculum assurance of learning (Aug. 2011-Oct. 2012);  
committee member, increasing professionalism among students initiative (Aug. 2011-Oct. 2012)

### **Service to the Profession**

- Editorial board: *Journal of Business and Psychology* (2014 to present)
- Member, Military and Veterans Inclusion Committee, Society for Industrial and Organizational Psychology
- Invited expert for panel on entrepreneurial skills in the biomedical sciences, Washington University in St. Louis School of Medicine
- Editorial board: *The Cambridge Handbook of Meeting Science*
- Ad-hoc reviewer: National Science Foundation, Science of Organizations program
- Ad-hoc reviewer: *Journal of Management Studies, California Management Review, Human Relations, Journal of Managerial Psychology, Management Communication Quarterly, European Review of Applied Psychology, Journal of Business and Psychology, Military Psychology, European Journal of Work and Organizational Psychology, Accident Analysis and Prevention, Small Group Research, American Journal of Business, Australian Veterinary Journal; Society for Industrial and Organizational Psychology annual conference*
- Reviewer, Discussant, Session Chair: Southern Management Association Conference, 2010

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### **MILITARY EXPERIENCE**

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#### **Captain, U.S. Navy Reserve, Human Resources Officer**

- May 2002 to present: Commissioned U.S. Navy officer (serving in both active and reserve components)
- Commanding Officer, NR U.S. Fleet Forces N1 (February 2023-present)
  - Leads unit that supports the maritime operations center and global force management functions of U.S. Fleet Forces Command
  - Key leader in Reserve planning for human resources support to operational level of war and fleet personnel management functions
- *Active duty*. Performance Evaluation Transformation Coordinator, Navy Personnel Command. (October 2021-September 2022).
  - Led the transformation of the Navy's performance management system
  - Military topic sponsor for research studies at Naval Postgraduate School
  - Member of the Talent Management Task Force
- Commanding Officer, NR Navy Personnel Command (March 2021-January 2023)
  - Led approximately 100-member unit that supports Navy Personnel Command, the U.S. Navy's human resources operations center
  - Supported work across the Navy's manpower, personnel, training, and education enterprise
- Commanding Officer, NR Expeditionary Combat Readiness Center Detachment Charlie (Dec. 2018-2021)
  - Senior member and leader of a 19-member unit that facilitated mobilizations of naval personnel as part of the Navy's Expeditionary Combat Readiness Center organization
  - Responsible for all readiness and training of unit personnel

- Coordinated mobilization of 65 members of Naval Construction Battalion 25 out of Port Hueneme, CA (May 2019) and 49 members of Electronic Attack Squadron 209 out of Whidbey Island, WA (March 2020)
- Founding Director of the Navy's Reserve Leader Development Training Team (Nov. 2018-present), has facilitated training for more than 1,000 officers as part of their training to become eligible to lead Navy Reserve units
- Chief Staff Officer (May 2018-Nov. 2018), Executive Officer (May 2017-April 2018), Branch Head (Dec. 2016-April 2017), NR CNO-N1 Navy Total Force
  - Led operational support efforts for the most high-profile reserve Human Resources unit in the U.S. Navy Reserve
  - Led all internal organization and administration for 34-member unit that provides direct support to OPNAV N1 and the Navy Total Force Enterprise mission to anticipate Navy warfighting needs, identify associated personnel capabilities, and recruit, train, develop, manage, and deploy those capabilities cost effectively
  - Graduate of National Defense University's Reserve Component National Security Course (July 2017)
  - Graduate of the Naval Postgraduate School's HR Center of Excellence HR Advanced Course (April 2017)
- Personnel management department head and strategic plans officer, U.S. Forces Japan Detachment 105 (April 2014-November 2016):
  - Led personnel management including performance evaluations, awards, and other administrative matters for 43-member unit
  - Coordinated monthly schedules and plans for key Navy Reserve unit that directly augments U.S. Forces Japan
  - Oversees process improvement initiatives
  - Graduate of the Naval Postgraduate School's HR Center of Excellence HR Introductory Course (June 2014)
  - Participant in Korea United wargame at the Naval War College (July 2014, 2015, 2016), Far East Security Symposium (November 2014, 2015), exercise Pacific Sentry (August 2015), exercise Keen Edge (January 2016)
- *Recalled to active duty in Afghanistan.* NATO Training Mission-Afghanistan/Combined Security Transition Command-Afghanistan, Police Training (Dec. 2012-Dec. 2013): Deputy Chief, Specialty Advising
  - Directly coached and consulted Afghan leaders at the Afghan National Police Training General Command on matters of training and administration
  - Strategically planned and guided implementation of training initiatives in the areas of literacy, female police training, anti-corruption, personnel, and scholarships
  - Coordinated training opportunities for the Afghan National Police at Turkey's International Police Training Academy, representing NATO Training Mission-Afghanistan in planning and execution efforts with Turkish and Afghan officials
  - Oversaw contract compliance as the contracting officer's representative for the primary female police training program in Afghanistan
  - Led tactical movements of NATO forces throughout the greater Kabul, Afghanistan area as needed, ensuring security for all personnel
  - Directly managed all HR-related matters for 26 translators and interpreters who support Police Training unit (Jan. to June 2013)
- Bureau of Naval Personnel/Navy Personnel Command (March 2010-Nov. 2012)

- As a strategic human resources subject-matter expert, provided consulting and research supporting the U.S. Navy's personnel requirements, recruiting, analysis, and development needs
  - Led data analysis for major career management study that uncovered more than \$3.6 million of unused human capital assets that are now being realigned to enhance capabilities at the Navy Personnel Command
  - Served as the lead U.S. Navy HR officer community liaison to the Navy's personnel research laboratory, Navy Personnel Research, Studies, and Technology (NPRST)
  - Spearheaded consulting engagement within NPRST to facilitate enhanced project management and stakeholder communication
- Officer in Charge, Operational Support Unit, Charlotte, N.C. (Aug. 2005-Oct. 2006): Managed all administration, training, personnel evaluations, and war-time readiness for more than 50 Navy Reservists
  - *Active duty.* Surface Warfare Officer, USS Preble (DDG 88), Nov. 2002-July 2005: While at sea, was responsible for safe navigation and proper operation of all equipment onboard a \$1.2 billion warship; served as Assistant Chief Engineer, Public Affairs Officer, and Electrical Officer; led more than 500 hours of ship operations and provided maritime security in the Arabian Gulf
  - *Active duty.* Honored Graduate, Surface Warfare Officer School, Newport, R.I., May-Oct. 2002: Studied requisite knowledge for surface warfare officers, graduated with honors for overall grade point average; recognized for highest grade point average in engineering curriculum

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## **BUSINESS, CONSULTING, AND OTHER PROFESSIONAL EXPERIENCE**

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### **Consultant and Entrepreneur (Sept. 2006-present)**

- Co-founder and Principal, Indigo Anchor LLC; provides business consulting, assessment, and advisory services to wide range of organizations
- Founder and Principal, The Corporate Knowledge Institute LLC; provides speaking and consulting services to numerous organizations
- Advisory Board Member, Gild Collective (January 2016-present): provide startup guidance and scientific perspective on service offerings
- Independent consulting, October 2006-October 2012: Provided ad-hoc scientific consulting and business strategy development support for software-as-a-service platform that facilitates human capital diagnostics and solutions across the government, educational, and for-profit sectors in collaboration with firms including Organizational Science Consulting & Research, SRS Inform LLC, and Agility Consulting and Training LLC, and J. E. Kello & Associates.

### **Center for Creative Leadership**

Research Assistant, May-Aug. 2008: Assisted with large-scale qualitative cross-cultural study of career success and career progression as member of the Careers in the 21st Century Europe research team

### **The University of North Carolina at Charlotte**

Internal Communications Manager, Dec. 2005-Aug. 2007: Managed and edited all internal communications from the university's Office of Public Relations, wrote numerous articles for internal and external outlets, led award-winning internal communications team

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