

Publications

Julia Freybote (with Cathrine Nagl, Maximilian Nagl, Daniel Rösch, and Wolfgang Schäfers, Universität Regensburg, Germany) published “Time Varying Dependences Between Real Estate Crypto, Real Estate and Crypto Returns” in *Journal of Real Estate Research*.

Abstract: In recent years, blockchain-based platforms such as Propy and Elysia have emerged that apply tokenization to commercial real estate. They issue real estate crypto coins, which represent a hybrid between real estate and cryptocurrencies. We investigate the return dependence of two real estate crypto coins on (1) the real estate market, as represented by the equity REIT market due to the availability of daily data, and (2) the cryptocurrency market to assess whether real estate crypto coins behave like real estate or cryptocurrencies. Using the time-varying optimal copula (TVOC) approach, we find that the dependence of real estate crypto coins on the real estate and cryptocurrency markets has changed over time. While real estate crypto coins primarily provided exposure to the cryptocurrency market in their early years, our results suggest that real estate crypto coins have become more similar to real estate as they matured. Our findings have portfolio implications for institutional investors, as they suggest that real estate crypto coins represent another asset class to be included in the real estate category.

Brady Firth (with Kameron Carter, Old Dominion U., Stacy Astrove, U. Delaware, and Greg Stewart and Samantha Solimeo, U. Iowa) published “Working at the Top of Their Capabilities: How Teamwork Support Attenuates Leader Role Conflict” in *Group Dynamics: Theory, Research, and Practice*.

Abstract: **Objective:** To understand whether team member support reduces team leader stress. **Method:** In Phase 1, we used hierarchical linear modeling with survey data and administrative records from 45 Veterans Health Administration teams (73 providers and 228 associated members) to investigate how teamwork support mitigates leader stress. In Phase 2, we adopted a parallel/simultaneous mixed methods design, utilizing open- and close-ended responses from 267 additional Veterans Health Administration providers. With the mixed methods design, we first analyzed open-ended responses using directed content analysis and hypothesis coding. Next, we transformed our codes into counts and compared them with closed-ended responses to understand whether teamwork support allows leaders to engage in work aligned with their qualifications. **Results:** As predicted, providers’ role conflict corresponded with decreased performance under low teamwork support, but this negative relationship was attenuated with high teamwork support as such support allows leaders to focus on tasks they are uniquely qualified to perform. **Conclusions:** These findings emphasize the facilitative nature of teams in supporting leaders: Followers provide teamwork support that helps leaders navigate role conflict by allowing leaders to work on tasks consistent with their qualifications.

Talya Bauer and Berrin Erdogan (with Allison Ellis, Cal Poly, San Luis Obispo, Donald Truxillo, U. Limerick, Grant Brady, California State U., East Bay, and Todd Bodner, PSU Psychology) published “New Horizons for Newcomer Organizational Socialization: A Review, Meta-Analysis, and Future Research Directions” in *Journal of Management*.

Abstract: The effective socialization of newcomers into organizations is critical for employee and organizational success. As such, ensuring successful onboarding has become even more pivotal for newcomer adjustment, performance, and retention. The literature has seen significant growth and incorporated new theoretical perspectives, such as resource-based approaches since the most recent comprehensive meta-analytic review of the literature. Therefore, we extended earlier reviews by presenting an updated model of the socialization process, reviewing the literature, and examining this updated model via meta-analysis. In all, we identified 256 studies that met our meta-analytic inclusion criteria, and 183 with sufficient k across construct categories were included in our meta-analysis. At the correlational level, we analyzed antecedents to proximal adjustment indicators and proximal adjustment to distal outcomes. We examined a potential moderator, whether the study took place in a horizontal-individualistic (HI) versus vertical-collectivistic (VC) culture. Last, we analyzed a path model to identify unique relationships between specific antecedents (age, full-time work experience, organizational tenure, proactive personality, information seeking, organizational tactics, insider mentoring/supporting), proximal adjustment indicators (social acceptance, role clarity, task mastery, perceived fit), and distal outcomes (job satisfaction, organizational commitment, turnover intentions, other-rated performance, and well-being). Our analyses uncover the role of proactive personality and proactive newcomer behaviors in newcomer adjustment and the importance of social acceptance for newcomers. They also identify perceptions of fit as an important but relatively under-examined adjustment indicator and newcomer well-being as an additional socialization outcome. We develop future directions for socialization theory and research methods.

Talya Bauer (with Ryan Olson, Stacy Stoffregen, Brad Wipfli, and Kent Anger, OHSU, Todd Bodner, PSU Psychology, Peter Graven, OHSU-PSU School of Public Health, and Andrew McHill, and Courtney Donovan, OHSU) published “Who’s Behind the Wheel? Work and Health Backgrounds of New Transit Bus Operators” in *Journal of Occupational and Environmental Medicine*.

Abstract: **Objective:** Investigate new bus operators’ (N = 293) occupational and health backgrounds to inform how transit authorities can support their future health and job success. **Methods:** New bus operators completed surveys and direct measurements that addressed demographics, work history, and 10 health risk factors. **Results:** Participants averaged 42.76 years of age and were predominantly male (73.5%). Many (45.7%) came from minority backgrounds and most (66.3%) had no prior commercial driving experience. Transportation and material moving occupations were operators’ most common prior jobs followed by protective service, and sales and related occupations. Study-specific criteria classified operators as having low (49.5%), medium (37.9%), and high (12.6%) health risk levels. **Conclusions:** About half of the sample had medium-to-high health risks and most lacked commercial driving experience. Such information may help employers proactively support new bus operators’ health and job success.

Erica Wagner (with Marta Stelmaszak, U. Massachusetts Amherst and Nicolle Nixon DuPont, PSU) published “Recognition in Personal Data: Data Warping, Recognition Concessions, and Social Justice” in *MIS Quarterly*.

Abstract: Data-related harm and injustice are commonly viewed through instrumental, procedural, distributional, or representational theories of social justice. These theories do not account for the social injustice that occurs through the lack of recognition of individuals when data are first conceptualized. We explore the recognition of individuals in data conceptualization by drawing from information systems (IS) literature on data artifacts that acknowledges the fact that data are comprised of semantics and formats. Guided by recognition theory, we studied a project to expand sexual orientation and gender identity (SOGI) data collection at a public, U.S.-based LGBTQ+ welcoming university. We found that while the actors involved worked towards recognizing in SOGI data the fact that identities are layered, non-binary, plural, and fluid, the data themselves still misrecognized individuals due to data warping. We argue that data warping occurs because of recognition concessions between social recognition through data semantics and systems recognition through data formats. Such concessions are both necessary for some recognition but accessory to misrecognition. Our findings have implications for recognition theory, data justice, and information systems research, as well as for personal data in practice.

Talya Bauer (with Micki Kacmar, Southern Management Association, David Allen, Texas Christian U., Russell Cropanzano, U. Colorado Boulder, Deborah Rupp, George Mason U., Brian Connelly, Auburn U., and Patrick Wright, U. South Carolina) published “The Journal of Management’s 50th Reflections 2005-2023” in *Journal of Management*.

Abstract: As we celebrate our 50th anniversary and look forward to the future, we believe it’s important to also reflect on our storied past. Journal of Management (JOM) is an inclusive journal publishing quantitative, qualitative, methodological, theoretical, and review work in all areas of the management field. Its content, authors, and readership are widespread and diverse. JOM’s focus on new ideas, unique perspectives, and commitment to quality lead to interesting and impactful published articles that have significant academic and practical relevance. It is difficult for editors and reviewers to balance requirements for empirical and theoretical rigor with novelty and originality; however, as you can see from the following reflections from our former editors in chief, JOM has done so for five decades. Thank you to former editors in chief Micki Kacmar and David Allen for leading this effort and recruiting the recent former JOM editors in chief who contributed to this article.

Just Got In!

Carlos Mena had his paper “An Evaluation Framework for Machine Learning and Data Science Based Financial Strategies: A Case Study Driven Decision Model” accepted for publication in *IEEE Transactions on Engineering Management*.

Berrin Erdogan and **Talya Bauer** had their paper “All the Lonely People: An Integrated Review and Research Agenda on Work and Loneliness” accepted for publication in *Journal of Management*.

Good to Know

- [This is the link](#) to the faculty resources and procedures for anything relating to research. This link will live here from now on. If you ever need to access this document, simply open up the latest copy of Scholarly News to locate this link.
- PSU is moving toward a new electronic protocol submission system for Human Research Protection Program (Kulai). The new system will be rolled out on January 7, 2025. To ensure a complete data migration of existing protocols to the new system, **PSU IRB will not accept new IRB submissions between December 13 and January 6.** After January 7, all new submissions will need to go through the Kulai System.

Research Calendar

When & Where	What
January 16 (Tuesday)	Research Talk: Dr. Anne Smith
12-1pm Bogue Boardroom	Please hold the date for a research talk by Anne Smith, Haslam College of Business, U. of Tennessee Knoxville. Dr. Smith is an associate editor (Methods) at the Academy of Management Journal through July, 2025. You can find her bio here . Details for the talk will be provided closer to the date.