

Publications

Talya Bauer and **Berrin Erdogan** published “New Employee Onboarding and Socialization: Implications for Performance Management” in *New Frontiers in Performance Management Research: A Synthesis and Future Agenda* (with Deidra Schleicher and Heidi Baumann as editors), published by Oxford University Press.



This chapter focuses on the critical juncture of new employee onboarding and socialization, emphasizing its implications for performance management (PM). It explores the transformation of newcomers from organizational outsiders to insiders, the excitement and stress associated with this transition, and the heightened anxiety around being welcomed and evaluated. The chapter discusses the roles newcomers assume—such as learners, contributors, and social actors—and the dynamics they encounter, including role ambiguity and social support. It highlights the influence of psychological constructs like self-efficacy, role clarity, social acceptance, and organizational fit on newcomers' adjustment and job performance. The chapter also examines the PM system's potential impact on newcomer adjustment and the importance of integrating onboarding and PM. It calls for future research to understand how newcomer socialization and PM processes influence each other and offers recommendations for practitioners and scholars.



Talya Bauer authored “The Office is Lonely by Design” at the Daniels Insights (a Thought Leadership Publication from Purdue University Business School).

The article can be found [at this link](#). The article is based on Talya Bauer's article with Julie McCarthy, Berrin Erdogan, Selin Kudret, and Emily Campion which was published in [Journal of Management](#).

Just Got In!

Mellie Pullman (Emeritus Professor) had her paper “Beyond the supply chain: Digital ecosystem orchestration to advance circular strategies for food waste” accepted for publication in *Supply Chain Management: An International Journal*.

Elizabeth Almer had her paper “The impact of private equity investments in accounting firms on accounting careers” accepted for publication in *Issues in Accounting Education*.

Sambit Tripathi had his paper “Unraveling the Sales Impact: Exploring Consumer Brand Engagement Through Natural Language Processing” accepted for publication in *Journal of Business Research*.

Mellie Pullman (Emeritus Professor) had her paper “The Hunger Games: Procurement Strategies under Unmitigable Supplier Dominance” accepted for publication in *International Journal of Physical Distribution & Logistics Management*.

Wanying Shi and **Carlos Mena** had their article “Female Employment in Global Supply Chains: A Multilevel Analysis of Nike’s Supplier Factories” published in *Journal of Business Ethics*.

Timothy Mallon had his paper “How Do Group Size and Group Relative Performance Information Affect Honesty in Managerial Reporting?” accepted for publication in *Management Science*.

Talya Bauer and **Berrin Erdogan** had their article “Not All Roads Lead to Rome: The Moderating Role of CSE in the Effects of Newcomer Proactivity on LMX and Supervisor Mentoring” accepted for publication in *Journal of Vocational Behavior*.

Yazhen (Sophie) Xiao had her paper “Behind the Hype: A Closer Look at Voice Assistant Skills, Product Control Strategy and User Evaluations” in *Marketing Intelligence and Planning*.

Presentations

David Gerbing presented “A Grammar for Value Data Visualizations Implemented in the R package lessR” at the 2026 Cascadia R Conference held at PSU and OHSU. Portland, OR. June 27.

Mary Marshall presented “Descriptive Storytelling on Day One: Synthesizing Case-Based Induction with Montessori-Style Narrative Frameworks in Introductory Accounting” at the AAA Global Connect Conference on Teaching and Learning. Las Vegas, NV. August 1.

Talya Bauer was organizer of the session “OB Division Junior Faculty Workshop” at the annual meeting of the Academy of Management. Philadelphia, PA, August 1.

Berrin Erdogan was a panelist of the session “OB Division Junior Faculty Workshop” at the annual meeting of the Academy of Management. Philadelphia, PA, August 1.

Mary Marshall presented “Bridging Professional Expertise and Academic Innovation: Opportunities, Challenges, and Ethical Considerations for AI Integration in Academic Research” at the AAA Global Connect 30th Annual Ethics Symposium. Las Vegas, NV. August 2.

Berrin Erdogan was discussant in the session “No Need to Lead on Empty: The Social Exchanges That Fill a Leader’s Tank” at the annual meeting of the Academy of Management. Philadelphia, PA, August 3.

Berrin Erdogan and **Talya Bauer** presented “The Great Pretender: Workplace Impostor Thoughts, Outcomes, and The Critical Role of Perceived Competence” as part of the symposium “Introspecting the ‘Impostor’: New Theory and Insights on the Impostor Phenomenon” at the annual meeting of the Academy of Management. Philadelphia, PA, August 3.

Talya Bauer presented “Shock and Awe: Understanding the Role of the Small Self and Newcomer Adjustment” as part of a symposium titled “New directions in understanding newcomer adjustment: Exploring emerging mechanisms” at the annual meeting of the Academy of Management. Philadelphia, PA, August 3.

Talya Bauer was discussant of the session “Adjustment Under Complexity: How Contemporary Work Structures Shape Newcomer Experiences” at the annual meeting of the Academy of Management. Philadelphia, PA, August 4.

Sejin Keem presented “When Creativity Gets Personal: Identity Threat and the Social Costs of Idea Rejection” as part of the Symposium “Beyond Creative Output: New Frontiers in Understanding Impressions of Creative Individuals at Work” at the annual meeting of the Academy of Management. Philadelphia, PA, August 4.

Berrin Erdogan presented “Finding the Balance: How and When Employees Perceive Leader-member Exchange Differentiation as Contribution based” at the Symposium titled “Rethinking Leader–Member Exchange in Social Context: Comparisons, Signals, and Boundaries” at the annual meeting of the Academy of Management. Philadelphia, PA, August 4.

Sambit Tripathi presented “More Than Confidence Scores: Do Different Types of Uncertainty Matter for Trust in AI?” at the Americas' Conference on Information Systems (AMCIS). Reno, NV. August 20-22.

Sambit Tripathi presented “Societal Outcomes of the Gig Economy: Evidence from Ridesharing Platforms” at the Americas' Conference on Information Systems (AMCIS). Reno, NV. August 20-22.

In the News

Elizabeth Almer was quoted in the article "[Grant Thornton, CBIZ merger raises bar in battle over mid-market](#)" published in Bloomberg Tax. July 29.

Ji Woon (June) Ryu was featured in South Korea's leading economic daily newspaper, MAEIL Business, following recognition as the recipient of the Young Scholar Award from the Korean Association of Management Scholars. The August 3 feature was titled "[The role of management research is growing in the AI-native era.](#)"

Ji Woon (June) Ryu was interviewed for and featured in the article "[Companies need a culture that can criticize AI outputs](#)" published in in South Korea's leading economic daily newspaper, MAEIL Business. August 3.

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 the latest copy of Scholarly News to locate this link.