

## Publications

**Berrin Erdogan** and **Talya Bauer** (with Selin Kudret, Henley Business School, UK, Emily Campion, U. Iowa, Julie McCarthy, U. Toronto, Canada, and Bonnie Hayden Cheng, U. Hong Kong) published “Under Pressure: Employee Work Stress, Supervisory Mentoring Support, and Employee Career Success” in *Personnel Psychology*.

**Abstract:** Despite consistent findings that stressed employees benefit from social support, these employees do not always have access to such support. We propose and test a conceptual model suggesting employee work stress will negatively affect supervisory career and psychosocial mentoring support. Drawing from social exchange theory, we predict this will indirectly affect employee career success (lower career satisfaction and promotability ratings, fewer promotions), and that the relationship between employee work stress and lower supervisory mentoring support can be explained by lower levels of work engagement experienced by, and attributed to, stressed employees. We tested our model across three studies. In Study 1, we collected four waves of multisource field data (254 employees, 127 managers, and company records) at a large postal organization in the United Kingdom (UK). Employee work stress was negatively related to supervisor career and psychosocial mentoring support, and indirectly affected career satisfaction and manager promotability ratings of employees via supervisor career mentoring support. Cross-lagged panel analyses in a supplemental study additionally supported the proposed directionality of relationships. Study 2 included data across three waves from employees in Hong Kong ( $n = 137$ ) and showed that employee work stress had indirect effects on supervisor career and psychosocial mentoring via lower employee engagement. In Study 3, using data from supervisors in the UK ( $n = 240$ ) we showed that supervisor perceived employee stress had indirect effects on their provision of supervisor career and psychosocial mentoring support via lower perceived employee engagement.

## Honors and Recognitions

**Julia Freybote** and **Riëtte Carstens'** paper "It's All in the Detail: Individual ESG Factors and Firm Value" (with Ramya Aroul of University of Texas - Arlington) won a “Promising Idea Award” (Real Estate Track) at the 2024 Indian Management Research Conference (IMRC) from December 7 to 9, 2024 and organized by IIM Ahmedabad.

## Presentations

**Mary Marshall** presented "Tipping their Hand: Pre-Filled Tax Returns and Information Verification" at the American Taxation Association Research Conference. Dallas, TX. February 21.

**Shruti Koley** presented “Service failure and consumer anger: Dominance-related compensations help in service recovery” at the Society for Consumer Psychology (SCP) 2025 meeting. Las Vegas, NV. Feb 27-March 2.

## In the News

**Berrin Erdogan** was quoted in the article “[Turning Overqualification into Opportunity: How to Thrive in a Role Beneath Your Skills](#)” published in *The Washington Post: Jobs*. Jan 19.

## Just Got In

**Carlos Mena** had his paper “The Interplay of Agile Capabilities in Crisis Response” accepted for publication in *International Journal of Operations and Production Management*.

**Berrin Erdogan** had her paper “Understanding I-Deals Through the Social Ledger Lens: The Role of Trust and Hindrance Networks” accepted for publication in *Academy of Management Journal*.

## Call for Papers

**Sophie Xiao** will co-chair the 2025 Journal of Product Innovation Management (JPIM) Research Forum with Destan Kandemir at Georgia State University and Cheryl Nakata at the University of North Carolina at Greensboro. The co-chairs invite submissions from innovators, scholars, and industry professionals across 14 tracks, covering all aspects of new product and service development and innovation management.

The research forum is part of the Product Development and Management Association (PDMA) Annual Conference, providing valuable networking opportunities with scholars, practitioners, JPIM’s Editorial Team, and the PDMA community.

Authors can submit a full paper, extended abstract, or developmental paper, depending on their topic, interest, and the stage of their research project. Selected full papers presented at the research forum will be invited to submit to a special Journal of Product Innovation Management section. These papers will follow the standard double-blind review process for regular submissions.

- Conference Dates: September 13-14, 2025
- Conference Website: <https://www.pdma.org/page/annual-jpim-research-forum>
- Conference Location: Marriott Marquis Chicago, Chicago, Illinois
- Paper Submission Deadline: April 15, 2025
- Paper Submission Website: <https://easychair.org/conferences/?conf=2025-jpim-rf>

## 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.

# Research Calendar

When	Where & What
Monday March 3, 5pm	<p><b>Deadline for Applications to Faculty Enhancement Grants</b></p> <p>Faculty (Tenure track and fixed term) and Academic Professionals are eligible to apply for individual grants up to \$15,000 to support scholarship and research. You can find more information about the <a href="#">program here</a>.</p>
Wednesday March 5 12-1pm	<p><b>Stats Lunch: Dr. Frederik Vos</b> <i>Organized by PSU Quantitative Interest Group</i></p> <p><b>Title:</b> Interaction analysis for continuous / survey data</p> <p><b>Location:</b> CH307 (Pizza and salad will be served).</p> <p><b>Abstract:</b> In this research talk we will broadly discuss options to analyze interactions of continuous variables (e.g. survey data) influencing a dependent variable. Ideas we cover are polynomial regression analyses with response surface modelling, multi-group analyses, fuzzy set QCA and potentially other options. Please bring your own ideas and experiences to the meeting!</p>
Tuesday, March 11 12:15- 1:15pm	<p><b>Research Talk: Dr. Mary Marshall</b> <i>Please note that we are starting at 12:15 to accommodate classroom availability.</i></p> <p><b>Title:</b> Trickle Up: How the Experiences of Interns, Staff, and Senior Accounting Professionals During the COVID-19 Pandemic Changed the Early Career Experience in Audit Firms</p> <p><b>Location:</b> KMC 180 (Pizza and Salad will be served). If you cannot join us in person, you can connect via <a href="#">Zoom</a>.</p> <p><b>Abstract:</b> Using a series of focus groups, we explore early career auditors' experiences in public accounting before, during, and after the remote pivot during the COVID pandemic. With a focus on perceptions of and attitudes toward their roles, we draw from research on organizational assimilation theory to explore the effects of remote auditing on technology adoption and use, audit quality, and auditor development. Preliminary results highlight shifting staff expectations for learning and development, work modality, and career progression goals. Our key findings identify shifting priorities among early career staff, many of whom value flexibility above promotion readiness.</p>