

Gordon B. Schmidt
Purdue University Fort Wayne
Department of Organizational Leadership
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EDUCATION

Michigan State University East Lansing, MI
Master's degree in Industrial and Organizational Psychology Spring 2008
Ph.D. in Organizational Psychology Summer 2012

Doctoral Dissertation

Title: The setting of personal goals as a Bayesian calibration process.
Chair: Richard P. DeShon
Committee members: Dan Ilgen, Kevin Ford, Daisy Chang, and Russell Johnson
Defended: July 2012

Master's Thesis

Title: Learning and performance goals: Disentangling the effects of goal specificity.
Chair: Steve W. J. Kozlowski
Committee members: Dan Ilgen and Kevin Ford
Defended: December 2007

Cornell University Ithaca, NY
Bachelor of Science, Industrial and Labor Relations May 2004
Honors graduate

WORK EXPERIENCE

Purdue Fort Wayne (formerly Indiana University-Purdue University Fort Wayne)
(August 2010 to current)

- Department Chair of Organizational Leadership (July 2017 to present)
 - o Created department industrial advisory board
 - o Increased industry and alumni involvement with department
 - OL students presenting in gallery space of 2018 and 2019 TEDx Fort Wayne events
 - Created departmental committee on Outreach and Advisory Board

- Developing alumni mentoring program
 - More applied projects in classes
- Successful Bid to Host the 2020 Management and Organizational Behavior Teaching Society Conference
- Major growth of master's degree program in student head count and increased credit hour production from non-majors
- Associate Professor of Organizational Leadership (August 2017 to present)
- Assistant Professor of Organizational Leadership and Supervision (August 2011 to August 2017)
- Visiting Instructor of Organizational Leadership and Supervision (August 2010 to August 2011)

Lansing Community College (January 2010 to May 2010)

- Adjunct Instructor of Psychology

Albion College (August 2009 to December 2009)

- Adjunct Instructor of Psychology

Michigan State University (August 2004 to May 2010)

- Teaching Assistant of Management (August 2009 to May 2010)
- Teaching Assistant of Psychology (August 2004 to August 2009)

SCHOLARLY EXPERIENCES

Refereed Academic Journal Publications

Armstrong, B., Schmidt, B., Islam, S., Jimenez, W. P., & Knudsen, E. (in press). Searching for I-O psychology: How practitioners, academics, and laypeople engage with the I-O brand online. *The Industrial-Organizational Psychologist*.

O'Connor, K. W. & Schmidt, G. B. (in press). Civility 101: Free speech, social media and university faculty. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

- Schmidt, G. B. (in press). Evidence-based initiatives for organizational change and development. *New Horizons in Adult Education and Human Resource Development*.
- Islam, S. & Schmidt, G. B. (2019). Getting in the game: I-O psychologists as debunkers and testers of business practice. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 243-246.
- Schmidt, G. B. (2019). The future of leadership is virtual. *Journal of Leadership Studies*, 12(4), 63-64.
- Schmidt, G. B. (2019). The need for goal-setting theory and motivation constructs in lean management. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 251-254.
- Mishra, P. & Schmidt, G. B. (2018). How can leaders of multi-national organizations be ethical by contributing to Corporate Social Responsibility initiatives? Guidelines and pitfalls for leaders trying to “do good.” *Business Horizons*, 61, 833-843.
- Todorovic, Z. W., Schmidt, G. B., & Ma, J. (2018). Balancing organizational growth: An examination of large corporate failures- the problem of executive diffusion. *Business Studies Journal*, 9 (1), 1-15.
- Cochran, D. S., Schmidt, G. B., Oxtoby, J., Hensley, M., & Barnes, J. (2017). Using collective system design to define and communicate organization goals and related solutions. *Journal of Enterprise Transformation*, 7, 23-39.
- Schmidt, G. B., Park, G., Kenney, J., & Ghumman, S. (2017). Job apathy: Scale development and initial validation. *Journal of Career Assessment*, 25, 484-501.
- O'Connor, K. W., Schmidt, G. B., & Drouin, M. (2016). Helping workers understand and follow social media policies. *Business Horizons*, 59, 205-211.
- O'Connor, K. W., Schmidt, G. B., & Drouin, M. (2016). Suspended because of social media? Students' knowledge and opinions of university social media policies and practices. *Computers in Human Behavior*, 65, 619-626.
- Schmidt, G. B. (2016). How adult attachment styles relate to perceived psychological contract breach and affective organizational commitment. *Employee Responsibilities and Rights Journal*, 28, 147-170.
- Schmidt, G. B., & Jettinghoff, W. (2016). Using Amazon Mechanical Turk and other compensated crowdsourcing sites. *Business Horizons*, 59, 391-400.

- Schmidt, G. B., Lelchook, A. M., & Martin, J. E. (2016). The relationship between social media co-worker connections and work-related attitudes. *Computers in Human Behavior*, 55 (Part A), 439-445.
- Drouin, M., O'Connor, K. W., Schmidt, G. B., & Miller, D. A. (2015). Facebook fired: Legal perspectives and young adults' opinions on the use of social media in employment decisions. *Computers in Human Behavior*, 46, 123-128.
- O'Connor, K. W. & Schmidt, G. B. (2015). "Facebook fired": Legal standards for social media-based terminations of K-12 public school teachers. *Sage Open*, 5(1), 1-11. DOI: 10.1177/2158244015575636
- Schmidt, G. B. (2015). 50 Days an MTurk worker: The social and motivational context for Amazon Mechanical Turk workers. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 8(2), 165-171.
- Schmidt, G. B. & O'Connor, K. W. (2015). Fired for Facebook: using NLRB guidance to craft appropriate social media policies. *Business Horizons*, 58, 571—579.
- Schmidt, G. B. (2014). Virtual leadership: An important leadership context. *Industrial and Organizational Psychology: Perspectives on Science and Practice* 7 (2), 182-187.
- Mishra, P. & Schmidt, G. B. (2013). Unfortunately, ambiguities still abound in how we conceptualize CSR. *Industrial and Organizational Psychology: Perspectives on Science and Practice* 6 (4), 379-383. (Authors contributed equally, names are in alphabetical order).
- Schmidt, G. B. & Landers, R. N. (2013). Solving the replication problem in psychology requires much more than a website. *Industrial and Organizational Psychology: Perspectives on Science and Practice* 6 (3), 315-318.
- Schmidt, G. B. & Landers, R. N. (2010). Strengthening shared identity in I/O Psychology through online social networks. *Industrial and Organizational Psychology: Perspectives on Science and Practice* 3 (3), 286-288.
- Ryan, A. M., Boyce, A., Ghumman, S., Jundt, D., Schmidt, G. B., & Gibby, R. (2009) Going global: Cultural values and perceptions of selection procedures. *Applied Psychology: An International Review*, 58, 520-556.

Books Edited

- Landers, R. N. & Schmidt, G. B. (2016). *Social Media in Employee Selection and Recruitment: Theory, Practice and Current Challenges*. Springer.

Editor-reviewed Book Publications

- Schmidt, G. B. (2019). Amazon. In Dr. Debra Merskin (Ed.) *The SAGE International Encyclopedia of Mass Media & Society*. Sage. 57-60.
- Schmidt, G. B. (2019). Google. In Dr. Debra Merskin (Ed.) *The SAGE International Encyclopedia of Mass Media & Society*. Sage. 690-693.
- Schmidt, G. B. (2019). Klout. In Dr. Debra Merskin (Ed.) *The SAGE International Encyclopedia of Mass Media & Society*. Sage. 901-903.
- Schmidt, G. B. (2019). Netflix. In Dr. Debra Merskin (Ed.) *The SAGE International Encyclopedia of Mass Media & Society*. Sage. 1203-1205.
- Schmidt, G. B. (2019). Peer-to-peer payment systems. In Dr. Debra Merskin (Ed.) *The SAGE International Encyclopedia of Mass Media & Society*. Sage. 1344-1347.
- Schmidt, G. B. (2019). Reddit. In Dr. Debra Merskin (Ed.) *The SAGE International Encyclopedia of Mass Media & Society*. Sage. 1468-1470.
- Schmidt, G. B. (2019). Slideshare. In Dr. Debra Merskin (Ed.) *The SAGE International Encyclopedia of Mass Media & Society*. Sage. 1578-1580.
- Schmidt, G. B. (2019). Walt Disney Company. In Dr. Debra Merskin (Ed.) *The SAGE International Encyclopedia of Mass Media & Society*. Sage. 1876-1878.
- O'Connor, K. W. & Schmidt, G. B. (2018). Social media, data privacy, and the Internet of people, things, and services in the workplace: A legal and organizational perspective. In Dr. Claire A. Simmers and Murugan Anandarajan (Eds.) *The Internet of People, Things and Services: Workplace Transformations*. Routledge.
- Black, S. L., Washington, M. L. & Schmidt, G. B. (2016). How to stay current in social media to be competitive in recruitment and selection. In Richard N. Landers and Gordon B. Schmidt (Eds.) *Social Media in Employee Selection and Recruitment: Theory, Practice and Current Challenges*. Springer. 197-219.
- Landers, R. N. & Schmidt, G. B. (2016). Social media in employee selection and recruitment: Current knowledge, unanswered questions, and future directions. In Richard N. Landers and Gordon B. Schmidt (Eds.) *Social Media in Employee Selection and Recruitment: Theory, Practice and Current Challenges*. Springer. 343-367.
- Schmidt, G. B. (2016). How social media can impact the organizational political process. In Eran Vigoda-Gadot and Amos Drory (Eds.) *Handbook of Organizational Politics (2Ed): Looking Back and to the Future*. Edward-Elgar Publishing House. 148-171.

Schmidt, G. B. & O'Connor, K. (2016). Legal concerns when considering social media data in selection. In Richard N. Landers and Gordon B. Schmidt (Eds.) *Social Media in Employee Selection and Recruitment: Theory, Practice and Current Challenges*. Springer. 265-287.

National/International Peer-Reviewed Research Conference Presentations

O'Connor, K. W. & Schmidt, G. B. (2019). Worker social media, data privacy and the law: Employer obligations, considerations, and human resource concerns. In K. M. Lukaszewski & A. F. Johnson (co-chairs), *The Use and Collection of Social Media Information and Its Impact on Human Resource Management*. Presented at the 2019 Academy of Management Meeting, Boston, Massachusetts.

Schmidt, G. B., discussant. (2019). *Vetting with the Program: Examining Cybervetting Techniques for Applicant Screening*. Presented at the 2019 meeting of the Society for Industrial and Organizational Psychology in National Harbor, Maryland.

Bergman, S., Davison, K., O'Connor, K., & Schmidt, G. B. (2018). *Social media use in selection: The promise, pitfalls, policies, and legal protections*. Presented at the 2018 meeting of the Society for Industrial and Organizational Psychology in Chicago, Illinois.

O'Connor, K. W., Abbott, K., & Schmidt, G. B. (2016). Training employees about their organization's social media policy and appropriate social media behaviors. In G. B. Schmidt and A. Blanchard (co-chairs), *Information technology as medium of connecting people to each other and knowledge*. Presented at the 2016 Southern Management Association Meeting, Charlotte, North Carolina.

Schmidt, G. B. & Schenk, T. (2016). The impact of information technology on organizational memory. In G. B. Schmidt and A. Blanchard (co-chairs), *Information technology as medium of connecting people to each other and knowledge*. Presented at the 2016 Southern Management Association Meeting, Charlotte, North Carolina.

O'Connor, K. W. & Schmidt, G. B. (2015). Can I be fired for Facebook? Looking at the legality of social media terminations across job types. In K. W. O'Connor & A. Blanchard (co-chairs), *The impact of social media on human resource activities*. Presented at the 2015 Southern Management Association Meeting, St. Pete Beach, Florida.

Schmidt, G. B., O'Connor, K. W., & Jettinghoff, W. M. (2015). A taxonomy of CSR political behavior. In G. B. Schmidt & K. W. O'Connor (co-chairs), *New*

- perspectives on corporate social responsibility*. Presented at the 2015 Academy of Management Meeting, Vancouver, British Columbia, Canada.
- Landers, R. N. & Schmidt, G. B. (2014), Social media, a new predictor class: Remaining questions for selection. In R. N. Landers & G. B. Schmidt (co-chairs), *Social media in selection: Validity, applicant reactions, and legality*. Presented at the 2014 meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Schmidt, G. B. (2012). Learning and performance goal effects on perceptions of goal discrepancy. In G. B. Schmidt, G. Park, & P. D. Converse, (co-chairs), *Factors affecting individual self-regulation and learning processes*. Symposium presented at the 2012 meeting of the American Psychological Association in Orlando, Florida.
- Schmidt, G. B., Lelchook, A. & Martin, J. E. (2012). The relationship between social media co-worker friends and work-related attitudes. In G. B. Schmidt & R. N. Landers (co-chairs), *The impact of social media on work*. Symposium presented at the 2012 meeting of the Society for Industrial and Organizational Psychology, San Diego, California.
- Schmidt, G. B. & Park, G. H. (2012). How social media affects within and between virtual team functions. In T. Nielsen (chair), *Virtual teams: Exploring new directions in research and practice*. Symposium presented at the 2012 meeting of the Society for Industrial and Organizational Psychology, San Diego, California.
- Schmidt, G. B., Landers, R. N., Halpern, B., Teahen, J., & Lynch, J. (2011). *The future of management and social media*. Panel discussion moderated by G. B. Schmidt presented at the 2011 meeting of the Academy of Management in San Antonio, Texas.
- Schmidt, G. B. (2011). *Office gossip as an informational source*. Paper presented at the 2011 meeting of the Academy of Management in San Antonio, Texas.
- Schmidt, G. B. & Park, G. H. (2011). *The relationship between work knowledge characteristics, personality, and job apathy*. Paper presented at the 2011 meeting of the American Psychological Association in Washington, D. C.
- Landers, R. N. & Schmidt, G. B. (2010). *Making and managing connections to colleagues, employees and students through online social networks*. Professional Development Workshop held at the 2010 meeting of the Academy of Management, Montreal, Ontario, Canada.
- Schmidt, G. B. (2010). *Making management knowledge through online social networking sites*. Panel Symposium presented at the 2010 meeting of the Academy of

- Management, Montreal, Ontario, Canada. Was designated a program highlight for the Organizational Communications and Information Systems division.
- Schmidt, G. B. (2010). *The effects of office gossip on workplace cognitions and behaviors*. Paper presented at the 2010 meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
- Schmidt, G. B. & Landers, R. N. (2010). *Online social media in our professions and professional lives*. Caucus at the 2010 meeting of the Academy of Management, Montreal, Ontario, Canada.
- Schmidt, G. B., Park, G. H., & Ilgen, D. (2010). Goal orientation and credibility effects on effort after negative feedback. In A. Schmidt (chair), *A lens on the world: Traits and states influencing self-regulation*. Symposium presented at the 2010 meeting of the Academy of Management, Montreal, Ontario, Canada
- Schmidt, G. B., Fandre, J., Huang, J., & Ghumman, S. (2009). *What does job apathy add beyond employee engagement?* Paper presented at the 2009 meeting of the American Psychological Association in Toronto, Ontario, Canada.
- Schmidt, G. B. (2009). The effect of metacognition on learning and performance: A meta-analysis. In A. Towler & S. T. Bell (Co-chairs), *The people factor: Considering trainee and trainer effects on learning*. Symposium conducted at the 2009 meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Schmidt, G. B., Park, G. H., Huang, J., Ghumman, S., Fandre, J., & Grand, J. (2008). *Job apathy: An investigation of its antecedents and work-related outcomes*. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.
- Schmidt, G. B., & DeShon, R. P. (2008). The decreasing salience and impact of assigned goals over time. In G. B. Schmidt & R. P. DeShon (Co-Chairs), *Factors that effect personal goals and self-regulation processes over time*. Symposium conducted at the 2008 meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.
- Jundt, D., Schmidt, G. B., Ghumman, S., Boyce, A., Ryan, A. M. (2006). The role of culture in selection tool perceptions. In A. M. Ryan (Chair), *Culture and applicant perceptions of selection procedures*. Symposium conducted at the 2006 meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Schmidt, G. B., & Bell, B. S. (2005). *Attachment style as a predictor of individual-organization attachment*. Presented at the 2005 meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.

Local Peer-Reviewed Research Conference Presentations

Di Cecco, P., DePatie, T., La Sala, S., Lobo, S., Schmidt, G., & Islam, S. (2019). How leaders tweet: An exploratory analysis of entrepreneurial leader tweets. Poster presented at the Celebration for Scholarship Farmingdale State College, Farmingdale, New York.

PEDAGOGY WORK

Referred Educational Journal Publications

Kirchner, M. & Schmidt, G. B. (2018). Applying structured on-the-job training in a live setting: An example from a TEDx conference. *Journal of Human Resources Education* 12 (4), 1-12.

Schmidt, G. B. (2018). Listening Is Essential: An Experiential Exercise on Listening Behaviors. *Management Teaching Review*, 3, 287-294.

Schmidt, G. B. (2016). Using Pinterest in the management classroom. *Management Teaching Review*, 1, 79-84.

O'Connor, K. & Schmidt, G. B. (2015). May it please the court: Two legal cases to teach students about social media based terminations of employment. *Journal of Management Education*, 39, 806-811.

Schmidt, G. B. (2015). The King of Kong: A Fistful of Quarters. *Journal of Management Education*, 39, 801-805.

International Educational Peer Reviewed Conference Presentations

Kirchner, M. & Schmidt, G. B. (2019). *Empowering students with real world experience: Training others during community events*. Presented at the 2019 Management & Organizational Behavior Teaching Conference, Mahwah, New Jersey.

Schmidt, G. B. (2019). *Discussing how to create a "sense of place" and real world connections in the online classroom through alumni videos and other methods*. Presented at the 2019 Management & Organizational Behavior Teaching Conference, Mahwah, New Jersey.

O'Connor, K. Schmidt, G. B., & Kirchner, M. (2018). *When it goes wrong in the classroom: Reshaping, reinventing, and saving the day*. Presented at the 2018 Management & Organizational Behavior Teaching Conference, Conway, South Carolina.

O'Connor, K. & Schmidt, G. B (2017). *Navigating the changing currents of social media: Teaching management students how to analyze and understand university social media policies*. Presented at the 2017 Organizational Behavior Teaching Conference, Providence, Rhode Island.

Schmidt, G. B (2017). *Creating a Pinterest Board for the Collaborative Sharing of Management Video Clips*. Presented at the 2017 Organizational Behavior Teaching Conference, Providence, Rhode Island.

O'Connor, K. & Schmidt, G. B (2016). *Uniting students to fulfill the common goal of online reputation management*. Presented at the 2016 Organizational Behavior Teaching Conference, North Canton, Ohio.

Schmidt, G. B (2016). *Listening is essential: An exercise*. Presented at the 2016 Organizational Behavior Teaching Conference, North Canton, Ohio.

Schmidt, G. B. (2015). *Critically examining training example videos for learning about train-the-trainer programs and supporting development of management critical thinking skills*. Presented at the 2015 Organizational Behavior Teaching Conference, La Verne, California.

Schmidt, G. B. (2015). *Using Pinterest as a medium for student active learning through individual discovery of relevant content*. Presented at the 2015 Organizational Behavior Teaching Conference, La Verne, California.

O'Connor, K. & Schmidt, G. B. (2014). *Facebook fired: Educating students about the professional and legal implications of personal social media use on employment status*. Presented at the 2014 Organizational Behavior Teaching Conference, Nashville, Tennessee.

Cochran, D., Schmidt, G. B., Barnes, J., & Hite, L. (2013). *Building an integrated lean system design and leadership master's degree*. Presented at the 2013 Lean Educator Conference, Columbus, Ohio.

Local Educational Peer Reviewed Conference Presentations

Kirchner, M., Schmidt, G. B., & O'Connor, K. (accepted). *Hosting higher education conferences in Northeast Indiana: A discussion of the process, challenges, and strategies for successful execution*. To be presented at the 2020 Fort Wayne Teaching Conference, Fort Wayne, Indiana.

Schmidt, G. B. (2019). *Bringing a sense of place to online courses with alumni guest videos*. Presented at the 2019 Fort Wayne Teaching Conference, Fort Wayne, Indiana.

O'Connor, K. & Schmidt, G. B. (2016). *Teaching students about personal social media use and its effect on student retention and success*. Presented at the 2016 Fort Wayne Teaching Conference, Fort Wayne, Indiana.

O'Connor & Schmidt, G. B. (2015). *Facebook fired: Teaching students to recognize and reflect upon the potential professional ramifications of personal social media usage*. Presented at the 2015 Fort Wayne Teaching Conference, Fort Wayne, Indiana.

Schmidt, G. B. (2015). *Using Pinterest as a way to have students share content and build class engagement*. Presented at the 2015 Fort Wayne Teaching Conference, Fort Wayne, Indiana.

Teaching Awards

2015: College of Engineering, Technology and Computer Science Excellence in Teaching Award, Indian University Purdue University Fort Wayne.

Teaching Experiences

Purdue Fort Wayne (formerly Indiana University-Purdue University Fort Wayne) (Fall 2010 to present)

Courses taught:

Undergraduate:

OLS 25200: Human Behavior in Organizations

OLS 27400: Applied Leadership

OLS 37500: Training Methods (face to face and "hybrid")

OLS 37600: Human Resource Issues

OLS 47500: Human Resource Development

Graduate:

OLS52500: Organizational Analysis and Action

OLS53000: Systems Change and Organizational Development

OLS56500: Employee Relations (face to face and online)

Lansing Community College

Courses taught:

PSY200 Introductory Psychology Spring 2010

Albion College

Courses taught:

PSY101 Introductory Psychology Fall 2009

Michigan State University (August 2004 to May 2010)

Courses taught:

PSY255 Introduction to Industrial/Organizational Psychology Online Summer 2007, Summer 2008, and Summer 2009.

Teaching Assistant Work:

PSY255 Introduction to Industrial/Organizational Psychology Online Summer 2005, Summer 2006

MGT325 Management Skills Fall 2009, Spring 2010

LIR860 Negotiation and Conflict Management Fall 2009

- Graduate level seminar

PSY101 Introductory Psychology Spring 2009

PSY395 Research Design and Measurement Fall 2006, Spring 2008, Fall 2008

PSY239 Psychology of Women Fall 2007

PSY295 Data Analysis in Psychological Research Spring 2007

APPLIED WORK

Development of measures to test effectiveness of STRE.ME strategic management app for cellphones and membership on advisory committee for the entrepreneurial business.

Development of online PSY255: Introduction to Industrial/Organizational Psychology with Dr. Dan Ilgen and Dr. Cathleen McGreal, first online course offered in department of psychology at Michigan State University.

Measurement of reactions to a new online selection assessment to be used for all new employees by Procter and Gamble using a global sample with Ann Marie Ryan, Dustin Jundt, Sonia Ghumman, and Anthony Boyce.

Technical Reports

Ghumman, S., Schmidt, G. B., Boyce, A., Jundt, D., Ryan, A. M. (2005). Reactions to Procter & Gamble's Assessment Prototype: Results for the United States. Technical Report. Cincinnati, OH: Procter and Gamble Employee Research Group.

Jundt, D., Ghumman, S., Schmidt, G. B., Boyce, A., Ryan, A. M. (2005). Reactions to Procter & Gamble's Assessment Prototype: Results for the Global Sample. Technical Report. Cincinnati, OH: Procter and Gamble Employee Research Group.

Jundt, D., Ghumman, S., Schmidt, G. B., Boyce, A., Ryan, A. M. (2004). Theories of Cognitive Abilities, Group Differences, and an Examination of Procter & Gamble Cognitive Ability Items. Technical Report. Cincinnati, OH: Procter and Gamble Employee Research Group.

SERVICE

Invited Presentations

Schmidt, G. B. (August 2019). *Be Careful What You Post*. Presented at the 2018 Graduate Assistant Workshop, Purdue Fort Wayne, Fort Wayne, Indiana.

Schmidt, G. B. (August 2019). *Social Media*. Presented at the 2018 Graduate Assistant Workshop, Purdue Fort Wayne, Fort Wayne, Indiana.

Schmidt, G. B. (March 2019). *Cultivating organizational culture*. Presented at the Spring 2019 Mastodon Job and Internship Fair, Fort Wayne, Indiana

Schmidt, G. B. (August 2018). *Be Careful What You Post*. Presented at the 2018 Graduate Assistant Workshop, Purdue Fort Wayne, Fort Wayne, Indiana.

Schmidt, G. B. (August 2018). *Social Media*. Presented at the 2018 Graduate Assistant Workshop, Purdue Fort Wayne, Fort Wayne, Indiana.

Schmidt, G. B. (October 2015). *Trick or treat? Social media use by employees*. Presented as part of the Michigan State Org Psych Colloquium, East Lansing, Michigan.

Schmidt, G. B. (March 2015). *How social media is impacting employment relations: An examination from several angles*. Presented as part of the Bowling Green State University Industrial/Organizational Psychology Speaker Series, Bowling Green, Ohio.

Schmidt, G. B. (November 2013). *3 motivational challenges to student academic success*. Presented to IPFW Student Affairs & Enrollment Management, Fort Wayne, Indiana.

Schmidt, G. B. (October 2013). *Can office gossip help?* Presented on the 2013 IPFW Fall Tour, Fort Wayne, Indiana.

O'Connor, K. & Schmidt, G. B. (September 2013). *Facebook fired: How do I avoid being fired or screened out?* Presented as part of the IPFW Lunch with Leaders Series, Fort Wayne, Indiana.

Schmidt, G. B. (April 2012). *Social media and employee relations*. Guest lecturer presentation to OLS 565 Employee Relations, instructor: Yuan Jiang, Fort Wayne, IN.

Schmidt, G. B. (March 2012). *The benefits and pitfalls of online social media for careers*. Presented at the IPFW SHRM Meeting, Fort Wayne, Indiana.

Schmidt, G. B. (March 2011). *How social media is changing the relationship between employees and the organizations they work for*. Presented as part of the Indiana University Purdue University Indianapolis Psychology Brown Bag series, Indianapolis, Indiana.

Schmidt, G. B. (April 2010). *Social media, so what? The value of social media for academics and practitioners*. Presented as part of the Michigan State Organizational Psychology Brown Bag series, East Lansing, Michigan.

Podcast Appearances

May 15th, 2019: Guest on Department 12 Episode “Gordon Schmidt on the Virtual Future of Leadership.”

Reviewer Work

Academic Journal Action Editor

Sage Open (2016 to present)

Academic Journal Reviewer

Applied Computing and Informatics (2017 to present)

Computers in Human Behavior (2016 to present)

Current Opinion in Behavioral Sciences (2017 to present)

Employee Responsibilities and Rights Journal (2017 to present)

Entrepreneurship Education and Pedagogy (2018 to present)

The International Journal of Human Resource Management (2018 to present)

The International Journal of Selection and Assessment (2018 to present)

Journal of Leadership Studies (2019 to present)

Journal of Management Education (2019 to present)

Journal of Managerial Psychology (2018 to present)

Management Teaching Review (2015 to present).

Occupational and Organizational Psychology (2014 to present)
Organizational Psychology Review (2016 to present)
Personnel Assessment and Decisions (2017 to present)

Academic Conference Reviewer

Academy of Management Annual Meeting (2014 to present).
Organizational Behavior Teaching Conference (2014 to present).
Society for Industrial Organizational Psychology Annual Conference (2012 to present).

Other Reviewing

Reviewer for the Anniversary Fund of the City of Vienna for the Austrian Academy of Sciences (March 2017)

General

MyLab student question content creator for Pearson education (2018)

- Creator of MyLab XL study guide content for Robbins, De Cenzo & Coulter *Fundamentals of Management: Essential Concepts and Applications 11th edition*
- Creator of MyLab XL study guide content for Whetten & Cameron *Developing Management Skills 10th Edition*
- Creator of MyLab XL study guide content for David *Strategic Management: A Competitive Advantage Approach 17th edition*

MyLab warmup question content creator for Pearson education (2017)

- Creator of MyLab warmup question content for Certo *Modern Management 15th Edition*

Member of Digital Board of Advisors for Organizational Behavior for McGraw-Hill (2016 to 2017)

- Reviewed and provided comments on new videos and assessments for online Smartbook applications of Organization Behavior textbooks

Textbook proposal reviewer for Sage (2017)

- Reviewed prospectus and 3 chapters for potential new Training & Development textbook

MyLab video question content creator for Pearson education (2016)

- Creator of MyLab video question content for Robbins and Coulter *Management 14th Edition*

MyLab video question content creator for Pearson education (2015)

- Creator of MyLab video question content for Dessler *Human Resource Management 15th Edition*

Test bank content creator for Pearson education (2015)

- Creator of test bank content for Dessler *Human Resource Management 15th Edition*

MyLab quiz content creator for Pearson education (2014)

- Creator of MyLab quiz content for Certo *Modern Management: Concepts and Skills 14th edition*

Accuracy checker of Mylab online content for Pearson education (2014)

- Checking for accuracy of quality and content for test and review items for online Mylab systems for Gomez-Mejia *Managing Human Resources 8th edition* and Mondy *Human Resource Management 14th edition*

Textbook Reviewer for McGraw Hill (2013)

- Reviewed prospectus and 4 chapters for potential new Organizational Behavior textbook.
- Then reviewed revised prospectus and 3 chapters.
- Published in January 2015 as Kinicki & Fulgate, *Organizational Behavior: A Practical Problem-Solving Approach*

Textbook Reviewer for Prentice Hall (2012)

- Reviewed 10th edition of Greenberg (2010) *Behavior in Organizations* giving feedback to incorporate into 11th edition of text.

Textbook Reviewer for Wiley (2009)

- Reviewed 2nd edition of Landy & Conte (2007), *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology* giving feedback to incorporate into the 3rd edition of the book.

Creator and curator of the "iopsychology" Twitter Feed

- This Twitter feed is devoted to disseminating knowledge of workplace research to other psychologists and practitioners. It also has the goal of making interdisciplinary connections to individuals in other psychology disciplines and in workplace settings. The Twitter feed has over 3000 followers and is on over 150 twitter lists. I was named by World of Psychology at Psych Central.com as one of the top ten psychology tweeps (twitter streams) on twitter. A link to the article is below.
- "Top Ten Psych Tweeps"
<http://psychcentral.com/blog/archives/2009/06/29/top-ten-psych-tweeps/>

Moderator for the I/O Psychology sub-Reddit

- This is a website where I/O Psychologists share relevant knowledge about the field and students often ask questions about the field of I/O Psychology. As a

moderator I help to make sure content is appropriate, help publicize the site, post relevant content, organize AMAs (Ask Me Anything) where I/O Psychologists answer user questions, and answer questions based on my own expertise.

- Web Address: <http://www.reddit.com/r/IOPsychology/>

Indiana University Purdue University Fort Wayne

Campus Level

Member of Masterplan Committee (January 2019 to present)

- Committee focused on the facilities and structures aspects of strategic planning at the university
- Help in analyzing plans for future changes at the university

Participant in Purdue Fort Wayne Leadership Academy (November 2018 to present)

- Chosen to be a participant in extensive program that teaches leadership skills
- Includes developing own leadership project, which for me is an alumni mentoring program to connect current students and recent graduates with a constellation of program alumni that can help offer advice to succeed as student and in early career as an alumni

Indiana University Faculty Academy on Excellence in Teaching (FACET) Peer Reviewer (June 2018 to present)

- Completed online peer review training and in person peer review
- Can provide FACET peer review for all FACET eligible institutions.

Fort Wayne (Purdue Fort Wayne) Senate representative for the Department of Organizational Leadership and Supervision (August 2015 to present)

- Member of Purdue Academic Personal Grievance Committee (August 2017 to May 2018)
- Elected member of the standing committee University Resources Policy Committee (August 2016 to present) and committee chair (August 2017 to present)
- Elected member of the standing committee Student Affairs (August 2017 to present)
- Elected member of the Library sub-committee (August 2017 to present)

Fort Wayne (IPFW) Senate at large representative for the College of Engineering, Technology, and Computer Science (August 2014 to May 2015)

Participant in IPFW 2013 Fall Tour (October 2013)

- Also presented research on bus related to office gossip

College Level

College Strategic Plan Core Committee (January 2018 to present)

- Involved with implementation and modification of existing strategic plan for the college
- Help in crafting college retreats and initiatives related to strategic plan implementation

Past Membership in:

ETCS Assembly (August 2012 to May 2014)

- Representative from the OLS Division
- Member of the Faculty Affairs sub-committee

Organizational Leadership Department Level:

Student Advisor (Spring 2013 to present)

- Primary advisor for approximately 20 students
- Advise related to classes to take, class sequencing, degree requirements, minors, and other related matters in person and by phone and email

Ongoing Membership in:

Assessment Committee (August 2017 to May 2018, August 2019 to present)

- Involved in assessing department learning outcomes

Outreach and Advisory Board Committee (Chair, August 2017 to present)

- Focused on building an industrial advisory board for the department and helping outreach of the department to the larger community

Faculty Affairs Committee (August 2018 to present)

- Involved with all faculty related matters of the department

Organizational Leadership Graduate Student Selection (August 2013 to present)

- Member of committee involved in selection of graduate students for the master's program as needed

Graduate Faculty Committee (August 2012 to present)

- Involved with all graduate program related matters of the department

Past membership in:

Curriculum Committee (August 2010 to August 2011, August 2015 to May 2017, August 2018 to May 2019)

- Involved with making curriculum modifications and developing assessments of desired student outcomes

Student Affairs Committee (August 2010 to May 2018, Chair: August 2015 to May 2016)

- Involved with deciding on student related issues as they arise during the school year

OLS Faculty Selection Committee (May 2019 to July 2019)

- Member of committee involved in selection of visiting faculty member for Organizational Leadership Department with a Human Resources and Organizational Behavior focus
- Successful search

OLS Faculty Selection Committee (January 2017 to April 2017)

- Member of committee involved in selection of new tenure track faculty member for OLS Division with a Leadership and Organizational Behavior focus
- Successful search

OLS Faculty Selection Committee (September 2014 to February 2015)

- Member of committee involved in selection of new tenure track faculty member for OLS Division with a Human Resources and Organizational Behavior focus
- Successful search

Center for Leadership Development (August 2012 to August 2013)

- Involved with all aspects of getting the center running with a focus on the center website
- Involved with programing of events and development of center goals

OLS Faculty Selection Committee (Fall 2012)

- Member of committee involved in selection of new tenure track faculty member for OLS Division with a Law focus
- Successful search

OLS Faculty Selection Committee (August 2011 to January 2012)

- Member of committee involved in selection of new tenure track faculty member for OLS Division with an Organizational Behavior focus
- Successful search

Curriculum Committee (August 2010 to August 2011)

- Involved with making curriculum modifications and developing assessments of desired student outcomes for the Organizational Leadership & Supervision Division

PROFESSIONAL AFFILIATIONS

Member of the Academy of Management

Member of the Management & Organizational Behavior Teaching Society

Member of the Society for Industrial and Organizational Psychology