

Robert Steinbauer, PhD
Co-Chair, Social Science Research Ethics Board
Associate Professor of Business Ethics
Department OBHREE
Goodman School of Business
Brock University
rsteinbauer@brocku.ca

EDUCATION

Ph.D. Business Administration, University of Memphis – Memphis, TN, 2014
Master of Accountancy, Arkansas State University – Jonesboro, AR, 2007
Master of Business Administration, Arkansas State University – Jonesboro, AR, 2007
Graduate degree (Magister FH) in Business Consultancy, University of Applied Sciences
- Wr. Neustadt, AUSTRIA, 2006

AWARDS AND GRANTS

Brock University Match of Mind Grant 2020 (\$5,000cad): **Steinbauer, R.** & To A. M.
Brock University Research Initiative Award 2019 (\$7,000cad): **Steinbauer, R.**
SSHRC - Insight Development Grant 2017 (\$54,770cad for 2 years): **Steinbauer, R.**, Menzies, T., Chen, S., & Biggane, J.: How do mentors affect student entrepreneur protégés' moral reasoning and ethical conduct
Best Paper in the International Business Education Track at the Annual Meeting of the Academy of International Business 2017, Dubai, UAE. Rhew, N., & **Steinbauer, R.**
The essential role of international business education in the fight against political corruption.
Best Paper in the Organizational Psychology Track at the Annual Meeting of the British Academy of Management 2016, New Castle, UK. **Steinbauer, R.**, Renn, R., Rhew, N., & Chen, S. H. Workplace ostracism, self-regulation, and job performance: Moderating role of intrinsic work motivation.
1st Place Dissertation Proposal Competition, Excellence in Ethics 2014, Notre Dame, IN.
Mentor influence on protégé moral disengagement: A longitudinal investigation
Outstanding Reviewer, Southern Management Association Conference 2014, Savannah, GA
Fogelman College of Business and Economics (University of Memphis): Competitive Summer Research Grant Program 2012 (\$7,000usd): Renn, R., **Steinbauer, R.**, & Taylor, R.
Department of Management (University of Memphis) Summer Research Grant 2012 (6,000usd): Renn, R., **Steinbauer, R.**, & Taylor, R.
Best Doctoral Paper in the Ethics, Social Issues, and Diversity Track at the Annual meeting of the Southern Management Association 2011, Savannah, GA: **Steinbauer, R.** & Renn, R. W. Ethical Leadership: Pathways through self-leadership and neurocognitive decision making.

PEER REVIEWED PUBLICATIONS

- Steinbauer, R.,** Renn, R. W., Chen, H. S., Biggane, J., & Deitz, G. (2020). Working Business Mentor Impact on Business Student Protégé Moral Disengagement. *Journal of Management Education*, 44(2), 165 – 195.
<https://journals.sagepub.com/doi/10.1177/1052562919892032>
- Renn, R. W., **Steinbauer, R.** & Hunning, T. (2019). External career mentoring and mentor turnover intentions: Role of mentor work engagement, satisfaction with protégé, and meeting frequency. *Evidence-Based HRM: A Global Forum for Empirical Scholarship*.7(3), 342-356.
<https://www.emerald.com/insight/content/doi/10.1108/EBHRM-02-2019-0012/full/html>
- Steinbauer, R.,** Renn, R. W., Chen, H. S., & Rhew, N. D. (2018): Workplace ostracism, self-regulation, and job performance: Moderating role of intrinsic work motivation. *Journal of Social Psychology*. 158(6), 767-783.
<http://www.tandfonline.com/doi/full/10.1080/00224545.2018.1424110>
- Chen, H. S., Mitchell, R. K., Brigham, K., Howell, R., & **Steinbauer, R.** (2018): Perceived psychological distance, construal processes, and abstractness of entrepreneurial action. *Journal of Business Venturing*. 33, 296-314.
<https://www.sciencedirect.com/science/article/abs/pii/S0883902617300782>
- Renn, R. W., **Steinbauer, R.,** & Biggane, J. (2018). Reconceptualizing self-defeating work behavior in organizations. *Human Resource Management Review*. 28(2), 131-143.
<http://www.sciencedirect.com/science/article/pii/S105348221730044X>
- Biggane, J. E., Allen, D. G., Amis, J., Fugate, M., & **Steinbauer, R.** (2017). Cognitive appraisal as a mechanism linking negative organizational shocks and intentions to leave. *Journal of Change Management*. 17(3), 203-227.
<http://www.tandfonline.com/doi/full/10.1080/14697017.2016.1219379>
- Tillman, J., Whitman, M., Kacmar, M., & **Steinbauer, R.** (2017). Gone but not forgotten: The multiple roles of moral disengagement A process model perspective. *The Journal of Applied Management and Entrepreneurship*, 22(1), 28-48.
<http://gse.publisher.ingentaconnect.com/contentone/glbj/jame/2017/00000022/00000001/art00004>
- Steinbauer, R.,** Rhew, N., Chen, S. (2015). From stories to schemas: A dual systems model of leaders' organizational sensemaking. *Journal of Leadership and Organizational Studies*, 22(4): 404-412.
<http://jlo.sagepub.com/content/early/2015/08/07/1548051815598007.abstract>
- Steinbauer, R.,** Renn, R. W., Taylor, R. & Njoroge, P. (2014). Ethical leadership and followers' moral judgment: Role of followers' perceived accountability and self-leadership. *Journal of Business Ethics*, 120(3), 381-392.
<http://link.springer.com/article/10.1007%2Fs10551-013-1662-x>
- Renn, R., **Steinbauer, R.,** & Fenner, G. (2014). Employee behavioral activation and behavioral inhibition system, manager ratings of employee job performance, and employee withdrawal. *Human Performance*, 27(4), 347 – 371.
<http://www.tandfonline.com/doi/abs/10.1080/08959285.2014.929694>

Renn, R., **Steinbauer, R.**, Taylor, R., & Detwiler, D. (2014). School-to-work transition: Mentor career support and student's career planning, job search intentions, and self-defeating job search behavior. *Journal of Vocational Behavior*. 85, 422-432.
<http://www.sciencedirect.com/science/article/pii/S0001879114001171>

Steinbauer, R., Rhew, N., Kinnamon, E., & Fabian, F. (2014). The Conflicting Drivers of Entrepreneurial Ethics. *Journal of Ethics & Entrepreneurship*, 4(1), 57-72.
<http://connection.ebscohost.com/c/articles/97234398/conflicting-drivers-entrepreneurial-ethics>

BOOK CHAPTERS

Biggane, J., Sadrinezhad, A., & **Steinbauer, R.** 2019. The shifting roles of faculty in digital teaching and learning. In: A. Elçi, L. L. Beith, & A. Elçi (Eds.), *Handbook of Research on Faculty Development for Digital Teaching and Learning*. IGI Global
<https://www.igi-global.com/book/handbook-research-faculty-development-digital/218140>

WORK IN PROGRESS

Steinbauer, R., Menzies, T., & Chen, S: Student entrepreneur protégés' moral reasoning and ethical conduct.

CONFERENCE PRESENTATIONS

Steinbauer, R. & To, A. M. Using Virtual Reality to teach the effects of corporate culture on employee ethical decision making. Accepted for Presentation at the Virtual Management & Organizational Behavior Teaching Society Conference 2020.

Akrout, M. & **Steinbauer, R.** Machine Ethics: The Creation of a Virtuous Machine. Accepted for presentation at the 7th World Congress of the International Society of Business Economics and Ethics 2020, Bilbao, Spain

Steinbauer, R. Chen, S., & Menzies, T. Power to the people: Stakeholder salience in the context of social entrepreneurship. Accepted for presentation at Sustainability, Ethics & Entrepreneurship Conference 2020, San Juan, Puerto Rico.

Steinbauer, R., Chen, S., & Menzies, T. This venture has failed successfully: Acknowledging the complimentary, nature of entrepreneurial learning and venture performance. Presentation at Entrepreneurial Work Integrated Learning: Beyond Incubation – Symposium 2019, Toronto, ON

Chen, S., **Steinbauer, R.** & Menzies, T. Serving multiple masters: Converging duelling objectives imposed upon University Based Incubators. Presented at Babson College Entrepreneurship Research Conference 2019, Boston, MA.

Renn, R., W., **Steinbauer, R.** & Hunning. External Career Mentoring and Mentor Turnover Intentions: Role of Mentor Work Engagement, Satisfaction with Protégé, and Meeting Frequency. Presented at International Academy of Business Disciplines 2019, Jacksonville, FL.

- Akrout, M., Guesmi, M., & **Steinbauer, R.** The unintended and unforeseen risks of artificial intelligence: A summary of research findings. Presented at Administrative Sciences Association of Canada 2019, St. Catharines, ON.
- Foster, A. & **Steinbauer, R.** The Conceptualization of Institutional Ethical Leadership. Presented at the International Vincentian Business Ethics Conference 2018, New York, NY.
- Guesmi, M. & **Steinbauer, R.** The Risks of Artificial Intelligence for People and Planet. Presented at the International Vincentian Business Ethics Conference 2018, New York, NY.
- Steinbauer, R.** Let's talk about Business Ethics! Roundtable discussion at *MOBTS: Teaching Society for Management Educators Conference* 2018, Conway, SC.
- Rhew, N. & **Steinbauer, R.** Grand Ethical Challenges and Management Education: A Moral Intensity Approach, Presented at *OBTS: Teaching Society for Management Educators Conference* 2017, Providence, RI.
- Rhew, N., & **Steinbauer, R.** The essential role of international business education in the fight against political corruption. Presented at the *Academy of International Business Conference* 2017, Dubai, UAE.
- Steinbauer, R.**, Renn, R., Rhew, N., & Chen, S. H. Workplace ostracism, self-regulation, and job performance: Moderating role of intrinsic work motivation. Presented at the *British Academy of Management Conference* 2016, Newcastle University, UK.
- Steinbauer, R.**, Rhew, N., Perera, Y., & Chen, S., By Teaching (Teachers), We Learn. Presented at *OBTS: Teaching Society for Management Educators Conference* 2016, Walsh University, OH.
- Steinbauer, R.** Rhew, N., & Renn, R. W. Reducing negative effects of social exclusion: A self-regulation based moderated mediation model. Presented at the *Academy of Management Conference* 2015, Vancouver, BC.
- Renn, R. W., **Steinbauer, R.**, Tong, K. H., Detwiler, D. J., & Ma, Q. Moderated mediation analysis of external mentoring and mentor turnover intentions. Presented at the *Academy of Management Conference* 2015, Vancouver, BC.
- Biggane, J. & **Steinbauer, R.** There must be 50 ways to leave your lover: Role of exit conversations in employment relations. Presented at the *Academy of Management Conference* 2015, Vancouver, BC.
- Steinbauer, R.**, Renn, R. W., Taylor, R. R., & Deitz, G. Mentor influence on protégé moral disengagement: A longitudinal investigation. Presented at the *Southern Management Association Conference* 2014, Savannah, GA.
- Steinbauer, R.**, & Renn, R. W., Mentor influence on protégé ethics: A new conceptualization of moral disengagement. Presented at the *Academy of Management Conference* 2014, Philadelphia, PA.

- Renn, R. W., **Steinbauer, R.**, Taylor, R., & Detwiler, D.J. Mentor career support and protégé career planning and self-defeating job search behavior. Presented at the *Academy of Management Conference* 2014, Philadelphia, PA.
- Steinbauer, R.**, Renn, R. W., & Taylor, R., 2013. Moral disengagement in mentor-protégé relationships: The role of trust propensity, affective commitment and leader-member exchange. Presented at the *Southern Management Association Conference*, New Orleans, LA.
- Whitman, M. V., Tillman, J. C., Kacmar, M. K. & **Steinbauer, R.** 2013 Gone but Not Forgotten: Revisiting Moral Disengagement Theory. Presented at the *Southern Management Association Conference*, New Orleans, LA.
- Rhew, N., Fabian, F. & **Steinbauer, R.** 2013. A Person-Issue Approach to Explaining Entrepreneurs' Propensity to Engage in Political Corruption. Presented at the *Academy of Management meeting* Orlando, FL.
- Steinbauer, R.**, Rhew, N., & Gaffney, N. 2013. Unethical behavior: The interaction of Hofstede's cultural dimensions. Presented at the *Academy of International Business Conference*, Istanbul, Turkey (An earlier version of this paper was presented at the Southern Management Association Conference 2012, Fort Lauderdale, FL).
- Rhew, N., **Steinbauer, R.**, Gaffney, N., & Fabian, F. 2013. Culture, Wealth, and Corruption: Economic Development's Mediating Role in Predicting Political Corruption. Presented at the *Academy of International Business Conference*, Istanbul, Turkey.
- Gaffney, N., Karst, R., **Steinbauer, R.** & Rhew, N. 2013. Institutional Distance and Cross-Border Acquisition Equity Participation by Emerging Market Multinationals. Presented at the *Academy of International Business Conference*, Istanbul, Turkey.
- Steinbauer, R.** 2013. Development of employees' moral disengagement over time: From organizational entry to exit, Presented at the *Mid-south Management Research Consortium*, Memphis, TN.
- Renn, R., **Steinbauer, R.**, Singh, K. & Biggane, J. 2012. A Typology of Self-Defeating Work Behavior and Application to Theories in The Organization Sciences. Presented at the *Academy of Management Conference*, Boston, MA.
- Renn, R., **Steinbauer, R.**, Fenner, G. 2012. Development and Test of a BAS/BIS Sensitivities Model of Job Performance Ratings and Withdrawal. Paper presented at the *Southern Management Association Conference*, Fort Lauderdale, FL.
- Renn, R., **Steinbauer, R.**, Biggane, J., Singh, K., & Emerson, D. J. 2012. Self-Defeating Behavior, The Big-Five, and Perceived Supervisor Support. Presented at the *Southwest Academy of Management Conference*, New Orleans, LA.
- Steinbauer, R.** & Renn, R. W. 2011. Ethical Leadership: Pathways through self-leadership and neurocognitive decision making. Presented at the *Southern Management Association Conference*, Savannah, GA. (An earlier version of this paper has been discussed at the

Cognition at the Rough Workshop at the Academy of Management 2011 in San Antonio).

Renn, R., **Steinbauer, R.**, Biggane, J. & Singh, K. 2011. Self-Defeating Work Behavior: Construct Definition and Research Typology. Presented at the *Southern Management Association Conference*, Savannah, GA.

Moore, L., & **Steinbauer, R.** 2008. Islamic Influences on Worldwide Business and Accounting Practice, Presented at the *International Association of Business and Public Administration Disciplines Conference*, Memphis, TN.

TEACHING

Teaching interests: Business Ethics

Courses Taught:

Brock University: MBAB5P25 – Business Ethics

	Overall evaluation of the course	Overall evaluation of the instructor	Instructors attitude and interest in students
Spring 2015 S2	4.03 / 5	4.32 / 5	4.43 / 5
Spring 2016 S2	4.25 / 5	4.49 / 5	4.49 / 5
Spring 2017 S2	2.97 / 5	3.09 / 5	3.47 / 5
Spring 2017 S4	4.10 / 5	4.31 / 5	4.46 / 5
Spring 2017 S5	3.90 / 5	4.11 / 5	4.50 / 5
Fall 2017 S1	4.04 / 5	4.21 / 5	4.46 / 5
Spring 2018 S1	4.20 / 5	4.33 / 5	4.57 / 5
Spring 2018 S2	4.50 / 5	4.65 / 5	4.68 / 5
Spring 2019 S4	4.05 / 5	4.15 / 5	4.49 / 5
Spring 2019 S5	4.25 / 5	4.50 / 5	4.67 / 5

Brock University: ETHC 3P82 – Business Ethics

	Overall evaluation of the course	Overall evaluation of the instructor	Instructors attitude and interest in students
Fall 2014 S3	4.07 / 5	4.64 / 5	4.71 / 5
Fall 2014 S5	4.13 / 5	4.67 / 5	4.73 / 5
Spring 2015 S1	4.55 / 5	4.70 / 5	4.80 / 5
Winter 2015 S1	4.04 / 5	4.17 / 5	4.28 / 5
Winter 2015 S2	3.37 / 5	3.89 / 5	4.00 / 5
Spring 2016 S3	4.16 / 5	4.66 / 5	4.81 / 5
Spring 2016 S4	3.78 / 5	4.44 / 5	4.56 / 5
Winter 2016 S5	4.13 / 5	4.49 / 5	4.51 / 5
Fall 2017 S6	4.41 / 5	4.73 / 5	4.86 / 5
Spring 2018 S1	4.50 / 5	4.75 / 5	4.75 / 5
Spring 2018 S2	3.86 / 5	4.4 / 5	4.62 / 5

University of Memphis: *MGMT 3215 – Management of Human Resource*

	In general, the instructor was an effective teacher
Pre-summer 2011	5 / 5
Summer 1 2012	4.86 / 5
Summer 1 2013	4.86 / 5

Teaching related activities:

Service Learning at the graduate and undergraduate level
 285 students worked over 6300 hours to complete 50 service learning projects since 2015
 AACSB Assessment of Ethical Reasoning: Fall 2014, Spring 2015, Spring 2016

UNIVERSITY AND COMMUNITY SERVICE

Co-Chair of the Social Science Research Ethics Board since July 2018
 Member of the Social Science Research Ethics Board
 Faculty Qualifications Committee since 2014
 Brock Teaching Excellence Award Committee 2016
 OBHREE Department Committee since 2014
 Reviewer for numerous conferences including AOM, SMA, MOBTC, BAM

PROFESSIONAL DEVELOPMENT

OBTS – Teaching Society for Management Educators: Early Educator Institute, 2015, La Verne, CA
 OBTS - Teaching Society for Management Educators: Doctoral Institute 2014, Nashville, TN
 Center for Pedagogical Innovation: Instructional Skills Workshop, 2014, St. Catharines, ON
 Southern Management Association: Late stage Ph.D. student consortium, 2013, New Orleans, LA
 Academy of Management: Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students, 2012, Boston, MA
 Academy of Management: HR Division Pre-Dissertation Doctoral Student Professional Development Workshop, 2012, Boston, MA
 Southwest Academy of Management: Doctoral Consortium, 2012 New Orleans, LA
 Southern Management Association: Early stage student consortium, 2011 Savannah, GA

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Teaching Society for Management Educators (MOBTS)

BUSINESS EXPERIENCE

Deloitte and Touche,– Memphis, TN, USA, 2008 - 2010

Consultant – Enterprise Risk Services: Sarbanes Oxley Testing

Certified Public Accountant (CPA) (inactive) for the State of Tennessee

Certified Information Systems Auditor (CISA)