

Robert Steinbauer, PhD  
Associate Professor of Business Ethics  
Department OBHREE  
Goodman School of Business  
Brock University  
rsteinbauer@brocku.ca

## **EDUCATION**

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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**

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1<sup>st</sup> Place 2021 Mid-American Business Deans Association (MABDA) Innovation Award competition. **Steinbauer R.** New opportunities in challenging times: The story of a virtual cross-cultural community project (\$750 usd)

eCampus Ontario Central Virtual Learning Platform Grant 2021: 420 VR developing hours. **Steinbauer, R.**, Zhu, L., McCracken, S., Perera. Y., & Wright, B.: Leading the future - Leadership skill development in a virtual environment

eCampus Ontario Virtual Learning Strategies Grant 2021: \$73,444: **Steinbauer, R.**, Zhu, L., McCracken, S., Chang, W., & Perera. Y.: Advancing education on workplace harassment: Preparing students for reality by using Virtual Reality.

Emerald Publishing Literati Award 2020-Highly Commended Paper: 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>

SSHRC – Insight Development Grant 2020 (\$54,915 for 2 years): Chen, S., Heslin, D. & **Steinbauer, R.** From Thinking to Doing to Being: Women Entrepreneurs and Experiential Programs.

Brock University Research Initiative Award 2020 (\$2,000cad): **Steinbauer, R.**

Brock University Match of Mind Grant 2020 (\$5,000cad): **Steinbauer, R.** & To A. M. Ethical decision making in a Virtual Reality

Brock CPA Center for Public Policy and Innovation in Accounting - White Paper Proposals 2020 (\$5,000): **Steinbauer, R.** & To A. M. Accounting Ethics Training Using Virtual Reality

Brock University Research Initiative Award 2019 (\$7,000cad): **Steinbauer, R.**

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- 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.

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## PEER REVIEWED PUBLICATIONS

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- 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>

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- 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>

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## BOOK CHAPTERS and WHITEPAPERS

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- Steinbauer R. & Ahn Mai To. (2021) Virtual morality: How business educators can use VR to prepare students for real-life ethical dilemmas. Whitepaper published by the Centre for Public Policy and Innovation in Accounting. <https://www.cpaontario.ca/insights/virtual-morality>
- Guzman-Anaya & **Steinbauer, R.** (In print 2021). Preparing students to face the ethical challenges of a globalized world: Student experiences from a virtual exchange project on business ethics. In: C. C. Arias (Ed), Responsabilidad Social, Ética e Inclusión en los Procesos de Formación.

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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>

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## WORK IN PROGRESS

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

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## CONFERENCE PRESENTATIONS

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**Steinbauer, R.** & Guzman Anaya, L. New opportunities in challenging times: The story of a virtual cross-cultural service-learning project. Presentation at the Virtual Management & Organizational Behavior Teaching Society Conference 2021.

Menzies, T., **Steinbauer, R.** & Chen, S. Effectual dynamics and incubator / accelerator nascent entrepreneurs. Accepted for presentation at the Canadian Council for Small Business and Entrepreneurship (CCSBE) Annual General Meeting, Toronto, ON.

Chen, S., **Steinbauer, R.** & Heslin, D. From thinking to doing: Construals and identity of women entrepreneurs. Accepted for presentation at the Canadian Council for Small Business and Entrepreneurship (CCSBE) Annual General Meeting, Toronto, ON.

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

Akrouf, 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. Presented at the Sustainability, Ethics & Entrepreneurship (SEE) 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.
- Akrouf, 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

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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
Spring 2020 S1 (online)	3.27 / 5	3.67 / 5	3.92 / 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

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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
Spring 2020 S3 (online)	4.24 / 5	4.48 / 5	4.41 / 5
Spring 2020 S4 (online)	3.79 / 5	4.06 / 5	4.16 / 5
Winter 2020 S1 (online)	4 / 5	4.08 / 5	4.25 / 5
Winter 2020 S2 (online)	3.75 / 5	3.83 / 5	4.08 / 5
Spring 2021 S3 (online)	3.25 / 5	3.65 / 5	3.53 / 5
Spring 2021 S4 (online)	4.25 / 5	4.56 / 5	4.69 / 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**

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Co-Chair of the Social Science Research Ethics Board September 2018 – August 2020

Member of the Social Science Research Ethics Board 2018 – present

Member of the REB Sub - Committee on Guidelines, Practice, and Procedure 2018 –present

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

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## **INVITED PRESENTATIONS**

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CPA Ontario Centre for Public Policy and Innovation in Accounting - Brown Bag Series: VR could improve ethical awareness in the accounting profession. November 2021

Brock University Webinar - Featured Panelist. Faculty Development Sessions: Experiential Education – Focus on Fall: Building Strong Virtual Community Partnerships. August, 2021.

Conahec & Ahea Webinar - Featured Panelist. Empowering Virtual Exchange in Higher Education: A Success Story. May 2021

## **PROFESSIONAL DEVELOPMENT**

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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

## **BUSINESS EXPERIENCE**

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**Deloitte and Touche:** Memphis, TN, USA, 2008 - 2010

Consultant – Enterprise Risk Services

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

Certified Information Systems Auditor (CISA)