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EDUCATION

A.B. Wabash College
Major: Psychology; Concentration: Business May 1989

M.S. Purdue Graduate School of Science, IUPUI
Industrial/Organizational Psychology Aug. 1995

Ph.D. Krannert Graduate School of Management, Purdue University,
Organizational Behavior and Human Resource Management (Chair: Michael A.
Campion) Aug. 1998

JOURNAL PUBLICATIONS

Maertz, C.P., & Boyar, S.L. (in press). Work-family conflict, enrichment, and balance under “levels” and “episodes” approaches. **Journal of Management**.

Kaplan, D.M., Wiley, J.W., & Maertz, C.P. (in press). The role of calculative attachment in the relationship between diversity climate and retention. **Human Resource Management**.

Maertz, C.P., Wiley, J.W., LeRouge, C., & Campion, M.A. (2010). Downsizing effects on survivors: Layoffs, offshoring & outsourcing. **Industrial Relations**, 49, 275-285.

Maertz, C.P., Hassan, A., & Magnusson, P. (2009). When learning is not enough: A process model of expatriate adjustment as cultural cognitive dissonance reduction. **Organizational Behavior and Human Decision Processes**, 108, 66-78.

Mardanov, I.T., Maertz, C.P., & Sterrett, J.L. (2008). Leader-member exchange and job satisfaction: cross-industry comparisons and predicted employee turnover. **Journal of Leadership Studies**, 2(2), 63-82.

Maertz, C.P., Griffeth, R.W., Campbell, N.S., & Allen, D. (2007). The effects of perceived organizational and supervisor support on employee turnover. **Journal of Organizational Behavior**, 28, 1059-1075.

- Boyar, S.L., Maertz, C.P., Mosley, D.C., & Carr, J.C. (2007). The role of work and family demand in clarifying work-family conflict antecedents: a study of mediated and interactive effects. **Journal of Managerial Psychology**, 23, 215-235.
- Niederman, F.A., Sumner, M., & Maertz, C.P. (2007). Testing and extending the unfolding model of voluntary turnover to IT professionals. **Human Resource Management**, 46(3), 331-347.
- Posthuma, R.A., Maertz, C.P., & Dworkin, J. (2007). Procedural justice's relationship with turnover: Explaining past inconsistent findings. **Journal of Organizational Behavior**, 28, 381-398.
- Boyar, S.L., Carson, C.M., Mosley, D.C., Maertz, C.P., & Pearson, A.W. (2006). Assessment of the validity of Netemeyer et al.'s (1996) WFC and FWC scales. **International Journal of Conflict Management**, 17(1), 34-44.
- Posthuma, R.A., Joplin, J.R., & Maertz, C.P. (2005). Comparing the validity of turnover predictors in the U.S. and Mexico. **International Journal of Cross-Cultural Management**, 5(2), 165-180.
- Maertz, C.P., Bauer, T.N., Mosley, D.C., Posthuma, R., & Campion, M.A. (2005). Predictors of self-efficacy for cognitive ability employment testing. **Journal of Business Research**, 58, 160-167.
- Boyar, S.L., Maertz, C.P., & Pearson, A. (2005). The effects of work-family conflict and family-work conflict on non-attendance behavior. **Journal of Business Research**, 58, 919-925.
- Maertz, C.P., & Campion, M.A. (2004). Profiles in quitting: Integrating content and process turnover theory. **Academy of Management Journal**, 47, 566-582.
- Maertz, C.P., & Griffeth, R.W. (2004). Eight motivational forces and voluntary turnover: A theoretical synthesis with implications for research. **Journal of Management**, 30, 667-683.
- Maertz, C.P., Bauer, T.N., Mosley, D.C., Posthuma, R., & Campion, M.A. (2004). Do procedural justice perceptions predict outcomes in an employment-testing context? **Journal of Applied Social Psychology**, 34(1), 125-145.
- Maertz, C.P., Stevens, M.J., Campion, M.A. (2003). A turnover model for the Mexican maquiladoras. **Journal of Vocational Behavior**, 63, 111-135.
- Boyar, S.L., Maertz, C.P., Pearson, A., & Keough, S.M. (2003). Work-family conflict: A model of linkages between work and family domain variables and turnover intentions. **Journal of Managerial Issues**, 15(2), 175-190.

- Posthuma, R.A., & Maertz, C.P. (2003). Relationships between integrity-related variables, work performance, and trustworthiness in English and Spanish. **International Journal of Selection and Assessment**, 11, 100-103.
- Maertz, C.P., Mosley, D.C., & Alford, B. (2002). Does organizational commitment fully mediate constituent commitment effects: A re-assessment and clarification. **Journal of Applied Social Psychology**, 32, 1300-1313.
- Morgeson, F.P., Campion, M.A., & Maertz, C.P. (2001). Understanding pay satisfaction: The limits of a compensation system implementation. **Journal of Business and Psychology**, 16, 133-149.
- Maertz, C.P. (1999). Biographical predictors of turnover among Mexican workers: An empirical study. **International Journal of Management**, 16(1), 165-174.
- Bauer, T.N., Maertz, C.P., Dolen, M.R., & Campion, M.A. (1998). Applicant reactions to employment testing: A longitudinal assessment. **Journal of Applied Psychology**, 83, 892-903.
- Maertz, C.P., & Campion, M.A. (1998). 25 years of voluntary turnover research: A review and critique. In C.L. Cooper and I.T. Robertson (Eds.), **International Review of Industrial and Organizational Psychology**, (v.13, pp. 49-83). Wiley & Sons: Chichester, England.
- Maertz, C.P., Morgeson, F.P., & Campion, M.A. (1998). How to make millions in the new millennium. **The Industrial-Organizational Psychologist**, 35(4), 97-99.
- Campion, M.A., Maertz, C.P., Palmer, D.K., & Tan, H.H. (1997). Rules for references: Suggested guidelines for choosing literature citations for research articles in applied psychology. **Personnel Psychology** [Editorial], 50, 165-167.

BOOK CHAPTERS

- Woo, S.A., & Maertz, C.P. (in press). Assessment of Voluntary Turnover in Organizations: Answering the Questions of Why, Who, and How Much. (A chapter to be published in, **Oxford Handbook of Assessment and Selection**, Neal Schmitt, Editor)
- Maertz, C.P. (2003). 5 Antecedents neglected in employee turnover models: Identifying theoretical linkages to turnover for personality, culture, organizational performance, occupational attachment, and location attachment. In R. W. Griffeth (Ed.), **Innovative Theory and Empirical Research on Employee Turnover** (pp. 105-151). Greenwich, CT: Information Age Publishing.

PAPERS UNDER REVIEW

Maertz, C.P., & Boyar, S.L. An episodic model of work-family conflict. **Management Science**.

Maertz, C.P. & Boyar, S.L. Theory-based development of a comprehensive turnover-attachment motive survey. **Human Resource Management**. (2nd review)

Maertz, C.P., Boyar S.L., & Pearson, A. Extending the 8 forces framework of attachment and voluntary turnover. **International Journal of Human Resource Management**.

Maertz, C.P., & Kmitta, K. Integrating turnover reasons and shocks with turnover process. **Human Relations**.

Maertz, C.P., Stoeberl, P.A. & Shaw, J. A multi-stakeholder perspective on internships: What can the research teach managers, interns, and educators? **Academy of Management Perspectives**.

Maertz, C.P., & Takeuchi, R. The processes of cross-cultural interaction: Implications for expatriate research and management. **Academy of Management Review**. (2nd review)

LeRouge, C., Wiley, J.W., & Maertz, C.P. A question of job satisfaction for women: To be in IT or not to be in IT? **Database**. (2nd review)

Montag, T., Baer, M., & Maertz, C.P. A criterion-oriented review of workplace creativity. **Journal of Management**. (2nd review)

PAPER DRAFTS IN PROGRESS

Maertz, C.P., & Fox, K. Are we too committed to organizational commitment? (For submission to **Academy of Management Review**).

Maertz, C.P., & Tay, L. Collective constructs and causality: Why “never the twain shall meet” and lessons for cross-level theory. (For submission to **Academy of Management Review**).

Maertz, C.P. An episodic theory of employee turnover. (For submission to **Academy of Management Review**).

+Several other manuscripts at early stages

CONFERENCE PAPERS AND PRESENTATIONS

Montag, T., Ryan, L. Patel, N., & Maertz, C. P. (April 2011) Paper to be presented at the 26th annual meeting of Society of Industrial and Organizational Psychology, Chicago, IL.

- Maertz, C.P. & Boyar, S.L. (2010). Development of a comprehensive turnover diagnostic survey based on the 8 forces framework. Paper presented at the 25th annual meeting of Society of Industrial and Organizational Psychology, Atlanta, GA.
- Maertz, C.P. (2009). Future directions in voluntary turnover research. Panel presentation at the 24th annual meeting of Society of Industrial and Organizational Psychology, New Orleans, LA.
- Maertz, C.P., Bolton, L., Conley, E., Culbertson, J., Erickson, K., Johnson, T., McVay, P. & Kmitta, K. (2007). Integrating turnover reasons and process characteristics: Extending Maertz & Campion's (2004) profiles approach. Paper presented at the 67th annual meeting of the Academy of Management, Philadelphia, PA.
- Posthuma, R., Joplin, J. Maertz, C. P., Berthelot, A., Tomaka, J., Reynolds, A. (2007). Predicting internet job search behavior and turnover. Paper presented at the 22nd annual meeting of Society of Industrial and Organizational Psychology, New York, NY.
- Takeuchi, R., & Maertz, C.P. (2005). Existence of multiple interfaces on expatriates: A holistic view of expatriate. Paper presented at an Inaugural Conference of the International Center of Work and Family at University of Navarra, Barcelona, Spain, July 7-9th, 2005.
- Maertz, C.P., Griffeth, R.W., & Campbell, N.S. (2005). The interactive effects of perceived organizational support (POS) and perceived supervisor support on turnover behavior. Paper presented at the 20th annual meeting of Society of Industrial and Organizational Psychology, Los Angeles, CA.
- Posthuma, R.A., Joplin, J.R., & Maertz, C.P. (2004). Comparing the potency of turnover predictors in the United States and Mexico. Paper presented at the 64th annual meeting of the Academy of Management, New Orleans, LA.
- Boyar, S.L., & Maertz, C.P. (2003). Attribution of conflict: Blaming work or family for causing the conflict. Paper presented at the 19th annual meeting of Society of Industrial and Organizational Psychology, Orlando, FL.
- Boyar, S.L., Maertz, C.P., & Mosley, D.C. (2003). Work-Family conflict: The mediating effect of work and family demand. Paper presented at the 19th annual meeting of Society of Industrial and Organizational Psychology, Orlando, FL.
- Boyar, S.L., Maertz, C.P., & Mosley, D.C., Carr, J., & Keough, S. (2003). Work-family conflict: the impact of moderators on the demand-conflict relationship. Paper presented at the 63rd annual meeting of the Academy of Management, Seattle, WA.

- Hassan, A., & Maertz, C.P. (2003). A cognitive dissonance perspective on the expatriate adjustment process. Paper presented at the 63rd annual meeting of the Academy of Management, Seattle, WA.
- Keough, S.M., & Maertz, C.P. (2003). The “Big Five” personality dimensions and academic performance. Proceedings of the Southern Management Association, Annual meeting. (Best Paper in track) Orlando, FL.
- Stevens, M.J., & Maertz, C.P. (2002). Are U.S.-based turnover models applicable abroad? A qualitative investigation in the Mexican maquiladoras. Paper presented at the Annual Meetings of the Academy of International Business, San Juan, PR.
- Maertz, C.P. (2001). Why employees stay with or quit an organization. Paper presented at the 61st annual meeting of the Academy of Management, Washington, D.C.
- Maertz, C.P., Bauer, T.N., Mosley, D.C., Posthuma, R., & Campion, M.A. (2001). Background determinants of employment-testing self-efficacy. Paper presented at the 17th annual meeting of Society of Industrial and Organizational Psychology, San Diego, CA.
- House, L., Maertz, C.P., & J. Nail, J. (2000). Mississippi poultry processors and turnover. Proceedings of the second annual Maple Leaf Conference, Chicago, IL.
- Mosley, D.C., Maertz, C.P., Bauer, T.N., Posthuma, R., & Campion, M.A. (1999). Procedural justice perceptions and self-efficacy in an employment testing context: A replication with extensions. Paper presented at the 59th annual meeting of the Academy of Management, Chicago, IL.
- Maertz, C.P., Morgeson, F., & Campion, M.A. (1998). The effects of a job evaluation implementation on job satisfaction. Paper presented at the 14th annual meeting of Society of Industrial and Organizational Psychology, Dallas, TX.
- Bauer, T.N., Dolen, M.R., Maertz, C.P., Campion, M.A., & Young, A.L. (1997). A longitudinal assessment of applicant reactions to the selection process. Presented at the annual meeting of Society of Industrial and Organizational Psychology, St. Louis, MO.
- Bauer, T.N., Dolen, M.R., Campion, M.A., Maertz, C.P., & Young, A.L. (1997). Job type differences: Applicant reactions to the selection process. Paper presented at the 57th annual meeting of the Academy of Management, Boston, MA.
- Maertz, C.P. (1996). Using culturally relevant biographical variables to predict worker turnover in Mexican factories. Presented at the 12th annual meeting of Society of Industrial and Organizational Psychology, San Diego, CA.

Maertz, C.P., Stevens, M.J., Campion, M.A., & Fernandez, A. (1996). Worker turnover in Mexican factories: A qualitative investigation and model development. Paper presented at the 56th annual meeting of the Academy of Management, Cincinnati, OH.

Palmer, D.K., Maertz, C.P., Tan, H.H., & Campion, M.A. (1996). Citation behavior and norms as a window on the development of I/O psychology. Proceedings of the 17th Annual IOOB Graduate Student Conference, Toledo, OH.

RELEVANT WORK EXPERIENCE

- 2007-Present Associate Professor of Management, John Cook School of Business, Saint Louis University
- 2003-2007 Assistant Professor of Management, John Cook School of Business, Saint Louis University
Courses Taught: 1.) MBA HR, 2.) Compensation, 3.) Introductory HR, 4.) International HR, 5.) Introductory OB
- 1998-2003 Assistant Professor of Management, College of Business, Mississippi State University
Courses Taught: 1.) MBA HR (*distance and internet sections*), 2.) Introductory HR, 3.) MBA OB, 4.) Doctoral OB, 5.) Cross-Cultural Management, 6.) Principles of Management, 7.) MBA Survey of Management (*internet section*)
- 2009-2010 Executive Coach for VP of Human Resource Management, Saint Louis University
- 2009 Consultant, Saint Louis University, Human Resources Dept.:
Collected data, performed analysis, and facilitated strategic compensation planning process to meet organization goals.
- 2008 Consultant, Thomson Global Consumer Network Solutions:
Facilitated strategic planning retreat for the global executive staff.
- 2008 Consultant, Brightpoint, North America, Inc.: Designed and conducted the kickoff of a mentoring program and designed training on mentoring for high potential managers.
- 2005 Consultant, Personnel Assessment Network (PAN): Conducted assessment center exercises with Accenture partners and provided feedback to them for the purpose of their personal development and to aid organizational placement.
- 2002 Expert Witness/Consultant, McTeer & Associates: Served as an expert on an employment law case involving religious discrimination.
- 2000-2001 Consultant, Franklin Corporation: Conducted a project on increasing employee retention and identifying turnover problems. This included surveying, data analysis, and recommendations.
- 2000 Consultant, Manufacturing Skill Standards Council: Provided expert ratings of skill levels needed in various manufacturing jobs. These are being used in a federal government initiative by the

- National Skill Standards Board (NSSB) to create portable skill standards and certifications for use in selection and training.
- 2000 Consultant, Champion Services: Helped design a rating process for SMEs to evaluate manufacturing duties on key job skills.
- 1999 Consultant, Thomson Consumer Electronics: Collected data and designed interventions to redesign corporate manufacturing engineering and support groups to improve the new product development process.
- 1999 Consultant, Talent Alliance: Developed content for their web-based career decision center with a focus on making better career decisions and succeeding in: promotions, transfers w/relocation, telecommuting, and expatriate assignments.
- 1997-1998 Consultant, Behavioral Technologies: Designed a situational selection test based on situational interview responses and analyses in order to predict job performance on behavioral dimensions.
- 1997-1998 Consultant, Behavioral Technologies: Designed a training program on effective recruiting practices, to be marketed by the client.
- 1997 Consultant, Wabash National Corporation: Investigated turnover among manufacturing employees and designed interventions for turnover management including training and exit surveys.
- 1997 Consultant, U.S. Department of State: Developed a system for functional reclassification of embassy personnel by identifying dimensions from job analysis data and creating evaluation forms.
- 1995 Consultant, Wabash National Corporation: Conducted job evaluation interviews, synthesized compensable factors, and rated these to design salaried compensation structure.
- 1992-1993 Consultant, Thomson Consumer Electronics, Juarez, Mexico: Conducted job analysis on non-salaried manufacturing jobs in the U.S. and Mexico. Designed and implemented numerous human resource systems for the new Mexican facility including: non-salaried selection, promotion, orientation training, and leadership training and turnover interventions and exit surveys.
- 1992 Consultant, Thomson Consumer Electronics, Indianapolis: Evaluated work team development, redesigned work team implementation and made other recommendations to management.

1991 Consultant, P.L. Porter Automotive: Conducted job analysis and designed a pay-for-knowledge/skill compensation system.

1991-1992 Teaching Assistant, IUPUI: Taught 1/2 of classes and did all grading for undergraduate statistics, three semesters.

DOCTORAL DISSERTATION COMMITTEES

Chair – Tami Montag, To be completed Spring 2012

Vicki Tardino (Maritz), Completed Spring 2009

Donald Mosley (University of South Alabama), Completed Spring 2002

Jeff Brice (Hofstra University), Completed Spring 2002

Chair – Scott Boyar (University of Alabama at Birmingham), Completed June 2002

Jon Carr (University of Southern Mississippi), Completed Spring 2001

Christopher Hopkins (Clemson University), Completed Spring 2001

EDITORIAL SERVICE

- Editorial Board: **Human Resource Management Review**, 2007-present
- Editorial Board: **International Journal of Conflict Management**, 2006-present
- Special Issue Editor: **Human Resource Management**, 2007

AWARDS/MISCELLANEOUS

- 2008 John Cook School of Business Research Award: Winner
- 2007 John Cook School of Business Service Award: Winner
- 2006 John Cook School of Business Research Award: Winner
- 2005 John Cook School of Business Research Award: Runner-up
- 2003-present Member of Society of Human Resource Management
- 2003-present Member St. Louis Human Resource Management Association
- Understand, write, and speak elementary Spanish & German