

William G. Obenauer, PhD – Curriculum Vitae

Associate Professor
Maine Business School, University of Maine
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Academic Positions

Associate Professor of Management, Maine Business School, University of Maine,
September 2024 -- present

Assistant Professor of Management, Maine Business School, University of Maine,
August 2021 – August 2024

Assistant Professor of Management, School of Business, Ithaca College,
August 2020 – August 2021

Visiting Assistant Professor of Management, School of Business, Ithaca College,
August 2019 – August 2020

Education

Rensselaer Polytechnic Institute

Ph.D. in Management, 2019

- 2019 Del and Edith Karget Dissertation Prize in Management

M.B.A., 2014

- Masters' Scholar Research Program
- 2014 Chief Innovation Officer of the Future Award

State University of New York at Oswego

M.S.Ed. in Business & Marketing Education, 2013

- Omicron Delta Kappa Honor Society Member

Bellevue University

B.S. in Professional Retail Management, 2012

Research Interests

- Advancing management scholarship through replication research and the use of other open science practices
- Understanding the impact of research design on organizational knowledge
- Recognition of actionable steps that can reduce discrimination and support efforts towards inclusion and equitable outcomes in the workplace
- Attributions of responsibility in the workplace
- Using effective safety labeling to improve workplace safety outcomes

Refereed Journal Publications

- Obenauer, W. G., & Griep, Y. (*Forthcoming*). Is the problem developmental review, or the development of peer review? *Industrial and Organizational Psychology*.
- Obenauer, W. G. (2025). Does organizational performance always impact the emergence of Asian American leaders? Using replication to examine how leadership prototypes impact perceptions of fit. *Journal of Management Scientific Reports*, 27550311251396562.
- Obenauer, W. G. (2025). Engage in open science practices with the anonymity of Batman: Protecting your secret identity during peer review. *Group & Organization Management*, 10596011251376075.
- Obenauer, W. G. (2025). Size does matter and shorter is better: It's time to shorten our papers. *Group & Organization Management*, 10596011251377509.
- Temporarily classified by Sage as “Free Access” due to high social media engagement
 - 126,000 impressions, 892 engagements, 107 comments, and 54 reposts on LinkedIn
- Percival Carter, E. L., & Obenauer, W. G. (2025). Beyond compliance: Utilizing problem identification tools to more effectively reduce workplace discrimination. *Group & Organization Management*, 10596011251368442.
- Griep, Y., Knol, W. M., & Obenauer, W. G. (2025). A Commentary on Bazzoli (2024): Toward a nuanced and rigorous model evaluation. *Group & Organization Management*, 50(4), 1145-1155.
- Obenauer, W. G., Stough, R. A., Graham, C. M., & Catto, E. M. (2025). Is “being white” a component of the superhero prototype? Perhaps, but research participants won't tell you that. *Equality, Diversity and Inclusion: An International Journal*.
- Kreamer, L., Obenauer, W. G., & Cobb, H. R. (2025). Bridging the academic–practice gap through big team science initiatives. *Industrial and Organizational Psychology*, 18(2), 195-200.
- Griep, Y., Obenauer, W. G., & Knol, W. (2025). The cost of cutting hours: How government regulation can stifle productivity and competitiveness. *Industrial and Organizational Psychology*, 18(1), 80-83.
- Obenauer, W. G. (2025). Like Superman, institutional review boards play an important role, but when unchecked can cause significant collateral damage: Five reasons that it is time to reset institutional review boards. *Group & Organization Management*, 50(1), 359-369.
- Obenauer, W. G. (2025). A Commentary on Kiazad et al.(2025): Calling Bulls*** on Bulls***ting. *Group & Organization Management*, 10596011251403031.
- Obenauer, W. G., Sieweke, J., Bastardo, N., Arvate, P. R., Gazdag, B. A., & Hentschel, T. (2024). Are women strategic leaders more effective during a crisis than men strategic

leaders? A causal analysis of the relationship between strategic leader gender and outcomes during the COVID-19 crisis. *The Leadership Quarterly*, 35(6), 101812.

- 2024 Best Paper of the Year for The Leadership Quarterly

Obenauer, W. G. (2024). Counteracting threats to DEI with good trouble and innovation. *Industrial and Organizational Psychology*, 17(4), 495-498.

Obenauer, W. G. (2024). Creating a significant learning experience when introducing labor relations to students. *Management Teaching Review*, 9(4), 311-318.

Obenauer, W.G., & Kalsher, M. J. (2023). Is white always the standard? Using replication to revisit and extend what we know about the leadership prototype. *The Leadership Quarterly*, 34(4), 101633.

Obenauer, W. G., & Kalsher, M. J. (2023). Does blame always shift? Examining the impact of workplace safety communication language on post-accident blame attributions for multiple entities. *Acta Psychologica*, 240, 104024.

Obenauer, W.G. (2023). Polyculturalism research should develop further before recommending organizational implementation strategies. *Industrial and Organizational Psychology*, 16(3), 417-420.

Obenauer, W.G. (2023). More on why Lakisha and Jamal didn't get interviews: Extending previous findings through a reproducibility study. *Journal of Management Scientific Reports*, 1(2), 114-145.

Obenauer, W., & Rezaei, S. (2023). # MeToo, Covid-19 and the new workplace: Re-examining institutional discrimination's impact on workplace harassment of expatriates following two exogenous shocks. *Journal of Global Mobility: The Home of Expatriate Management Research*, 11(3), 411-436.

Obenauer, W.G., & Kalsher, M. J. (2022). Is honesty the best policy? Examining the effect of product safety communication on blame attributions in causal chains. *American Business Review*, 25(2), 390-415.

Obenauer, W.G. (2022). The price of technology is responsibility: A discussion of threats created by cybervetting that employers must address to ensure equal employment opportunity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 15(3), 348-351.

Obenauer, W.G. (2021). Flexible by design: Developing human resource policies and practices that provide flexibility through the uncertainties created by a pandemic. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(1-2), 101-104.

Obenauer, W. G., & Langer, N. (2019). Inclusion is not a slam dunk: A study of differential leadership outcomes in the absence of a glass cliff. *The Leadership Quarterly*, 30(6), 101334.

Obenauer, W. G. (2019). Are all voluntary attritions created equally? Understanding the need to incorporate employee diversity into attrition modeling. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12(3), 302-305.

Kalsher, M.J.; Obenauer, W.G; & Weiss, C.F. (2019). Reconsidering the role of design standards in developing effective safety labeling: Monolithic recipes or collections of separable features? *Human Factors*, 61(6), 920-952.

Papers Under Review

Obenauer, W.G., Title withheld – Topic: Leadership categorization theory. (*Conditionally accepted at Journal of Management Scientific Reports*)

Frieder, R. & Obenauer, W.G. Title withheld – Topic: Leader Humor Use (*First round review at The Leadership Quarterly*)

Fezzey, T. & Obenauer, W.G. Title withheld – Topic: Employee compensation. (*Second round review at The Leadership Quarterly*)

Obenauer, W.G. Title withheld – Topic: Leadership categorization theory (*Preparing for third round R&R at Equality, Diversity, and Inclusion*)

Castille, C., Hillebrandt, A., Barclay, L...Obenauer, W.G., Schwab, A. Title withheld – Topic: Goal setting. (*Preparing for second round review at Psychological Science*)

Peters, K., Jeftic, A., Zhou, S...Obenauer, W.G. Title withheld – Topic: Attitudes toward different social groups. (*Accepted in principal at The Leadership Quarterly, data collection underway*)

Editorially Reviewed Publications and Invited Editorials

Obenauer, W.G. (Forthcoming). Access to capital inequities. *Encyclopedia of Entrepreneurship and Digitalization*, doi.org/10.4337/9781035319299

Rezaei, S. & Obenauer, W.G. (Forthcoming). Creative effect of artificial intelligence. *Encyclopedia of Entrepreneurship and Digitalization*, doi.org/10.4337/9781035319299

Banks, G. C., Rasmussen, L. M., Tonidandel, S., Pollack, J. M., Hausfeld, M. M., Williams, C., ... Obenauer, W.G...& Yang, T. (2025). Women's and men's authorship experiences: A prospective meta-analysis. *Journal of Management*, 01492063251315701.

Obenauer, W. G. (2024). Designing, executing, and publishing replication research: Best practices for successfully taking replication ideas from conceptualization to publication. *Journal of Management Scientific Reports*, 2(1), 3-26.

Obenauer, W. G. (2016). Book Review-Superbosses: How Exceptional Leaders Master the Flow of Talent, by Sidney Finkelstein. *Organization Management Journal*, 13(4), 230-232.

Special Issues Edited

Loignon, A., Arvate, P., Hansbrough, T., & Obenauer, W. G., (Scheduled for 2027). Grounded in Causality: Elevating Evidence for Leadership Practice. *The Leadership Quarterly*.

Obenauer, W. G., Gorman, C.A., Frieder, R., Howes, S., Rice, D., Schmidt, G., (Scheduled for 2027). Special issue on Commentaries in Management Science. *Group and Organization Management*.

Obenauer, W. G., Ponnappalli, A.R., Wang, C. (Scheduled for 2027). Special issue on Replication in Management Science. *Group and Organization Management*.

Brouer, R., Carsten, M., Wassenaar, C., Rana, S. & Obenauer, W. G., (Scheduled for 2027). Developing Women Leaders. *Research in Human Resource Management*.

Working Papers and Projects Under Development

Obenauer, W.G. & Kalsher, M.K. Title withheld – Topic: Ethical issues in product safety communication. (*Data analysis completed, Target: Journal of Business Ethics*)

Obenauer, W.G. & Kalsher, M.K. Title withheld – Topic: Blame attributions. (*Data collected for three studies, Target: Human Factors*)

Reynolds, M.M., & Obenauer, W.G. Title withheld – Topic: Organizational Attractiveness (*Being prepared for review at Journal of Business & Psychology*)

Obenauer, W.G., Wang, C., & Ponnappalli, A. R. Title withheld – Topic: Leadership categorization. (*Data collected for three studies, Target: Journal of Applied Psychology*).

Obenauer et al. ARIM Project-Title withheld – Topic: Large scale replication. (*Data collected for 16 studies, Target: Journal of Applied Psychology*)

Obenauer, W.G., Peters, S., Rezaei, S. Title withheld – Topic: Leadership prototypes. (*Initial draft complete, being revised (with additional data collection) for submission to The Leadership Quarterly*)

Kraimer, M.L.; Martin, X.; Obenauer, W.G., Invited book chapter on conducted replication research.

Williams, K.; Kalsher, M.K; Obenauer, W.G., Invited book chapter on allocation of blame.

Obenauer, W.G., Williams, K.; Kalsher, M.K; Invited book chapter on behavioral compliance.

Kalsher, M.K; Obenauer, W.G. Williams, K.; Invited book chapter on warnings standards.

Refereed Conference Presentations

Reynolds, M. M. & Obenauer, W.G. 2024. Using signaling theory to explain organizational attractiveness. Paper presented at the Southern Management Association Annual Conference, San Antonio, TX.

- Best paper in track

*Percival Carter, E. & Obenauer, W.G. 2024. Reframing and restructuring organizational strategies for addressing harassment and discrimination in the workplace. Paper presented at:

- Public Policy and Marketing Conference of the American Marketing Association, Washington, DC
- International Northeast Decision Sciences Institute Annual Conference, Washington, DC

Vongas, J. G., Al Hajj, R., & Obenauer, W.G. 2023. Women leaders perched on a glass cliff: A systematic review. Paper presented at the American Society of Business and Behavioral Sciences Annual Conference, Las Vegas, NV.

*Obenauer, W.G. 2022. Is women's leadership really associated with fewer Covid-19 deaths? Paper presented at:

- Southwest Academy of Management Annual Conference, New Orleans, LA.
- Academy of Management Annual Conference, Seattle, WA.

Obenauer, W.G. 2022. Motivating racial diversity efforts through executive compensation. Paper presented at:

- Southwest Academy of Management Annual Conference, New Orleans, LA.
 - Best Paper in Track (Human Resources, Careers, and Diversity)
- Purdue University's Breaking Bias Conference: Gender, Pay, and Performance, West Lafayette, IN. (*under title "Incentivizing Equity Through Executive Compensation"*)
- Academy of Management Annual Conference, Atlanta, GA.
- Lally Research Symposium at Rensselaer Polytechnic Institute, Troy, NY

Obenauer, W.G. 2022. The impact of a cognitively taxing workplace environment on efforts to suppress prejudice. paper presented at:

- Southwest Academy of Management Annual Conference, New Orleans, LA.
- Eastern Academy of Management Annual Conference, Virtual Annual Meeting.

Obenauer, W.G. 2020. It gets worse with time: an examination of the gender pay gap among government employees. Paper presented at:

- The Academy of Management Annual Conference, Virtual Annual Meeting
- "Developing Organizational Research on Financial Precarity, Inequality, and Socio-Economic Status" PDW at the Academy of Management Annual Conference, Chicago, IL.
- Wharton Business School's People and Organizations Conference (Round Table Session), Philadelphia, PA.
- The Southern Management Association Annual Conference, Lexington, KY.
- The Eastern Academy of Management Annual Conference, Wilmington, DE.

*Obenauer, W.G. 2019 & Kalsher, M.J. Understanding the impact of linguistic efforts towards inclusion. Paper presented at:

- The Society for Industrial and Organizational Psychology Annual Meeting, Washington, DC.
- The Eastern Academy of Management Annual Conference, Wilmington, DE.

Obenauer, W.G. 2018. Following the laughter: a theoretical model of the relationships between leadership styles and types of humor. Paper presented at:

- The Academy of Management Annual Conference, Chicago, IL.
- The Midwest Academy of Management Annual Conference, Columbus, OH.

Obenauer, W.G. 2018. Work free or quit: a time-series model of how autonomy influences turnover intentions.

- Paper presented at the Academy of Management Annual Conference, Chicago, IL.
- Earlier version presented at the Southern Management Association Annual Conference, Charlotte, NC. (*under title "Pushed Away from Work and Back to Family: How Family Related Issues Influence Turnover Intentions."*)

Kalsher, M.J. & Obenauer, W.G. 2018. The impact of employee experience and warning quality on allocations of blame. Paper presented at:

- The Society for Industrial and Organizational Psychology Annual Meeting, Washington, DC.
- The Human Factors and Ergonomics Society Annual Meeting, Philadelphia, PA.

*Kalsher, M.J.; McCullough, H.; & Obenauer, W.G. 2018. Allocation of blame for property damage originating in a cigarette receptacle constructed from flammable HDPE. Paper presented at the International Ergonomics Association 20th Congress, Florence, Italy.

Obenauer, W.G. 2018. Organizational narratives as a tool for inclusion in leadership. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.

Langer, N.; Kim, S.W.; Obenauer, W.G.; & Khurana, S. 2017. Leaders and lemmings on Twitter: Examining the role of textual content in gaining influence. Paper presented at:

- The Institute for Operations Research and the Management Sciences Annual Meeting, Houston, TX.
- Workshop on Information Systems and Economics, Seoul, Korea.
- India School of Business Conference on Digital Economy

Obenauer, W.G. 2017. Express yourself or suppress yourself: extending the justification-suppression model of discrimination through qualitative research. Paper presented at:

- The Academy of Management Annual Conference, Atlanta, GA.
- The Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.

*Obenauer, W.G. 2017. Why Lakisha and Jamal didn't get interviews: extending the findings of Bertrand and Mullainathan. Paper presented at:

- The Academy of Management Annual Conference, Atlanta, GA.
- The Southern Management Association Annual Conference, Charlotte, NC.

Standish-Kuon, T.A. & Obenauer, W.G. 2016. Explaining intentions to commercialize by extending the theory of planned behavior. Paper presented at the Southern Management Association Annual Conference, Charlotte, NC.

*Kalsher, M.J.; Obenauer, W.G.; & Weiss, C.F. 2016. Evaluating ANSI Z535-formatted warning labels as an integrative system. Paper presented at the Human Factors and Ergonomics Society Annual Meeting, Washington, DC.

*Obenauer, W.G. & Langer, N. 2016. Inclusion is not a slam dunk: Discrimination in leadership within the context of athletics. Paper presented at:

- The Wharton Business School's People and Organizations Conference (Round Table Session), Philadelphia, PA.
- The Academy of Management Annual Conference, Anaheim, CA.
 - 4.7% of submitted papers chosen for Proceedings in GDO division
 - GDO division nominee for William H. Newman Award

Obenauer, W.G. 2016. Too much ink to sign an offer letter: a theoretical model of the causes of tattoo-based employment discrimination. Paper presented at the Eastern Academy of Management Annual Conference, New Haven, CT.

Obenauer, W.G. 2016. A retail manager's struggle to fix inequitable pay for some without violating the expectations of others. Paper included in case study workshop at the Eastern Academy of Management Annual Conference, New Haven, CT.

Obenauer, W.G. 2015. Shirking or working? How managers perceive teleworker performance and the implications for task allocation. Paper presented at the Southern Management Association Annual Conference, St. Pete's Beach, FL.

Obenauer, W.G. 2015. Corroborating deception: forming attributions based upon managed impressions in professional social media. Paper presented at the Midwest Academy of Management Annual Conference, Columbus, OH.

Obenauer, W.G. 2015. It's not just funny anymore: using humor as a tool in leadership to promote organizational authenticity. Paper presented at the Eastern Academy of Management Annual Conference, Philadelphia, PA.

**Denotes presentations that have been converted to publications*

Invited Presentations

*Obenauer, W.G. Are women strategic leaders more effective during a crisis than men strategic leaders? Center for Creative Leadership, 2025.

*Obenauer, W.G. Are women strategic leaders more effective during a crisis than men strategic leaders? Indian Institute of Management Ahmedabad's Ashank Desai Centre for Leadership and Organisational Development, 2025.

Obenauer, W.G. Leadership categorization theory: Are prototypes changing or are participants just responding to surveys differently? University of North Carolina Charlotte's Center for Leadership Science, 2025.

Obenauer, W.G. Creatively using archival and field data to answer important leadership questions: Opportunities, insights, and limitations. University of North Carolina Charlotte's Center for Leadership Science, 2025.

Obenauer, W.G. Open science and replication research: The path forward. CARMA's UniSA Online Workshop Series, 2024.

*Obenauer, W.G. & Kalsher, M.J. Is white always the standard? Using replication to revisit and extend what we know about the leadership prototype. Mike Ilitch School of Business at Wayne State University, Virtual Brown Paper Bag Research Series, 2022.

**Denotes presentations that have been converted to publications*

Workshops and Symposia

Robb, D., Rana, S. (Organizers/Presenters), Rice, D.B., Segrest, S.L., Gallagher, V.C., Obenauer, W.G., Brouer, R., Smith, L. (Panelists/Discussants). 2025. Cultivating courage: Teaching and research on diversity, equity, and inclusion amidst DEI backlash. Panel presented at the Southern Management Association Annual Meeting, Greenville, SC.

Schwab, A. (Organizer/Presenter); Kraimer, M., Obenauer, W.G., Martin, X., & Castille, C. (Panelists/Discussants). 2025. CARMA@SMA: A tutorial for doctoral students and their faculty mentors: How to conduct, publish, and learn from replication studies. Panel presented at the Southern Management Association Annual Meeting, Greenville, SC.

Castille, C.M. (Chair), Obenauer, W.G. (Co-Chair), Eby, L. T., Fecteau, K., Oswald, F., Allen, T., Guzzo, R., Nalbantian, H., & Schwab, A. (Panelists/Discussants). 2025. Open science unleashed: Fostering transparency and collaboration IO psychology. Symposium presented at the Society for Industrial and Organizational Psychology Annual Meeting, Denver, CO.

Obenauer, W.G. (Organizer), Catto, E., Day, B., McGregor, D. (Panelists/Discussants). 2025. Racial prototypes of superheroes. Panel presented at Ithacon, Ithaca, NY.

Obenauer, W.G. (Organizer), Day, B., Overbaugh, D. (Panelists/Discussants). 2025. The panel about that thing and the stuff. Panel presented at Ithacon, Ithaca, NY.

Schwab, A. (Organizer/Presenter); Kraimer, M., Obenauer, W.G., & Castille, C. (Panelists/Discussants). 2024. How to conduct, publish, and learn from replication studies: A tutorial for doctoral students and their faculty mentors. Panel presented at the Southern Management Association Annual Meeting, San Antonio, TX.

Briker, R., Gerpott, F. (Organizers/Presenters); Chiu, C., Obenauer, W. G., Engelbert, L. H. (Panelists/Discussants). 2024. Strong coffee to overcome weak data: Open science and replications in OB. OB Division Micro-Community Coffee Chat hosted at the Academy of Management Annual Conference, Chicago, IL.

- Martin, X., Schwab, A. (Organizers/Presenters); Cortina, J. M., Obenauer, W. G., Chang, S., Schulze, W. S., Seibert, S. (Panelists/Discussants). 2024. How to design, conduct, and publish high-quality replication studies. Professional Development Workshop presented at the Academy of Management Annual Conference, Chicago, IL.
- Berkley, R. A. (Organizers/Presenters); Chen, Y., Crocitto, M. M., Dawson, G. A., ... Obenauer, W. G. (Panelists/Discussants). 2024. Innovative and experiential approaches to teaching HR. Professional Development Workshop presented at the Academy of Management Annual Conference, Chicago, IL.
- Catto, E. (Organizer/Presenter); Wildrick, C., Knopf, C., Salkowitz, R., Obenauer, W.G. Day, B., & Overbaugh, D. (Panelists/Discussants). 2024. Developing the skills and finding the right jobs in pop culture. Panel presented at Comic-Con International (AKA San Diego Comic Con), San Diego, CA.
- Vaziri, H., Martin, X. (Organizers/Presenters); Rouse, E., Shockley, K., Obenauer, W. G., ... O'Mahony, S. (Panelists/Discussants). 2024. Research Methods-CARMA Consortium. Panel presented virtually.
- Castille, C. (Organizer/Presenter); Obenauer, W.G. 2023. Tools for open science. Panel presented at the CARMA Current Doctoral Student Workshop Series. Virtual.
- Kraimer, M. (Organizer/Presenter); Obenauer, W.G., Shulze, B., Schwab, A., & Seibert, S. (Panelists/Discussants). 2023. CARMA at SMA: Designing and publishing replication studies. Panel presented at the Southern Management Association Annual Meeting, St. Pete Beach, FL.
- Howe, M. (Organizer/Presenter); Soleimanof, S., Castrogiovanni, G., Crook, R...Obenauer, W.G. 2023. Pre-Doctoral Consortium. Panel presented at the Southern Management Association Annual Meeting, St. Pete Beach, FL.
- O'Toole, J. (Organizer/Presenter); Schurer Lambert, L., Thatcher, S., Cardon, M...Obenauer, W.G. 2023. Early-Stage Doctoral Consortium. Panel presented at the Southern Management Association Annual Meeting, St. Pete Beach, FL.
- Catto, E. (Organizer/Presenter); Wildrick, C., Knopf, C., Salkowitz, R., Obenauer, W.G. Day, B., & Overbaugh, D. (Panelists/Discussants). 2023. Admissions departments emitting geek vibes: College course focused on pop culture. Panel presented at Comic-Con International (AKA San Diego Comic Con), San Diego, CA.
- Catto, E. (Organizer/Presenter); Wildrick, C., Knopf, C., Obenauer, W.G., Day, B., & Overbaugh, D. (Panelists/Discussants). 2023. Comics on campus: Academia vs. fandom (Battle or a collab?). Panel presented at Comic-Con International (AKA San Diego Comic Con), San Diego, CA.
- Catto, E. (Organizer/Presenter); Salkowitz, R., Knopf, C., Wildrick, C., & Obenauer, W.G. (Panelists/Discussants). 2022. Fandom + Academia. Panel presented at Comic-Con International (AKA San Diego Comic Con), San Diego, CA.

- Findler, F. & Obenauer, W.G (Organizers/Presenters); Martinuzzi, A; Lemoine, J.; Stickney, L; Anand, S. (Panelists/Discussants). 2019. Teaching and learning with humor: A tool for successful education. professional development workshop presented at the Academy of Management Annual Conference, Boston, MA.
- Daus, C.S. & Tillery, M. (Organizers/Presenters); Robert, C. (Discussant); Berkley, R.A.; Chase, J.; Goswami, A.; Nadler, J.T.; Obenauer, W.G. (Presenters/Authors). 2019. A funny thing happened on the way to SIOP...Humor and leadership at work. Symposium presented at the Society for Industrial and Organizational Psychology Annual Meeting, National Harbor, MD.
- Varley, A. M & Obenauer, W.G (Organizers/Presenters); Smith, M. L.; Lemoine, J.; Bitterly, T.B.; Stickney, L; Anand, S. (Panelists/Discussants). 2018. Make 'em laugh again: Using humor as a tool for learning. Professional Development Workshop presented at the Academy of Management Annual Conference, Chicago, IL.
- Obenauer, W.G & Varley, A. M. (Organizers/Presenters); Smith, M. L., Lemoine, J., Baack, S. (Panelists/Discussants). 2017. Make 'em laugh...again: Using humor as a tool for learning. Professional Development Workshop presented at the Academy of Management Annual Conference, Atlanta, Georgia.
- Varley, A. M & Obenauer, W.G (Organizers/Presenters); Smith, M. L. (Discussant). 2016. Make 'em laugh: Using humor as a tool for learning. Professional Development Workshop presented at the Academy of Management Annual Conference, Anaheim, CA.

Invited Posts and Editorials

- Obenauer, W.G. (2024), "UMaine needs to become a DEI leader." *The Maine Campus*. Retrieved from: <https://mainecampus.com/category/opinion/2024/12/umaine-needs-to-become-a-dei-leader/>
- Obenauer, W.G. and Rezaei, S. (2023), "The JGM BitBlog: Workplace gender harassment of expatriates is not just 'someone else's problem'." *Emerald Publishing*. Retrieved from: <https://www.emeraldgrouppublishing.com/journal/jgm/jgm-bitblog-workplace-gender-harassment-expatriates-not-just-someone-elses-problem>
- Obenauer, W.G. (2023), "The best car insurance companies FAQ." *WalletHub*. Retrieved from: https://wallethub.com/car-insurance#expert=Billy_Obenauer

Press Coverage

- Smith, E. (2025), "Maine Business School professor discusses diversity, equity and inclusion policies." *Fox Bangor*. Retrieved from: https://www.foxbangor.com/news/local/maine-business-school-professor-discusses-diversity-equity-and-inclusion-policies/article_ec9dbff6-e7b8-11ef-b058-dfcd2467fb64.html

Dolan, E. (2024), “Replication study undermines claim of ‘women leadership advantage’ during COVID-19 crisis.” *PsyPost*. Retrieved from: <https://www.psypost.org/replication-study-undermines-claim-of-women-leadership-advantage-during-covid-19-crisis/>

Honors and Awards

- **Financial Awards**
 - 2024 Journal of Management Scientific Reports “Pub Crawl” grant (\$1000)
 - 2022-23 Internal research grant award (\$7,000) associated with acceptance into the University of Maine’s EMPOWER program
 - 2022 (Spring) Internal travel grant (\$2,000) awarded through the University of Maine’s Bangor Savings Bank LoRusso Development Funds
- **Academic Awards**
 - 2024 The Leadership Quarterly Best Paper Award
 - 2024 Southern Management Association Best Paper in Track (Careers, Social Issues, Diversity Issues, Ethics)
 - 2023 Maine Business School Excellence in Research Award
 - 2022 Southwest Academy of Management Best Paper in Track (Human Resource, Career, and Diversity)
 - 2019 RPI Del and Edith Karget Dissertation Prize in Management
 - 2016 AoM William H. Newman Award Nominee
 - 2014 RPI 2014 Chief Innovation Officer of the Future Award
- **Teaching Awards**
 - University of Maine Faculty Mentor Impact Award, 2023
 - *Nominated* for University of Maine Faculty Mentor Impact Award, 2024
 - *Nominated* for Mel McClure Global Community Impact Award, 2024
 - *Nominated* for Maine Business School Excellence in Teaching Award, 2024
 - *Nominated* for Maine Business School Excellence in Teaching Award, 2023
 - *Nominated* for Maine Business School Excellence in Teaching Award, 2022
- **Reviewing Awards**
 - Outstanding Reviewer, Group and Organization Management, 2025
 - Outstanding Reviewer, Eastern Academy of Management, 2019, 2016
 - Outstanding Reviewer, OB division, Academy of Management, 2017
 - Outstanding Reviewer, GDO division, Academy of Management, 2016
 - Outstanding Reviewer, Midwest Academy of Management, 2015
- **Consortium Invitations**
 - Academy of Management 2022 HR Division Junior Faculty Consortium
 - Academy of Management 2022 OB Division Junior Faculty Consortium
 - Academy of Management 2018 GDO Division Doctoral Consortium
 - Southern Management Association 2018 Advanced Doctoral Consortium
 - Southern Management Association 2016 Junior Doctoral Consortium
- **Other Awards**
 - 2024 Second place in the Southern Management Association’s pumpkin carving competition

- 2023 Certificate of Conviviality, Southern Management Association's Fourth Annual Academic Improv Competition

Research Advising

- Denise Robb – University of South Alabama, PhD Committee Member (current)
- Buffie Quinn – University of Maine, PhD Committee Member (2024)
- Mikayla Reynolds – University of Maine, Honors Committee Chair (2022)
- Tamra Benson – University of Maine, Honors Committee Member (2022)

Teaching Experience

- University of Maine
 - MGT 460: Leadership (online asynchronous)
 - Fall 2025—*1 section*, Fall 2024—*1 section*
 - MGT 330: Human Resource Management (in-person)
 - Fall 2025—*1 section*, Spring 2025—*1 section*, Fall 2024—*1 section*, Spring 2024—*1 section*, Fall 2023—*2 sections*, Spring 2023—*1 section*, Fall 2022—*2 sections*, Spring 2022—*1 section*
 - MGT 330: Human Resource Management (online asynchronous)
 - Fall 2025—*1 section*, Spring 2025—*1 section*, Fall 2024—*1 section*, Spring 2024—*1 section*, Spring 2023—*1 section*, Spring 2022—*1 section*
 - MGT 325: Principles of Management (in-person)
 - Fall 2023—*1 section*, Fall 2021—*2 in-person sections*
 - MGT 325: Principles of Management (online asynchronous)
 - Summer 2023—*1 section*, Winter 2023—*1 section*, Summer 2022—*1 section*
- Ithaca College
 - MGMT 34000: Human Resource Management
 - Spring 2021—*1 section*, Fall 2020 – *1 section*, Spring 2020 – *1 section*, Fall 2019 – *1 section*
 - MGMT 20600: Organizational Behavior and Management
 - Spring 2021—*1 live section, 1 asynchronous section*, Spring 2020 – *1 section*, Fall 2019 – *1 section*
 - MGMT 30200: Applied Ethical Issues in Management
 - Fall 2020 – *2 sections*
 - MGMT 11100: Introduction to Business
 - Spring 2020 – *2 sections*, Fall 2019 – *1 section*
- Rensselaer Polytechnic Institute (*teaching assistant*)
 - MGMT 6140: Information Systems for Management, MGMT 6460: Advanced Quantitative Methods for Business, MGMT 4870: Strategy and Policy, PSYC 4310: Research Methods and Statistics, PYSC 2200: Human Factors in Design, ECON 1200: Principles in Economics, ECON 4140: Structure of Industry, MGMT 4040/6040: Talent Management – Fall 2014
- Southwest Vermont Regional Technical School District – 2012-2014

- Business Ownership / Entrepreneurship, Enhancing the Customer Experience, Sports Management, Business Communication, Business Basics, Personal Finance

Institutional Service

- Appointed management area coordinator (2024-26)
- Appointed member of MBS Executive committee (2023-26)
- Appointed member of Tenure Review Committee (2024-26)
- Appointed member of Policy Advisory Committee (2024-26)
- Appointed member of AoL Business Communications Sub-Committee (2024-26)
- University of Maine 2024 Presidential Public Engagement Award Selection Committee
- University of Maine 2024 Faculty Mentor Impact Award Selection Committee
- Chair of MBS Faculty Recruitment and Talent (FRaT) ad-hoc committee (2023-24)
- Appointed member of MBS Research Excellence committee (2023-24)
- Volunteer for MBS organizational culture work groups (2023-24)
 - Faculty engagement
 - Research
 - Efficiency
- Professional development workshop presenter
 - Understanding, managing, and leveraging LinkedIn in your life, Spring 2024
- Professional development workshop collaborator
 - SHRM certification information session
- Faculty representative for multiple events during Bridge Week (2023, 2024)
- Elected Maine Business School representative for the Associated Faculties of the Universities of Maine (June 2023-May 2025)
- Appointed Faculty Liaison to the University of Maine's Men's and Women's Cross Country and Track and Field Teams (2023-2025)
- Appointed Maine Business School representative on Working Group for Open Access Publishing at UMaine (2023)
- Co-Advisor MBS Corps [Student Service Club] (2022-2024)
- Faculty research demonstration at Maine Business School Advisory Committee Meeting (2022)
- Invited member of Maine Business School Conflict of Interest Ad-Hoc Committee (2022-2023)
- Appointed member of Maine Business School DEI Committee (2022-2023)
- Lead of DEI advisory for Maine Business School Outdoor Recreation Economy grant team (2021-2022)
- Faculty representative at MBS Accepted Students Day (2022)
- Appointed member of Maine Business School Technology Committee (2021-2022)
- Advisor to SHRM at Ithaca (2020-2021)
- Elected member of Ithaca College Faculty Governance Committee (2020-2021)
- Invited presenter at Ithaca College Center for Faculty Excellence events (2019-2021)

- Appointed participant to Ithaca College Anti-Racism Institute (2020)
- Selected participant in Ithaca College Early Career Excellence Institute (2019-2020)

Reviewing

- *Group and Organization Management* (associate editor)
- *The Leadership Quarterly* (editorial review board)
- *Journal of Business and Psychology* (editorial review board)
- *Journal of Management: Scientific Reports* (editorial review board)
- *Journal of Management* (ad hoc)
- *Organizational Research Methods* (ad hoc)
- *Journal of Occupational and Organizational Psychology* (ad hoc)
- *Equality, Diversity, and Inclusion: An International Journal* (ad hoc)
- *Acta Psychologica* (ad hoc)
- *International Journal of Business and Emerging Markets* (ad hoc)
- Southwest Academy of Management Conference (2022-2023)
- Academy of Management Conference (2016-2020, 2025)
- Southern Management Association Conference (2015-2019, 2024)
- International Conference on Information Systems (2018)
- Midwest Academy of Management Conference (2015)
- Eastern Academy of Management Conference (2016, 2019-2020)

Service to the Discipline and Community Engagement

- Executive Board Member for the Advancement of Replications Initiative in Management (ARIM), 2024-present
- Presenter in Build a Better Maine executive education workshops, 2023 and 2025
- Professional development workshop presenter at State University of New York (SUNY) Orange
 - Personal branding for the job market
 - Spring 2024
 - Fall 2023
 - Understanding, managing, and leveraging LinkedIn in your life
 - Spring 2024
- Management Teaching Review Best Paper Award Committee Member, 2023
- Co-administrator for On the Mill, a social media group for pre-tenure faculty in management, 2021-present
- Manage educational YouTube channel with more than 5,100 subscribers and 610,000 views (<https://www.youtube.com/WilliamObenauer>)
- Session Chair
 - Southern Management Association Annual Meeting, 2023
 - Southwest Academy of Management Annual Meeting, 2022
 - Eastern Academy of Management Annual Meeting, 2019 & 2016

- Managing Director and Vice President of Member Services for DAMA-NYCR (local chapter of DAMA-International), 2015 – 2021
- Guest Lecturer in SUNY Albany's World of Creativity and Entrepreneurship course, 2017 and 2018
- Co-Chair of Business Innovation and Emerging Technology Work Group at the New York State Forum, 2014 – 2018

Industry and Professional Experience

Marsh Island Psychiatry, PLLC, Orono, ME
General Manager, 2024-present

New York State Technology Enterprise Corporation, Albany, NY
Digital Learning Consultant, 2014 - 2021

Southwest Vermont Regional Technical School District, Bennington, VT
Business Management Instructor (secondary education), 2012 – 2014

Southern Vermont College, Bennington, VT
Assistant Cross Country Coach, 2011-2013

The Home Depot, Bennington, VT
Location General Manager (most recent position held), 2008 – 2011

Warren Lumber and Millwork, Phillipsburg, NJ
Corporate Pricing Manager (most recent position held), 2005 - 2008

84 Lumber Company, Amsterdam, NY
Location General Manager (most recent position held), 2000 – 2005

Professional Associations (Current and Past)

- Academy of Management
 - OB, HR, and GDO divisions
- Society of Industrial and Organizational Psychology
- American Psychological Association
- Southern Management Association
- Southwest Academy of Management
- Midwest Academy of Management
- Eastern Academy of Management
- DAMA-NYCR
- American Mensa