

VICKI L. BAKER

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EDUCATION

THE PENNSYLVANIA STATE UNIVERSITY, University Park, Pennsylvania
Ph.D., Higher Education Administration, College of Education
Pi Lambda Theta
May 2007
Dissertation: *Professional Identity Development among Business Doctoral Students: A Social Networks Perspective*

THE PENNSYLVANIA STATE UNIVERSITY, University Park, Pennsylvania
M.S., Management and Organization, Smeal College of Business
May 2007

CLARION UNIVERSITY OF PENNSYLVANIA, Clarion, Pennsylvania
M.B.A., May 2001
Beta Gamma Sigma (Top 10% of graduating class)
Concentration in Management

INDIANA UNIVERSITY OF PENNSYLVANIA, Indiana, Pennsylvania
B.S., Safety Sciences, August 1999
Minors: Applied Statistics and Spanish
Rho Sigma Kappa; CUM LAUDE

THE CENTER FOR BILINGUAL AND MULTICULTURAL STUDIES, Cuernavaca, Mexico
Total immersion experience. Studied the Spanish language, Mexican culture, and literature.
Summer 1997

CERTIFICATE

VILLANOVA UNIVERSITY, Villanova, Pennsylvania
Human Resource Management
July 2022

CERTIFICATION

Society for Human Resource Management (SHRM)
SHRM-CP (Certified Professional)
Expires May 2028

ACADEMIC EMPLOYMENT

Administrative/Leadership Experience

08/23 – 05/24 **AMERICAN COUNCIL on EDUCATION FELLOWSHIP**
ACE Fellow (2023-2024)

A customized learning experience that enables participants to immerse themselves in the study and practice of leadership. Participants experience the culture, policies, and decision-making processes of another institution via on-the-job experience and skill development during an academic year. As a result, the ACE Fellows Program is the most effective, comprehensive leadership development program in U.S. higher education today.

Host Institution - Hope College

A four-year, private liberal arts college in Holland, Michigan with over 3200 students enrolled.

Office of the President; Office of the Provost

Mentors: President Matt Scogin, Provost Gerald Griffin, Associate Provost Heidi Kraus

The Fellowship experience enables complete access to shadow the President and Provost; attend Cabinet and other meetings hosted by HASP (Hope Academy of Senior Professionals) and the six standing faculty governance committees at the College.

Responsibilities include:

- *Project focus during fellowship*: Lead efforts to develop a department chair and program director succession management and mentoring program
 - Conduct 1:1 meetings and focus groups with key stakeholders to cultivate engagement and buy-in
 - Develop professional development sessions; revise and expand on existing onboarding and orientation program materials.
 - Work with the President and Provost Offices to envision the needed institutional infrastructures to ensure long-term sustainability (e.g., department chair job description, related handbook policies and practices)
 - Work with the President, Provost, and Vice President of Philanthropy & Engagement to outline a strategy to secure a corporate sponsor for the newly envisioned program
- Participate in/lead sessions for the F23 Women, Leadership, and Higher Education book group (in collaboration with Grand Valley State University)
- Support a campus-wide initiative to build the Hope College Virtual Center for Teaching and Learning
 - Assess/review existing professional development programming; offer recommendations to further enhance related supports
- Shadow the Vice President of Philanthropy & Engagement on fundraising strategy to advance Hope Forward
- Shadow cabinet members including the CFO, Vice President of Strategic Initiatives, and the divisional Deans

1/22 – Present **ALBION COLLEGE**

Chair, Economics & Management Department (5/23 – Present)

Co-Chair, Economics & Management Department (1/22 – 4/23)

Albion College is a four-year, private residential liberal arts college in the Midwest with a student population of approximately 1500 students and nearly 80 majors, minors, and certificates

The Department Chair provides essential leadership for the department to build a community aligned with the strategic aims and priorities of the College. The Chair collaborates with departmental members and campus constituents to create a teaching and learning environment that advances the mission of the College and furthers the commitment to contributing to local and surrounding communities.

Responsibilities include:

- Supervising 7 full-time, tenured/tenure-track faculty members spanning the areas of Accounting, Economics, Finance, Management, and Marketing; support 2 full-time visiting adjunct faculty members
- Mentoring, onboarding, and providing professional development for departmental colleagues including 5 pre-tenure colleagues
- Budgetary oversight and development (~\$22,000; zero-based budget process).
- Assisting as a subject matter expert on alumni relations and fundraising initiatives in collaboration with the Office of Institutional Advancement
- Serving as primary point of contact for the ~220 student majors enrolled in the Economics & Management Department
- Oversight and leadership of departmental assessment efforts across 8 majors, 5 minors
- Semester course schedule planning and preparation
- Serving as the primary point of contact with the Registrar, Financial Aid, Admissions, Business Office, and the Provost's Office
- Serving as search committee chair for recent faculty openings including tenure track in accounting (audit), tenure track in accounting (tax), tenure track in Management (strategy and entrepreneurship).
- Drafting and disseminating departmental and alumni newsletters

*Notable accomplishments include:

- Led E&M through a successful self-study / academic program review during spring 2024
- Led assessment efforts to ensure the E&M Department became compliant with College and HLC accreditation requirements; achieved this aim in 12 months
- Served as the lead developer on two new academic majors: Accounting (150 hours) and an interdisciplinary Marketing Major (in collaboration with Communication Studies)
- Hosted departmental recruitment events, with the support of Admissions, to increase student enrollments post-COVID (e.g., Explore Your Future with E&M). Enrolled E&M majors increased by 8%
- Partnered with Institutional Advancement to implement a more intentional alumni engagement and giving strategy. Alumni engagement increased by 10% (e.g., guest speaker, internship host, campus visits); alumni giving increased by 6%

1/23 – 2/24

MICHIGAN COLLEGES ALLIANCE

Faculty Director, MCA-Cooperative Learning Collaborative (CLC)

A consortium of 14 leading independent, four-year colleges and universities across the state of Michigan focused on broadening college choice and access across the state, and fostering career outcomes for MCA graduates.

Responsibilities include:

- Articulating the vision and value proposition; coordinating with MCA team to envision and execute student and employer recruitment strategy
- Fostering relationships with MCA member Presidents, Provosts, and Deans to garner buy-in; serving as MCA-CLC liaison with campus representatives
- Developing program infrastructure; establishing learning outcomes; creating syllabi
- Coordinating summer series of professional development topics/subject matter experts
- Serving as instructor of record for summer and fall academic credit bearing experiences

*Notable accomplishments include:

- Developed and launched the pilot offering in 5 months
- Helped recruit 8 participating employers and students (representing 3 MCA institutions)
- Presented program details and outcomes to MCA Presidents to secure full participation in the 2024 cycle from all member institutions

9/20 – Present **ALBION COLLEGE**

Special Projects, AC3 (6/23 – Present)

Faculty Director, Albion College Community Collaborative (AC3) (9/20-6/23)

AC3 is an experiential learning lab in which teams of interdisciplinary students work in service to and in collaboration with community organizations to advance community, societal, and organizational needs.

Responsibilities included:

- Budgetary oversight of both operating budget funds (~\$19,000, zero-based budget process) and foundation funds (\$265,000) to advance programmatic aims
- Creating and managing the vision and mission of AC3
- Building infrastructure and associated processes to support consulting engagements
- Developing experiential learning lab cognitive framework, consulting leadership pathway, curricular, and co-curricular pedagogies
- Engaging in capacity building to support on and off campus partnerships
- Recruit, lead, and mentor enrolled students throughout calendar year
- Procuring client projects that span industries and areas of focus
- Recruiting and mentoring faculty fellows
- Hiring and managing AC3 staff including associate director, interns, and summer fellow(s)

*Notable accomplishments in the three years since AC3 was founded include:

- Secured Arthur Vining Davis Foundations grant (\$265,000) to support AC3
- 180+ enrolled students from across all four divisional areas of the College
- 15 unique clients served
- 3 approved curricular experiential learning lab offerings
- 3 published pieces (Inside HigherEd, International Town & Gown, Journal of Community Engagement and Higher Education)
- 7 presentations (AAC&U; Building Sustainable Communities Conference); NACBA; IMPACT Conference
- Recognized by The Corella & Bertram F. Bonner Foundation as a model for post-COVID engagement.
- Created an academic-credit bearing pathway as well as revenue generating pathway via contracted clients

1/19 – 12/20 **ALBION COLLEGE**

Program Coordinator, Online Summer School

Responsibilities include:

- Primary point of contact for interested faculty and students
- Responsible for recruiting faculty and students
- Provide in session support to faculty and students
- Communicate with campus community RE: important deadlines

- Compile/organize summer course descriptions; advertise to campus community
- Work with IT to prepare/update related online summer school teaching policies and associated training
- Ensure online teaching faculty have completed the necessary training; respond to associated inquiries
- Collaborate with the Registrar and Business Office RE: scheduling, finances, course assessment, etc.
- Meet with students interested in attending summer school
- Represent summer school faculty/programming with important campus stakeholders (e.g., C&RC)
- Manage overall online summer school assessment processes (e.g., feedback on student perspective, needed improvements to summer school experience, etc.).
- Serve as chair of the online summer school committee
- Collaborate with communications/marketing partners to develop online summer school marketing materials

2/11 – 6/12

GERSTACKER INSTITUTE FOR BUSINESS & MANAGEMENT, Albion College
Interim Director (2/11-7/11; 2/12-4/12), Assistant Director (8/11-2/12, 5-6/12)

The Gerstacker Institute for Business & Management is a program of distinction at Albion College in which business education and the liberal arts are brought to life. The Institute enrolls approximately 100 students who participate in intentional professional development, out-of-classroom experiences, and a prescribed curriculum to complement their major.

Responsibilities included:

- Developed recruitment plan/oversaw student recruitment for 2011 and 2012 entering classes
- Planned and oversaw the planning and implementation of summer school (summer, 2011 and 2012)
- Supervised and evaluated student internships (summer & fall, 2011; spring, 2012)
- Coordinated communication, meetings, and tasks for Gerstacker Advisory Board
- Worked with GI Director and advisory board to develop and propose curricular changes for the Institute
- Served as search committee chair for the program coordinator position (Spring, 2011)
- Served on search committee for Associate Director Position (Fall, 2011)
- Trained program coordinator (Summer/Fall 2011) and Director (Fall, 2011)
- Acted as co-advisor to all Gerstacker students (approximately 200 students)

1/01 – 8/03

HARVARD BUSINESS SCHOOL
Administrator, Executive Education

HBS Executive Education is a leading provider of advanced training and development for working professionals and c-suite executives seeking to enhance their knowledge, skills, and competencies. Nearly 80 custom and open enrollment programs are offered.

Responsibilities included:

- Assisting Managing Director; in charge of special projects including personnel recruiting, orientation, and hiring (approximately 30 new hires)
- Managing financial collections process (collected over \$1 million in outstanding receivables); created and instituted a new collections procedure
- Planning and managing all on and off-campus departmental events including director retreats, faculty meetings, executive and staff functions
- Involved in program administration for both custom and open enrollment program offerings

Grant Experience

Extensive experience writing and securing grant funding from federal and private foundations. Since 2017, I have served as a member of the senior leadership team (e.g., PI, Co-PI, Senior Scholar) in which we secured nearly \$2,500,000 in external grant funding.

9/24 – Present **Collaborative Research: EPIIC: Connect Four, building regional innovation partnerships to enhance workforce development**

<https://nsf.elsevierpure.com/en/projects/collaborative-research-epiic-connect-four-building-regional-innov>

Co-Principal Investigator

Supported by the National Science Foundation, the three-year project will enable Albion College, and cohort partners, to build regional innovation partnerships to enhance workforce development. As a collective, the four institutional partners seek to advance four aims: 1. Scale up Capacity to develop and sustain external partnerships, 2. Expand our Connections to a wider network of external partners, 3. Develop improved means of Communication with critical stakeholder groups, and 4. Conversion of one-off interactions into models of sustainable and repeatable partnerships at scale. Awarded: \$399,628

6/21 - Present **Albion Labs: A Public Problem-Solving Laboratory for the Liberal Arts**

<https://www.avdf.org/grants/albion-labs-a-public-problem-solving-laboratory-for-the-liberal-arts/>

Principal Investigator

Supported by the Arthur Vining Davis Foundations, the two-year project helps launch the Albion College Community Collaborative (aka AC3), an experiential learning lab at the intersection of Purpose, Belonging, and Action -- where knowledge and action intersect. The aim of AC3 is to offer high-impact learning opportunities open to, and in need of, all Albion College students (and faculty) as we seek to contribute to solving unscripted, real-world problems in service to our local and surrounding communities. Awarded: \$265,000

**UPDATE – Secured a third year no cost extension (July 2024)

11/21 - 5/22 **Business Education in Liberal Arts Colleges: Fostering a Global Mindset Collaboration**

Project PI/Point of Contact

Supported by the Great Lakes Colleges Association/Global Liberal Arts Alliance, this pilot program seeks to bring together courses from four GLAA schools from different parts of the world to develop students' cross-cultural competence through their participation in a global virtual team project and other shared activities. Our aim is to offer a liberal arts approach to business education in the 21st century as we develop future business leaders with a more globalized mindset.

Participating partners include: American College of Greece (ACG), Universidad San Francisco de Quito (USFQ), and Ashesi University (AU). Awarded: \$14,000

8/17 – 1/22 **Using Networks to Scale Improvement of STEM Undergraduate Education: A Comparative Study of Network Goals, Processes, and Strategies to Advance Organizational Change (MSU)**

Senior Scholar

Supported by the *National Science Foundation* (NSF), the five-year project examined how Organization Change Networks (OCNs) support and advance STEM undergraduate improvement. Based on a theory of change that networks can scale advances in STEM education, this research builds on and integrates disparate knowledge bases from organizational change, networks, and STEM education. Six networks that connect organizations or that connect institutional leaders

working directly with organizational units or departments were studied. Awarded: Approximately \$1.8M.

8/12 – 8/17 **The Initiative for Faculty Development in Liberal Arts Colleges (IFDLAC)**, Albion College
Principal Investigator

Sponsored by the *Great Lakes Colleges Association* and Albion College, this social science research focused on the developmental and socialization experiences of faculty members across career stages employed by one of the 13 GLCA member institutions. A mixed-methods study, including faculty and administrator perspectives, focused on four main areas: faculty development structure and needs, participation in faculty development activities, mentoring support, and overall satisfaction. Awarded: \$17,181 - Hewlett-Mellon Fund and Private Donors (Albion College)

- SUB-PROJECT: *Supporting Mid-Career Faculty Members* (SP, 2016 – SU, 2017)

This subproject of IFDLAC focused specifically on the experiences, challenges and needed supports of mid-career faculty members in the GLCA. This mixed methods study included faculty focus groups at four GLCA sites as well as a survey administration involving the 13 member institutions. Topic areas addressed: career stage challenges, institutional supports, leadership aspirations/experiences, promotion & tenure, and work/personal considerations. Resulted in the development and delivery of the *Academic Leadership Institute (ALI)*, a 9-month program for mid-career faculty in the GLCA.

Awarded: \$50,000 - Henry Luce Foundation, New York

1/14 – 8/17 **PROMISE, AGEP Maryland Transformation Project**, University of Maryland
Research Associate

Sponsored by the *National Science Foundation (NSF)*, this social science supplement sponsors research on programmatic initiatives supporting the retention and development of graduate students of color throughout the University of Maryland System. Three studies: ethnographic study of the high impact practices, a survey comparing program participants and non-participants, and comparison of mentoring interactions between AGEP participants and non-participants (I was involved with the third study). Awarded: Approximately \$700,000

2014 – 2017 **Faculty across Career Stages: Building Capacity for Undergraduate Research, Scholarship, & Creative Work**, Elon University
Co-Investigator with J. Greer, D. Ihas, L. Lunsford, and M. J. Pifer

Selected as an Elon University Mentoring Fellow to participate in a multi-institutional study of faculty perceptions of and experiences with engagement in undergraduate research. Our multi-institutional team researched related needs for faculty development, resources, and support. Sponsored by the Elon Center for Engaged Learning Research Seminar Program (\$1,500. accommodations for three annual week-long team meetings in summer). Awarded: \$2,857 - Hewlett-Mellon Fund, Albion College

2008 – 2013 **Doctoral Education across Stages**
Co-Investigator with M. J. Pifer

Conducted longitudinal research of doctoral students' experiences in two academic departments (Business and Higher Education). Study focused on professional identity development in relation to students' social networks. Research included over 150 interviews of students, program faculty and administrators, and student identified network members within and outside of the academic program. Awarded: \$16,628 - Hewlett-Mellon Fund, Albion College

8/05 - 07/07 **SMEAL COLLEGE OF BUSINESS**, Penn State University
Graduate Research Assistant/Program Coordinator, Picower Embark Program (PEP)

The Picower Embark Program was a four-year grant (\$1 million) aimed at improving curriculum and the first-year student experience in business. Personal responsibilities included:

- Revising research model and design of survey instruments
- Managing on-line survey administration and data collection processes
- Conducting focus groups with first year students related to curriculum changes in the first year seminar
- Developing curriculum modules for the First Year Seminar course
- Providing curricular and instructional support for First Year Seminar instructors

8/03 – 08/05 **SMEAL COLLEGE OF BUSINESS**, Penn State University
Co-Principal Investigator: Trends in Executive Development Study, Executive Programs

The Trends in Executive Development Study is a mixed-methods longitudinal study that identifies and examines emerging trends in both custom and open enrollment executive education program offerings. Personal responsibilities included:

- Conducting research on current Executive Education Providers
- Revising survey instruments and creating interview protocol
- Collecting and analyzing data

8/03 – 8/05 **CENTER FOR THE STUDY OF HIGHER EDUCATION, COLLEGE OF EDUCATION**, Penn State University
Graduate Research Assistant, ABET EC2000 Study

The EC 2000 Project is a three-year, \$2 million study that examines whether students educated in undergraduate engineering programs following new accreditation standards established by ABET are better prepared to be engineers in terms of 11 student learning outcomes than graduates of programs accredited under the previous set of standards. Personal responsibilities included:

- Co-authoring conference papers reporting study findings
- Conducting literature reviews; serving as a liaison with participating institutions; data cleaning; and developing database and survey instruments
- Participating in analysis of qualitative data
- Assisting in the scheduling and planning of advisory board meetings

Teaching Experience

08/07 – Present **ALBION COLLEGE:** Albion, Michigan
E. Maynard Aris Endowed Professor in Economics and Management (July 2021 – Present)
Professor, Economics & Management (08/16 – Present)
Associate Professor, Economics & Management (08/12 – 07/16)
Assistant Professor, Economics and Management (08/07 – 07/12)

Design and teach courses in management, human resource management, and organizational behavior. Courses Taught:

AEXL 296/396/496 – Albion College Community Collaborative (AC3) (3 sections per yr)

- “Overall instructor quality” rating 4.8-5.0 (best = 5.0)

E&M 259 – Managing People and Organizations (1 section per year thru 2020)

- “Overall instructor quality” rating of 4.7-5.0 (best = 5.0)

E&M 305 – Women in Business and Leadership (2009; 2011; 2012; 2015; online SU)

- “Overall instructor quality” rating of 4.8-4.9 (best = 5.0)

E&M 355 – Human Resource Management (1-2 sections per year)

- “Overall instructor quality” rating of 4.7-5.0 (best = 5.0)

E&M 359 – Management (1 section per year)

- “Overall instructor quality” rating of 4.5-4.8 (best = 5.0)

E&M 362 – International Management (2011-2012 in person; online summer 2014 - present)

- “Overall instructor quality” rating of 4.8-5.0 (best = 5.0)

E&M 389 – Management Consulting (2010, 2013, 2014)

- “Overall instructor quality” rating of 1.13 (best = 1.0)

LA 101(FYE) – Lessons Learned at “The Office” (FA 2009, FA 2015, FA 2017)

- “Overall instructor quality” rating of 4.4-4.5 (best = 5.0)

Global Partnership/Educational Exchange

Led a team of faculty to St. Germain, France to meet with administrators from Sup De Vente (SDV), a business and communications university, to secure an international partnership and educational exchange on behalf of the Gerstacker Institute for Business & Management (2010). The program began during the 2012-2013 academic year, and I served as the faculty advisor and supervisor of the program. At present, I serve as the lead faculty member and supervisor at Albion College responsible for developing and delivering course content for the year long experience in which global teams of students develop B2B business ideas working through ideation, marketing research, feasibility, and business plan development phases. I work closely with my peer at SDV to coach each year’s student teams. I rotate years as the onsite supervisor, representing Albion College, in France.

BUS 351/352 – International Entrepreneurial Exchange (SDV)

(2012-2013; 2016 - Present)

- “Overall instructor quality” rating of 4.5-5.0 (best = 5.0).
- Co-coached winning team (Entrepreneurial Competition: Paris Region Chamber of Commerce, Spring, 2018).

Michigan College Alliance (MCA)/Harvard Business School (HBS) Pilot Program

During spring, 2019/2020 MCA partnered with Harvard Business School online as part of a pilot initiative. I facilitated a section of Sustainable Business Strategy (developed by Dr. Rebecca Henderson) at Albion College. HBS online provided and administered the module-based content; I was responsible for developing and supervising the project-based experiential learning component to supplement the online learning.

E&M 287 – Sustainable Business Strategy (SP 19, 20)

*No course evaluations collected

5/11-12/20 **WORLD CAMPUS:** Penn State University
Instructor, Business

Teach/manage online courses for bachelor's in business (undergraduate). Courses Taught:

MGMT 301W – Basic Management Concepts (SU 11 – SP 13)

- “Overall instructor quality” rating of 6.33- 6.63 (best = 7)

MGMT 341 – Human Resource Management (FA14 – SU16)

- “Overall instructor quality” rating of 6.33 -7.00 (best = 7)

BA 250 – Small Business Management (FA 13 – FA20)

- “Overall instructor quality” rating of 6.55-7.00 (best = 7)

BA 321 – Contemporary Skills for Business Professionals (FA 19 – SU 20)

- “Overall instructor quality” rating 6.45-7.0 (best = 7)

Fall, 2019

MICHIGAN STATE UNIVERSITY

Assistant Professor (fixed-term), Higher, Adult, and Lifelong Education (masters-level)

Taught in person course for master's in student Affairs Administration program

- “Overall Rating” Met and/or exceeded expectations in all areas

Course Taught:

EAD 870 – Foundations of Postsecondary Education

08/17- 05/18

SPRING ARBOR UNIVERSITY

Instructor, Management & Organizational Leadership (masters-level)

Teach hybrid (online/in person) courses in Management & Leadership

Courses taught:

MML 615 – Organizational Change Management (Fall, 2017 – Session 3)

- “Overall Instructor Performance” rating of 5.63 (best = 6.00)

MML 623 – Applied Managerial Research (Spring, 2018 - session 6)

- “Overall Instructor Performance” rating of 5.63 (best = 6.00)

8/04 – 05/07

SMEAL COLLEGE OF BUSINESS: Penn State University

Instructor, Management and Organization Department

Design and teach courses in management, human resource management, organizational behavior, and ethics to undergraduate business and non-business majors.

Courses Taught:

MGMT 100 - Survey of Management (one section per semester for a total of 6 semesters)

- Teach approximately 800 students per year
- “Overall instructor quality” rating of 6.5-6.6 (best = 7)

MGMT 326 – Organizational Behavior & Design (Spring 2007)

- Management majors only section
- “Overall instructor quality” rating of 6.8 (best = 7.0)

MGMT 341 – Human Resource Management (Summer 2006)

- “Overall instructor quality” rating of 6.9 (best = 7.0)

BA 242 – Business Ethics (Summer 2006)

- Team taught course for the LEAP program for entering first year students
- “Overall instructor quality” rating of 6.3 (best = 7.0)

Spring 2007 **COLLEGE OF EDUCATION**, Penn State University
Teaching Assistant, Higher Education

HI ED 562 – Organization Theory and Higher Education (doctoral seminar)

- Involved in course planning, grading, and advising doctoral students
- “Overall instructor quality” rating of 6.2 (best = 7.0)

8/99 – 1/01 **COLLEGE OF BUSINESS**, Clarion University of Pennsylvania
Graduate Teaching Assistant, Director of MBA Program

- Served as teaching assistant for Business Economics and Business Statistics I & II.
- Managed one section of the on-line/distance education offering of Business Statistics I.

CONSULTING EXPERIENCE

08/16-Present **LEAD MENTOR DEVELOP, LLC** (www.leadmentordevelop.com)
Co-Founder with L. Lunsford

I am the co-founder of Lead Mentor Develop, a consulting firm that works with businesses, higher education institutions, and non-profits in the areas of mentoring training, program development and assessment, leadership development, faculty development, and change management. Projects include:

- “*Supporting Mid-Career Faculty: Kick Off Keynote.*” A keynote address and micro-workshop developed and delivered for Texas State University (September 2024)
- “*Advancing Your Career: Re-envisioning Your Career Path and Professional Goals.*” A 1.5-day leadership development retreat for women staff leaders in higher education (September 2024)
- “*Leading & Managing Career Development Strategies – Parts 1 and 2.*” Two, 2-hour webinars designed and delivered for Penn State University/Center for the Study of Higher Education’s Academic Leadership Academy (June 2024).
- “*Developing Your Voice in the Academy.*” A 60-minute webinar developed and delivered for the Northwest 5 Colleges Consortium; Part 4 of a 4-part series. (February 2024)
- “*Navigating What’s Next?*” A 60-minute webinar developed and delivered for Campus Compact – West Coast. (February 2024).
- “*Building your Board of Advisors.*” A 60-minute webinar developed and delivered for the Northwest 5 Colleges Consortium; Part 3 of a 4-part series. (January 2024)
- “*Advancing Talent Management: Aligning Strategic Aims & Priorities.*” A 45- minute workshop developed for the Executive Leadership (Student Life & Engagement Division) at Michigan State University (November 2023).

- “*Strategic Career Advancement.*” A 60-minute webinar developed and delivered for the Northwest 5 Colleges Consortium; Part 2 of a 4-part series. (November 2023)
- “*So, You’re Mid-Career: What’s Next?*” A 60-minute webinar developed and delivered for the Northwest 5 Colleges Consortium; Part 1 of a 4-part series. (September 2023)
- *Maximizing Your Sabbatical: An Integrated Approach to Purposeful Planning, Reflection, and Re-entry* (with L. M. Boland).” A 60-minute webinar developed and delivered for the National Center for Faculty Development and Diversity (NCFDD; July 2023)
- “*Leading & Managing Career Development Strategies – Parts 1 and 2.*” Two, 2-hour webinars designed and delivered for Penn State University/Center for the Study of Higher Education’s Academic Leadership Academy (June 2023).
- “*Fostering Your Leadership Style.*” Two, 60-minute workshops developed and delivered for Hope College, part of a 6-part series (April 2023).
- “*Developing Your Voice in the Academy.*” 90-minute webinar developed and delivered for Hope College, part of a 6-part series (April 2023).
- “*Maximizing Your Sabbatical: An Integrated Approach to Purposeful Planning, Reflection, and Re-entry.*” A 75-minute small group mentoring session developed and delivered for University of Richmond, part of a 4-part series (March 2023).
- “*Fostering Your Leadership Style.*” A 75-minute small group mentoring session developed and delivered for University of Richmond, part of a 4-part series (February 2023).
- “*Top 5 Building Blocks for Strategic Career Advancement*” and “*Strategic Career Advancement Tools and Strategies: Advancing as a Mid-Career Faculty Member.*” A 90-minute workshop and 2-hour workshop developed and delivered for the University of Cincinnati Faculty Enrichment Center (February 2023).
- “*Developing Your Voice in the Academy.*” A 75-minute small group mentoring session developed and delivered for University of Richmond, part of a 4-part series (January 2023).
- “*Giving & Receiving Mentorship: Building a Strong Foundation.*” A 90-minute workshop developed and delivered for Hope College, part of a 6-part series (January 2023).
- “*Crafting a Compelling Narrative*” and “*Being Strategic with your Yes’s.*” Two, 1-hour small group mentoring sessions, Washington University St. Louis (January 2023).
- “*You’re Mid-Career: What’s Next?*” 150-minute workshop developed/delivered for Rutgers University (December 2022).
- “*SWOT Analysis: A Professional Assessment,*” “*Your Contribution,*” and “*Job Crafting*” Half day workshop developed and delivered for the University of Richmond (November 2022).
- “*Building Your Board of Advisors.*” Two, 1-hour workshops developed and delivered for Hope College (November 2022).

- “*Laying the Foundation: Strategic Career Planning.*” 90-minute webinar developed and delivered for Hope College (October 2022).
- “*What’s Next?*” “*Strategic Career Advancement,*” and “*Top 5 Building Blocks for Strategic Career Advancement.*” Two, 2-hour workshops and a 45-minute invited talk developed and delivered for Washington University St. Louis (September 2022)
- “*Developing Your Voice in the Academy*” Two, 90-minute webinars developed and delivered for ASCEND’s (NSF award # 1936070) professional development series (September 2022)
- “*Guided Conversations for Department Chairs: Developing Faculty through Mentoring.*” A 1-hour webinar developed/co-delivered for Kalamazoo College (September 2022)
- “*The Faculty Career in a Liberal Arts College: Preparing for Third-Year Review*” and “*So, You’re Mid-Career: What’s Next?*” Two, 1-hour workshops developed and delivered for Hope College (September 2022)
- “*Developing Your Voice in the Academy,*” “*So You’re Mid-Career: What’s Next?*” and “*Mentor the Mentor*”: *Supporting Department Heads, Supporting Faculty.*” A full-day workshop developed and delivered for Western Kentucky University (July 2022)
- *Now You’re Mid-Career: What’s Next?*” A 1-hour webinar (part of a 4-part series on mid-career) created/delivered for the National Center for Faculty Development and Diversity (July 2022)
- “*Putting Thought to Action: Strategies, Tools, & Tips.*” A 2-hr faculty and leadership development workshop created/delivered for ASCEND’s (NSF award # 1936070) three regional meetings (June 2022).
- “*Leading & Managing Career Development Strategies – Parts 1 and 2.*” Two, 2-hour webinars designed and delivered for Penn State University/Center for the Study of Higher Education’s Academic Leadership Academy (June 2022).
- “*Faculty Excellence: Be a Mentor, Have a Mentor.*” A 1-hour webinar co-facilitated with L. Lunsford for Georgia Tech University, The Ivan Allen College of Liberal Arts (April 2022).
- “*Train the Trainer’: Goal Setting for Department Chairs.*” A 2.5-hour workshop developed/delivered for the University of Richmond (March 2022).
- “*Career Advancement in the Humanities.*” A 2-hour workshop developed/delivered as part of a Lilly Network Exchange Workshop hosted by Hope College (March 2022).
- “*Developing Your Persuasive Voice and Crafting a Compelling Narrative.*” A 2-hour workshop delivered as part of a faculty learning community at Grand Valley State University (February 2022).
- “*Goal Setting, Strategy, & Execution: Advancing in the Academy.*” A 2-hour workshop delivered as part of the NEXT Program at Texas State University (February 2022)

- “*Fostering Your Mentoring Network.*” A 1-hour webinar delivered for mid-career faculty across the Great Lakes Colleges Association (February 2022) *Part of a webinar series developed for the GLCA
- “*Now You Have Tenure: What’s Next in Your Career?*” A 75-minute micro workshop developed for the University of Hawaii West Oahu (January 2022)
- “*Mid-Career Faculty Summit.*” A full day workshop developed for University of Richmond (December 2021).
- “*Preparing for What is Next in Your Career.*” A 75-minute micro-workshop developed and delivered for Agnes Scott College (December 2021)
- “*SWOT Analysis: A Professional Assessment.*” A 1-hour webinar delivered for mid-career faculty across the Great Lakes Colleges Association (November 2021) *Part of a webinar series developed for the GLCA
- “*Charting Your Path: Faculty Learning Community at GVSU.*” 90-minute workshop/Q&A with women associate professors at Grand Valley State University (October 25, 2021)
- “*Supporting Women Faculty on their Journey to Full: A Session for Institutional Leaders.*” ‘Train the Trainer’ 75-minute session developed and delivered for Institutional Leaders (Deans, Department Chairs) at Grand Valley State University (October 25, 2021)
- “*So You’re Mid-Career, Now What? Next Steps of Your Faculty Journey.*” A 1-hour webinar delivered for mid-career faculty across the Great Lakes Colleges Association (September 29, 2021) *Part of a webinar series developed for the GLCA
- “*Advancing Your Career: Re-envisioning Your Career Path and Professional Goals.*” A micro-workshop developed and delivered for Texas State University (September 24, 2021)
- “*Leading and Managing Career Development Strategies.*” Three, 2-hour workshops developed and delivered for Penn State University’s Academic Leadership Academy hosted by the Center for the Study of Higher Education (June/July 2021).
- “*Associate Professors: Charting Your Path.*” A 90-minute workshop developed and delivered for the University of Kansas (February 2021)
- “*Mentoring the Mentor: A Session for Department Chairs.*” A 75-minute workshop developed and delivered for the University of Kansas (February 2021)
- “*Leveraging High-Impact Practices to Support Career Advancement.*” A 2-hour workshop developed and delivered for University College Utrecht (March 2020)
- “*Portfolio Development Building: Promotion and Next Steps.*” A 2-hour workshop developed and delivered for University College Utrecht (March 2020)
- “*So You’re Mid-Career, Now What?: Next Steps of Your Faculty Journey.*” A one-day workshop developed and delivered for the University of Cincinnati (February 2020)
- “*Developing Yourself and Others through Coaching.*” A one-day workshop developed and delivered for Michigan State University’s Executive Leadership Academy (April 2018).

- “*Workshop for Mid-Career Faculty: Exploring Career Transitions and Forging Paths to the Future.*” A two-day program including large group and small group workshops and individual coaching for 12 female associate professors at The College of Wooster (March 2018).
- “*Academic Leadership Institute (ALI).*” A leadership development program developed specifically for mid-career faculty members in the Great Lakes Colleges Association (Fall, 2016 – Summer, 2017). Earned \$50,000 grant from the *Henry Luce Foundation*
- “*Department Chair Training.*” A one-day workshop developed and delivered for Wabash College (May 2017)
- “*Managing from the Middle.*” A one-day workshop developed and delivered for Michigan State University’s Executive Leadership Academy (Fall, 2016).

May 2017 – Present

EXPLORING POTENTIAL, LLC (<http://eptraininggroup.com/>)
Research Team Lead

I have partnered with Exploring Potential, LLC as lead researcher on a per client (contracted) basis to support the deep dive stage of their processes. Client projects include:

- CINETRAIN headquartered in Lansing, Michigan (July 2022 – Present). Process mapping of “Movie Goer Experience”; create a profile for the avid moviegoer and create a scalable data collection strategy to stay more engaged with and be responsive to customers.
- ARM (American Repair Maintenance) headquartered in Spring Lake, Michigan with services offered across nine states (January 2020 – July 2020). Change Management and communication processes.
- FM Industries located in California and Arizona (February 2019 – October 2019; January 2022). Leadership 101 Series; Advanced Leadership Development Training
- NCG Cinemas located in 7 states, with 23 theaters (May 2017 – February 2018). Strategic employee training and onboarding programming

12/13 – 03/17

MICHIGAN COLLEGES ALLIANCE/SHAPE CORPORATION
Member, Global Leadership Development Program Faculty Team

I was one of 5 faculty members charged with the development and delivery of a custom executive education program for 23 high potentials, domestic and abroad, employed by Shape Corporation (headquarters in Grand Haven, Michigan).

- Disciplinary areas for which I was personally responsible include: Teams (e.g., development and management), Intercultural and Intergenerational Sensitivity, Management, Leadership, and Organizational Behavior.
- I was also the MCA point person for the 18-month long participant group project. Responsibilities include: team and project assignments, liaison between participant teams and members of the Shape Corp Leadership Council, interim progress assessments, and team coaching.

In addition, I was hired by Shape Corporation to support the development, implementation, and assessment of a pilot mentoring program which ran from (Oct, 14 – Oct, 15).

PUBLICATIONS

My scholarly interests span 5 core areas including faculty development, leadership development, mentoring, liberal arts colleges, and identity development/formation. To date, I have 109 publications (49 peer-reviewed journal articles; 16 peer-reviewed journal articles in impact factor journals). [Google Scholar Profile](#) – Citations 7442/4563 (since 2019); i10-Index 47/43

Accepted for Publication:

Journal Articles

51. Austin, A. E., Singer, S. R., Grimm, A., **Baker, V. L.**, & Shanks, L. (*forthcoming*). “Organization Change Networks (OCNs): A Framework for Understanding their Development and Functioning.” *Innovative Higher Education*. **(I.F. = 2.2)
50. Boland, L. M., & **Baker, V. L.** (*forthcoming*) “Legacy of Excellence: Empowering Senior Faculty Through Continued Engagement in Professional Development.” *Journal of Faculty Development*.
49. **Young, S. P., **Baker, V. L.**, Lyndon, A., & Tolstikov-Mast, Y. (2024). “Developing Leaders Through Rotational Programs: What is the Cost to Followers?” *Global Business & Organizational Excellence*, 43, 72-88. <http://dx.doi.org/10.1002/joe.22240> **(I.F. = 3.63)
48. **Baker, V. L.**, Christopher, A. N., & Noah, S. (2024). “Expanding faculty development through capacity building: An institutional case study.” *Journal of University Teaching & Learning Practice*, 21(2). <https://doi.org/10.53761/1.21.2.11> **(I.F. = 3.5)
47. Harden, S. M., & **Baker, V. L.** (January 16, 2024). “Employing Yoga Principles to Support Flourishing at Mid-Career: Strategies for Institutional Leaders.” *Academic Leaders*. <https://www.academic-leader.com/topics/faculty-development/employing-yoga-principles-to-support-flourishing-at-mid-career-strategies-for-institutional-leaders/>
46. **Pifer, M.J., Tevis, T.L., & **Baker, V.L.** (2023). “Advancing the Institution and the Individual: Women’s enactment of Equity-Minded Leadership in Colleges and Universities.” *The Journal of Higher Education*, DOI: 10.1080/00221546.2023.2250695 **(I.F. = 3.204)
45. **Pifer, M.J., Tevis, T.L. & **Baker, V.L.** (2023), "Train for the job you want (or will be asked to take): envisioning the doctorate as preparation for equity-minded leadership in higher education." *Studies in Graduate and Postdoctoral Education*, Vol. 14 No. 3, pp. 366-380. <https://doi.org/10.1108/SGPE-01-2023-0012>**(I.F = 1.1)
44. Lunsford, L. G., & **Baker, V. L.** (July 10, 2023) “Mentoring Future Academic Leaders.” *Academic Leader* <https://www.academic-leader.com/topics/faculty-development/mentoring-at-mid-career-developing-academic-leaders/>
43. **Baker, V. L.**, & Walling, C. (2023). Community Engaged Learning in Liberal Arts Colleges: Developing Engaged Citizens. *The Journal of Community Engagement and Higher Education*, 15(1), 23-36.
42. **Baker, V. L.**, Apps, H., Terosky, A. L. & Parker, R. (2023). Setting an Agenda: The Role of Community-Engaged Scholarship and Practice in Liberal Arts Colleges. *Collaborations: A Journal of Community-Based Research and Practice*, 6(1): 7, pp. 1–8. DOI: <https://doi.org/10.33596/coll.117>

41. **Baker, V. L.**, & Boland, L. M. (2023). Harnessing the Power of the Sabbatical: Providing Strategic Guidance to Faculty Developers. *Journal of Faculty Development*, 37(3), 48-53.
40. Young, S. P., & **Baker, V. L.** (2023). Winners and Losers: An Introduction to Product Management. *Management Teaching Review*, 8(3), 297–306. <https://doi.org/10.1177/23792981221126501>
39. **Baker, V. L.**, McCaffrey, V., & Manning, C. E. N. (2022). “Fostering Professional Development through Undergraduate Research: Supporting Faculty Mentors and Student Researchers.” *Mentoring & Tutoring Journal* 30(2), 216-234. doi.org/10.1080/13611267.2022.2057097
38. **Baker, V. L.** & Manning, C. E. N. (2021). “Preparing the Next Generation of Institutional Leaders: Strategic Supports for Mid-Career Faculty.” *To Improve the Academy: A Journal of Educational Development* 40(1), p. 157-182. doi: <https://doi.org/10.3998/tia.963>
37. **Baker, V. L.** & Lutz, C. (2021). “Faculty Development Post COVID-19: A Cross-Atlantic Conversation and Call to Action.” *Journal of the Professoriate* 12(1), 55-79.
36. Baker, V. L. (2021). “Women in Higher Education: Re-imagining Leadership in the Academy in Times of Crisis.” *Journal of Faculty Development*, 35(1), 57-62.
35. McCaffrey, V. P., **Baker, V. L.**, & Manning, C. (2019). “Divisional Trends in Undergraduate Research: A Data-Driven Dialogue in the Creative Arts.” *Special Issue: Mentoring Undergraduate Creative Scholarship. PURM (8.1)*.
34. **Pifer, M. J., **Baker, V. L.**, & Lunsford, L. G. (2019). “Colleagues, Culture, and Leadership: The Academic Department as a Location of Faculty Experiences in Liberal Arts Colleges.” *Review of Higher Education*, 42 (2), p. 537-564. <https://doi.org/10.1353/rhe.2019.0006> (I.F. = 1.8)
33. ****Baker, V. L.**, Lunsford, L. G., & Pifer, M. J. (2019). “Where to patch up the leaking leadership pipeline?”: Fostering mid-career faculty succession management.” *Research in Higher Education*, 60(6), 823-843. <https://doi.org/10.1007/s11162-018-9528-9> (I.F. = 2.1)
32. **Baker, V. L.** & Carlson, J. (2018). “Business in a Liberal Arts College: Undergraduate Research Experiences that Cultivate Habits of the Heart and Mind.” *SPUR: Scholarship and Practice of Undergraduate Research*, 2(2), 49-54. doi: 10.18833/spur/2/2/3
31. ****Baker, V. L.**, Pifer, M.J., & Lunsford, L. G. (2018). “Faculty Development in Liberal Arts Colleges: A Look at Divisional Trends, Preferences, and Needs.” *Higher Education Research & Development*, 37(7), p. 1336-1351. <https://doi.org/10.1080/07294360.2018.1483901> (I.F. = 2.849)
30. Griffin, K. G., **Baker, V.L.**, O’Meara, K.A., Gudrun, N., Robinson, T, & Staples, C. (2018). “Supporting Scientists of Color: Mapping Developmental Networks.” *Studies in Graduate & Postdoctoral Education*, 9(1), p. 19-37. <https://doi.org/10.1108/SGPE-D-17-00032>
29. Lunsford, L. G., Pifer, M. J., & **Baker, V. L.** (2018). “Faculty mentoring faculty: Career stages, relationship quality, and job satisfaction.” *International Journal of Mentoring and Coaching in Education*, 7(2), p. 139-154. <https://doi.org/10.1108/IJMCE-08-2017-0055>
28. **Baker, V. L.**, Greer, J., Lunsford, L. G., Pifer, M. J., & Ihas, D. (2017). “Documenting the Aspiration Gap in Institutional Language about Undergraduate Research, Scholarship, and Creative Work.” *Innovative Higher Education*, 42(2), 127-143. *(I.F. = 2.2)

27. Baker, V. L. (2016). "Undergraduate Research as a Pedagogical Tool in Business Education: The Lesson of 'Doing Well and Doing Good.'" *Perspectives on Undergraduate Research and Mentoring (PURM)*, Issue 5.1. <http://blogs.elon.edu/purm/files/2016/09/Baker-et-al-PURM-5.1.pdf>
26. Pifer, M. J., **Baker, V. L.**, & Lunsford, L. G. (2016). "The Functions of Academic Departments in Liberal Arts Colleges." *The Journal for the Study of Post-Secondary & Tertiary Education*, 1, 233-252.
25. Pifer, M. J., & **Baker, V. L.** (2016). "Professional, Relational, and Personal: A Preliminary Framework for Exploring the Salience of Identity in Academic Careers." *Identity Journal*, 16(3), 190-205.
24. Lunsford, L.G., Greer, J., Pifer, M., Ihas, D., & **Baker, V.** (Spring, 2016). "Characteristics of Faculty Who Participate in Undergraduate Research, Scholarship, and Creative Work." *Council for Undergraduate Research (CUR) Quarterly*, 36(3), 34-40.
23. Pifer, M.J., & **Baker, V. L.** (2016). "Stage-Based Challenges and Strategies for Support in Doctoral Education: A Practical Guide for Students, Faculty Members, and Program Administrators." *International Journal of Doctoral Studies*, 11, 15-34.
22. **Baker, V. L.**, Pifer, M. J., & Lunsford, L. G. (2016). "Faculty Challenges across Rank in Liberal Arts Colleges: A Human Resources Perspective." *Journal of Faculty Development*, 30(1), 21-27
21. **Baker, V. L.**, Pifer, M. J., Lunsford, L. G., Greer, J., & Ihas, D. (2015) "Faculty as Mentors in Undergraduate Research, Scholarship, and Creative Work: Motivating and Inhibiting Factors." *Mentoring & Tutoring Journal*, 23(5), 394-410.
20. **Baker, V. L.**, Lunsford, L. G., & Pifer, M. J. (2015). "Systems Alignment for Comprehensive Faculty Development in Liberal Arts Colleges." *To Improve the Academy*, 34(1-2), 91-116.
19. **Baker, V. L.**, & Baldwin, R.G. (2015). "A Case Study of Liberal Arts Colleges in the 21st Century: Understanding Organizational Change and Evolution in Higher Education." *Innovative Higher Education*, 40(3), 247-261. ******(I.F. = 2.2)
18. Baker, V. L. (2015). "People Strategy in Human Resources: Lessons for Mentoring in Higher Education." *Mentoring & Tutoring Journal*, 23(1), 6-18.
17. Pifer, M. J., **Baker, V. L.**, & Lunsford, L. G. (2015) "Academic Departments as Networks of Informal Learning: Faculty Development at Liberal Arts Colleges." *International Journal for Academic Development*, 20(2), 178-192.
16. ****Baker, V. L.**, & Pifer, M. J. (2015) "Antecedents and Outcomes: Theories of Fit and Doctoral Education." *Studies in Higher Education*, 40(2), 296-310. (I.F. = 4.017)
15. **Baker, V. L.**, Pifer, M. J., & Griffin, K. A. (2014). "Mentor-Protégé Fit: Identifying & Developing Mentorships in Doctoral Education." *International Journal for Researcher Development*, 5(2), 83-98.
14. **Baker, V. L.**, & Pifer, M. J. (2014). "Preparing for Practice: Parallel Identity Processes in Stage 3 of Doctoral Education." *International Journal of Doctoral Studies*, 9, 137-154.
13. ****Pifer, M. J.**, & **Baker, V. L.** (2014). "It Could Be Just Because I'm Different": Otherness and Its Outcomes in Doctoral Education." *Journal of Diversity in Higher Education*, 7(1), 14. (I.F. = 2.4)
12. ****Kish-Gephart, J.**, Detert, J., Treviño, L. K., **Baker, V. L.**, & Martin, S. (2014). "Situational moral disengagement: Can the effects of self-interest be mitigated?" *Journal of Business Ethics*, 125(2), 267-285. (I.F. = 6.1)

11. Lunsford, L. G., **Baker, V. L.**, Griffin, K. A., & Johnson, W. B. (2013). "Mentoring: A Typology of costs for higher education faculty." *Mentoring and Tutoring Journal*, 21(2), 126-149.
10. ****Baker, V.L.**, Pifer, M. J., & Flemion, B. (July/August, 2013). "Process Challenges and Learning-Based Interactions in Stage 2 of Doctoral Education: Implications from Two Applied Social Science Fields." *Journal of Higher Education*, 84(4), 449-476. (I.F. = 3.204)
9. Pifer, M. J., & **Baker, V. L.** (2013). "Managing the Process: The Intradepartmental Networks of Early-Career Academics." *Innovative Higher Education*, 38(4), 232-337.
8. **Baker, V. L.**, Baldwin, R., & Makker, S. (Summer, 2012). "Where are They Now?: Revisiting Breneman's (1990) Study of Liberal Arts Colleges." *Liberal Education*, 48-53.
7. ****Moore, C.**, Detert, J.R., Treviño, L.K., **Baker, V. L.**, & Mayer, D. M. (Spring, 2012). "Why Employees Do Bad Things: Moral Disengagement and Transgressive Organizational Behavior." *Personnel Psychology*, 65, 1-48. (I.F. = 5.5)
6. **Baker, V. L.**, & Pifer, M. J. (2011). "The Role of Relationships in the Transition from Doctoral Student to Independent Scholar." *Studies in Continuing Education*, 33(1), 5-17.
5. ****Baker, V. L.**, & Lattuca, L. R. (2010) "Developmental Networks and Learning: An Interdisciplinary Perspective on Faculty Identity Development during Doctoral Study." *Studies in Higher Education*, 35(7), 807-827. (I.F. = 4.017)
4. ****Baker Sweitzer, V.** (2009). "Towards a Theory of Doctoral Student Professional Identity Development: A Developmental Networks Approach." *Journal of Higher Education*, 80(1), 1-33. (I.F. = 3.204)
3. ****Detert, J.R.**, Treviño, L.K., & **Baker Sweitzer, V.** (2008) "Moral Disengagement in Ethical Decision Making: A Study of Antecedents and Outcomes." *Journal of Applied Psychology*, 93(2), 374-391. (I.F. = 9.9)
2. ****Chiaburu, D.S.**, & **Baker, V. L.** (2007). "Extra-Role Behaviors Challenging the Status-Quo: Validity and Antecedents of Taking Charge Behaviors." *Journal of Managerial Psychology*, 21(7), 620-637. (I.F. = 3.2)
1. ****Chiaburu, D. S.**, **Baker, V. L.**, & Pitariu, A. H. (2006). "Beyond being proactive: What (else) matters for career self-management behaviors?" Research Note - *Career Development International*, 11(7), 619-632. (I.F. = 3.0)

****Indicates Impact Factor (I.F.) Journal; I.F. scores are as of 2023**

Conference Proceedings – Refereed

1. **Baker, V.L.**, Detert, J.R., & Treviño, L.K. (2006). "Moral Disengagement in Business School Students: Predictors and Comparisons." *Best Paper Proceedings, Academy of Management Annual Meeting*, Atlanta, Georgia.

Book & Monograph Chapters

- 25 **Baker, V. L.**, & Christopher, AN (2024). "Mentoring for Career Milestones: Investing in Early Career Faculty Success" In *Faculty Development on a Shoestring* (Editors: Diane Chapman and Michelle Bartle). Information Age Publishing (IAP.)

- 24 Baker, V. L. (2024). What's Next? and How to Navigate?: Facilitating Mid-Career Advancement. In Building Your Academic Mid-Career Toolkit: Cultivating Career Advancement (Editors: Vicki L Baker, Aimee LaPointe Terosky, Laura Gail Lunsford). Routledge (Taylor & Francis).
- 23 Lunsford, L. G., & **Baker, V. L.** (2024). "Effective Mentoring Conversations with Faculty: A Guide for Department Chairs, Directors, and Deans." In Building Your Academic Mid-Career Toolkit: Cultivating Career Advancement (Editors: Vicki L Baker, Aimee LaPointe Terosky, Laura Gail Lunsford). Routledge (Taylor & Francis).
- 22 Heasley, C., & **Baker, V. L.** (2024). "Fostering a Mid-Career Community: A Workshop for Personal Focus and Academic Advancement." In Building Your Academic Mid-Career Toolkit: Cultivating Career Advancement (Editors: Vicki L Baker, Aimee LaPointe Terosky, Laura Gail Lunsford). Routledge (Taylor & Francis).
- 21 Boland, L. M., & **Baker, V. L.** (2024). "Faculty Re-Engagement: A Sabbatical Planning Guide to Support Productivity and Well-Being." In Building Your Academic Mid-Career Toolkit: Cultivating Career Advancement (Editors: Vicki L Baker, Aimee LaPointe Terosky, Laura Gail Lunsford). Routledge (Taylor & Francis).
- 20 *Baker, V. L. (forthcoming). "The Intersection of Higher Education and Business in Turbulent Times: A Case Study of Management Education." In Higher Education amid the COVID-19 Pandemic: Teaching and Supporting Learning through Turbulent Times (Editor Jessica Michel). Rutgers University Press
- 19 *Baker, V. L. (2023). "Cultivating a Culture of Mentoring in the Academy: Tools for Faculty Developers." In A. Elçi (Ed.), Öğretim Elemanlarının Kriz Sırası ve Sonrasında Mesleki Gelişimi. Professional Development of Faculty Members During- and Post-Crisis State (pp. 77-82). Ataturk University Publishing House. ISBN:: 978-625-6983-20-5
- 18 **Baker, V. L.**, McCaffrey, V. (March 2023). "Undergraduate Researcher Scholarly Identity Development: The Role of Professional Development." In A Practical Guide to Teaching Research Methods in Education, (Editors, Aimee LaPointe Terosky, Vicki L. Baker, Jeffrey Sun) Routledge (Taylor & Francis) Publishing
- 17 LaPointe Terosky, A. & **Baker, V. L.** (March 2022). "Sustainable. Purposeful. Striving: Critical Hope for Mid-career Research and Practice." In In Bridging the Research-Practice Nexus: Resources, Tools, and Strategies to Navigate Mid-Career in the Academy, 193/194, 81-87. (Editors **Vicki L Baker** & Aimee LaPointe Terosky). Wiley Periodicals.
- 16 **Baker, V. L.**, & LaPoint Terosky, A. (March 2021). "Spotlight on Mid-Career: Research and Practice Considerations for Faculty and Institutional Leaders." In Bridging the Research-Practice Nexus: Resources, Tools, and Strategies to Navigate Mid-Career in the Academy. (Editors **Vicki L Baker** & Aimee LaPointe Terosky), 193/194, 5-10. Wiley Periodicals
- 15 ***Baker, V. L.**, & Klidas, A. (2022). "Developing a Global Mindset in Business Education: Supporting Personal and Social Responsibility." Johnston, D. & López, I. (Eds.) The Wiley Handbook of Collaborative Online Learning and Global Engagement. John Wiley & Sons, Inc.
- 14 ***Baker, V. L.**, & Manning, C. E. N. (2021). "A Mid-Career Faculty Agenda: A Review of Four Decades of Research and Practice." Higher Education: The Handbook of Theory and Research, 36, p. 419.
- 13 Tevis, T. L., Pifer, M. J., **Baker, V. L.** (2021). "Women Higher Education Administrators: Approaches to Leadership in Times of Crisis." In Women and Leadership in Higher Education During Global Crises (Editors Heidi Schnackenberg & Denise A Simard) IGI Global. pp 36-54.

- 12 ***Baker, V. L.** (2020). “Liberal Arts Colleges.” The Sage Encyclopedia of Higher Education, vol 5. (Editors Marilyn Amey & Miriam David), p. 993-994.
- 11 *Griffin, K. A., **Baker, V. L.**, & O’Meara, K. (2020). “Are You My Mentor?: Definitions and Experiences with Mentoring Among Students of Color in STEM.” In Socialization in Higher Education and the Early Career: Theory, Research and Application. (Editors John C. Weidman and Linda DeAngelo).
- 10 ***Baker, V. L.** (2020). “The Professoriate in Liberal Arts Colleges: Early Career Faculty Socialization.” In Socialization in Higher Education and the Early Career: Theory, Research and Application. (Editors John C. Weidman and Linda DeAngelo).
- 9 ***Baker, V. L.**, Gonzales, L. D., & Terosky, A. L. (2020). “Faculty Inspired Strategies for Early Career Success across Institutional Types: The Role of Mentoring.” The Wiley-Blackwell International Handbook of Mentoring: Paradigms, Practices, Programs, and Possibilities (Editors Drs. Linda Searby and Beverly Irby).
- 8 **Baker, V. L.**, Terosky, A. L., Lunsford, L. G., Neisler, G., & Pifer, M.J. (2019). Introduction. In Success after Tenure: Supporting Mid-Career Faculty (Editors Vicki L. Baker, Laura Gail Lunsford, Gretchen Neisler, Aimee LaPointe Terosky, and Meghan J Pifer), 1-11, Stylus Publishing
- 7 **Baker, V. L.**, & Vo Phan, C. M. (2019). Faculty Development in the United States: Past and Present. In Success after Tenure: Supporting Mid-Career Faculty (Editors Vicki L. Baker, Laura Gail Lunsford, Gretchen Neisler, Aimee LaPointe Terosky, and Meghan J Pifer), 12-28, Stylus Publishing
- 6 **Baker, V. L.**, Lunsford, L. G., & Pifer, M. J. (2019). The Academic Leadership Institute for Mid-Career Faculty. In Success after Tenure: Supporting Mid-Career Faculty (Editors Vicki L. Baker, Laura Gail Lunsford, Gretchen Neisler, Aimee LaPointe Terosky, and Meghan J Pifer), 35-54, Stylus Publishing
- 5 ***Baker, V. L.**, Greer, J., Lunsford, L. G., Ihas, D., & Pifer, M. J. (2018). “Supporting Faculty Development for Mentoring in Undergraduate Research, Scholarship, and Creative Work.” In Excellence in Mentoring Undergraduate Research (Editors Maureen Vandermaas-Peeler and Paul Miller, Council of Undergraduate Research)
- 4 ***Baker, V. L.**, & Terosky, A. L. (2017). “Early Career Faculty Mentoring: Career Cycles, Learning and Support.” The SAGE Handbook of Mentoring (Editors: David Ashley Clutterbuck, Frances K Kochan, Laura Gail Lunsford, Bradley Smith, Nora Dominguez, and Julie Haddock-Millar), 421-435.
- 3 ***Baker, V. L.** (2017). “Organizational contexts & formal mentoring programs: Aligning individual and organizational outcomes.” The SAGE Handbook of Mentoring. (Editors: David Ashley Clutterbuck, Frances K Kochan, Laura Gail Lunsford, Bradley Smith, Nora Dominguez, and Julie Haddock-Millar), 212-226.
- 2 Pifer, M. J., & **Baker, V. L.** (2013). “Identity as a theoretical construct in research about academic careers.” International Perspectives on Higher Education Research (Editors: Jeroen Huisman and Malcolm Tight).
- 1 **Baker Sweitzer, V.** (2008). “Networking to Develop a Professional Identity: A Look at the First-Semester Experience of Doctoral Students in Business.” In Educating Integrated Professionals: Theory and Practice on Preparation for the Professoriate (Jossey-Bass).

*Indicates – By Invitation

Books & Monographs

- 9 **Baker, V. L.**, Terosky, A. L., Lunsford, L. G. (April 2024). *Building Your Academic Mid-Career Toolkit: Cultivating Career Advancement*. **Routledge (Taylor & Francis Group) Publishing**.
- 8 Terosky, A. L., **Baker, V. L.**, Sun, J. (March 2023). *A Practical Guide to Teaching Research Methods in Education*. **Routledge (Taylor & Francis Group) Publishing**
- 7 Baker, V. L. (April 2022). *Managing Your Academic Career: A Guide to Re-envision Mid-Career*. **Routledge (Taylor & Francis) Publishing**
6. **Baker, V. L.**, & Terosky, A. L. (Spring-Summer, 2021). *Bridging the Research-Practice Nexus: Resources, Tools, and Strategies to Navigate Mid-Career in the Academy*. **New Directions in Higher Education, Wiley Periodicals**
- 5 Baker, V. L. (April 2020). *Charting your Path to Full: A Guide for Women Associate Professors*. **Rutgers University Press**
- 4 **Baker, V. L.**, Lunsford, L. G., Neisler, G., Pifer, M. J., & Terosky, A.L.P. (2019). *Success after Tenure: Supporting Mid-Career Faculty*. **Stylus Publishing**.
- 3 **Baker, V. L.**, Lunsford, L. G., & Pifer, M. J. (2017). *Developing Faculty in Liberal Arts Colleges: Aligning Individual Needs and Organizational Goals*. **Rutgers University Press**
- 2 **Baker, V. L.**, Terosky, A.L.P., & Martinez, E. (2017) “Faculty members’ scholarly learning across institutional types.” **Jossey-Bass ASHE Higher Education Report Series (AEHE)**.
- 1 Crisp, G., **Baker, V.L.**, Griffin, K.A., Lunsford, L.G., & Pifer, M.J. (2017). *Mentoring Undergraduate Students*. **Jossey-Bass ASHE Higher Education Report Series (AEHE)**, 43(1), 1-115.

Other Publications

- 26 Baker, V. L. (May 7, 2024). “Overcoming Academe’s Addiction to Addition.” ***Inside HigherEd***
- 25 Baker, V. L. (March 13, 2024). “Well-being is not just an Individual Issue.” ***Inside HigherEd***
- 24 Baker, V. L. (November 14, 2023). “The Department Chair Triumvirate.” ***Inside HigherEd***
- 23 Baker, V. L. (June 22, 2023). “A Title Does Not a Leader Make.” ***Inside HigherEd***
- 22 Baker, V. L., & Boland, L. M. (May 2023). “Supporting Faculty Growth and Productivity: The Power of the Sabbatical.” ***National Center for Faculty Development and Diversity (NCFDD) Newsletter***.
- 21 Baker, V. L. (August 25, 2022). “Doing Well and Doing Good: One Community Partnership at a Time.” ***International Town & Gown Association***.
- 20 Freeman, S., & **Baker, V. L.** (July 22, 2022). “Revolutionizing Promotion to Full Professor.” ***Inside HigherEd***.
- 19 Terosky, A.L., & **Baker, V. L.** (July 1, 2022). “Leading with Yes” ***Inside HigherEd***.
- 18 Baker, V. L. (November 18, 2021). “Reimagining Community Engagement for a Post-COVID World.” ***Inside HigherEd***
- 17 Baker, V. L. (July 24, 2021). “It’s Time for Academic Re-Entry: Three Post-Pandemic Career Tips for Women.” ***The Academic Woman*** (Thoughts & Inspiration Section).

- 16 Baker, V. L. (September 8, 2020). “Now’s Not the Time to Cut Faculty Development Funds.” *Inside Higher Ed*
- 15 Baker, V. L. (April 21, 2020). “3 Tips for Women Faculty to Get Through #WFH, #socialdistancing, and #stayingwell.” *Women in Astronomy Blog*
- 14 Baker, V. L. (March 25, 2020). “How Colleges Can Better Help Faculty During the Pandemic.” *Inside Higher Ed*
- 13 Baker, V. L. (January 30, 2019). “Take a Cue from Industry: Invest in Your Mid-career Faculty.” *Inside Higher Ed*.
- 12 Lunsford, L. G., **Baker, V. L.**, Pifer, M. J. (July, 2016). “Mentoring relationship quality and job satisfaction.” *International Positive Psychology Association* - Positive Work and Organizations: Research and Practice Newsletter, Issue 2.
- 11 **Baker, V. L.**, & Lunsford, L. G. (2016). “Mentor Well: Quick Start Guide for PhD Advisors.” *Lead Mentor Develop, LLC*
- 10 *Lunsford, L.G. & **Baker, V. L.** (September 2016). “Great Mentoring in Graduate School: A Quick Start Guide for Protégés.” *Council for Graduate Schools, Occasional Paper Series, Number 4, 1-18*.
- 9 *Baker, V. L. (2016). Book Foreword to “Success: Theory and Practice.” Authored by Michael Edmondson; Published by *Business Experts Press*
- 8 Baker, V. L. (September 18, 2015). “A Corporate and Academy Collaboration Done Right . . . and How it Can Inform the Student Experience.” *The Academe Blog*, <http://academeblog.org/2015/09/18/a-corporate-and-academy-collaboration-done-right-and-how-it-can-inform-the-student-experience/>
- 7 **Baker, V. L.**, & Boumgarden, P. (September/October, 2015). “A Liberal Arts Perspective on Engaged Executive Education.” *Academe Magazine*, 101(5), 30.
- 6 Dominguez, N., Gray, J., Martin, B., **Baker, V.**, & Snowden, M. (2014). “Evaluating Mentoring.” In The Second Mentoring eConference – A Report and Summary. *European Mentoring & Coaching Council*.
- 5 *Abramo, P., Edmondson, M., & **Baker, V.** (February 2012). “Your PATH to Being a Leading Lady: Leadership Strategies for Women.” *MEAPA*.
- 4 **Baker, V. L.**, & Griffin, K. A. (Jan/Feb, 2010). “Beyond Mentoring and Advising: Toward Understanding Faculty “Developers” in Student Success.” *About Campus*.
- 3 **Baker, V. L.**, & Brown, M. K. (2009, October 13th). Assessment of Business Education at a Liberal Arts College. *Assessment Notes*. Wabash Center for Inquiry - <http://www.liberalarts.wabash.edu/assessment-notes-baker-brown/>
- 2 Baldwin, R. G., & **Baker, V. L.** (2009, July 9th). The Case of the Disappearing Liberal Arts College. *Inside Higher Ed*.
- 1 Baker Sweitzer, V. (2007). “Professional Identity Development among Business Doctoral Students: A Social Networks Perspective.” (*eTD unpublished dissertation*).

*Indicates – By Invitation

Research in Progress

- Fountain, D.L., **Baker, V. L.**, Danley, K. “Headed for Collision: “The Impact of Disconnected Neurodiverse Supports between Higher Education and Industry Environments.” Status: Under review *Neurodiversity Journal*.
- Chakrabarti, S., **Baker, V. L.**, Vannah, S., Rampalli, R., & Jeong, J. “Committee on the Status of Women in Astronomy Demographics Survey of Academic Institutions.” Status: Data analysis in process
- **Baker, V. L.**, Hazard, S., & Young, S. “Never Let a Good Crisis go to Waste”: An Assignment about Leading and Managing during Turbulent Times. Status: Assignment assessment in progress
- **Baker, V. L.**, Starck, S., & Rising, M. “Required, but not Developed: Supporting Faculty in Academic and Grant Writing Skill Development.” Status: Under Review (September 2024) *Trends in Higher Education*

PEER-REVIEWED SCHOLARLY PRESENTATIONS

Forthcoming

- Young, S. P., & **Baker, V. L.** (November, 2024). “Leadership development programs and change: Practical implications from the follower’s perspective” Research accepted to be presented at the 26th Annual International Leadership Association Global Conference (Chicago, IL).

Completed

- **Baker, V. L.**, Heasley, C., Pifer, M, & Terosky, LaPointe A., (April 2024). “What’s Next: Advancing in Your Career as a Mid-Career Faculty Member.” Preconference workshop delivered at the Annual Meeting of the American Educational Research Association (AERA) (Philadelphia, PA).
- Pifer, M. J., Tevis, T., & **Baker, V. L.** (November 2022). “Preparing Women Leaders in Higher Education: Practical Strategies for Education, Training, and Development.” Research paper presented at the Annual Meeting of the Association for the Study of Higher Education (ASHE) (Las Vegas, NV).
- Boland, L., **Baker, V. L.** (November 2022). “Reimagining the Sabbatical: Resources for Faculty Developers.” Workshop delivered virtually as part of the Annual Meeting of the POD Network (Seattle, Washington).
- Terosky, A. L., Sun, J. C., & **Baker, V. L.** (December 2022). “A Glimpse into Lessons and Advice on Research-in-Practice Approaches.” A webinar developed/delivered for the Carnegie Project on the Education Doctorate (CPED).
- **Baker, V. L.**, & Walling, C. (June 2022). “Knowledge Co-Creation and Dissemination: The Power of Higher-Education and Community Partnerships.” The Role of Higher Education in Nurturing Sustainable Communities (Albion College June 6-8th)
- Austin, A., Singer, S., **Baker, V. L.**, Grimm, A., Shanks, L., & Devereaux, M (April, 2022). “Organization-focused Change Networks (OCNs): A Conceptual Framework explaining Key Elements affecting Development, Functioning, and Impact.” Research paper presented at the Annual Meeting of the American Educational Research Association (San Diego, CA).

- **Baker, V. L.**, Brewer, D., Knowlden, L., Porter, C., & Lewis, K (January, 2022). “Strengthening Democracy through Community Engagement: The Role of Campus and Community Partnerships in a Post Pandemic Higher Education.” Panel presented at the Annual Meeting of the AAC&U (Washington DC).
- Austin, A., Singer, S., **Baker, V. L.**, Grimm, A., & Shanks, L. (January, 2022). “Collaborating for Innovation: Role of Organization Change Networks.” Panel presented at the Annual Meeting of the AAC&U (Washington DC).
- van Goch, M. M., Lutz, C., & **Baker, V. L.** (August, 2021). “Shape Your Own Professional Future Through Guided Reflection Exercises.” Workshop presented at the annual meeting of EARLi (virtual)
- Austin, A. E., Singer, S., **Baker, V. L.**, Grimm, A., Shanks, L., & Devereaux, M. (June, 2021). Organization-focused Networks as Levers for Change: A Research-Based Theoretical Framework to Conceptualize their Work. Research presented as part of the ASCN/NSEC Annual Meeting (virtual).
- Baker, V. L. (April, 2021) “*Mid-Career Faculty Preconference Workshop.*” Delivered as part of the annual meeting of the American Educational Research Association (virtual). Chair, presenter
- Austin, A. E., **Baker, V. L.**, Grimm, A., Shanks, L., & Singer, S. (April, 2021). “*Organization-focused Change Networks: Key Origin Factors Affecting Development and Impact.*” Research paper presented at the annual meeting of the American Educational Research Association (virtual)
- Michael, J., **Baker, V. L.**, Barber, C., Mix, K., & Parr, J. (January, 2021). “*Teaching and Supporting Disciplinary Learning at Liberal Arts Colleges amid the COVID-19 Pandemic.*” Research papers presented at the annual meeting of the AAC&U (virtual)
- Baker, V. L. (December, 2020). “*Mid-Career Faculty Workshop.*” Workshop delivered as part of the Association for the Study of Higher Education (ASHE)/Council for the Advancement of Higher Education Programs (CAHEP) annual meeting (virtual). *Workshop chair and presenter
- Austin, A.E., **Baker, V. L.**, Grimm, A.T., Shanks, L., Starck, S., & Singer, S. (2020, November). “*Leadership in organization-focused change networks in higher education: Key tasks, challenges, and variations.*” Research paper presented at the annual meeting Association for the Study of Higher Education (Virtual).
- Austin, A. E., Singer, S., **Baker, V. L.**, Bae, S., Grimm, A., Ring, M., Shanks, L., Starck, S., & Storer, A. (November, 2019). “*Organization-focused Change Networks as Levers for Transformation: Addressing Purposes and Theories of Change.*” Research paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), Portland, OR
- **Baker, V.L.**, Lester, J., Reddick, R., & Terosky, A. (November, 2019). “*CAHEP Mid-Career Workshop.*” Pre-conference half-day workshop delivered at the annual meeting of the Association for the Study of Higher Education (ASHE), Portland, OR
- Austin, A. E., Singer, S., **Baker, V. L.**, Bae, S., Grimm, A., Ring, M., Shanks, L., Starck, S., & Storer, A. (May, 2019). “Organizational Change Networks (OCN): Drivers of Change in Undergraduate STEM Education.” Poster session presented at the annual meeting of the *Network of STEM Education Centers (NSEC)*, Omaha, NE.
- Singer, S., Austin, A.E., **Baker, V.L.**, Grimm, A., Shanks, L., Storer, A., Bae, S., Ring, M. (April, 2019). “Improving Quality and Inclusion in STEM Undergraduate Education Through Organizational Change Networks” Research paper delivered at the annual meeting of the *American Educational Research Association*, Toronto, CA

- **Baker, V. L.** (chair), & Lester, J. (co-chair) (April, 2019). “Assuming agency: Taking Ownership of the Mid-Career Stage.” A full day pre-conference workshop delivered at the annual meeting of the *American Educational Research Association*, Toronto, CA
- **Baker, V. L.**, Shanks, L., & Grimm, A. (February, 2019). “PULSE: Social Networks Analysis.” Research presented at the *Howard Hughes Medical Institute*, Chevy Chase, MD.
- **Baker, V. L.**, Lester, J., Terosky, A. L., Reddick, R., & Ward, K. (November, 2018). “Supporting Mid-Career Faculty: A Hands-On Session for Assuming Agency.” Interactive symposium presented at the annual meeting of the *Association for the Study of Higher Education*, Tampa, FL.
- **Baker, V. L.**, Lunsford, L. G., & Pifer, M. J. (April, 2018). “Patching up the "Leaking Leadership Pipeline”: Fostering Mid-Career Faculty Succession Management.” Research paper presented at the Annual Meeting of the *American Educational Research Association (AERA)*, New York, NY.
- **Baker, V. L.**, Terosky, ALP, Martinez E. (November, 2017). “Faculty Scholarly Learning across Institutional Type.” An interactive pre-conference workshop delivered at the annual meeting of the *Association for the Study of Higher Education*, Houston, Texas.
- **Baker, V. L.**, Lunsford, L. G., & Pifer, M. J. (October, 2017). “Alignment Framework for Faculty Development in Liberal Arts Colleges.” Book presented at Annual Meeting of the *Professional and Organizational Development (POD) Network in Higher Education*, Montreal, Canada
- Lunsford, L. G., Pifer, M. J., & **Baker, V. L.** (October, 2017). “Aligning Resources: Mentoring Faculty in Liberal Arts Colleges.” Research presented at the annual *Mentoring Conference* (The Mentoring Institute), Albuquerque, New Mexico
- **Baker, V. L.**, Pifer, M.J., & Lunsford, L. G. (April, 2017). “Faculty Development in Liberal Arts Colleges: A Look at Divisional Trends, Preferences, and Needs.” Research paper presented at the Annual Meeting of the *American Educational Research Association (AERA)*, San Antonio, Texas.
- Pifer, M. J., **Baker, V. L.**, & Lunsford, L. G. (April, 2017). “Aligning Institutional Policies and Faculty Needs: Supporting Faculty Work in Liberal Arts Colleges” Research paper presented at the Annual Meeting of the *American Educational Research Association (AERA)*, San Antonio, Texas.
- **Baker, V. L.**, Pifer, M. J., & Lunsford, L. G. (November, 2016). “Transforming Faculty Development in the 21st Century Liberal Arts College.” Research paper presented at the Annual Meeting of the *Professional and Organizational Development (POD) Network in Higher Education*, Louisville, KY.
- Griffin, K. G., **Baker, V.L.**, O’Meara, K.A., Gudrun, N., Robinson, T, & Staples, C. (November, 2016). “How They Got Past the Difficult Parts of Their Journeys: Understanding the Persistence of Graduate Students of Color in STEM Through Engagement in Developmental Networks.” Research paper presented at the *Association for the Study of Higher Education* annual meeting, Columbus, OH.
- Griffin, K. A., **Baker, V. L.**, & O’Meara, K. (April, 2016). “Are You My Mentor?: Definitions and Experiences with Mentoring Among Students of Color in STEM.” Research paper presented at the Annual Meeting of the *American Educational Research Association*, Washington, D.C.
- Pifer, M.J., **Baker, V.L.**, & Lunsford, L.G. (April, 2016). “The Faculty Experience in Liberal Arts Colleges.” Poster session to be presented at the Annual Meeting of the *American Educational Research Association*, Washington, D.C.

- **Baker, V. L.**, Pifer, M. J., Lunsford, L. G., Greer, J., & Ihas, D. (November, 2015). “Faculty as Mentors in Undergraduate Research, Scholarship, and Creative Work: Motivating and Inhibiting Factors.” Research paper presented at the *Association for the Study of Higher Education* annual meeting, Denver, CO.
- Pifer, M. J., **Baker, V. L.**, & Lunsford, L. G. (November, 2015). “The Functions of Academic Departments in Liberal Arts Colleges.” Research paper presented at the *Association for the Study of Higher Education* annual meeting, Denver, CO.
- **Baker, V.L.**, Lunsford, L.G., & Pifer, M. J. (April, 2015). “Faculty Development in Liberal Arts Colleges: Mentoring, Programming, and Contexts.” Research symposium presented at the annual meeting of the *American Educational Research Association*, Chicago, IL.
- Lunsford, L.G., Pifer, M.J., **Baker, V. L.**, Greer, J., Ihas, D. (April, 2015). “Who are Faculty Mentors of Undergraduate Research, Scholarly, or Creative Works?” Research paper presented at the annual meeting of the *International Mentoring Association*, Phoenix, AZ.
- Lunsford, L. G., & **Baker, V. L.** (November, 2014). “Developing Systematic Support for Graduate Student Mentoring: From Scholarship to Policy.” Pre-conference workshop delivered at the annual meeting of the *Association for the Study of Higher Education*, Washington D.C.
- **Baker, V. L.**, Pifer, M. J., & Griffin, K. A. (November, 2013). “Mentor-Protégé Fit: Identifying & Developing Mentorships in Doctoral Education.” Research paper presented at the annual meeting of the *Association for the Study of Higher Education*, St. Louis, Missouri.
- Baker, V. L. (November, 2013). “People Strategy in Human Resources: Lessons for Mentoring in Higher Education.” Research paper included as part of a symposium presented at the annual meeting of the *Association for the Study of Higher Education*, St. Louis, Missouri.
- **Baker, V. L.**, & Pifer, M. J. (November, 2012). “Preparing for Practice: Parallel Identity Processes in Stage 3 of Doctoral Education.” Research paper presented at the annual meeting of the *Association for the Study of Higher Education*, Las Vegas, Nevada.
- Pifer, M. J., & **Baker, V. L.** (November, 2012). “Identity as a Tool for Understanding Diverse Experiences in the Academy: A Review of the Literature.” Research paper presented at the annual meeting of the *Association for the Study of Higher Education*, Las Vegas, Nevada.
- Lunsford, L. G., **Baker, V. L.**, Griffin, K. G. & Johnson, W. B. (November, 2012). “Mentoring: A typology of costs for higher education faculty.” Research paper presented at the annual meeting of the *Association for the Study of Higher Education*, Las Vegas, Nevada.
- Pifer, M. J., & **Baker, V. L.** (November, 2011). “Personal and Professional Selves: Experiences of Otherness in Doctoral Education.” Research paper presented at the annual meeting of the *Association for the Study of Higher Education*, Charlotte, North Carolina.
- Kandiko, C., **Baker, V. L.**, & Pifer, M. J. (April, 2011). “Same Destination, Different Paths: A Comparative Analysis of Doctoral Education Models in the United States and the United Kingdom.” Research Paper presented at the Annual Meeting of the *Center for Excellence: Preparing for Academic Practice* hosted by the University of Oxford.
- Pifer, M. J., & **Baker, V. L.** (April, 2011). “Personal and Professional Influences on the Intradepartmental Networks of Early Career Faculty.” Research Paper presented at the Annual Meeting of the *Center for Excellence: Preparing for Academic Practice* hosted by the University of Oxford.

- **Baker, V. L., & Pifer, M. J.** (April, 2011). “Antecedents and Outcomes: Theories of Fit and Doctoral Education.” Research paper presented at the Annual Meeting of the *American Educational Research Association*, New Orleans, Louisiana.
- Pifer, M. J., & **Baker, V. L.** (November, 2010). “Ongoing Socialization: Personal and Professional Identities Throughout the Faculty Career.” Research paper presented at the annual meeting of the *Association for the Study of Higher Education*, Indianapolis, Indiana.
- **Baker, V. L., & Pifer, M. J.** (December, 2009). “If I Knew Then What I Know Now: The Role of Relationships in the Transition from Doctoral Student to Independent Scholar.” Research Paper presented at the Annual Meeting of the *Center for Excellence: Preparing for Academic Practice* hosted by the University of Oxford.
- **Baker, V., & Baldwin, R.** (2009, November). “Liberal Arts Colleges in the 21st Century: An Integrative Approach to Understanding Organizational Change and Evolution in Higher Education.” Scholarly paper presented at the annual meeting of the *Association for the Study of Higher Education*, Vancouver, British Columbia.
- **Baker, V., Pifer, M. J., & Flemion, B.** (November, 2009). “‘The Lost Year’: Exploring Stage 2 of the Doctoral Student Experience.” Research paper presented at the annual meeting of the *Association for the Study of Higher Education*, Vancouver, British Columbia.
- Holley, K., & **Baker, V.** (2009, November). “Interdisciplinary Doctoral Education: The Influence of Developmental Networks.” Research paper included as part of a symposium presented at the annual meeting of the *Association for the Study of Higher Education*, Vancouver, British Columbia.
- Pifer, M.J., & **Baker, V. L.** (November, 2009). “Managing ‘The Lost Year’: A Practical Guide for Doctoral Students, Faculty Members, and Program Administrators.” Research paper included as part of a symposium presented at the annual meeting of the *Association for the Study of Higher Education*, Vancouver, British Columbia.
- Moore, C., Trevino, L. K., Detert, J. R., & **Baker, V. L.** (2009, August). “The Propensity to Morally Disengage: Development and Validation of a Measure for Adults.” Research paper presented at the Annual *Academy of Management Conference*, Chicago, IL.
- **Baker Sweitzer, V., Baldwin, R., & Makker, S.** (2009, April). “Where are They Now? Revisiting Breneman’s (1990) Study of Liberal Arts Colleges.” Research paper presented at the Annual Meeting of the *American Educational Research Association*, San Diego, CA.
- **Baker Sweitzer, V., & Lattuca, L. R.** (2008, November). “Developmental Networks and Learning: An Interdisciplinary Perspective on Identity Development during Doctoral Study.” Scholarly paper presented at the 33rd annual meeting of the *Association for the Study of Higher Education*, Jacksonville, FL.
- Detert, J., Trevino, L. K., **Baker Sweitzer, V., & Gephart, J. K.** (2008, August). “Motivated Moral Disengagement.” Research paper included as part of a symposium titled -- Pushing the Boundaries: New Questions and Answers in Behavioral Ethics Research – at the *Academy of Management Conference*, Anaheim, CA.
- **Baker Sweitzer, V., & Mendrygal, D.** (2008, March). “A Longitudinal Examination of Multiple Mentoring Relationships: A Developmental Networks Approach.” Research paper presented at the Annual Meeting of the *American Educational Research Association*, New York, NY.

- **Baker Sweitzer, V** (2007, April). “Social Networks and Professional Identity Development: A Look at the First-Year Doctoral Student Experience in Business.” Dissertation research presented at the Annual Meeting of the *American Educational Research Association*, Chicago, IL.
- Baker, V. (2006, November). “Theoretical Frameworks for Understanding on Doctoral Student Learning and Development: Implications for Research and Practice.” Dissertation research included as part of a symposium presented at the 31st Annual Meeting of the *Association for the Study of Higher Education*, Anaheim, CA.
- **Baker, V.**, & Sweitzer, K. V. (2006, November). “Thriving in the First Year: A Case Study of a Business-Specific First-Year Seminar.” Poster session presented at the 31st Annual Meeting of the *Association for the Study of Higher Education*, Anaheim, CA.
- Sweitzer, K. V., & **Baker, V.** (2006, November). “Penn State’s First-Year Seminar in Business: Integrating Student Transition with the World of Business.” Research paper presented at the 33rd Annual Meeting of the *Northeast Association for Institutional Research*, Philadelphia, PA
- **Baker, V.**, Detert, J.R., & Treviño, L.K. (2006, August). “Moral Disengagement in Business School Students: Predictors and Comparisons.” Research paper presented at the *Academy of Management Conference*, Atlanta, GA.
- Volkwein, J. F., & **Baker, V.** (2006, May). “Alumni Outcomes Assessment Workshop.” Half day workshop presented at the *Association for Institutional Research National Forum* in Chicago, IL.
- Baker, V. (2006, April). “Networking to Develop a Professional Identity: A Look at the First-Semester Experience of Doctoral Students in Business.” Paper was part of a symposium presented at the Annual Meeting of the *American Educational Research Association*, San Francisco, CA.
- Volkwein, J. F., & **Baker, V.** (2005, November). “Assessing Alumni Outcomes.” Workshop presented at the *Northeast Association for Institutional Research* in Saratoga Springs, NY.
- Spearly, J.L. & **Baker, V.** (2005, September). “Trends in Executive Development: A Report of Preliminary Findings.” Report presented at the *Smeal College of Business, Board of Visitors meeting* in State College, PA.
- Volkwein, J. F. & **Baker, V.** (2005, May). “Quantitative Methods and Instruments for Alumni Outcomes Assessment.” Work share presented at the *Association for Institutional Research National Forum* in San Diego, CA.
- Lattuca, L. R., Strauss, L. C., & **Baker, V.** (2005, April). “Continuous Improvement and Curricular Change.” Research paper presented at the Annual Meeting of the *American Educational Research Association*, Montreal, CA.
- **Baker, V.** & Sweitzer, K. (2004, November). “PhD or Bust: An Examination of Doctoral Student Attrition.” Research paper presented at the *Northeast Association for Institutional Research* in Portsmouth, NH.
- Volkwein, J. F, Strauss, L., & **Baker, V.** (2004, May). “Developing A Multisource Database for Assessing Student Learning Outcomes.” Research paper presented at the *Association for Institutional Research National Forum* in Boston, MA.

INVITED PRESENTATIONS/SESSIONS

- “*Faculty Life in the Liberal Arts: Supporting Thriving through Career Development and Advancement.*” An invited keynote address for the inaugural Wimmer Symposium at Duquesne University (March 2023).
- “*Community Engagement and Service Learning.*” An invited workshop prepared and delivered for the National Association of Branch Campus Administrators (NABCA). (March 2023).
- “*Cultivating a Culture of Mentoring in the Academy: Tools for Faculty Developers.*” An invited talk prepared and delivered for the YOMEGA Higher Education Network – Turkey (November 2022).
- Special Guest Speaker: “*Cultivating a Culture of Mentoring in the Academy - Tools for Faculty Developers.*” Developed and delivered for the Faculty Development Network (YÖMEGA), Turkey
- Keynote address: “*Advancing Your Career: Re-Envisioning Your Career Path and Professional Goals.*” Delivered at each of ASCEND’s (NSF Award # 1936070) three regional meetings (June 2022).
- Scholar-Practitioner/co-Facilitator: “*Opening Doors Dialogue.*” Great Lakes Colleges Association, Mellon Funded Convening (May 10-12, 2022).
- Panelist: “*Managing Time: Service, Teaching, Mentoring, & Research.*” Purdue University, The Susan Bulkeley Butler Center for Leadership Excellence and the Office of the Provost (February 24th, 2022).
- Keynote address: “*Advancing Your Career: Re-envisioning Your Career Path and Professional Goals.*” Texas State University (September 24, 2021)
- Panelist: “*Brick X Brick: Small Business & Entrepreneurship*” Albion Reinvestment Corporation (May 27, 2021)
- Panelist: “*The Future is Female,*” Delta Sigma Pi, Trinity University (March 22, 2021)
- Panelist: “*Women @VNN Presents – Own Your Career.*” (February 2021)
- Faculty/Leadership Panelist: “*Developing Your Leadership Voice.*” Academic Leadership Workshop, ASHE/CAHEP (December 2020)
- Featured Faculty Panelist: “*The Importance of the Liberal Arts.*” Midwest College Showcase, Co-sponsored by the Associated Colleges of the Midwest and the Great Lakes Colleges Association (September, 2020).
- Featured Expert: “*Setting Expectations: Creating a Strong Foundation for an Effective Mentorship.*” Encouraging Women Across All Borders (EWAAB) (August 2020).
- Panelist: “*The Power of Cross-Sector Collaboration in Enhancing Student Career Outcomes.*” Midwest Roundtable on Talent, Mackinac Island (July 2019).
- Speaker: “*Building Your Portfolio*” Professional Development Workshop for FURSCA, Albion College (June 2020)
- Keynote Address: “*Faculty Life in Liberal Arts Colleges: An Evolving Faculty Model.*” University College Utrecht, the Netherlands (June 2019).
- Webinar (panelist): “*Success after Tenure: Lessons in Engaging Mid-Career Faculty.*” Harvard University – COACHE (October 2018).
- Full day workshop (developer/presenter): “*Developing Yourself and Others through Coaching.*” Michigan State University’s, Executive Leadership Academy (April 2018).
- Panelist: “*Workshop for Mid-Career Faculty: Exploring Career Transitions and Forging Paths to the Future.*” Annual Meeting of the American Educational Research Association (April 2018).
- Two-day workshop (developer/facilitator): “*Supporting Female Associate Professors: Faculty Learning Community.*” College of Wooster (March 2018).
- Full day workshop (developer/presenter): “*Department Chair Workshop.*” Wabash College (May 2017)
- Full day workshop (developer/presenter): “*Managing from the Middle.*” Michigan State University’s Executive Leadership Academy (October 2016)
- Panelist: “*From Interview to Job: The Hiring Process in Humanities and Social Sciences.*” University of Michigan – Preparing Future Faculty Conference (September 2015)
- Panelist: “*The Tenure-Track Process.*” University of Michigan – Preparing Future Faculty Conference (September 2015)
- Panelist: “*The Tenure-Track Process.*” University of Michigan – Preparing Future Faculty Conference (September 2014)
- Panelist: “*Starting and Running Your Faculty Research Agenda: Humanities and Non-Lab Social Sciences.*” University of Michigan – Preparing Future Faculty Conference (September 2014).
- Co-Keynote Speaker: ASHE’s Council on Ethnic Participation (CEP) (November 2013)

- Panelist: “*The Tenure-Track Process and Faculty Work life.*” University of Michigan – Preparing Future Faculty Conference (September 2013)
- Panelist: “*Negotiating an Academic Job Offer: Humanities and Social Sciences.*” University of Michigan – Preparing Future Faculty Conference (September 2013).
- Moderator: “*Empower Michigan.*” WXW Leadership Event (September 2012)
- Speaker: “*Dress for Success.*” Delta Sigma Pi Fraternity (November 2011)
- Speaker/Panelist: “*Women in Leadership.*” WXW Leadership Event (October 2011)
- Speaker: “*Women Navigating Their Careers.*” Albion College – Alpha Xi Delta Sorority (April 2011)
- Speaker: “*The Job Search and Resume Tips.*” Albion College – Delta Gamma Sorority (March 2011)
- Panelist: “*The Tenure Track Process and Faculty Work life.*” University of Michigan – Preparing Future Faculty Conference (October 2009)
- Panelist: “*Negotiating an Academic Job Offer in the Social Sciences and Humanities.*” University of Michigan – Preparing Future Faculty Conference (October 2009).
- Presenter: “*Current and Future State of Doctoral Education*” Pennsylvania State University, Higher Education Faculty Meeting (April 2009)
- Panelist: “*Postdocs and Faculty Work at Liberal Arts Colleges*” sponsored by University of Michigan’s Center for Research on Learning & Teaching, and the Rackham Graduate School (January 2009).
- Presenter: Sleight Leadership Week: Session on “*Business Leadership*” sponsored by Albion College (January 2009).
- Panelist: “*Networking - Women’s Business Lunch*” sponsored by Career Development at Albion College (March 2008).
- Presenter: Business Symposium “*Management and Career Development*” sponsored by Delta Sigma Pi and Alpha Kappa Alpha at Albion College (February 2008)
- Presenter: Gerstacker Visit Day - “*Management in the Movies*” at Albion College (November, 2007)

INVITED PODCASTS

- [How to find success after tenure with Dr. Vicki Baker](#). Higher Vibrations in Higher Education podcast hosted by Dr. Samantha Harden (October 2023)
- [Navigating Talent Analytics and Strategic Leadership](#). The Exploring Potential podcast hosted by Brett King (September 2023).
- [A Title Does Not a Leader Make](#). I Wanna Work There! podcast hosted by Eddie Francis (August 2023)
- [Supporting Mid-Career Faculty with Vicki Baker](#). The View from Venus podcast hosted by Mary Churchill, Meg Palladino, and Leanne Doherty (November 2022)
- [Isn’t It Time For You To Power Through To Your Next Career Stop?](#). On the Brink podcast hosted by Andi Simon (November 2022)
- [Scholar Skills: Managing and Re-Envisioning the Academic Mid-Career](#). The Academic Life/New Books Network podcast hosted by Dana Malone (October 2022)
- [How to Navigate Mid-Career Choices as a Faculty Member](#). The Academic Life/New Books Network podcast hosted by Dana Malone (November 2020)

“IN PRESS” FEATURES

- *WalletHub* (May 21, 2024). Best Credit Cards for No Credit. By John Kiernan *Featured Expert
- *WalletHub* (November 29, 2022). 2023’s Best College Towns & Cities in America. By Adam McCann *Featured Expert
- *Inside HigherEd* (February 17, 2022). Building a Positive Departmental Culture From the Ground Up. By Karen Spierling *Featured research about departmental cultures
- *WalletHub* (November 30, 2021). 5 Best No Balance Transfer Fee Credit Cards *Featured Expert
- *The Academic Woman* (Oct-Dec, 2021). *Featured academic
<https://theacademicwoman.co.uk/downloads/the-academic-woman-issue-five-spreads.pdf>
- *MoneyGeek* (July 20, 2021). Best Student Credit Cards of 2021. *Featured Expert

- *WalletHub* (July 6, 2021). Discover It. Secured Credit Card. *Featured Expert
- *Zippia* (May 25, 2021). Job Market for Recent Grads. *Featured Expert (front page).
- *CreditDonkey* (December 3, 2020). Square Alternatives. *Featured Expert
- *WalletHub* (October 19, 2020). 2021's College & University Rankings. *Featured Expert
- *WalletHub* (September 23, 2020). Credit Card Consolidation Loan Offers. *Featured Expert
- *WalletHub* (February 4, 2020). Compare Credit Cards (Editorial). *Featured Expert
- *LendEDU* (December 5, 2019). LendEDU's Fourth Annual College Risk-Reward Indicator (CRRRI) | 2019 Edition. By Mike Brown, *Featured Expert
- *MetroParent.com* (January 25, 2019). Big College vs. Small College: How to Choose the Right One. By Amanda Rahn.
- *WalletHub* (July 24, 2018). 2018's Most & Least Educated Cities in America. By Adam McCann, *Featured Expert
- *Battle Creek Enquirer* (June 5, 2018). In Albion, a Space for Small-business Owners to Grow. By Natasha Blakely
- *Times Higher Education UK* (October 19, 2017). Does Liberal Arts Education Have an Image Problem? By Ellie Bothwell
- *Hechinger Report* (September 26, 2017). How One College's Death and Rebirth Offers Lessons for the Rest. By Jon Marcus
- *Super Talk 99.7 WTN with Dan Mandis* (April 28, 2017). Radio interview about liberal arts colleges/liberal arts majors.
- *Wall Street Journal* (April 24, 2017). Liberal Arts Colleges, in Fight for Survival, Focus on Job Skills. By Douglas Belkin
- *The Atlantic* (March 31, 2015). Morality Report: Precrime Comes to the Office. By Joe Pinsker
- *Crain's Detroit Business* (June 3, 2013). Liberal arts colleges add degrees, sports, incentives to contend in highly competitive market. By Amy Lane
- *Inside HigherEd* (May 24, 2013). Education in the Liberal Arts. By Kevin Kiley
- *USA Today* (April 8, 2013). What is a B.A. in English worth anymore? By Mary Beth Marklein.
- *The New York Times* (February 3, 2013). Giving Credit, But is it Due? By Kevin Carey.
- *Huffington Post* (December 30, 2012). Liberal Arts Colleges Forced to Evolve with Market. By Justin Pope.
- *Inside HigherEd* (October 11, 2012). Disappearing Liberal Arts Colleges. By Scott Jaschik.
- *Mlive.com* (April 18, 2012). Want to hire ethical employees? Albion College professor may have a test for that. By Leanne Smith.
- *AnnArbor.com* (October, 15, 2011). Women's Exchange of Washtenaw: Must-reads for leading (and aspiring) women. By Megan Torrance.
- *The Chronicle of Higher Education* (October 2, 2010). All I Really Need to Know I Learned from TV and Movies. By Paul Drinkwater
- *Annapolis Group Conference* (June 22, 2010). The Relevance of Liberal Arts to a Prosperous Democracy. By Martha Kanter, Under Secretary, US Department of Education.
- *The Hispanic Outlook in Higher Education Magazine* (September 21, 2009). The Morphing of America's Liberal Arts Colleges. By Frank DiMaria.
- *The Chronicle of Higher Education* (April 16, 2009). Number of Institutions That Fit the 'Liberal Arts' Mold Is Falling, Study Finds. By Peter Schmidt

SERVICE ACTIVITIES

College Service

Committee Work

- Faculty Merit Working Group (Provost Appointed), Albion College (April 2021 – May 2022)

- Academic Certificates: Sub team leader experiential learning (Dean Appointed), Albion College (Fall 2020 – March 2021)
- Committee Member - Hearing & Grievance Committee, Albion College (2019 – 2022; Chair 2021-2022; Fall, 2023 – Present)
- Faculty Liaison – TPC Program, Albion College (2014 – 2022)
- Committee Member – FURSCA, Albion College (Spring, 2017 – present)
- Committee Member - Institutional Review Board, Albion College (Fall, 2008 – Spring, 2011; Fall, 2012 – Spring, 2013; Spring, 2015-Present)
- Student Ventures Committee (Chair, Spring, 2012 – Spring, 2013)
- Gerstacker Advisory Committee (May, 2010 – May, 2016; Chair 2012-2013)
- SOAR Advisor (SU, 2010)
- Grandparents College: “When you Wish Upon a Star” (June, 2010 and 2011)
- Title IX College Representative (Spring, 2010 – Fall, 2011)
- Committee Member – Curriculum & Resource Committee, Albion College (Spring, 2011 – Spring, 2012)
- Committee Member – Human Services Concentration (Spring, 2011 – Spring, 2013)
- Committee Member – Assessment Committee, Albion College (Fall, 2008 – Spring, 2011)
- Committee Member – Athletic Advisory Committee, Albion College (Fall 2007 – Spring 2013)
- Committee Member – Women and Gender Studies (Fall, 2009 – Spring, 2013)
- Committee Member - Common Reading Experience: First Year Experience, Albion College (Spring, 2008)
- Homecoming Court Selection Committee (FA 09)
- Career Development Implementation Team (SU 09)
- Lux Fiat Award Selection Committee (SP 09)

Advisor

- Faculty Advisor – Sigma Chi Fraternity, Albion College (2016 – Present)
- Faculty Advisor – Men’s Lacrosse, Albion College (2016 – Present)
- Faculty Advisor - Delta Sigma Pi, business fraternity, Albion College (2007 – Fall 2023)
- Faculty Advisor/POC – Sup du V International Entrepreneurial Exchange (Spring, 2010 – Spring, 2013)
- Faculty Advisor - Women’s Lacrosse, Albion College (2007 – 2010)

Research Supervision/Mentorship

Departmental

- Thesis Committee Member – Joseph Dorsch (SUM 24 – SP 25)
- Thesis Committee Member – Alexis Glaser (SU 24 – SP 25)
- Thesis Committee Member – Stephanie Ledezma (SU 23 – SP 24)
- Thesis Committee Member – Kaitlyn Hernandez (SU 23 – SP 24)
- Thesis Committee Member – Alexa Hitchko, Business (FA 22 – SP 23)
- Thesis Chair – Claire Nickerson, Business/Psychology (SU 22 – SP 23)
- Thesis Chair – Sierra Hazard, Accounting, (SU 20 - SP 21)
- Thesis Committee Member, Shea Walsh, Accounting (FA 20 – SP 21)
- Thesis Committee Member, Marceline Reddick, Accounting & French (FA 19 – SP 20)
- Thesis Chair – Alec Palmer, Finance (SU 19 – FA 19)
- Thesis Chair – Chase Palmer, Finance (SU 19 – FA 19)
- Thesis Chair – Alexander Keck, Accounting (FA 18 – SP 19)
- Thesis Committee Member – Sadie Wayman, Accounting (FA 18 – SP 19)
- FURSCA – Shreeya Aryal (Summer, 2018)
- Thesis Committee Member – Elena Luce, Accounting (FA 15 – SP 16)
- FURSCA – Alex Kuligowski (Summer, 2015)
- Thesis Committee Member – Dannie Fountain IDIM/Gerstacker (FA 13-SP 14)

- Thesis Committee Member – Casey Hoffman, IDIM/Gerstacker (SP 12)
- Thesis Committee Member – Sean Thornton, Economics & Management (SP 10)
- Thesis Committee Member – Madison Pscheidle, Economics & Management (FA 09 – SP 10)
- Thesis Chair – Nicole Simone, Economics & Management (SU 09 – FA 09)

Non-Departmental

- Thesis Committee Member – Trang “Chloe” Tran, Mathematics and Computer Science (SU 24 – SP 25)
- Thesis Committee Member – Aadhya Mohan, Computer Science (SU 24 – SP 25)
- Thesis Committee Member – Rodney Mitchell, Psychology/Honors (SU 23-SP 24)
- Thesis Committee Member – Juhi Patel, Communications/Honors (FA 22 – SP 23)
- Thesis Committee Member – Caroline Manning, Psychological Sciences (FA 19 – SP 20)
- Thesis Committee Member – Angela Panzica, Sociology/Honors College (FA 18 – SP 19)
- Thesis Committee Member – Jodie Borsheer, Math, Finance (SP 18).
- Thesis Advisor – Ashley Tice, Psychology (FA 16-SP 17)
- Thesis Committee Member – Laura Yurgalite, Communication Studies (FA 15 – SP 16)
- Thesis Committee Member – Corissa Detwiler, Art and Communications double major (FA 15-SP 16)
- Rackham-CRLT Mentorship Program sponsored by University of Michigan
*Mentee: Kristyn Karl, PhD Candidate (SP 14)
- Thesis Committee Member – Jalyn Ingals, Kinesiology (FA 13-SP 14)
- Thesis Committee Member – Megan Poirier, Art/Art History (FA 12 - SP 13)
- Thesis Committee Member – Laura Wendt, Psychology (FA 12 - SP 13)
- FURSCA – Dannie Fountain (Summer, 2012)
- Thesis Committee Member – Nicole Ferrera, Psychology (FA 11 - SP 12)
- Thesis Committee Member – Dave Mendrygal, Psychology (FA 09 - SP 10)
- Thesis Committee Member - Alex Goss, Psychology (FA 08 - SP 09)
- Rackham-CRLT Mentorship Program sponsored by University of Michigan
*Mentee: Marie Kendall Brown, PhD (SP 09)

Non-Albion Research Mentorship

- Hina Abel, Doctoral Student, Baylor University – dissertation committee (FA 22 – Present)
- Amy Ramirez, Doctoral Student, University of Maryland – dissertation committee (SP 22 – present)
- Levi Shanks, Doctoral Student, Michigan State University - guidance committee, dissertation committee (SP 18-SU 20)

Other Departmental Service

- Search Committee Member, Tenure Track Positions (2) in Accounting (FA 21 – SP 22)
- Search Chair, Tenure Track position in Management (SU 21 – FA 21)
- Departmental Assessment Initiatives (SP 09 – SP 13)
- Marketing Faculty Search Committee (FA 08, SU 09 – FA 09; SU 17 – FA 17; SU 19 – FA 19; SU 20-FA 20)

Professional Service

Board, Chair, and Committee Appointments

- Michigan Colleges Alliance (MCA) Board of Trustee Member (2022 – Present)
- Mid-Career Workshop Chair (2019 – Present), American Educational Research Association, Division-J.
- Mid-Career Workshop Chair (2020-2024), Council for the Advancement of Higher Education Programs (CAHEP).

- Nominations Committee Member (2021-2022; 2022-2023)
- Awards Committee Member (2022-2023)
- Consultant (August, 2018 – August, 2020), NSF Funded Research – “*Religion and the Professional Development of Graduate Students in the Sciences*” Project PI: Christopher Scheitle, PhD, West Virginia University
- IDEA Board Member (July, 2017 – Spring, 2020).
 - Executive Committee Member – Vice Chair (July, 2018 – Spring, 2020)
 - Executive Committee Member – Secretary, Treasurer (November, 2017-June, 2018)
- Committee Member - MCA Independent Innovators Network (IIN) Steering Committee (SP 17 – FA 21)

Scholarly and Disciplinary Roles/Service

- Editorial Board Member, *Review of Higher Education* (November 2023 – November 2026)
- Editorial Board Member, *Journal of Higher Education* (November 2022 – November 2025)
- Secretary – Special Interest Group: Doctoral Education Across the Disciplines, AERA (SP 09 – SP 11)
- Reviewer – SAGE Publishers (Spring, 2011 – present)
- Ad hoc reviewer – *European Management Review* (2022 – present)
- Ad hoc reviewer – National Science Foundation (2017 – present)
- Ad hoc reviewer – CBE Life Sciences Education (Summer, 2019 – present)
- Ad hoc reviewer – Rutgers University Press (2017 – present)
- Ad hoc reviewer – *Diversity in Higher Education* (2017 – present)
- Ad hoc reviewer – *Journal of Higher Education* (2010 – 2022)
- Ad hoc reviewer – *Studies in Higher Education* (2010 – present)
- Ad hoc reviewer – *Higher Education Research & Development* (2009 – present)
- Ad hoc reviewer – *Group & Organization Management* (2008 – present)
- Ad hoc reviewer – *The International Journal for Academic Development* (2008 – present)
- Ad hoc reviewer – *American Educational Research Journal* (2007-present)
- The Association for the Study of Higher Education (ASHE): Reviewer for annual conference (2006 - Present)
- The American Educational Research Association (AERA): Reviewer for annual conference (2006 - Present)
- *Higher Education in Review*: Reviewer for student-run publication (2005-Present)

GRANTS (*Not noted under Research Experience*)

- “SDV International Entrepreneurial Exchange (FA 12/SP13).” *Chemical Bank*. Funds Received: \$5000
- “A Departmental Collaboration – The Psychology of Business (SU12).” *New Directions Grant: GLCA*. Funds Received: \$3000
- “Behind the Office Door: An Exploration of the Interactions Constituting Mentoring Relationships in Higher Education.” *Penn State University: College of Education Research Initiation Grant*. Co-PI’s: Dr. Kimberly Griffin (Penn State University) and Dr. Vicki Baker (Albion College). Funds Received: \$8,977
- Innovation Fund Grant, Albion College, \$10,000 (Fall, 2010)
- Hewlett-Mellon Fund for Faculty Development, Albion College, \$1400 (Fall 2007)
- Pi Lambda Theta Research Grant (post-dissertation research), \$1275 (February 2007)
- Penn State Alumni Society Research Initiation Grant (dissertation), \$600 (November 2005)
- Northeast Association for Institutional Research, Research Grant (dissertation), \$900 (October 2005)
- The International University Consortium for Executive Education (UNICON) Research Grant, \$1500 (January 2005)

PROFESSIONAL ASSOCIATIONS

- Academy of Management (AOM)

- The American Educational Research Association (AERA)
- The Association for the Study of Higher Education (ASHE)
- Delta Sigma Pi (DSP), Business Fraternity
- Professional and Organizational Development Network in Higher Education (POD)
- Society for Human Resource Management (SHRM)

AWARDS & HONORS

- “Top 20 Most Viewed Guest Expert Webinars” from NCFDD (Webinar Title - Maximizing Your Sabbatical: An Integrated Approach to Purposeful Planning, Reflection, and Re-Entry, Co-Presenter, Dr. Linda Boland, University of Richmond)
- [Professor of the Year 2024](#) – International Association of Top Professionals (IAOTP).
- Fulbright Specialist – Franklin University Switzerland (Summer 2024)
- “The 10 Most Visionary Leaders” in Education (2023) – CioLook Magazine
<https://magazines.ciolook.com/2023/the-10-most-visionary-leaders-in-education-2023-june2023/#page=1>
- Mark Sheldon Putnam/Mildred Plate Putnam Faculty Mentoring Award – Albion College (April 2023)
- Marquis Who’s Who – 5328949 (March 2023)
- Aris E. Maynard Endowed Professorship – Albion College (July 2021- Present)
- “Top 100 Visionary” in Education (2020-2021) – Global Forum for Education & Learning (GFEL)
- Most Valuable Professor (MVP) – SAAC Albion College (Spring, 2020)
- Fulbright Specialist - University College Utrecht (Spring, 2020)
- Arthur Anderson Teacher of the Year Award, Albion College (Spring, 2019)
- *Success after Tenure: Supporting Mid-Career Faculty*. Appeared on the “Selected New Books on Higher Education” list at *The Chronicle of Higher Education* (January 20, 2019)
- Awarded “Professor of the Day” by the Michigan Colleges Alliance (Fall, 2016)
<http://wearetheindependents.com/professor/vicki-baker/>
- Mentoring Research Fellow, Elon University (Summer, 2014-Summer, 2016)
- Best Article Award 2012 Top 3 Finalist– *Personnel Psychology* (Summer, 2014)
- *Phi Beta Kappa Scholar of the Year*, Albion College (Spring, 2012)
- Arthur Anderson New Faculty Teaching Award, Albion College (Spring, 2010)
- Student’s Choice “Professor of the Year” Teaching Award, Albion College (Spring, 2010)
- Highly Commended Winner for Excellence from the Emerald Literati Network – *Journal of Managerial Psychology* (2007)
- Finalist for the Michigan Society of Fellows Interdisciplinary Post-Doctoral Fellowship (2007, University of Michigan)
- Graduated with Honors – Cum Laude, Indiana University of Pennsylvania (1999)
- Beta Gamma Sigma, Pi Lambda Theta, and Rho Sigma Kappa academic honor societies
- Member of The Chancellor’s List, Mortar Board, and the National Dean’s List national academic honor societies
- Recipient of the ALCOA and UPS Safety and Health Education Scholarships
- “IUP Senior of the Week” in graduating class (2800 students) Spring 1998, Indiana University of Pennsylvania