

Access to Experts



Talya Bauer
Program Director

Talya is the Program Director for The Conference Board Onboarding Talent Council. She has been studying the onboarding process for over 20 years and she has acted as a consultant for dozens of government, Fortune 1,000, and start-up organizations. Her work has been covered in the New York Times, Harvard Business Review, USA Today, the Oregonian, Portland Business Journal, and Business Week as well as appearing on NPR and KGW News. She has been a Visiting Professor in France, Spain, and most recently at Google, Inc. where she consulted on aspects of onboarding “Nooglers” as new Google employees are called. She is the Program Director of the Onboarding Talent Council for The Conference Board.

Talya is involved in professional organizations and conferences at the national level such as serving on the Human Resource Management Executive Committee of the Academy of Management and SIOP Program Chair and elected as a SIOP member-at-large. She has received several SHRM research grants and wrote a SHRM Professional Practices “Onboarding” paper. She is the former Editor of Journal of Management and is on the editorial boards of the Journal of Applied Psychology, Personnel Psychology, Oxford Research Reviews: Perspectives on Science and Practice, and Industrial and Organizational Psychology: Perspectives on Science and Practices.

Talya earned her Ph.D. degree in Business with a special emphasis in Organizational Behavior and Human Resources from Purdue University in West Lafayette, Indiana. She is an award-winning teacher and was awarded the Society for Industrial and Organizational Psychology Distinguished Teacher Career Achievement Award. She conducts research about relationships at work. More specifically, she works in the areas of recruitment and selection and new employee onboarding which have resulted in dozens of research grants, journal publications, and book chapters. She is a Fellow of SIOP and APS. She has co-authored three textbooks: *Organizational Behavior*, *Principles of Management*, and *Atlas Black: The Complete Adventures*.

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