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Dr. Baer is an Assistant Professor in the Department of Management and Entrepreneurship at the W. P. Carey School of Business.

His work focuses on improving trust, fairness, and ethics within the workplace. He currently teaches leadership and human resource management.

Baer's consulting has included work with a variety of organizations from the US and abroad, including the transportation industry in England, the accounting industry in Ireland, the manufacturing industry in China and Australia, research and development in India, the food and healthcare industries in the US, and several governmental agencies.

His research has appeared in several top management journals, including the *Academy of Management Journal*, *Journal of Applied Psychology*, and *Personnel Psychology*.

Baer received his MBA from Brigham Young University and his PhD from the University of Georgia's Terry College of Business. Prior to receiving his graduate degrees, he worked in construction, online education, and executive leadership and development.