

MEMORIAL RESOLUTION

Timothy T. Baldwin
(May 9, 1958 – October 10, 2022)

Timothy Todd Baldwin was the Randall L. Tobias Professor of Leadership in Indiana University's Kelley School of Business. He died in Bloomington on October 10, 2022 after a short illness. Tim served on the Kelley School faculty for over 35 years, chairing the Department of Management & Entrepreneurship from 2014-2020. While his scholarship, teaching, and service contributions were exemplary, our loss is felt most keenly when we consider the personal characteristics of this remarkable individual.

Tim was born and raised in Quincy, Michigan. The middle of the Baldwins' three sons, Tim worked in his father's veterinarian clinic where he developed both his love of animals and his interest in business. After attending Michigan State University to earn a B.A. in marketing, M.B.A., and Ph.D. in management, Tim married his wife JoEllen (Hastings) in 1986 and they moved to Bloomington. They welcomed son Matthew to the family in 1992. Tim is survived by JoEllen, Matt, and loyal canine Tucker; his brothers and sisters-in-law—Scott (Sue) and Ty (Jana); seven nieces and nephews; and his stepmother Marie. He was preceded in death by his parents, Peter and Nancy Baldwin.

Tim's research focused on the mechanisms through which ideas and skills learned in a classroom impact behavior in real-world work environments. He published more than 50 academic journal articles and book chapters, many of which are seminal readings on the topic of training transfer. He co-authored several books, including *Improving Transfer Systems in Organizations and Organizational Behavior: Real Solutions to Real Challenges*. Tim received multiple research awards in his career, including key accolades from the Academy of Management and the American Society for Training and Development.

Tim taught multiple classes in each of Kelley's academic programs. His courses for the in-residence and online M.B.A. programs focused on training students to make real-time managerial decisions. Tim also served as faculty liaison for Kelley Executive Education, designing and presenting hundreds of programs for working professionals. He was a "rock star" at IU's annual Mini-University, filling the room no matter what topic he chose for the session. His commitment to providing meaningful, important content while never losing site of student connection made him a sought-after speaker.

Tim won numerous university- and school-level teaching awards. As an educator, he believed passionately in real-world application. While teaching jumbo sections (250+ students) of an introductory undergraduate course, he created a management assessment center simulation so that each individual could receive personalized feedback on their leadership style, presentation skills, and decision-making acumen. Rather than rely on traditional reading and discussion of case studies, Tim invited case protagonists to the classroom. He wrote numerous cases bringing businesses, people, and non-profit organizations directly to students for live interaction. Whether the acapella group *Straight, No Chaser*, a local bagel company, or the Boys and Girls Club, each organization reaped significant benefits and potential solutions. The students, in turn, learned to examine the nuanced field of management with more insightful eyes.

As management and entrepreneurship department chair, Tim led the department through a period of significant and rapid growth. Using the mantra, “Hiring is the most important thing we do,” he guided the group to a culture of true collegiality and mutual support—a culture maintained as the size of the department doubled. In the words of current department chair Dan Li and associate department chair Erik Gonzalez-Mulé, “He...served as the veritable glue that held the department together, through thick and thin. He had a preternatural ability to foster a sense of community and closeness as the department grew. No matter what personal or professional difficulties faculty were facing, you knew Tim would do what he could to provide resources and assistance.”

A lifelong athlete, Tim played in multiple softball and basketball leagues and also served as a faculty sponsor for IU Athletics. His love of sports was matched only by his optimism for Indiana University’s teams. Many recall their first exposure to IU basketball was an invitation to take in a game with Tim. He arrived at every football tailgate with the shout, “It’s a bad day to be a Boilermaker” (or Buckeye, or whomever IU was playing).

Those tailgates were but a few of the many events and parties Tim engineered to bring people together. The parties he and JoEllen hosted for colleagues and their children were a highlight of each year. Over lunches at Lennie’s, Tim encouraged and motivated junior faculty to do their best work—all while maintaining that full-face smile and engaging sense of humor. He read voraciously, and loved to engage in conversations about ideas, solutions, and possibilities.

Along with his passions for gardening and fireworks, Tim was an enthusiastic magician. “The Great Timbini” was born in one of Tim’s early classrooms, and his performances were enjoyed by children (and adults!) of all ages. While serving as department chair during the covid pandemic, Tim engaged both colleagues and their children by performing magic tricks at the end of each Zoom faculty meeting. He used magic as a way to not only entertain, but to connect with others.

There simply aren’t sufficient words to describe the joy Tim brought to those around him. His unwavering positivity, ready laugh, and bad email puns are the stuff of legend. A conversation with Tim was generally the start of something—a new research idea, a productive project, or even just renewed faith in yourself and your capabilities. Tim believed in people, and he helped people believe in themselves. He was a bright light, and the world is dimmer with him gone.

Carolyn Goerner

Aldi, Inc. Distinguished I-Core Clinical Professor; Associate Faculty Chair, Executive Degree Programs, Kelley School of Business
Indiana University Bloomington