

March, 2017

VITA

**Neil M. A. Hauenstein**

**PERSONAL INFORMATION:**

Business Address: Department of Psychology  
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**EDUCATION**

B.A. Ohio Northern University, Distinction, 1979, Major field of study: Psychology

M.A. The University of Akron, 1983, Major field of study: Industrial / Organizational Psychology

Thesis title: *A unified theoretical approach to cognitive differences in the tendency to commit rating errors and their effects on performance ratings.*

Major advisor: Dr. Ralph A. Alexander

Ph.D. The University of Akron, 1987, Major field of study: Industrial / Organizational Psychology

Title of Dissertation: *A process approach to ratings: The effects of ability and level of processing on encoding, retrieval and rating outcomes.*

Major advisor: Dr. Robert G. Lord

**EMPLOYMENT**

1993 - present: Associate Professor of Psychology  
Virginia Polytechnic Institute and State University

1987 - 1992: Assistant Professor of Psychology  
Virginia Polytechnic Institute and State University

## **EMPLOYMENT CONTINUED**

- 1985 - 1987: Instructor of Psychology  
Radford University
- 1984 - 1985: Instructor of Management  
The University of Akron
- 1981 - 1984: Graduate Teaching Assistant of Statistics  
The University of Akron

## **HONORS, AWARDS, AND INVITED TALKS**

- 2010 - 2012: Summer Research Fellow at the Defense Equal Opportunity Management Institute, Patrick Air Force Base, Cocoa Beach, Florida. Sponsored by the Office of Naval Research and administered by the American Society for Engineering Education.
- 2004 - 2005: Summer Research Fellow at the Defense Equal Opportunity Management Institute, Patrick Air Force Base, Cocoa Beach, Florida. Sponsored by the Office of Naval Research and administered by the American Society for Engineering Education.
- 2004: Advisor for Dr. Kevin Bradley, whose dissertation won the 2004 student paper competition from the International Personnel Management Association for Human Resources Assessment Council.
- 2003: Invited workshop for the Personnel Testing Council of Metropolitan Washington.
- 2003: Invited Speaker, 23<sup>rd</sup> Annual conference of the Industrial Organizational-Organizational Behavior Conference sponsored by Division 14 of the American Psychological Association
- 2002: Colloquium Presentation, Department of Psychology, Auburn University.
- 2002: Colloquium Presentation, Department of Psychology, University of North Carolina, Charlotte.
- 2001: Invited Speaker, 31<sup>st</sup> Annual Conference on Labor Relations and Employment Law, Charlottesville, Virginia.
- 2000: Visiting Associate Professor of Management, Department of Management, Bond University, Gold Coast Australia.
- 1998: Keynote Speaker, 13<sup>th</sup> Annual Lehigh Valley Undergraduate Psychology Conference, Moravian College, Bethlehem Pennsylvania.
- 1996: Invited speaker, Harrison and Crosfield Corporate Human Resources Meeting. St. Louis, Missouri.
- 1995: Summer Faculty Fellowship, Center for Excellence in Undergraduate Teaching.

## **HONORS, AWARDS, AND INVITED TALKS CONTINUED**

1986: Outstanding paper presentation, the Eastern Academy of Management.

1984: Best graduate student presentation, American Psychology Association, Division Fourteen Wherry Award.

## **PROFESSIONAL ORGANIZATIONS AND ACTIVITIES**

Member, Society of Industrial / Organizational Psychology

Charter Member, American Psychological Society

Member, Society for the Improvement of Psychological Science

Editorial Board, 2010-current, *Journal of Business and Psychology*

Editorial Board, 2017-current, *Human Performance*

Member, Awards Committee, 2009-2014, Society for Industrial / Organizational Psychology

Chair, Distinguished Teaching Award Committee, 2003-2004, Society for Industrial / Organizational Psychology

Member, Education and Training Committee, 2001-2004, Society for Industrial / Organizational Psychology

Co-Editor, Education and Training Column, 2001-2004, appearing in *The Industrial Psychologist*

Member, Program Committee, 1992-2017, Society for Industrial / Organizational Psychology Annual Meeting

Member, Division 14 Program Committee, 1989 - 1991, American Psychological Association Annual Meetings

Member, Program Committee, 1990 and 1991 Academy of Management Annual Meetings

Ad hoc reviewer for *Psychological Bulletin*, *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Behavior and Human Decision Processes*, *Organizational Research Methods*, *Human Performance*, *Journal of Organizational Behavior*, *Journal of Occupational and Organizational Psychology*, *Journal of Management*, *Journal of Social Psychology*, and *Sociological Methods and Research*

## PUBLICATIONS

- Sullivan, C., Jones, R., White, B., & Hauenstein, N.M.A. (2017). Development of the Trauma Related Anger Scale. *Assessment*. Prepub available on line:  
DOI:[10.1177/1073191117711021](https://doi.org/10.1177/1073191117711021)
- Hauenstein, N. M. A., Bradley, K. M., O'shea, P. G., Shah, Y. J., & Magill, D. P. (2017). Interactions between motivation to fake and personality item characteristics: Clarifying the process. *Organizational Behavior and Human Decision Processes*, 138, 74-92.
- Hauenstein, N.M.A., & McCusker, M. (2017). Rater training: Understanding effects of training content, practice ratings and feedback. *International Journal of Selection and Placement*, 25, 253-266.
- Sturdivant, M., Yibass, S., Abraham, E., Hauenstein, N. M. A. (2017). Using situational judgment tests to study subtle discrimination. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 1-4.
- Scott, M. D., Hauenstein, N. M. A., Coyle, P. (2017). Measuring approach-avoidance motivation: Expanding dimensionality through implied outcomes. *Personality and Individual Differences*, 106, 312-324.
- Scott, M. D., Hauenstein, N. M. A., Coyle, P. (2015). Construct validity of measures of goal orientation in the approach-avoidance network. *Learning and Individual Differences*, 38, 151-157.
- Hauenstein, N. M. A., Tison, E. B., & Holmes, J. T. (2013). Detecting adverse impact: The four-fifths rule versus significance testing. *Public Personnel Management*, 42, 403-420.
- Arun, N., Coyle, P., Hauenstein, N. M. A. (2012). Learning agility: Still searching for clarity on a confounded construct. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 290-292.
- Hauenstein, N. M. A. (2011). Improving performance management: Take my golf game, please! *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 176-178.
- Hauenstein, N. M. A., Brown, R. D., Sinclair, A. L. (2010). BARS and those mysterious, missing middle anchors. *Journal of Business and Psychology*, 25, 663-672.
- Hauenstein, N. M. A., & Findlay, R. A., McDonald, D. P. (2010). Situational judgment tests and training evaluation. *Military Psychology*, 22, 262-281.
- O'Shea, P. G., Foti, R. J., Hauenstein, N. M. A., & Bycio, P. (2009). Transformational and transactional leadership: The view from a pattern-oriented perspective. *Leadership*, 5, 237-259.

## PUBLICATIONS CONTINUED

- Hauenstein, N. M. A. (2008). Detecting rating bias using differential prediction. *Personnel Testing Council Quarterly*, 4, 6-10.
- Foti, R. J., & Hauenstein, N. M. A. (2007). Linking leadership emergence to leadership effectiveness in a military context. *Journal of Applied Psychology*, 92, 347-355.
- Bradley, K. M., & Hauenstein, N. M. A. (2006). The moderating effects of sample type as evidence of the effects of faking on personality scale correlations and factor structure. *Psychology Science*, 48, 313-335.
- Brown, R., & Hauenstein, N. M. A. (2005). Interrater agreement reconsidered: The role of maximum possible variance. *Organizational Research Methods*, 8, 1-20.
- Hauenstein, N. M. A., McGonigle, T., & Flinder, S. (2001). Meta-Analysis of the relationship between procedural and distributive Justice. *Employee Responsibilities and Rights Journal*, 13, 39-56.
- Hauenstein, N. M. A. (1998). Training raters to increase the accuracy and usefulness of appraisals. In J. Smither (Ed.), *Performance Appraisal: State-Of-The-Art Methods For Performance Management*, (pp. 404-444). San Francisco: Josey Bass.
- Ni, Y., & Hauenstein, N. M. A. (1998). Effects of invasiveness and face validity of personality test items on applicant reactions. *Journal of Business Psychology*, 12, 391-406.
- Smith, J., Hauenstein, N. M. A., & Buchanan, L. (1996). Goal setting and exercise performance. *Human Performance*, 9, 141-154.
- Racicot, B. M., Doverspike, D., Hornsby, J. S., & Hauenstein, N. M. A. (1996). Job grade and labor market information effects on simulated compensation decisions. *Public Personnel Management*, 25, 343-350.
- Foti, R. J., & Hauenstein, N. M. A. (1993). Processing demands and the effects of prior impressions on subsequent judgments: Clarifying the assimilation/contrast debate. *Organizational Behavior and Human Decision Processes*, 54, 167-189.
- Stamoulis, D. T., & Hauenstein, N. M. A. (1993). Rater training and rating accuracy: training for dimensional accuracy versus training for ratee differentiation. *Journal of Applied Psychology*, 78, 994-1003.
- Hauenstein, N. M. A. (1992). An information-processing approach to leniency in performance judgments. *Journal of Applied Psychology*, 77, 485-493.
- Hauenstein, N. M. A., & Alexander, R. A. (1991). Rating ability in performance judgments: The joint influence of implicit theories and intelligence. *Organizational Behavior and Human Decision Processes*, 50, 300-323.
- Hauenstein, N. M. A., & Lord, R. G. (1989). The effects of final-offer arbitration on the performance of major league baseball players: A test of equity theory. *Human Performance*, 2, 147-165.

## **PUBLICATIONS CONTINUED**

Hauenstein, N. M. A., & Foti, R. J. (1989). From laboratory to practice: Neglected issues in implementing frame-of-reference rater training. *Personnel Psychology*, 42, 359-378.

Hauenstein, N. M. A., & Lord, R. G. (1988). A Bayesian approach to leadership perceptions: Numbers are no substitute for experience. In R. L. Cardy, S. M. Puffer, and J. M. Newman (Eds.), *Advances in Information Processing in Organizations*. (pp. 169-182). Greenwich, CT: JAI Press.

## **PUBLICATIONS (Technical Reports, Conference Proceedings, and Editorials)**

Ekema-Agbaw, M., McCarty, S., Miller, A., Thompson, N., & Hauenstein N. M. A. (2012). *Validation of Performance-Based Measures for Student Naval Aviators and Student Naval Flight Officers*.

Hauenstein, N. A. A., & McDonald, D. (2012). *Regulatory Fit and Equal Opportunity/Diversity: Implications for the Defense Equal Opportunity Management Institute (DEOMI)*.

Hauenstein, N. M. A. (2006). *Estimation of Training Cost Savings and Salary Savings as a Function of Decreasing Patrol Officer Turnover Rates*.

Hauenstein, N. M. A., Kutcher, E., & Findlay, R. (2005). *Compensation Study of Virginia Law Enforcement Agencies*.

Hauenstein, N. M. A., Kutcher, E., & Findlay, R. (2005). *Compensation Study of Mid-Atlantic Law Enforcement Agencies Comparable to Roanoke City*.

Hauenstein, N. M. A. (2001). Deconstructing graduate training. *The Industrial Psychologist* 39, 39-42.

Hauenstein, N. M. A., & McBride, N. L. (2000). *Final Report on Exit Surveys of Retail Employees of Advance Auto*.

McBride, N. L., & Hauenstein, N. M. A. (2000). *Final Report on Exit Surveys of Distribution Employees at Advance Auto*.

McBride, N. L., O'Shea, P. G., & Hauenstein, N. M. A. (2000). *Automobile Retail Industry Report on Turnover and Compensation Practices*.

O'Shea, P. G., & Hauenstein, N. M. A. (2000). *Final Report on Exit Surveys of Administrative Employees at Advance Auto*.

Hauenstein, N. M. A., & Schmidt, J. (1999). *Insurance industry survey on compensation practices*.

Hauenstein, N. M. A., & Schmidt, J. (1999). *Insurance industry survey on information technologies*.

## **PUBLICATIONS CONTINUED (Technical Reports, Conference Proceedings, and Editorials)**

- Hauenstein, N. M. A., & Schmidt, J. (1999). *Insurance industry survey on training practice*.
- Foti, R. J., Hauenstein, N. M. A., & Sgro, J. A. (1997). *Linking leadership emergence to leadership effectiveness and team performance in a military population*. (DASWo1-95-K-008).
- Foti, R. J., & Hauenstein, N. M. A. (1987). *Differences in performance schemata as a function of organizational level*. (TR-ONR-10).
- Hauenstein, N. M. A., Whitcomb, A., & Foti, R. J. (1987). *Effects of future interactions and time delays on evaluator leniency*. (TR-ONR-15).
- Foti, R. J., & Hauenstein, N. M. A. (1986). *Controlled versus automatic processing in a performance appraisal task*. (TR-ONR-6).
- Hauenstein, N. M. A., & Foti, R. J. (1986). The effects of increasing processing demands on rating outcomes. In H. G. Gueutal & M. J. Kavanagh (Eds.), *Proceedings of the Eastern Academy of Management*, (pp. 201-205). Albany, NY: Suny-Albany.

## **PRESENTATIONS AND PAPERS**

- Hauenstein, N. M. A., McCusker, M. E., Acton, B.P., Burns, D. A., Yibass, S. (April, 2017). *Simulations and Detection of Adverse Impact: Something for Both Sides*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL
- Hauenstein, N.M.A., Sturdivant, M., Gladfelter, J., Yibass, S. (2017, April). *Using SJT to Measure Racism/White Privilege as Behavioral Intentions*. Paper presented at the annual Society for Industrial Organizational Psychology conference, Orlando, FL
- Hauenstein, N. M. A., Kutcher, E. J., Roediger, M. (2016, April). *Measuring rating accuracy and overestimating accuracy effects*. Paper presented at the 31<sup>st</sup> annual conference of the Society of Industrial-Organizational Psychology, Anaheim CA.
- Hauenstein, N. M. A., Bradley, K. M., O'shea, P. G., & Magill, D. P. (2016, April). *Cognitive processing of personality items and motivation to fake*. Hauenstein, N. M. A., Braley, K. M., O'shea, P. G., Shah, Y. J., & Magill, D. P. Paper presented at the 31<sup>st</sup> annual conference of the Society of Industrial-Organizational Psychology, Anaheim CA.
- Miller, A. M., Arun, N., Garrett, S. L., McCusker, M. E. & Hauenstein, N. M. A. (2016, April). *Regulatory fit theory in organizational sciences: Clarifying issues and methods*. Paper presented at the 31<sup>st</sup> annual conference of the Society of Industrial-Organizational Psychology, Anaheim CA.

## PRESENTATIONS AND PAPERS CONTINUED

- Arun, N., & Hauenstein, N. M. A. (2015, May). *Goal orientation and regulatory fit*. Paper presented at the 30<sup>th</sup> annual conference of the Society of Industrial-Organizational Psychology, Philadelphia PA.
- Hauenstein, N. M. A. & McCusker, M. (2015, May). *What's more important for rater training: training content or feedback*. In A. Gorman (Chair), *New Developments in Rater Training Research*. Symposium presented at the 30<sup>th</sup> annual conference of the Society of Industrial-Organizational Psychology, Philadelphia PA.
- Scott, M., Coyle, P., & Hauenstein N. M. A. (2015, May). *Predicting job performance with four dimensions of approach-avoidance*. Paper presented at the 30<sup>th</sup> annual conference of the Society of Industrial-Organizational Psychology, Philadelphia PA.
- Hauenstein, N. M. A., Van Driel, M., Arun, N., & McDonald, D. (2014, May). *Measuring diversity behavioral intentions using a situational judgment test*. Paper presented at the 29<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Honolulu, Hawaii.
- Hauenstein, N. M. A., Miller, A., & Holmes, J. (2013, May). *Regulatory Focus/Fit and Utilization of Corrective Task Feedback*. Paper presented at the 28<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Houston, Texas.
- Scott, M. D., & Hauenstein, N. M. A. (2012, April). *Measuring approach-avoidance motivation: expanding dimensionality and the implied outcomes problem*. Paper presented at the 27<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, San Diego, California.
- Scott, M. D., & Hauenstein, N. M. A. (2011, April). *Construct validation of biological and cognitive-affective approach-avoidance measures*. Paper presented at the 26<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Chicago, Illinois.
- Kutcher, E. J., Bragger, J. D., Masco, J. L., & Hauenstein, N. M. A. (2010, April). *How interviewees consider content and context cues to person-organization fit*. Interactive Poster at the 25<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Atlanta, Georgia.
- The Future of SJTs: Where Do We Go From Here?* (2009, April). N. Hauenstein (Panelist). Roundtable Discussion / Conversation Hour at the 24<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, New Orleans, Louisiana.
- Osowski, J., & Hauenstein, N. M. A. (2009, April). *Person and Situation Interactions and Self-Regulation of Organizational Citizenship Behaviors*. Paper presented at the 24<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, New Orleans, Louisiana.



## PRESENTATIONS AND PAPERS CONTINUED

- Esson, P., & Hauenstein, N. M. A. (2008, April). *Type I and Type II Errors in Adverse Impact Detection*. Paper presented at the 23<sup>rd</sup> annual meeting of the Society of Industrial / Organizational Psychology, San Francisco, California.
- Findlay, R., & Hauenstein, N. M. A. (2008, April). *Hybrid Scoring for Situational Judgment Tests Designed to Evaluate Training*. Paper presented at the 23<sup>rd</sup> annual meeting of the Society of Industrial / Organizational Psychology, San Francisco, California.
- Hauenstein, N. M. A., & Tison, E. (2008, April). *Rating Bias and Differential Prediction*. . Paper presented at the 23<sup>rd</sup> annual meeting of the Society of Industrial / Organizational Psychology, San Francisco, California.
- Hoffner, R., & Hauenstein, N. M. A. (2008, April). *Personality Architecture: Applying a Social-Cognitive Model to the Work Context*. . Paper presented at the 23<sup>rd</sup> annual meeting of the Society of Industrial / Organizational Psychology, San Francisco, California.
- Kalanick, J. & Hauenstein, N. M. A. (2008, April). *Helping in the Workplace: A Social Cognitive Perspective*. Paper presented at the 23<sup>rd</sup> annual meeting of the Society of Industrial / Organizational Psychology, San Francisco, California.
- SJT's Aren't Just for Selection: Use in Development and Training*, (2008, April). N. Hauenstein (Panelist). Panel discussion presented at the 23<sup>rd</sup> annual meeting of the Society of Industrial / Organizational Psychology, San Francisco, California.
- Hauenstein, N. M. A., Findlay, R., Kalanick, J. L., and Esson, P. L. (2007, April). *Situational Judgment Tests and Training Evaluation*. Paper presented at the 22<sup>nd</sup> annual meeting of the Society of Industrial / Organizational Psychology, New York, New York.
- Hauenstein, N. M. A., Tison, E. B., Holmes, J. T., & Fife C. (2007, April). *Practical Consequences of Using the Four-Fifths Rule Versus Significance Tests*. Paper presented at the 22<sup>nd</sup> annual meeting of the Society of Industrial / Organizational Psychology, New York, New York.
- Hoffner, R., Hauenstein, N. M. A. (2007, April). *The Architecture of Personality in the Context of Work*. Paper presented at the 22<sup>nd</sup> annual meeting of the Society of Industrial / Organizational Psychology, New York, New York.
- Findlay, R., & Hauenstein, N. M. A. (2006, October). *Scoring Key Development for Situational Judgment Tests Used in Training Evaluation*. Paper presented at the annual conference of the Military Testing Association, Kingston, Ontario, Canada.
- Hauenstein, N. M. A., Esson, P., Findlay, R., & Kalanick, J. (2006, October). *Evaluation of Diversity Management Training Using Situational Judgment Testing*. Paper presented at the annual conference of the Military Testing Association, Kingston, Ontario, Canada.

## PRESENTATIONS AND PAPERS CONTINUED

- Esson, P. L., Hauenstein, N. M. A. (2006, May). *Adverse Impact: Four-Fifths Rule Versus Statistical Significance Testing in Courtrooms*. Paper presented at the 21<sup>st</sup> annual meeting of the Society of Industrial / Organizational Psychology, Dallas, Texas.
- Hauenstein, N. M. A., Esson, P., Findlay, R., & Kalanick, J. (2006, May). *Using SJTs to Evaluate Equal Opportunity and Diversity Training Programs*. Paper presented at the 21<sup>st</sup> annual meeting of the Society of Industrial / Organizational Psychology, Dallas, Texas.
- Bradley, K. M., & Hauenstein, N. M. A. (2005, April). *Applying Incumbent Derived Prediction Equations to Job Applicant Samples*. Paper presented at the 20<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Los Angeles, California.
- Foti, R. J., Hauenstein, N. M. A. (2005, April). *Linking Leadership Emergence to Leadership Effectiveness in a Military Context*. Paper presented at the 20<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Los Angeles, California.
- Frame-of-Reference Training: Insights and Best Practices*, (2005, April). N. Hauenstein (Discussant). Practitioner Forum presented at the 20<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Los Angeles, California.
- Hauenstein, N. M. A. (2005, July). *How to Estimate and Interpret Interrater Agreement*. 'How To' session presented at the 6<sup>th</sup> Australian Industrial & Organizational Psychology Conference, Gold Coast, Australia.
- Hauenstein, N. M. A., & Sinclair, A. L. (2005, July). *A Protocol to Facilitate Interpretation of Results when Using Cronbach's Components Accuracy Components*. Paper presented at the 6<sup>th</sup> Australian Industrial & Organizational Psychology Conference, Gold Coast, Australia.
- Meet the TIP Editor and Editorial Board*, (2005, April). N. Hauenstein (Discussant). Roundtable discussion presented at the 20<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Los Angeles, California.
- Bradley, K. M., & Hauenstein, N. M. A. (2004, April). *Are personality scale correlations inflated in job applicant samples?* Paper presented at the 19<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Chicago, Illinois.
- Bradley, K. M., & Hauenstein, N. M. A. (2004, April). *Do incumbent samples overestimate validities in applicant settings?* Paper presented at the 19<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Chicago, Illinois.

## PRESENTATIONS AND PAPERS CONTINUED

## PRESENTATIONS AND PAPERS CONTINUED

Hafsteinsson, L. G., & Hauenstein, N. M. A. (2004, April). *Assessing interrater agreement when the number of raters is small*. Paper presented at the 19<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Chicago, Illinois.

Hauenstein, N. M. A., & Kutcher, E. J. (2004, April). *Cronbach's accuracy components and concerns about the performance appraisal literature*. Paper presented at the 19<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Chicago, Illinois.

Sinclair, A. L., & Hauenstein, N. M. A. (2004, April). *Disentangling contributions of process elements to the fair process effect*. Paper presented at the 19<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Chicago, Illinois.

Hauenstein, N. M. A., Sinclair, A. L., Robson, V., Quintella, Y., & Donovan, J. J. (2003, April). *Performance Dimensionality and the Occurrence of Ratee Race Effects*. Paper presented at the 18<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Orlando, Florida.

Hauenstein, N. M. A., Sinclair, A. L., Quintella, Y., Robson, V., & Donovan, J. J. (2003, April). *Ratee Sex Effects in Job Performance: Is the Tide Turning?* Paper presented at the 18<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Orlando, Florida.

*Interrater Agreement: Problems and Solutions*. (2003, April) N. Hauenstein (Moderator), Panel Discussion presented at the 18<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Orlando, Florida.

Bradley, K. M., & Hauenstein, N. M. A. (2002, April). *Personality test validation research: Present-employee and job applicant samples*. Paper presented at the 17<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Toronto, Canada.

Bradley, K. M., O'Shea, P. G., & Hauenstein, N. M. A. (2002, April). *Factors related to personality test response processes and response endorsements*. Paper presented at the 17<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Toronto, Canada.

Hauenstein, N. M. A., Brown, R. D., & Sinclair, A. L. (2002, April). *BARS and those mysterious, missing middle anchors*. Paper presented at the 17<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Toronto, Canada.

Hauenstein, N. M. A., Sinclair, A. L., Robson, V., Quintella, Y., & Donovan, J. J. (2002, April). *Ratee race effects in performance: Task performance versus contextual performance*. Paper presented at the 17<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Toronto, Canada.

## PRESENTATIONS AND PAPERS CONTINUED

- Lemmond, G. & Hauenstein, N. M. A. (2002, April). *Nonvolitional faking: Testing the influence of unconscious process*. Paper presented at the 17<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Toronto, Canada.
- O'Shea, P. O., Foti, R. J., Hauenstein, N. M. A., & Bycio, P. J. (2002, April). *Exploring transformational and transactional leadership from a pattern-oriented perspective*. Paper presented at the 17<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Toronto, Canada.
- Sinclair, A. L., & Hauenstein, N. M. A. (2002, April). *A closer look at Cronbach's accuracy components as dependent variables*. Paper presented at the 17<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Toronto, Canada.
- Swartz, D. E., McBride, N. L., & Hauenstein, N. M. A. (2002, April). *The benefits of performing exit interviews: A review and demonstration*. Paper presented at the 17<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Toronto, Canada.
- Hauenstein, N. M. A., Bess, T., Byrd, T., & Swartz, D. (2001, April). *Combining predictor and criterion strategies to eliminate adverse impact*. Paper presented at the 16<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, San Diego, California.
- Sinclair, A., & Hauenstein, N. M. A. (2001, April). *Differentiating rater accuracy training programs*. Paper presented at the 16<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, San Diego, California.
- Hauenstein, N. M. A., Bradley, K. M., & O'Shea, P. G. (2000, April). *Clarifying the process: Verbal reports of honest and faked personality test responses*. Paper presented at the 15<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, New Orleans, Louisiana.
- McGonigle, T. P., Hauenstein, N. M. A. (2000, April). *An investigation of the dimensionality of organizational justice*. Paper presented at the 15<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, New Orleans, Louisiana.
- Hauenstein, N. M. A., Schmidt, J., & Fecteau, J. (May, 1999). *Rater variability training: An alternative to rater error training and frame-of-reference training*. Paper presented at the 14<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Atlanta, Georgia.
- McGonigle, T., & Hauenstein, N. M. A. (May, 1999). *Rater ability, motivation and cognitive ability effects on self-appraisal accuracy*. Paper presented at the 14<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Atlanta, Georgia.

## PRESENTATIONS AND PAPERS CONTINUED

- Cooper, R. P., & Hauenstein, N. M. A. (1998, April). Looking as a measure of perceptual preference in infants. In R. Cooper (Chair), *Looking Where and Looking When: What Visual Measures Can (and Cannot) Tell us About Infant Perception and Cognition*. Symposium presented at the International Conference for Infant Studies, Atlanta, Georgia.
- Hauenstein, N. M. A. (April, 1998). Faking personality tests: Does it really matter? In M. McDaniel (Chair), *Applicant Faking with Non-Cognitive Tests: Problems and Solutions*. Paper presented at the 13<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Dallas, Texas.
- Smith J. A., Hauenstein, N. M. A., Foti, R. J., & Hansen, T. (April, 1998). An examination of test-taking attitudes and response distortion on a personality test. In A. Snell (Chair), *Disentangling the Effects of Faking from Social Desirability: An Examination of Multiple Measurement Strategies*. Paper presented at the 13<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Dallas, Texas
- Hauenstein, N. M. A., McGonigle, T., & Flinder, S. (April, 1997). *Meta-Analysis of the Relationship between Procedural and Distributive Justice*. Paper presented at the 12<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, St. Louis, Missouri.
- Morgan, S. C., & Hauenstein, N. M. A. (May, 1997). *Facilitating Idea Generation in a Team Context*. Paper presented at the annual meeting of the American Psychological Society, Washington D. C.
- Foti, R. J., & Hauenstein, N. M. A. (1996, April). Linking leadership emergence to leadership effectiveness in a military sample. In R. Foti (Chair), *Linking Leadership Emergence to Assessment Centers, Leader Effectiveness, and Development*. Symposium presented and the 11<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, San Diego, California.
- Flinder, S., & Hauenstein, N. M. A. (1995, May). *Distributive and Procedural Justice: Effects of Inputs, Outcomes, and Procedures*. Paper presented at the 10<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Orlando, Florida.
- Morgan, S. C., & Hauenstein, N. M. A. (1995, May). *Effects of Context on the leniency and accuracy of self-appraisals of performance*. Paper presented at the 10<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Orlando, Florida.
- Smith, J., Buchanan, L., Hauenstein, N. M. A., & Herrera, E. (1995, May). *Goal setting and human performance*. Paper presented at the 10<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Orlando, Florida.
- Russell, A. & Hauenstein, N. M. A. (1994, April). *Procedural justice and performance appraisal: A test of Greenberg's model*. Paper presented at the 9<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Memphis Tennessee.

## PRESENTATIONS AND PAPERS CONTINUED

- Stamoulis D. T., & Hauenstein, N. M. A. (1993, April). Rater training and rating accuracy: Training for dimensional accuracy versus training for ratee differentiation. In D. Day & L Sulsky (Co-chairs), *Rater Training and Performance Appraisal*. Symposium presented at the 8<sup>th</sup> annual meeting for the Society of Industrial / Organizational Psychology, San Francisco California.
- Flinder, S. W., Hauenstein, N. M. A. (1993, August). *Locus of control as a moderator of the influence and procedural justice relationship*. Paper presented at the 100<sup>th</sup> annual meeting of the American Psychological Association, Toronto Canada.
- Hauenstein, N. M. A. (1992, May). *Measuring halo in single rater-single employee situations*. Paper presented at the 7<sup>th</sup> annual meeting of the Society of Industrial / Organizational Psychology, Montreal, Canada.
- Hauenstein, N. M. A. & Bush, J. (1992, May). Processing performance feedback: Competence versus self-enhancement. In R. Foti (chair), *Feedback Readiness, Feedback Reactions, and Memory for Feedback Messages*. Symposium presented at the 7<sup>th</sup> annual meeting for the Society of Industrial / Organizational Psychology, Montreal, Canada.
- Hauenstein, N. M. A. (1991, August). Self-motivation theories and memory for performance feedback. In R. Foti (chair), *Feedback Reactions, Memory for Feedback, and Subsequent Task Performance*. Symposium presented at the 99<sup>th</sup> annual meeting of the American Psychological Association, San Francisco, California.
- Hauenstein, N. M. A., Brill, R. T., & Stamoulis, D. T. (1991, August). *The moderating effect of "halo error" on test validity: Real or artifact*. Paper presented at the 99<sup>th</sup> annual meeting of the American Psychological Association, San Francisco, California.
- Donlin, J. M., & Hauenstein, N. M. A. (1990, August). Memory for performance feedback: A test of three self-motivation theories. In H. H. Myer (chair), *Performance Appraisal and Feedback*. Symposium presented at the 98<sup>th</sup> annual meeting of the American Psychological Association, Boston, Massachusetts.
- Hauenstein, N. M. A. (1990, August). New directions in goal setting. In N. Hauenstein (chair), *Motivation and Goal Setting*. Symposium presented at the 98<sup>th</sup> annual meeting of the American Psychological Association.
- Hauenstein, N. M. A., & Bittle, M. L. (1990, April). *Task characteristics as moderators of the disposition/satisfaction relationship*. Paper presented at the 5<sup>th</sup> annual meeting for the Society of Industrial / Organizational Psychology, Atlanta, Georgia.
- Bittle, M. L. & Hauenstein, N. M. A. (1989, August). *Facets of job satisfaction: Social cues, task structure, and predisposition*. Paper presented at the 97<sup>th</sup> annual meeting of the American Psychological Association, New Orleans, Louisiana.
- Hauenstein, N. M. A., & Lord, R. G (1989, April). *Individual differences in the encoding of performance information*. Paper presented at the 4<sup>th</sup> annual meeting for the Society of Industrial / Organizational Psychology, Boston, Massachusetts.

## PRESENTATIONS AND PAPERS CONTINUED

## PRESENTATIONS AND PAPERS CONTINUED

- Hauenstein, N. M. A., & Walker, S. E. (1989, April). The relationship between memory and appraisal accuracy: The moderating effects of job knowledge and judgment complexity. In D. J. Woehr (Chair), *The Relationship between Memory and Judgment: Implications for Performance Appraisal*. Symposium presented at the 4<sup>th</sup> annual meeting for the Society of Industrial / Organizational Psychology, Boston, Massachusetts.
- Hauenstein, N. M. A., & Kovach, R. C. (1988, August). *Effects of category familiarity on the rating process*. Paper presented at the 96<sup>th</sup> annual conference of the American Psychological Association, Atlanta, GA.
- Hauenstein, N. M. A., & Foti, R. J. (1987, August). *Differences in performance schemata as a function of organizational level*. Paper presented at the 95<sup>th</sup> annual conference of the American Psychological Association, New York, New York.
- Hauenstein, N. M. A., Whitcomb, A. J., & Foti, R. J. (1987, August). *Effects of future interactions and time delays on evaluator leniency*. Paper presented at the 95<sup>th</sup> annual conference of the American Psychological Association, New York, New York.
- Doverspike, D., Racicot, B., & Hauenstein, N. M. A. (1987, April). *Job evaluation and labor market effects on simulated compensation decisions*. Paper presented at the 3<sup>rd</sup> annual meeting of the Society of the Industrial / Organizational Psychology, Atlanta, Georgia.
- Hauenstein, N. M. A., & Lord, R. G. (1986, October). *A Bayesian approach to leadership perceptions: Numbers are no substitute for experience*. Paper presented at the SUNY-Buffalo Conference on Decision-Making and Information Processing, Buffalo, New York.
- Hauenstein, N. M. A., & Foti, R. J. (1986, May). *The effects of increasing processing demands on rating outcomes*. Paper presented at the Eastern Academy of Management, Philadelphia, Pennsylvania.
- Hauenstein, N. M. A. (1984, August). *Alternatives for measuring cognitive processes in performance appraisal*. Paper presented at the 92<sup>nd</sup> annual meeting of the American Psychological Association, Toronto, Ontario.

## GRANTS

- 2016 – present: *Co Using discourse analysis to identify and predict leadership performance in dynamic healthcare teams*. Funded by the Agency for Health Care Research and Quality, \$97,719.00. Co-Investigators Sara Parker and Roseanne Foti.
- 1996 - 2000: *Integrating statistics and models across the social sciences curriculum*. Funded by the Department of Education, \$449,316. Co-Investigators, Clifford Shaffer, James Campbell, John Carroll, and Bradley Hertel.
- 1995 - 1996: *Linking leadership emergence to leadership effectiveness and team performance in a military population*. Army Research Institute, \$80,907, Co-Investigators, Roseanne Foti and Joseph Sgro.

- 1988: *Effects of job familiarity and appraisal purpose on the rating process.* Virginia Polytechnic Institute & State University Small Grant, \$2,400, Principal Investigator.
- 1983: *Study of judgmental processes in leadership perceptions.* University of Akron Faculty Research, \$1,200, Co-investigator, R. G. Lord.

## **CONTRACTS**

- 2004: Negotiated 3-year agreement with Executive Decisions International to fund a 20-hour graduate research assistantship. First, assistantship awarded in spring semester of 2005. Estimated value \$69,240.
- 2004: Compensation Survey and Modeling the Cost of Turnover for the Roanoke City Police Officers Association. Virginia Polytechnic Institute and State University Contract, \$9,350, Principal Investigator
- 2003: Validation of a Performance Management System. Virginia Polytechnic Institute and State University Contract, \$3,366, Principal Investigator
- 2000: *Exit interviews for Advance Auto Parts Company.* Virginia Polytechnic Institute and State University Contract, \$13,700, Principal Investigator.
- 1999: *Industry-wide Survey for Shenandoah Life Insurance Company.* Virginia Polytechnic Institute & State University contract, \$7,900, Principal Investigator.
- 1990: *Job Analyses, Performance Appraisal System with Feedback Component, and Rater Training for Montgomery Regional Hospital.* Virginia Polytechnic Institute & State University contract, \$14,340, Principal Investigator.
- 1990: *Compensation System for the home office of the Shenandoah Life Insurance Company.* Virginia Polytechnic Institute & State University contract, \$15,855, Co-investigator, R. J. Harvey.

## **PROFESSIONAL SERVICE**

- 2008 - Current: American Institute of Research: Member of project team evaluating psychometric properties of achievement tests used in the evaluation of adult education programs and English as a second language programs.
- 2005 - 2007: Executive Decisions International: Facilitated Strategic Planning Off-Sites for Core Communities, and Lockheed Martin: Missiles, Systems, and Sensors.
- 2003 - 2004: Executive Decisions International: Executive Assessment Project-conducted individual executive assessments, composed assessment reports, and provided face-to-face feedback to the evaluated executives.
- 2002 - 2003: Executive Decisions International: Developed Performance Management System, Chicago, Illinois.



## **PROFESSIONAL SERVICE CONTINUED**

- 2002: Executive Decisions International: Facilitated strategic off-site for Lockheed Martin Aeronautics Division, Colorado Springs, Colorado
- 2001: Hancock Steel and Joist: Advised on policy changes to vacation and sick leave policy and simulated the effects of the policy changes on employee compensation. Salem, Virginia.
- 1996-1997: Harrisons and Crosfield: Designed and implemented feedback program for managers participating in the 1996 and 1997 Harcros Leadership Programme. London, England
- 1996-1997: Harrisons and Crosfield: Assessor for 1996 and 1997 Harcros Leadership Programme. London, England
- 1994: J. Crew: Assisted with the development of a selection system. Lynchburg, Virginia.
- 1994: City of Staunton: Conducted Performance Appraisal Workshop. Staunton, Virginia.
- 1994: Shenandoah Life Insurance Company: Assessed effectiveness of selection system. Roanoke, Virginia.
- 1993: Montgomery Regional Hospital: Evaluated employee reactions to performance appraisal system. Blacksburg, Virginia.
- 1991: Montgomery Regional Hospital: Developed compensation system. Blacksburg, Virginia.
- 1990: Shenandoah Life Insurance Company: Developed compensation system for home office. Roanoke, Virginia.
- 1989: Shenandoah Life Insurance Company: Developed selection battery for home office. Roanoke, Virginia.
- 1987: Celanese Fibers: Supervised the construction administration, and analysis of an organizational culture and climate survey. Pearisburg, Virginia.
- 1986: Celanese Fibers: Supervised training project evaluation. Pearisburg, Virginia.
- 1983: Organization Consulting Group: Developed and assisted in administering content valid tests used in the selection and training of Akron City fire fighters, Akron, Ohio.

## **STUDENTS: Dissertations Supervised**

Niki Arun (2016). *Reconceptualizing flow theory from a self-regulatory framework*. Currently employed at Marriott International, Bethesda, MD.

## **STUDENTS: Dissertations Supervised Continued**

Tanner Bateman (2016). *Construct Deficiency in Avoidance Motivation: Development and Validation of a Scale Measuring Vigilance*. Currently employed at FTI Consulting, Ashburn, VA.

Mark Scott (2011), *Measuring Approach-Avoidance Motivation: Expanding the Dimensionality and the Implied Outcomes Problem*. Currently employed at hiQ Labs, New York, NY.

Jaron Holmes (2010), *Testing Regulatory Fit in the Context of Performance Feedback*. Currently employed at the Office for Personnel Management, Washington, DC.

Emilee Tison (2010), *Towards a More Complete Understanding of Adverse Impact: Examining Issues of Minority Availability*. Currently employed DCI Consulting, Washington, DC.

Rolanda Findlay (2009), *Exploring the Impact of God Schema on Equal Opportunity Climate and Related Indicators of Organizational Effectiveness*. Currently employed as an Aerospace Experimental Psychologist and is in the U.S. Navy, Orlando, FL.

Becky Hoffner (2008), *Measuring Personality in the Context: Improving Predictive Accuracy in Decision Making*.

Julie Kalanick (2008), *Helping in the Workplace: A Social Cognitive Perspective*. Currently employed by the Office of Personnel Management, Washington, DC.

Eugene Kutcher (2006), *Assessing fit in the interview: How candidates consider content and context cues to Person Organization Fit*. Currently a faculty member in the College of Business at Rider University, NJ.

Kevin Bradley (2003), *Validation Strategies and Utility: The Effects of Crossing Validation Strategy with Applicant Population*. Currently employed by Human Resources Research Organization, Alexandria, VA.

Steven Burnkrant (2003), *Interrater Agreement of Incumbent Job Specification Importance Ratings: Rater, Occupation, and Item Effects*. Currently employed Office of Personnel Management, Denver, CO.

Andrea Sinclair (2003), *Disentangling Contributions of Process Elements to the Fair Process Effect: A Policy Capturing Approach*. Currently employed by Human Resource Research Organization, Louisville, KY.

Patrick Gavan O'Shea (2002), *A Different way of Looking: Application of a Pattern Approach to Understanding Transformational and Transactional Leadership*. Co-Chair with Dr. Roseanne Foti. Currently employed by Human Resources Research Organization, Alexandria, VA.

## **STUDENTS: Dissertations Supervised Continued**

## **STUDENTS: Dissertations Supervised Continued**

Timothy McGonigle (1999), *An Investigation into the Dimensionality of Organizational Justice*. Currently employed by SRA International, Arlington, VA.

Jeffrey Smith (1997), *An Examination of Test-Taking Attitudes and Response Distortion on a Personality Test*. Co-Chair with Dr. Roseanne J. Foti. Currently employed by BlackRock, Inc., New York, NY.

Steve Morgan (1996), *Facilitating Team Innovation: A Path Model of Idea Generation in a Team Context*. Co-founder and principal of Performance Insight.

Sharon Flinder (1994), *Distributive and procedural justice perceptions: Effects of outcomes, inputs and procedures*. Currently employed by Transformation Systems Inc., Alexandria, VA.

Dean Stamoulis (1993), *Making raters more accountable for their performance ratings: Effects of expecting a supervisory review of ratings*. Currently employed by Russell Reynolds, Atlanta, GA.

Robert Brill (1992), *The Effects of Job Knowledge and Judgment Complexity on Information Processing and Rating Ability*. Currently on the faculty of the Psychology Department at Moravian College.

Monnie Bittle (1991), *The Moderating Effect of Task Characteristics on Disposition-Work Outcome Relationship*. Founder and principal of Executive Decisions International, Chicago, IL.

Joanne Donlin (1990), *Memory for Performance Feedback: A Test of Three Self-Motivation Theories*. Founder and principal of JMD Insights, New York, New York.

Margery Hall (1990), *Task Based Performance Feedback and Subsequent Worker Performance*.

Steven Walker (1989), *An Empirical Test of the Assumptions of Processing Invariance in Laboratory Studies of Performance Appraisal*. Currently employed by the Federal Reserve Bank, New York, New York.

## **STUDENTS: Masters Theses Supervised**

Jennifer Gladfelter (2017), *Promotion and Prevention Fit Are Different but Lead to Equal Performance: Examining Fit Sensitivity and Task Performance*.

Nikita Arun (2014), *Testing the Generality of Regulatory Fit with Goal Orientation in the Performance Feedback Context*.

Matthew Fornito (2014), *A Cross-Cultural Examination of Measurement Invariance of Smallholders in Kenya, Uganda, Mali, & Lesotho*.

## **STUDENTS: Masters Theses Supervised Continued**

Andrew Miller (2013). *Examining the effects of horizontal conflict in Regulatory Fit in the context of performance feedback.*

Emilee Tison (2008), *Differential Prediction: Understanding a Tool for Detecting Rating Bias in Performance Ratings.*

Jaron Holmes (2007), *Effect of Message Framing on Reactions to Feedback Messages, Moderated by Regulatory Focus.*

Rolanda Findlay (2006), *To SME or not to SME? That is the New Question: A Comparison of three SJT Scoring Keys Developed for Training Evaluation.*

Rebecca Hoffner (2006), *Development of an Idiographic Measure of Personality.*

Julie L. Kalanick (2006), *An Experiment Examining the Relationship of Affect, Equity, and Equity Sensitivity, With Organizational Citizenship Behaviors.*

Wan Yin Chang (2004), *The Predictive Accuracy of Conscientiousness when Responses are Dissimulated: Does Self-Consistency Matter?*

Greg Lemmond (2001), *Non-volitional Faking on a Personality Measure: Testing the Influence of Unconscious Processes.*

Andrea Sinclair (2000), *The Effects of Intended Use of Appraisal Data on Types of Rater Training Programs.*

Kevin Keller (1999), *Goal-Setting and Physical Task Performance: Investigating the Moderating Effects of Skill Level and Outcome Difficulty.*

Scott Parrill (1998), *Revisiting Rating Format Research: Computer-Based Rating Formats and Components of Accuracy.*

Adam Prowker (1998), *Effects of Self-Efficacy on Leniency Errors: An Exploration of Purpose of Ratings as a Moderating Variable.*

Rachel Fredholm (1998), *Effects of Dual Accountability and Purpose of Appraisal on Accuracy.*

Jean-Anne Schmidt (1998), *The Influence of Feedback Interventions on Attention to Task-Motivation and Meta-Task Processes: An Examination of Feedback Intervention Theory.*

Theresa Cullen (1997), *The Impact of Mood on Judgments of Fairness and Re-Affirming Equity Theory.*

## **STUDENTS: Masters Theses Supervised Continued**

Josh Williams (1997), *Examining the Impact of Impression Management Context and Self Monitoring on the Leniency and Accuracy of Self-appraisals.*

Bethany Bodo (1996), *The Influence of Personality Type, Performance Feedback, and Different Rating Settings on the Accuracy and Leniency of Self-Ratings.*

Yuching Ni (1995), *The Effect of Faking Good on the Predictive Validity of Personality Inventories.*

Steve Morgan (1994), *Effects of Social Comparison Information on Leniency in Performance Judgments.*

Diana Corrigan (1994), *The Social Context of Accountability: Effects of Raters' Expectations of a Supervisory Review.*

Amy Russell (1993), *Procedural Justice and Performance Appraisal: A test of Greenberg's model.*

Jerry Bush (1992), *Individual Differences in the Recall of Performance Appraisal Feedback.*

Sharon Flinder (1991), *Locus of Control as a Moderator of the Relationship Between Influence and Procedural Justice.*

Dean Stamoulis (1990), *Effects of Frame-of-Reference and Rater Error Training on the Accuracy of Performance Appraisals: Utilizing an Aptitude-Treatment Approach.*

Robert Brill (1989), *Reciprocal Influence of Subordinate Reactions on the Rating Behavior, Amount of Supervision, and Attributions of Supervision Independent of Actual Performance.*

Stuart Greenberg (1989), *Measuring Absence Cultures: An Examination of Absence Perceptions of Males and Females.*

## **PSYCHOLOGY DEPARTMENT SERVICE**

2016 – 2017: Member, Industrial / Organizational Search Committee

2015 – Current: Member, Department Diversity Committee

2015 – 2016: Member, Faculty Search Committee

2012 - 2013: Member, Task Force on Psychology Department Restructuring

2012 - 2013: Member, Industrial / Organizational Search Committee

## **PSYCHOLOGY DEPARTMENT SERVICE CONTINUED**

- 2008 - Current: Member, Outcome Assessment Committee
- 2007 - Current: Member, Colloquium Committee
- 2009 - 2011: Member, Five Year Review Committee
- 2006 - 2007: Member, Faculty Search Committee
- 2005 - 2007: Member, Core Curriculum Committee
- 2005 - 2006: Member, Promotion and Tenure Committee
- 1992 - 2005: Member, Core Curriculum and Doctoral Admissions Committee
- 2004 - 2005: Chair, ViEWS Proposal Committee
- 1997 - 2004: Director, Industrial / Organizational Psychology Program
- 2003 - 2004: Member, Promotion and Tenure Committee
- 2001 - 2002: Member, Industrial / Organizational Search Committee
- 1998 - 2000: Member, Promotion and Tenure Committee
- 1998 - 1999: Member, Industrial / Organizational Search Committee
- 1997 - 1998: Member, Industrial / Organizational Search Committee
- 1997 - 1998: Member, Student Outcome Assessment and Advising Committee
- 1996 - 1997: Member, Psychology Department Executive Committee
- 1995 - 1997: Psychology Department Undergraduate Curriculum Coordinator
- 1994 - 1995: Chair, Industrial / Organizational Search Committee
- 1988 - 1994: Chair, Student Outcome Assessment and Advising Committee
- 1993 - 1994: Member, Department Ethics Committee
- 1993 - 1994: Member, Promotion and Tenure Committee
- 1989 - 1990: Chair, Industrial / Organizational Search Committee
- 1989 - 1990: Member, Search Committee, E. S. Diggs Endowed Chair
- 1989 - 1990: Member, Clinical Search Committee

## **PSYCHOLOGY DEPARTMENT SERVICE CONTINUED**

1987 - 1988: Member, Student Outcome Assessment Committee

## **UNIVERSITY SERVICE**

2017 – Current: Member, Data and Decision Science Cluster Hire Search Committee

2016 – 2017: Member, Data Analytics and Decision Science Curriculum Planning Committee

2008 - 2010: Member, University committee to develop Human Diversity and Community Curriculum

2007 - 2008: Member, College of Science Graduate Student Diversity Committee

2006 - 2007: Member, University Core Curriculum Committee

2005 - 2006: Chair, University Core Curriculum Committee

2003 - 2005: Member, College of Science Curriculum Committee

2003 - 2005: Member, University Core Curriculum Committee

1999 - 2002: Member, Faculty Senate

2001 - 2003: Co-Chair, Faculty Senate Working Group on Faculty Hiring Policy.

2001 - 2002: Member, Faculty Senate Working Group on Guiding Principles of Intellectual Property Policy.

1996 - 1997: Member, Graduate School Curriculum Committee.

1995 - 1998: Member, College of Arts and Science Curriculum Committee.

1995 - 1996: Member, Ad Hoc Steering Team on Decentralization.