

Michael A. Gillespie

Curriculum Vitae

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EDUCATION

Bowling Green State University

Ph.D., Industrial/Organizational Psychology, December 2005

Advisor: Dr. Milton D. Hakel

Dissertation title: Critical Thinking About Values: The Effects of an Instructional Program, Reasons for Attending College, and General Life Goals on the Application of Critical Thinking to Values Expressed in an Essay Prompt.

Michigan State University

M.A., Industrial/Organizational Psychology, 2003

Advisor: Dr. Frederick Oswald

Thesis title: The Influence of Personality Traits on Person-Organization Fit Perceptions.

University of South Florida

B.A. Psychology, *Cum Laude*, 1999

Advisor: Dr. Walter Borman

Honors Thesis title: An Investigation of the Interactions among Leadership Style, Task Structure, and Subordinate Locus of Control in Accordance with the Path-Goal Theory of Leadership.

REFEREED PUBLICATIONS

Gillespie, M.A., Denison, D.R., Haaland, S., Smerek, R. & Neale, W.S. (2008). Linking organizational culture and customer satisfaction: Business-unit results from two companies in different industries. *European Journal of Work and Organizational Psychology*, 17(1), 112-132.

Diab, D., Gillespie, M. A., & Highhouse, S. (2008). Are maximizers really unhappy? The measurement of maximizing tendency. *Judgment and Decision Making*, 3(5), 364-370.

Ramsay, L., Schmitt, N., Oswald, F., Kim, B., & Gillespie, M. (2006). The impact of situational context variables on responses to biodata and situational judgment inventory Items. *Psychology Science*, 48(3), 268-287.

Converse, P.C, Oswald, F.L, Gillespie, M.A., Field, K., & Bizot, E.B., (2004). Beyond gut instinct: Exploring careers using aptitudes and O*NET. *Personnel Psychology*, 57, 451-487.

Oswald, F. L., Schmitt, N., Kim, B. H., Ramsay, L. J., & Gillespie, M. A. (2004). Developing a biodata measure and situational judgment inventory as predictors of college student performance. *Journal of Applied Psychology, 89*, 187-207.

Schmitt, N., Oswald, F. L., Kim, B. H., Gillespie, M. A., & Ramsay, L. J. (2004). The impact of justice and self-serving bias explanations for the perceived fairness of different types of selection tests in college admissions. *International Journal of Selection and Assessment, 12*, 160-171.

Schmitt, N., Oswald, F. L., Kim, B. H., Gillespie, M. A., Ramsay, L. J., & Yoo, T. (2003). Impact of elaboration on social desirability and the validity of biodata measures. *Journal of Applied Psychology, 88*, 979-988.

BOOK CHAPTERS

Schmitt, N., Oswald, F. L., & Gillespie, M. A. (2004). Implications of broadening the performance domain for the prediction of academic success. In W. F. Camara and E. Kimmel (Eds.), *Choosing students: Higher Education Admission Tools for the 21st Century*. Mahwah, NJ: Erlbaum.

GRANTS AWARDED

Schmidt, A. M., Gillespie, M. A., & Kotrba, L. M. (2007). Profiles in Culture: Establishing the Link between Configurations of Organizational Culture Traits and Organizational Effectiveness. Small Grant, Society for Industrial and Organizational Psychology. [\$2,000]

Kim, B., Ramsay, L., & Gillespie, M. (2003). Developing viable strategies and measures for outcomes assessment in higher education institutions: Ensuring accountability for continuous quality improvement. College Board Research Grants Program, The College Board, New York, NY. [\$3,500]

Gillespie, M. A., Kim, B. H., & Manheim, L. J. (2002). A Quandary in Alternative Assessment Measures: Faking on Biodata and Situational Judgment Inventory Items Used in College Admissions. College Board Research Grants Program, The College Board, New York, NY. [\$3,500]

Oswald, F. L., Converse, P. D., Gillespie, M. A., Field, K., Bizot, E. B., Tirre, B., & Hendershot, P. (2001). Having a fit: Using the O*NET for person-job fit across ability and vocational interest domains. Small Grant, Society for Industrial and Organizational Psychology. [\$3,000]

PAPERS IN PROGRESS

Gillespie, M. A., & Hakel, M. D., Blackburn, J., & Zarubin, A. (revise & resubmit). The Effects of an Instructional Program on the Application of Critical Thinking to Values Expressed in Essay Prompts.

Carter, N., Kotrba, L. M., Gillespie, M. A., Zickar, M. J., Diab, D., Pui, S., & Lin, B. (under review). Substantive vs. Quantitative Determination of Translations Equivalence in Organizational Culture Surveys.

Kim, B. K., Gillespie, M. A., Ramsay, J. L., Schmitt, N., Oswald, F. L., Drzakowski, S. M & Friede, A. J. (under review). Another Look at Elaborated Biographical Data: Efforts to Reduce Score Inflation.

Guidroz, A. M., Yankelevich, M., Barger, P., Gillespie, M. A., & Zickar, M. J. (under review). Methodological Considerations for Creating and Utilizing Organizational Survey Norms

Yankelovich, M., Broadfoot, A., Gillespie, J. Z., Gillespie, M. A., & Guidroz, A. M. (under review). The Stress in General Scale Revisited: A One-factor Structure.

Sakurai, K., Jex, S. M., & Gillespie, M. A. (submitted for publication). Impacts of incivility on employee affective and job-related outcomes: investigating the role of cognitive evaluative processes.

Sakurai, K., Jex, S. M., & Gillespie, M. A. (in preparation). Bridging Work-Family Domains in a Negative Way: Spillover of Negative Affect Due to Workplace Incivility into Family Domain.

Christiansen, N.C., Bennet, M., Gillespie, M. A., & Denison, D. R. (in preparation). Disentangling Rater Bias from Leadership Behavior-Effectiveness Relationships.

Boyce, A., Gillespie, M., & Ryan, A. M. (writing/analysis stage). Social Context and Performance: An Examination of Causal Priority

Gillespie, M. A., Schmidt, A. M., Kotrba, L. M., Ritchie, S., Smerek, R. & Denison, D. R. (data analysis stage) Profiles of Organizational Culture: The Variable Effects of Consistency.

Nier, S. & Gillespie, M. A. (writing/data analysis stage). The Relationship between Organizational Culture and Organizational Performance in a Large Federal Government Agency.

NATIONAL CONFERENCE POSTERS AND PRESENTATIONS

Boyce, A., Gillespie, M., & Ryan, A. M. (2008, April). Social Context and Performance: An Examination of Causal Priority. Poster presented at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.

Carter, N., Kotrba, L. M., Gillespie, M. A., Zickar, M. J., Diab, D., Pui, S., & Lin, B. (2008, April). Substantive vs. Quantitative Determination of Comparability in Organizational Culture Surveys. In Guidroz, A. M., & Gillespie, M. A. (Chairs), Organizational Survey Norming, Validation, and Feedback in a Global Environment. Symposium conducted at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.

Christiansen, N.C., Bennet, M., & Gillespie, M. A. (2008, April). Disentangling Rater Bias from Leadership Behavior-Effectiveness Relationships. In Brown, D. (Chair), Intersecting Questions at the Leading Edge of Leadership Research. Symposium presented at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.

Gillespie, M. A. (2008, April). Chair: Innovative use of Survey Data for Organizational Change and Restructuring. Symposium conducted at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.

Guidroz, A. M., & Gillespie, M. A. (2008, April). Co-chairs: Organizational Survey Norming, Validation, and Feedback in a Global Environment. Symposium conducted at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.

Guidroz, A. M., Yankelevich, M., Gillespie, M. A., Barger, P., & Zickar, M. J. (2008, April). Methodological Considerations for Creating and Utilizing Organizational Survey Norms. In Guidroz, A. M., & Gillespie, M. A. (Chairs), Organizational Survey Norming, Validation, and Feedback in a Global Environment. Symposium conducted at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.

Ramsay, L. J., Kim, B. H., Oswald, F. L., Schmidt, N., & Gillespie, M. A. (2008, April). Bogus Items, their Content, and Responses under Different Situational Constraints. Poster presented at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.

Schmidt, A. M., Gillespie, M. A., Kotrba, L. M., Ritchie, S., & Denison, D. R. (2008, April). Profiles of Organizational Culture: The Variable Effects of Consistency. Poster to be presented at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.

Yankelovich, M., Broadfoot, A., Gillespie, J. Z., Gillespie, M. A., & Guidroz, A. M. (2008, April). The Stress in General Scale Revisited: A One-factor Structure. Poster presented at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.

Gillespie, M. A. (2006, August). Culture variance matters when predicting organizational performance. In Denison, D. R. (Chair), Rater Agreement and Reliability: Must Disagreement be Invalid? Symposium conducted at the Annual Convention of the Academy of Management Conference, Atlanta, GA.

Gillespie, M. A., Hakel, M. D., Blackburn, J. L., & Zarubin, A. (2006, May). Investigation of a Critical Thinking about Values Program. Presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.

Gillespie, M. A. (2006, May). Facilitator: Aging. Interactive poster session conducted at the 21st Annual Convention of the Society for Industrial/Organizational Psychology, Dallas, TX.

Howell, A. W & Gillespie, M. A. (2006, May). Co-Chairs: Creating Change through Leadership Development. Symposium conducted at the 21st Annual Convention of the Society for Industrial/Organizational Psychology, Dallas, TX.

Salter, N. & Gillespie, M.A. (2006, May). A trait-activation approach to the study of values, interests, and college student performance. Presented at the 20th Annual Convention of the Society for Industrial and Organizational Psychology, Dallas, TX.

Hakel, M. D., & Gillespie, M. A. (2004, November). Applying Principles of Learning in Diverse Undergraduate Educational Settings: Experimental and data intensive Social Sciences, related areas within Psychology, and Management. Proceedings of the second National Reinvention Center Conference, Washington, DC.

Gillespie, M. A., Kim, B. H., Ramsay, L. J., Friede, A. J., Schmitt, N., & Oswald, F. L. (2004). The effect of required elaboration on means and validity of a biographical data inventory. In Oswald, F.L., & Ramsay, J.L. (Chairs), Problems and Possibilities with Biodata. Symposium conducted at the 19th Annual Convention of the Society for Industrial and Organizational Psychology, Chicago, IL.

Schmitt, N., Oswald, F.L., Kim, B.H., Ramsay, L.J., & Gillespie, M.A. (2004). Biodata and Situational Judgment: Complements to Standardized Tests in Academic Prediction. In W. J. Camara (Chair), Complementary Tests for Admissions to Academic Institutions: Beyond Cognitive Ability. Symposium conducted at the 19th Annual Convention of the Society for Industrial and Organizational Psychology, Chicago, IL.

Kim, B. H., Schmitt, N. W., Friede, A., Oswald, F. L., Ramsay, L. J., & Gillespie, M. A. (2004). Differential item functioning in situational judgment tests: Is it a function of the scoring procedure? In M. Zickar (Chair), Recent Advances in Item Response Theory Research. Symposium conducted at the 19th Annual Convention of the Society for Industrial and Organizational Psychology, Chicago, IL.

Gillespie, M. A., Oswald, F. L., Schmitt, N., Kim, B. H., and Ramsay, L. J. (2003). The influence of personality traits on subjective measures of P-O fit. Presented in Ryan, A. M. (Chair), Redefining Personality's Role in Fit Assessments. Symposium conducted at the 18th Annual Convention of the Society for Industrial and Organizational Psychology, Orlando, FL.

Kim, B. H., Schmitt, N., Oswald, F. O., Gillespie, M. A., & Ramsay, L. J. (2003). Job knowledge tests on the path to successful performance. Presented in Chan, D. (Chair), What should you do to research situational judgment tests? Symposium conducted at the 18th Annual Convention of the Society for Industrial and Organizational Psychology, Orlando, FL.

Kim, B., Schmitt, N., Gillespie, M., Ramsay, L. J., Oswald, F. L., & Yoo, T., (2003). Impact of Elaboration on Social Desirability and the Validity of Biodata Measures. Presented in invited symposium at the 18th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.

Oswald, F. L., Converse, P. D., Gillespie, M. A., Field, K., Bizot, E. B., Tirre, B., & Hendershot, P. (2003). Having a fit: Using the O*NET for person-job fit across ability and vocational interest domains. Small Grant, to be presented at the 18th Annual Convention of the Society for Industrial and Organizational Psychology, Orlando, FL.

Ramsay, L. J., Schmitt, N., Oswald, F. L., Kim, B. H., & Gillespie, M. A., (2003). Personality and performance: Is there more than the big five?. Presented in H. Moon (Chair), Lumpers and splitters: The utility of personality beyond the FFM. Symposium conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Gillespie, M. A., Kim, B. H., Manheim, L. J., Yoo, T., Oswald, F. L., & Schmitt, N. (2002). The Development and Validation of Biographical Data and Situational Judgment Inventories in the Prediction of College Student Success. Presented in A. M. Ryan (Chair), Beyond g: Expanding thinking on predictors of college success. Symposium conducted at the 14th Annual American Psychological Society Convention, New Orleans, Louisiana, 2002.

Gillespie, M. A., Oswald, F. L., & Converse, P. D (2002). A Comparison of the Individual Correction Versus Artifact Distribution Method of Correcting for Artifactual Variance in Meta-Analysis. Presented in S. Morris (Chair), Rethinking Artifact Corrections in Meta-Analysis: Innovations and Extensions. Symposium conducted at the 17th Annual Convention of the Society for Industrial and Organizational Psychology, Toronto, CN.

Gillespie, M. A., Oswald, F. L., Schmitt, N., Manheim, L. J., Kim, B. H. (2002). A situational judgment test of college success. Presented in F. Drasgow (Chair), Situational judgment tests: Constructs, validity, and faking. Symposium conducted at the 17th Annual Convention of the Society for Industrial and Organizational Psychology, Toronto, CN.

Manheim, L. J., Oswald, F. L., Kim, B. H., Gillespie, M. A., Yoo, T., & Schmitt, N. (2002). Expanding the Criterion Space of College Student Success: Beyond GPA. Presented in A. M. Ryan (Chair), Beyond g: Expanding thinking on predictors of college success. Symposium conducted at the 14th Annual American Psychological Society Convention, New Orleans, Louisiana, 2002.

Converse, P. D., Oswald, F. L., & Gillespie, M. A. (2002). Matching Ball Aptitude Battery profiles to O*NET Flieshman ability ratings. Presented in F. Oswald (Chair), It's New and It's Used: Applications of O*NET. Symposium conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Gillespie, M. A. (2001). An Investigation of the Interactions among Leadership Style, Task Structure, and Subordinate Locus of Control in Accordance with the Path-Goal Theory of Leadership. Poster presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Gillespie, M. A., Converse, C. D., and Oswald, F. L. (2001). Matching job seekers to jobs: the art and the science. Poster presentation at the Science, Engineering, and Technology Day, Michigan State University.

INVITED PRESENTATIONS

Gillespie, M. A. (2007, December). Research at Denison Consulting. Lectures presented to MGMT 454, MGMT 361, Department of Management, Bowling Green State University.

Gillespie, M. A. (2007, May). Research at Denison Consulting. Brownbag talk presented to the Industrial/Organizational Psychology Program at the University of Akron.

Gillespie, M. A. (2007, February). Linking organizational culture and customer satisfaction: Business-unit results from two companies in different industries. Brownbag talk presented to the Industrial/Organizational Psychology Program at Wayne State University.

Gillespie, M. A. (2007, October). The Bowling Green eXperience: "Critical Thinking about Values". Brownbag talk presented to the Industrial/Organizational Psychology Program at Bowling Green State University.

Gillespie, M. A., Hakel, M. D., Blackburn, J. L., & Zarubin, A. (2007, June). Critical Thinking about Values: The effect of BGX on students' application of critical thinking to values expressed in essay prompts. Invited presentation at the Workshop on Evaluating Values Education, Bowling Green State University.

Gillespie, M. A. (2006, March) Critical Thinking about Values: The effect of BGX on students' application of critical thinking to values expressed in essay prompts. Invited presentation at the panel discussion, Evaluating the Teaching of Critical Thinking about Values.

Gillespie, M. A. (2005, December). Research at Denison Consulting. Brownbag talk presented to the Industrial/Organizational Psychology Program at Bowling Green State University.

TECHNICAL REPORTS

Gillespie, M. A., Alexander, K., Carter, N., Daniels, M., Herman, M., & Sliter, M. (May, 2008). *BGeX Program Impact Report follow-up study: Values Recognition*. Report submitted to BGeX Director and BGeX Advisory Council.

Gillespie, M. A., Kim, B. H., Oswald, F. L., Ramsay, L. J., & Schmitt, N. (2002). *Biodata and situational judgment inventories as measures of college success: Development and pilot testing phases*. New York, NY: College Board.

Friede, A., Gillespie, M., Kim, B., Oswald, F., Ramsay, L., & Schmitt, N. (2002). *Final Report, Development and Validation of Alternative Measures of College Student Success*. New York, NY: College Board.

Converse, P. D., Gillespie, M. A., & Oswald, F. L. (2001). *Report to the Ball Foundation*. Glen Ellyn, IL: Ball Foundation.

Gillespie, M. A. (2000). *Human Resources and Development Procedure Manual*. Prepared for Suncoast Schools Federal Credit Union, Tampa, FL

PROFESSIONAL SERVICE

Ad Hoc reviewer:

- Journal of Occupational and Organizational Psychology
- Journal of World Business
- European Journal of Work and Organizational Psychology

Conference reviewer:

- Academy of Management
- Society for Industrial/Organizational Psychology

CLASSES TAUGHT

Graduate

- Research Methods
- Multivariate Statistics
- Structural Equation Modeling

Undergraduate

- Industrial/Organizational Psychology

POSITIONS HELD

- 2006 – **Adjunct Assistant Professor / Instructor, Bowling Green State University, Bowling Green State University**, Bowling Green, OH
Teach graduate statistics and research methods in the Department of Psychology and the College of Education and Human Development.
- 2005 – 2008 **Research Director/Senior Researcher, Denison Consulting**, Ann Arbor, MI
Write articles for scholarly and trade publications and manage custom data analyses and research efforts for key clients; review journal articles and conference submissions; set direction for research efforts and execute in coordination with various other organizations, applied researchers, and faculty.
- 2004 – 2005 **JDI Administrative Assistant: Bowling Green State University**, Bowling Green, OH
Conducted administrative duties associated with maintaining the Job Descriptive Index and related scales.
- 2003 – 2004 **Data Analyst: Institute for Social Research, University of Michigan**, Ann Arbor, MI
Managed databases and conducted structural equation modeling and regression analyses for the Research Center for Group Dynamics.
- 2001 – 2003 **Research Assistant/Consultant: The College Board**, New York, NY
Member of research team under Drs. Neal Schmitt and Frederick Oswald. Developed alternative predictors and criteria of college student success. Project entailed identifying an expanded criterion domain, developing multiple predictors, and validating new measures.
- 2000 – 2003 **Research Assistant/Consultant: The Ball Foundation**, Glen Ellyn, IL
Developed methods for matching individual aptitude profiles from the Ball Aptitude Test to aptitudes required of jobs as indicated by the Department of Labor's Occupational Information Network (O*NET).
- 2000 – 2001 **Consultant: City of Ann Arbor Human Resources**, MI
Interviewed City job incumbents and developed standardized job descriptions. Recommended the collapsing or separation of jobs based on essential duties and requisite skills, knowledge, experience and education as necessary.
- 1999 – 2000 **Recruiter: Suncoast Schools Federal Credit Union**, FL
Recruited applicants, coordinated interviews with internal and external candidates, administered personnel selection measures, conducted background checks, checked references, made hire recommendations, and conducted new employee orientations.
- 1999 **Intern: Assessment Services, City of Lakeland**, FL
Assisted in the development and administration of assessment centers for supervisory city positions.