

SAMUEL T. MCABEE
CURRICULUM VITAE

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I. Academic Degrees

Rice University	Ph.D. in Psychology	Aug. 2014
California State University, Long Beach	M.S. in Psychology	May 2011
University of California, Irvine	B.A. in Psychology, Minor in Management Cum Laude	June 2007

II. Academic Positions

A. Teaching Positions

Bowling Green State University	Associate Professor, Department of Psychology	Aug. 2021 - Present
Bowling Green State University	Assistant Professor, Department of Psychology	Aug. 2017 - Aug. 2021
Illinois Institute of Technology	Assistant Professor, Department of Psychology	Aug. 2015 – Aug. 2017
Illinois Institute of Technology	Visiting Assistant Professor, Department of Psychology	Aug. 2014 – Aug. 2015

~~B. Administrative Positions~~

III. Non-academic Positions

Los Angeles County Office of Education	Human Resource Analyst Intern	Aug. 2009 – July 2010
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IV. Teaching Experiences

A. Undergraduate Courses

Bowling Green State University

Quantitative Methods II (Undergraduate), Spring 2020, 2022

Illinois Institute of Technology

Applied Correlation and Regression (Undergraduate), Spring 2015, 2017

Industrial and Organizational Psychology (Undergraduate), Fall 2014, Spring 2015

Rice University

Research Methods for Psychology (Undergraduate), Fall 2013
Industrial and Organizational Psychology (Undergraduate), Summer 2014

~~B. Undergraduate Graduate Courses~~

C. Graduate Courses

Bowling Green State University

Research Methods in I/O Psychology (Graduate), Fall 2017, 2018, 2019, 2020, 2021, 2022, 2023
Statistical Theory I (Graduate), Spring 2018, 2019, 2020, 2021, 2022, 2023, 2024; Fall 2024
Psychometrics (Graduate), Spring 2018, 2021, 2023
Criterion Theory & Development (Graduate), Fall 2018, 2020, 2022
Organizational Staffing (Graduate), Spring 2019
Personality Theory (Graduate), Fall 2021
Structural Equation Modeling (Graduate), Fall 2023

Illinois Institute of Technology

Individual and Cultural Differences (Graduate), Fall 2014, 2015, 2016
Psychometric Theory (Graduate), Fall 2015, 2016
Graduate Statistics II (Graduate), Spring 2016, 2017

~~D. Other Teaching~~

E. Thesis and Dissertation Students

1. Theses:

Blake Bennion (Master's: IO, Chair, Feb. 2023, Bowling Green State University)
Zachary Levey (Master's: IO, Chair, Feb. 2023, Bowling Green State University)
Alonzo Johnson (Master's: IO, Chair, Jan. 2023, Bowling Green State University)
Michael Shea (Master's: IO, Chair, Dec. 2021, Bowling Green State University)
Andrew Samo (Master's: IO, Chair, Jan. 2021, Bowling Green State University)
Marie Childers (Master's: IO, Chair, Sept. 2020, Bowling Green State University)
Jordan McDonald (Master's: IO, Chair, Feb. 2017, Illinois Institute of Technology)
Michelle Jackson (Master's: IO, Chair, Oct. 2017, Illinois Institute of Technology)
Stephanie Taylor (Master's: IO, Chair, May 2016, Illinois Institute of Technology)

Thesis Transfers Reviewed

Pasquale Tosto (Master's: IO, Aug. 2022, Bowling Green State University)
Brent Stevener (Master's: IO, Sept. 2019, Bowling Green State University)
Feng Guo (Master's: IO, Oct. 2017, Bowling Green State University)

2. Dissertations:

Zachary Levey (PhD: IO, Chair, in progress, Bowling Green State University)
Pasquale Tosto (Prelims: IO, Chair, in progress, Bowling Green State University)
Andrew Samo (PhD: IO, Chair, in progress, Bowling Green State University)
Michael Shea (PhD: IO, Chair, Mar. 2024, Bowling Green State University)
Alonzo Johnson (Prelims: IO, Chair, Apr. 2023, Bowling Green State University)
Zachary Levey (Prelims: IO, Chair, Apr. 2023, Bowling Green State University)
Christopher Gallagher (PhD: IO, Chair, in progress, Bowling Green State University)
Michael Shea (Prelims: IO, Chair, Apr. 2022, Bowling Green State University)
Marie Childers (Prelims: IO, Chair, Apr. 2021, Bowling Green State University)
Andrew Samo (Prelims: IO, Chair, Apr. 2021, Bowling Green State University)
Christopher Gallagher (Prelims: IO, Chair, Apr. 2019, Bowling Green State University)

3. Membership on Dissertation Committees

Grayson Sturgis (PhD: IO, Jun. 2024, Bowling Green State University)
 Bao Ho (Prelims: IO, Apr. 2024, Bowling Green State University)
 Brent Stevenor (PhD: IO, May 2023, Bowling Green State University)
 Joel Engelman (PhD: Clinical, May 2023, Bowling Green State University)
 Feng Guo (PhD: IO, Apr. 2023, Bowling Green State University)
 Grayson Sturgis (Prelims: IO, Apr. 2023, Bowling Green State University)
 Melissa Albert (PhD: IO, Jun. 2022, Bowling Green State University)
 Brent Stevenor (Prelims: IO, Apr. 2022, Bowling Green State University)
 Joel Engelman (Prelims: Clinical, Oct. 2021, Bowling Green State University)
 Emily Edwards (PhD: American Culture Studies, Jul. 2021, Bowling Green State University)
 Richard Babb (PhD: Communications, Feb. 2021, Bowling Green State University)
 Feng Guo (Prelims: IO, Apr. 2020, Bowling Green State University)
 Melissa Albert (Prelims: IO, Nov. 2020, Bowling Green State University)
 Emily Edwards (Prelims: American Culture Studies, Oct. 2020, Bowling Green State University)
 Richard Babb (Prelims: Communications, Dec. 2019, Bowling Green State University)
 Tom Ron (PhD: IO, Sept. 2019, Bowling Green State University)
 Georgi Yankov (PhD: IO, Mar. 2019, Bowling Green State University)
 Sarah Rusakiewicz (PhD: IO, in progress, Illinois Institute of Technology)
 Maura Burke (PhD: IO, Mar. 2018, Illinois Institute of Technology)
 Irina Beyderman (PhD: Clinical, Jun. 2016, Illinois Institute of Technology)
 Rebecca Roller Daisley (PhD: IO, Aug. 2015, Illinois Institute of Technology)

4. Membership on Thesis Committees

William Lynch (Master's: IO, in progress, Bowling Green State University)
 Bao Ho (Master's: IO, Feb. 2024, Bowling Green State University)
 Grayson Sturgis (Master's: IO, Sept. 2022, Bowling Green State University)
 Melissa Albert (Master's: IO, Apr. 2020, Bowling Green State University)
 Rachel Hardy (Master's: Clinical, Dec. 2019, Bowling Green State University)
 Sara Crouch (Master's: IO, Feb. 2017, Illinois Institute of Technology)
 Kevin Franke (Master's: IO, Dec. 2016, Illinois Institute of Technology)
 Maxwell Porter (Master's: IO, Oct. 2015, Illinois Institute of Technology)

V. Curriculum Development

A. Courses

B. Workshops

C. Educational Materials

VI. Professional Development

VII. Academic Advising

A. Undergraduate

Bowling Green State University

Undergraduate Honors Theses

Ashlyn Victoria (Psych, Chair, Jun. 2020)

Illinois Institute of Technology

Undergraduate Capstone Advisor

Tehlyr Kellogg (Psych, Chair, Dec. 2015)

George Martinez (Library Studies, Chair, May 2017)

B. Graduate

See IV - E (Theses and Dissertations).

VIII. Research Interests

Personnel Selection, Individual Differences, Psychological Measurement, Research Methodology and Design

IX. Research Projects and Grants

Co-Investigator – Bowling Green State University, NIOSH Education and Research Center, 2021-2022
Pilot Research Project Grant: Pressure to attend work when unwell: Health and safety consequences among nurses. Principal *Lindsey Freier, BGSU I/O Doctoral Student. (\$7,500)

Principal Investigator – Bowling Green State University, OE Strategies, 2020
Cognitive ability assessment pilot data collection and item analysis. (\$3,700)

Principal Investigator – Bowling Green State University, OE Strategies, 2019-2020
Cognitive assessment item development and evaluation. (\$5,300)

Co-Investigator – Bowling Green State University, SIOP Small Grants Program, 2020-2021
Examining the validity of brainteaser interview questions in low and high-complexity professions. Co-Investigator: Marie Childers, BGSU I/O Doctoral Student. (\$10,000, Submitted 06/19, Not Funded).

Co-Investigator – Bowling Green State University, KBRWyle, 2018-2020
Optimization of human capital program: Human attribute taxonomy development (W18-KP-OHC020218B). Principal Investigator: Dr. Jennie Gallimore, BGSU. (\$496,437)

Co-Investigator – Bowling Green State University, Proctor & Gamble, 2018
Item development and applicant reactions survey. Co-Investigator with Dr. Michael Zickar, BGSU. (\$20,000)

Principal Investigator - Rice University, 2014
Personality, interpersonal skills, and students' job search behaviors. Social Science Research Institute Dissertation Improvement Grant (\$1,000).

X. Publications or Equivalencies

A. Publications

1. Books

~~a. Textbooks~~

~~b. Scholarly Books~~

~~c. Anthologies and All Edited Texts Designated as Such~~

d. Chapters of Books

McAbee, S.T. (in press). Walter Dill Scott. In L. Bryan & A. Vinchur (eds), *Key Thinkers in Industrial and Organizational Psychology*. Routledge.

McAbee, S.T., & Zickar, M.J. (in press). Abraham Maslow. In L. Bryan & A. Vinchur (eds), *Key Thinkers in Industrial and Organizational Psychology*. Routledge.

Zickar, M.J., & **McAbee, S.T.** (in press). John Flanagan. In L. Bryan & A. Vinchur (eds), *Key Thinkers in Industrial and Organizational Psychology*. Routledge.

McAbee, S. T., & Oswald, F. L. (2017). Primer: Statistical methods in the study of expertise. In D. Z. Hambrick, G. Campitelli, & B. Macnamara (Eds.), *The science of expertise: Behavioral, neural, and genetic approaches to complex skill* (pp. 13-30). New York: Routledge

~~e. Indexes and Other Bibliographic Texts~~

2. Journal Articles

a. Refereed Articles

1) Journals

*Graduate student. **Undergraduate student.

Smith, C. E., McAbee, S. T., Freier, L. M., *Huang, S., & Albert, M. A. (in press). Presenteeism pressure: The development of a scale and a nomological network. *Journal of Occupational and Organizational Psychology*. doi:10.1111/JOOP.12542

Ock, J., & **McAbee, S. T.** (in press). Measurement invariance of the HEXACO-100 across gender groups: A three-sample study. *Assessment*. doi:10.1177/10731911241259306

Wiedenroth, A., Connelly, B. S., **McAbee, S. T.**, & Fang, R. (in press). What defines traits, reputations, and identity? Personality item content in multi-rater judgments. *European Journal of Personality*. doi:10.1177/08902070241236865

Connelly, B. S., & **McAbee, S. T.** (2024). Reputations at work: Origins and outcomes of shared person perceptions. *Annual Review of Organizational Psychology and Organizational Behavior*, 11, 251-178. doi:10.1146/annurev-orgpsych-110721-022320

Bauer, K. N., **McAbee, S. T.**, & *Jackson, M. L. (2023). From classroom to kitchen: Predictors of training performance and transfer of culinary skills. *Learning and Individual Differences*, 105, 102315. doi:10.1016/j.lindif.2023.102315.

*Childers, M., & **McAbee, S. T.** (2023). Practitioner and applicant reactions to brainteaser interview questions. *Journal of Personnel Psychology*, 22, 226-232. doi:10.1027/1866-5888/a000322

Connelly, B. S., **McAbee, S. T.**, Oh, I-S., Jung, Y., & Jung, C-W. (2022). A multirater perspective on personality and performance: An empirical examination of the Trait-Reputation-Identity Model. *Journal of Applied Psychology*, 107, 1352-1368. doi:10.1037/apl0000732

*Gallagher, C. M., *Stevenor, B. A., *Samo, A., & **McAbee, S. T.** (2022). A short measure of the Big Five aspects: Validation of the BFAS-40. *Journal of Personality Assessment*, 105, 719-732. doi:10.1080/00223891.2022.2153690

Keith, M. G., *Stevenor, B. A., & **McAbee, S. T.** (2022). Scale mean and variance differences in MTurk and non-MTurk samples: A meta-analysis. *Journal of Personnel Psychology*, 22, 1-12. doi:10.1027/1866-5888/a000309

Ellington, J. K., **McAbee, S. T.**, Landis, R. S., & Mead, A. D. (2021). I only have one rater per ratee, so what? The impact of clustered performance rating data on operational validity estimates. *Journal of Business and Psychology*, 36, 33-54. doi:10.1007/s10869-019-09665-4

Ock, J., **McAbee, S. T.**, Ercan, S., Shaw, A., & Oswald, F. L. (2021). Reliability generalization analysis of the Core Self-Evaluations Scale. *Practical Assessment, Research & Evaluation*, 26(6). Available online: <https://scholarworks.umass.edu/pare/vol26/iss1/6/>

*Childers, M., *Johnson, A. C., **McAbee, S. T.**, & Biderman, M. D. (2020). The elusive seventh factor: Evaluative variance in personality questionnaires. *European Journal of Personality*, 34, 513-514. doi:10.1002/per.2284

- *Gallagher, C. M., *Samo, A., *Shea, M. A., & **McAbee, S. T.** (2020). Distinguishing between instruments and constructs in Big Six research. *European Journal of Personality, 34*, 526-527. doi:10.1002/per.2284
- Ock, J., **McAbee, S. T.**, *Mulfinger, E., & Oswald, F. L. (2020). The practical effects of measurement invariance: Gender invariance in two Big Five personality measures. *Assessment, 27*, 657-674. doi:10.1177/1073191119885018
- *Shu, F., *Ahmed, S. F., *Pickett, M. L., Ayman, R., & **McAbee, S. T.** (2020). Social support perceptions, network characteristics, and international student adjustment. *International Journal of Intercultural Relations, 74*, 136-148. doi:10.1016/j.ijintrel.2019.11.002
- Biderman, M. D., **McAbee, S. T.**, Hendy, N. T., & Chen, Z. J. (2019). Validity of evaluative factors from Big Five and HEXACO questionnaires. *Journal of Research in Personality, 80*, 84-96. doi:10.1016/j.jrp.2019.04.010
- McAbee, S. T.**, Casillas, A., Way, J. D., & *Guo, F. (2019). The HEXACO model in education and work: Current applications and future directions. *Zeitschrift für Psychologie, 227*, 174-185. doi:10.1027/2151-2604/a000376
- Biderman, M. D., **McAbee, S. T.**, Chen, Z. J., & Hendy, N. T. (2018). Assessing the evaluative content of personality questionnaires using bifactor models. *Journal of Personality Assessment, 100*, 375-388. doi:10.1080/00223891.2017.1406362
- McAbee, S. T.** (2018). Statistical and methodological considerations for research on expertise: Remedies from open science and the reproducibility crisis. *Journal of Expertise, 1*(3), 136-143.
- McAbee, S. T.**, Grubbs, J. B., & Zickar, M. J. (2018). Open science is robust science. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 11*, 54-61. doi:10.1017/iop.2017.85
- Connelly, B. S., & **McAbee, S. T.** (2017). To everything there is a season: Integrating SJTs and ACs with traditional personality assessments. *European Journal of Personality, 31*, 445-447. doi:10.1002/per.2119
- McAbee, S. T.**, Landis, R. S., & *Burke, M. I. (2017). Inductive reasoning: The promise of big data. *Human Resource Management Review, 27*, 277-290. doi:10.1016/j.hrmr.2016.08.005
- Morris, S. B., **McAbee, S. T.**, Landis, R. S., & Bauer, K. N. (2017). Don't get too confident: Uncertainty in SD_p . *Industrial and Organizational Psychology: Perspectives on Science and Practice, 10*, 467-472.
- *Shu, F., **McAbee, S. T.**, & Ayman, R. (2017). The HEXACO personality traits, cultural intelligence, and international student adjustment. *Personality and Individual Differences, 106*, 21-25. doi:10.1016/j.paid.2016.10.024
- McAbee, S. T.**, & Connelly, B. S. (2016). A multi-rater framework for studying personality: The Trait-Reputation-Identity Model. *Psychological Review, 123*, 569-591. doi:10.1037/rev0000035
- O'Brien, K. R., **McAbee, S. T.**, Hebl, M. R., & Rodgers, J. R. (2016). The impact of interpersonal discrimination and stress on health and performance for early career STEM academicians. *Frontiers in Psychology, 7*(615), 1-11. doi:10.3389/fpsyg.2016.00615
- Oswald, F. L., Ercan, S., **McAbee, S. T.**, Ock, J., & Shaw, A. (2015). Imperfect corrections or correct imperfections?: Psychometric corrections in meta-analysis. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 7*, e1, 1-4. doi:10.1017/iop.2015.17

Oswald, F. L., **McAbee, S. T.**, Redick, T. S., & Hambrick, D. Z. (2015). The development of a short domain-general measure of working memory capacity. *Behavior Research Methods*, *47*, 1343-1355. doi:10.3758/s13428-014-0543-2

McAbee, S. T., Oswald, F. L., & Connelly, B. S. (2014). Bifactor models of personality and college student performance: A broad versus narrow view. *European Journal of Personality*, *28*, 604-619. doi:10.1002/per.1975

McAbee, S. T., Oswald, F. L., King, E. B., Allen, T. D., Stark, S., Converse, P. D., Eby, L. T., Leslie, L. M., Meyer, R. D., Rogelberg, S. G., & Yang, L. (2014). Including science advocacy in Industrial-Organizational curricula. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *7*, 61-65. doi:10.1111/iops.12107

McAbee, S. T., & Oswald, F. L. (2013). The criterion-related validity of personality measures for predicting GPA: A meta-analytic validity competition. *Psychological Assessment*, *25*, 532-544. doi:10.1037/a0031748

~~2) Proceedings~~

b. Non-refereed Articles

1) Journals

McAbee, S. T., & Macnamara, B. N. (2019). Introduction to the special issue on open research practices and reproducibility in expertise research. *Journal of Expertise*, *2*(4), 197-198.

Edwards, B. D., Franco-Watkins, A. M., **McAbee, S. T.**, & Faura, L. (2017). The case for working memory in practice. *The Industrial-Organizational Psychologist*, *55* (1). Available at <http://www.siop.org/tip/july17/bridge.aspx>.

~~2) Newsletters~~

~~3) Miscellaneous~~

3. Editorships of Journals

Associate Editor – *Journal of Research in Personality* (2022-present)

Editorial Boards – *Journal of Business and Psychology* (2019-present), *Journal of Expertise* (2017-present), *Journal of Research in Personality* (2018-present), *Personnel Assessment and Decisions* (2020-present)

Co-Editor – **McAbee, S. T.**, & Macnamara, B. N. (2019). Special issue on open research practices and reproducibility in expertise research. *Journal of Expertise*, *2*(4), 197-242.

4. Book Reviews

~~a. Book Review Essays~~

~~b. Book Reviews~~

~~5. Abstracts~~

6. Reports

~~a. Published~~

~~b. Unpublished~~

- Wise, S., Lortie, B., Melick, S., Ron, T., Smith, C., **McAbee, S. T.**, & Zickar, M. (2018). Item development and reaction assessment for plant technician selection test (Internal Report). Cincinnati, OH: Proctor & Gamble.
- Oswald, F. L., Ercan, S., **McAbee, S. T.**, Ock, J., & Shaw, A. (2013). *Employee Safety Inventory (ESI) and Mechanical Reasoning Test* (Internal Report). The Woodlands, TX: Saxon Drilling.
- Oswald, F., Ghandour, L., **McAbee, S.**, & Ock, J. (2011). *AP English Language and Composition, AP Biology and AP Calculus AB: Relationships with first-year GPA, subject GPA and retention to the second year* (Internal Report). New York: The College Board

XI. Papers Read to Professional Societies

A. Invited Papers

- McAbee, S. T.** (2022, March). *Seeing personality in context: Applying the Trait-Reputation-Identity (TRI) Model across alternative rater sources*. Presentation at I/O Brown Bag Seminar, University at Albany, State University of New York, Albany, NY.
- Wille, B., & **McAbee, S. T.** (2019, May). *Big and online data in organizations: The promises and perils of a new methodological frontier* (Chairs). Special alliance session presented at the 19th Biennial Congress of the European Association of Work and Organizational Psychology, Turin, Italy.
- O'Brien, K. R., **McAbee, S. T.**, & Naemi, B. D. (2018, April). *Let's talk about dirty data! Grappling with issues of real-world data*. Community of interest presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- McAbee, S. T.** (2018, January). *Self- and observer-reports of personality: Applications of the Trait-Reputation-Identity (TRI) Model in organizational research*. Presentation at I/O Brown Bag seminar, Michigan State University, East Lansing, MI.
- McAbee, S. T.** (2017, October). *Development and applications of the Trait-Reputation-Identity Model*. Presentation at I/O Brown Bag seminar, Wayne State University, Detroit, MI.
- McAbee, S. T.** (2016, March). *A multi-rater framework for studying personality: The Trait-Reputation-Identity Model*. Presentation at I/O Brown Bag seminar, Purdue University, West Lafayette, IN.
- McAbee, S. T.** (2015, October). *The messy, the missing, and the ugly: Dealing with difficult data in organizational surveys*. Presentation at the 3rd semiannual Analytics in Motion (AIM) Conference, CUNA Mutual Group, Madison, WI.
- Stark, S., **McAbee, S. T.**, Allen, T. D., Eby, L. T., Rogelberg, S. G., & Grand, J. A. (2015, April). *I-O without borders - Our impact in a multidisciplinary world*. Executive board invited session presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

B. Refereed Papers

*Graduate student. **Undergraduate student.

- *Amistad, C., McAbee, S. T., & Highhouse, S. (2024). Self- and coworker-reported risk propensity and negative work behaviors. In Reeves, K. (Co-Chair) & Zhang, D.C. (Co-Chair). (2024). *Daredevils and trailblazers: Understanding risk-takers at work*. Symposium presented at the 39th annual meeting of the Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- Childers, M., *Yu, S., *Den Houter, K. M., & McAbee, S. T. (April, 2024). *Media Salience Effects on Racial Discrimination in Hiring Decisions*. Poster presented at the 39th annual meeting of the Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- Connelly, B. S. (Chair) & McAbee, S. T. (Discussant). (2024). *Advancing personality assessment: Leveraging classic theories and modern measures*. Symposium presented at the 39th annual meeting of the Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- *Ho, G. B., McAbee, S. T., Zickar, M. J., & Mead, A. D. (2024). *Decoding difficulty: Harnessing automatic item generation for optimal perceptual testing*. Poster presented at the 39th annual meeting of the Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- *Childers, M., & McAbee, S. T. (2023). *Practitioner reactions to brainteaser interview questions*. Poster presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA
- *Johnson, A. C., & McAbee, S. T. (2023). *Latent profiles of HEXACO personality traits and their relation to college student performance*. Poster presented at the 8th biennial meeting of the Association for Research in Personality, Evanston, IL.
- Kell, H. J., Martinez, L. R., McAbee, S. T., Ruggs, E. N., & Song, Q. C. (2023). *Graduate admissions practices: What role can I-O psychologists play?* Panel presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA
- *Levey, Z. J. (Co-Chair), McAbee, S. T. (Co-Chair), Gabriel, A. S., Podsakoff, N. P., Rosen, C. C., & Williams, L. J. (2023). *Common method variance: Looking back and moving forward*. Panel presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA
- *Samo, A., & McAbee, S. T. (2023). *Using multilevel psychometric network analysis to explore hierarchical personality structure*. Poster presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA
- *Samo, A., *Stevenor, B. A., & McAbee, S. T. (2023). *Testing measurement invariance and differential item functioning across gender in the Big Five Aspects*. Poster presented at the 8th biennial meeting of the Association for Research in Personality, Evanston, IL.
- *Shea, M. A., McAbee, S. T., & Highhouse, S. (2023). *Discrepancies Between Self- and Coworker-Reports of Status and Employee Deviance*. In Yankov, G. P. (Chair), & Connelly, B. (Discussant). (2023). *Causes and Outcomes of Self-Other Rating Agreement in 360 Feedback*. Symposium presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA
- *Shea, M. A., McAbee, S. T., Kung, F. Y. H., & *Lapka, S. P. (2023). *Individual difference and social factors related to international student adjustment*. Poster presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
- *Freier, L. M., Smith, C. E., *Albert, M. A., *Huang, S., McAbee, S. T., Valigosky, M., & Batten, S. (2022, October). *Pressure to attend work when unwell: Health and safety consequences among nurses*. Paper presented at 23rd Annual University of Cincinnati Pilot Research Project Symposium, Cincinnati, OH.
- Wiedenroth, A., Connelly, B. S., McAbee, S. T., & Fang, R. (2022, July). *Defining Traits, Reputations, and Identity: How item content promotes consensus and divergence in self- and other-*

- perceptions of personality*. Paper presented at the 20th biannual European Conference on Personality, Madrid, Spain.
- Foster, J. F., Connelly, B. S., Delgado, K., Chu, C., Priest, L. I., Wood, D., Lahti, K., Ong, X., Stone, T. H., Wiedenroth, A., McAbee, S. T., Fang, R., Greco, A., Hoff, K., Kidder, Q., Moore, C., & Peters, J. (2022). *New innovations and advancements in personality assessment*. Session presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
- *Levey, Z. J., *Gallagher, C. M., McAbee, S. T., & Morris, S. B. (2022). *Key determinants of predictive bias in bifactor SEM*. Poster presented to the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
- *Samo, A. & McAbee, S. T. (2022). *Predicting performance feedback reactions and use with HEXACO personality traits*. Poster presented to the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
- *Stevenor, B. A., Keith, M. G., & McAbee, S. T. (2022). *Scale mean and variance differences in MTurk and non-MTurk samples: A meta-analysis*. Poster presented to the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA, United States.
- *Stevenor, B. A., *Samo, A., *Gallagher, C. M., & McAbee, S. T. (2022). *A short measure of the Big Five Aspects: Validation of the BFAS-40*. Poster presented to the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA, United States.
- *Freier, L. M., *Smith, C. E., *Albert, M. A., *Huang, S., McAbee, S. T., Valigosky, M., & Batten, S. (2021, October). *Pressure to attend work when unwell: Health and safety consequences among nurses*. Poster presented at the 22nd annual University of Cincinnati Pilot Research Project Symposium [Online].
- *Smith, C. E., *Huang, S., *Albert, M. A., & McAbee, S. T. (2021, November). *Pushed to attend: Does presenteeism pressure predict presenteeism behavior, work engagement, and extra-role behaviors?* Poster presented at the 14th biennial Work, Stress, and Health Conference [Online].
- *Childers, M., & McAbee, S. T. (2021, April). *Investigating the validity of brainteaser interview questions*. Paper presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- McAbee, S. T.**, *Guo, F., & *Samo, A. (2021, April). *Teaching big data methods in I-O graduate curriculum 3.0* (Chairs). Session presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Ock, J., & McAbee, S. T. (2021, April). *Gender differences in the HEXACO personality traits: To what extent are they real?* Paper presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- *Stevenor, B. A., *Samo, A., Gallagher, C. M., & **McAbee, S. T.** (2021, April). *Examining the convergence of alternative short for development methods*. Paper presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- *Zhou, S., Kuykendall, L., Chen, G., Pierce, C. A., **McAbee, S. T.**, & Thornton-Lugo, M. A. (2021, April). *When infrastructure and ethics collide: A panel on ethical policy-making in higher ed*. Panel presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- *Albert, M. A., *Huang, S., *Smith, C. E., & **McAbee, S. T.** (2020, June). Testing a model of presenteeism behavior: The role of presenteeism pressure. In *S. Huang & S. T. McAbee (Chairs), *The many*

faces of work and well-being: Untangling relations between work and health. Symposium presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

*Guo, F., *Nesnidol, S., *Melick, S. R., **McAbee, S. T.**, Zickar, M. J., & Farmer, B. A. (2020, June). *Intersectionality in DIF: Perceptions of sexual harassment by race and gender.* Paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

McAbee, S. T., *Guo, F., & *Samo, A. (2020, June). *Teaching big data methods in I-O graduate curriculum 3.0* (Chairs) [Session canceled]. Session accepted at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

McAbee, S. T., Highhouse, S., *Huang, S., & *Albert, M. A. (2020, June). Disinhibition and negative work behaviors: A bifactor model of PID-5 Disinhibition. In C. L. Barratt (Chair), *Naughty by nature: An in-depth look at personality's role in employee deviance.* Symposium presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

*Huang, S., *Samo, A., Min, H., Brooks, M. E., Highhouse, S., **McAbee, S. T.** (2019, November). *Exploring the ambiguity aversion nomological net with IRT.* Paper presented at the 40th Society for Judgment and Decision-Making Annual Conference, Montreal, Canada.

*Huang, S., *Smith, C. E., *Albert, M. A., & **McAbee, S. T.** (2019, April). *Development of scales for presenteeism and presenteeism pressure.* Paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

Ock, J., **McAbee, S. T.**, Ercan, S., Xiao, T. A., & Oswald, F. L. (2019, May). *The theory and measurement of core self-evaluations: A reliability generalization analysis.* Paper presented at the 19th Biennial Congress of the European Association of Work and Organizational Psychology, Turin, Italy.

*Wise, S. R., *Lortie, B. C., *Melick, S. R., *Barlow, K., & **McAbee, S. T.** (2019, April). *Measuring an ambiguous competency: Developing a measure of thriving in ambiguity.* Paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

*Adams, T. J., *Pickett, M. L., *Discont, S. T., & **McAbee, S. T.** (2018, April). *Personality and job search behaviors: A context-based meta-analytic review.* Paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Ahmed, S., Harvey, J., & **McAbee, S. T.** (2018, May). *Compulsory OCBs mediate relations between role breadth, role discretion, and employee wellbeing.* Paper presented at the 30th annual meeting of the Association for Psychological Science, San Francisco, CA.

Biderman, M. D., **McAbee, S. T.**, Hendy, N., & Chen, Z. (2018, April). *Validity of evaluative factors from Big Five and HEXACO questionnaires.* Paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Ellington, J. K., **McAbee, S. T.**, Landis, R. S., & Mead, A. D. (2018, April). *The impact of nested performance ratings on operational validity estimates.* Paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

McAbee, S. T., *Guo, F., Ali, S. R., & McLeod, A. (2018, May). Domain and facet growth trajectories in behavioral skills among middle school students. In Casillas, A. (Chair), *Personality in action: Behavioral skills important for education and work success.* Symposium presented at the 30th annual meeting of the Association for Psychological Science, San Francisco, CA.

- McAbee, S. T.**, & Landis, R. S. (2018, April). *Teaching big data methods in I-O graduate curriculum 2.0* (Chairs). Session presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- *McDonald, J. C., & **McAbee, S. T.** (2018, April). "A" general factor of employee engagement: Predicting employee turnover. In J. C. McDonald & **S. T. McAbee** (Chairs), *Revisiting bandwidth-fidelity: Where general factors stand*. Symposium presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- *Samo, A., *Huang, S., *Min, H., Brooks, M. E., Highhouse, S., & **McAbee, S. T.** (2018, November). *Ambiguity aversion and ambiguity seeking are not opposite ends of the same continuum: A psychometric examination of an Ellsberg-type urn task*. Paper presented at the 39th annual meeting of the Society of Judgment and Decision Making, New Orleans, LA.
- *Jackson, M. L., **McAbee, S. T.**, & Bauer, K. N. (2017, April). Classroom to kitchen: Predicting performance and transfer of culinary skills. In T. McKinniss & J. Way (Chairs), *Increasing workplace success: Identifying, developing, and transferring employable skills*. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- McAbee, S. T.** (2017, April). *Teaching big data methods in I-O graduate curriculum: A primer* (Chair). Session presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- McAbee, S. T.**, Connelly, B. S., Jung, Y., & Oh, I. S. (2017, April). A multi-rater perspective on personality and performance: The Trait-Reputation-Identity Model. In **S. T. McAbee** (Chair), *Recent advances in personality assessment and validation: Beyond self-reports*. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Shu, F., *Ahmed, S. F., *Pickett, M. L., Ayman, R., **McAbee, S. T.**, & **Tran, D. (2017, April). *Social support, network characteristics and international student adjustment*. Paper presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- McAbee, S. T.**, Connelly, B. S., Jung, Y., & Oh, I. S. (2016, October). *A multi-rater perspective on personality and performance: Applying the Trait-Reputation-Identity Model in a military sample*. Paper presented at the 5th annual Ideas in Testing Research Seminar, Chicago, IL.
- McAbee, S. T.**, Morris, S. B., & *McDonald, J. C. (2016, April). *Structure matters: Common, higher-order and bifactor models of general factors*. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- *McDonald, J. C., & **McAbee, S. T.** (2016, October). *General factors in employee engagement surveys: Predicting employee turnover*. Paper presented at the 5th annual Ideas in Testing Research Seminar, Chicago, IL.
- *Rusakiewicz, S., & **McAbee, S. T.** (2016, October). *Curvilinear personality-performance relationships: Insights from observer reports*. Paper presented at the 5th annual Ideas in Testing Research Seminar, Chicago, IL.
- *Shu, F., **McAbee, S. T.**, & Ayman, R. (2016, April). *The HEXACO personality traits, cultural intelligence, and international student adjustment*. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

- Biderman, M. D., **McAbee, S. T.**, & Chen, Z. (2015, June). *Assessing the evaluative content of personality questionnaires using bifactor models*. Paper presented at the 4th biennial meeting of the Association for Research in Personality, St. Louis, MO.
- McAbee, S. T.**, Biderman, M. D., Chen, Z., & Hendy, N. (2015, November). *Modeling the evaluative content of personality questionnaires: A bifactor application*. Paper presented at the 4th annual Ideas in Testing Research Seminar, Chicago, IL.
- McAbee, S. T.**, & Young, C. (2015, April). Bifactor models of personality: Predicting career orientation with the HEXACO-PI-R. In I. Zettler & K. Lee (Chairs) *The HEXACO Model at work: New insights and research findings*. Symposium presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Ercan, S. & **McAbee, S. T.** (2014, June). *Development and initial validation of the Cross-Cultural Work Similarity Scale*. Paper presented at the 13th biennial International Human Resource Management Conference, Kraków, Poland.
- McAbee, S. T.**, Connelly, B. S., & Oswald, F. L. (2014, May). Self and observer reports: Applying bifactor models to personality traits. In **S. T. McAbee**, B. S. Connelly, & P. C. Kyllonen (Chairs), *Observer-reports of personality in organizational and educational research*. Symposium presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- McAbee, S. T.**, Oswald, F. L., & Connelly, B. S. (2014, May). Broad vs. narrow traits: Bifactor models of personality and prediction. In **S. T. McAbee** & M. D. Biderman (Chairs), *Theoretical and practical advances in latent variable models of personality*. Symposium presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Redick, T. S., **McAbee, S. T.**, Oswald, F. L., & Hambrick, D. Z. (2014, November). *Validation of a short domain-general measure of working memory capacity*. Paper presented at the 44th Annual Meeting of the Society for Computers in Psychology, Long Beach, CA.
- Bachman, K. R. O., **McAbee, S. T.**, & Hebl, M. R. (2013, May). *Social support moderates the negative impact of discrimination on affective work outcomes*. Paper presented at the 25th annual meeting of the Association of Psychological Science, Washington, D.C.
- Ercan, S., & **McAbee, S. T.** (2013, April). *The Big Five personality traits and expatriate adjustment: A meta-analysis*. Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- McAbee, S. T.**, Carter, N. T., Credé, M., Gibby, R. E., & Stanton, J. M. (2013, April). *A long, hard look at short measures*. Panel presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Oswald, F. L., **McAbee, S. T.**, Redick, T. S., & Hambrick, D. Z. (2013, November). *The development of a short domain-general measure of working memory capacity*. Paper presented at the 54th annual meeting of the Psychonomic Society, Toronto, ON, Canada.
- McAbee, S. T.**, Ock, J., & Oswald, F. L. (2012, April). Implications of measurement invariance for the development of short-form measures. In N. T. Carter & A. D. Mead (Chairs), *Recent developments in personality measurement invariance: Time, culture, and forms*. Symposium presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology in San Diego, CA.

McAbee, S. T., & Warren, C. R. (2011, August). *Investigating the development and measurement of justice in organizations*. Paper presented at the 119th annual meeting of the American Psychological Association, Washington, D.C.

~~G. Non-Refereed Papers~~

XII. Service

A. Department

Bowling Green State University

Cecil M. Freeburne Award Committee (Graduate Student Teaching), Member, 2018-present
 Bonnie A. Sandman Scholarship Committee (I/O Student Research), Member, 2018-present
 Lowell Schipper Memorial Award Committee (Graduate Student Statistics), Member, 2018-present
 I/O Graduate Student Admissions Committee, 2018-present
 I/O Psychology Brown Bag Faculty Supervisor, 2018-present,
 Psychology Department Committee on Salary, Promotion, & Tenure (SPAT), Member, Fall 2019

Illinois Institute of Technology

Academic Honesty Committee, 2015-2017 (Chair, 2016-2017)
 Psychology Undergraduate Research Day – Poster Competition Judge, 2015-2016

~~B. College~~

C. University

Bowling Green State University

Center for Undergraduate Research and Scholarship (CURS) Grant Reviewer, Spring 2020-present
 Institutional Review Board, Member, Fall 2021-Summer 2023
 Institutional Review Board, Vice Chair, Fall 2023-Spring 2024
 Institutional Review Board, Chair, Summer 2024-present

Illinois Institute of Technology

University Library Committee, 2015-2017
 Psychology University Faculty Council (Alternate), 2016-2017

D. Professional

Ideas in Testing Research Seminar co-organizer, 2015-2016
 APA Division 14 (SIOP) External Relations Committee, Member, 2017-2020
 APA Division 14 (SIOP) Student Travel Award Committee, Member, 2017-2020
 APA Division 14 (SIOP) Scientific Affairs Committee, Member, 2012-2015
 APA Division 14 (SIOP) Program Reviewer, 2014-present

Ad Hoc Reviewer – *Advances in Methods and Practices in Psychological Science, Applied Developmental Science, Archives of Scientific Psychology, Behavior Research Methods, European Journal of Personality, European Journal of Psychological Assessment, Human Performance, Industrial and Organizational Psychology, Journal of Applied Psychology, Journal of Applied Research in Memory and Cognition, Journal of Experimental Psychology: General, Journal of Management, Journal of Organizational Behavior, Journal of Personality, Journal of Vocational Behavior, Learning and Individual Differences, Personality and Individual Differences, Psychological Bulletin, Self and Identity.*

~~E. Community~~

XIII. ~~Research or Professional Consultantships~~

XIV. Membership in Professional Organizations

American Psychological Association (APA), Member, 2009-2018
APA Division 5 – Evaluation, Measurement, and Statistics, Member, 2011-2018
Association for Psychological Science (APS), Member, 2013-2019
Association for Research in Personality (ARP), Member, 2018-2019
European Association of Work and Organizational Psychology (EAWOP), Associate Member, 2019-present
Society for Industrial-Organizational Psychology (SIOP), Member, 2008-present

XV. Honors and Awards

A. Membership in Honor Societies

B. Awards

Joyce & Robert Hogan Award for Personality and Work Performance, Best Paper Award (2024)
California State University, Long Beach, College of Liberal Arts, Graduate Dean's List of University Scholars and Artists (2011). Top one percent of graduate students.
California State University, Long Beach Graduate Research Fellowship (2009-2010). Competitive research fellowship awarded by the CSULB, Division of Academic Affairs (\$9,000).