

Margaret E. Brooks

Associate Professor, Management
Director of I-O Graduate Area, Psychology
Bowling Green State University
Bowling Green, OH 43403
(419) 372-9389
mbrooks@bgsu.edu

Academic Appointments

2006 – present

Bowling Green State University

Associate Professor (2012)

Assistant Professor (2006)

Graduate Teaching

Doctoral Seminars (Psychology):

Career Research

Introduction to I/O Psychology

Motivation and Morale

Executive Master of Organization Development (College of Business):

Data Collection and Feedback Processes

Enhancing Individual and Group Effectiveness

Undergraduate Teaching (College of Business)

Advanced Topics in Human Resource Management

Human Resource Management

Managing the Employment Process

Managing Change in Organizations

Organizational Behavior

2004 –2006

Wayne State University

Assistant Professor (2004)

Graduate Teaching

Doctoral Seminars (Psychology):

Introduction to I/O Psychology

Employee Motivation

Undergraduate Teaching

Psychology and the Workplace

Personality Psychology

2001 – 2004

Bowling Green State University

Instructor (2001)

Undergraduate Teaching:

Introductory Psychology

Introductory Statistics

Graduate Credit Hours Supervised

2007 – present **Bowling Green State University**
Applied Decision Making
Doctoral Research in I/O Psychology
Preliminary Examination in I/O Psychology
Thesis Research in I/O Psychology
Independent Study
Organizational Decision Making

Education

Ph.D., 2004 Industrial/Organizational Psychology, Bowling Green State University
Dissertation titled, “Two Perspectives on Attribute Importance in Job Choice.”

M.A., 2001 Industrial/Organizational Psychology, Bowling Green State University
Thesis titled, “Effects of Alternative Presentations of Negative Information on Job Seeker Expectations.”

B.A., 1999 Psychology, University of Wisconsin – Eau Claire
Summa Cum Laude, with University Honors

Publications (Student co-authors **bolded**)

Zhang, D., Highhouse, S., Brooks, M. E., & **Zhang, Y.** (2018). Communicating effect sizes with icon arrays. *International Journal of Selection and Assessment*.

O’Neil, D. A., Brooks, M. E., & Hopkins, M. M. (2018). Women’s roles in women’s career advancement: What do women expect of each other? *Career Development International*, 23(3), 327-344.

Highhouse, S., Brooks, M.E., **Nesnidol, S.**, & **Sim, S.** (2017). Is a .51 validity coefficient good? Value sensitivity for interview validity. *International Journal of Selection and Assessment*, 25, 383-389.

Highhouse, S., Brooks, M.E., & **Wang, Y.** (2016). Status seeking and manipulative self-presentation. *International Journal of Selection and Assessment*, 24, 352-361.

Highhouse, S., Zickar, M. J., Brooks, M. E., Reeve, C. L., Sarkar-Barney, S. T., & Guion, R. L. (2016). A Public-domain personality item bank for use with the Raymark, Schmit, and Guion (1997) PPRF. *Personnel Assessment and Decisions* 2, 48-56.

Brooks, M. E., **Dalal, D. K.**, & **Nolan, K. P.** (2014). Are common language effect sizes easier to understand than traditional effect sizes? *Journal of Applied Psychology*, 99(2), 332-340.

Brooks, M. E. (2011). Management indecision. *Management Decision*, 49(5), 683-693.

Lodato, M.A., Highhouse, S., & Brooks, M.E. (2011). Predicting professional preferences for intuition-based hiring. *Journal of Managerial Psychology*, 26(5), 352-365.

- Brooks, M. E., & **Pui, S.** (2010). Are individual differences in numeracy unique from general mental ability? A closer look at a common measure of numeracy. *Individual Difference Research*, 8(4), 257-265.
- Thornbury, E. E., Brooks, M. E. (2010). Signals of employer impressiveness and respectability to job market entrants. *Corporate Reputation Review*, 13, 172-183.
- Brooks, M. E., **Guidroz, A., & Chakrabarti, M.** (2009). Distinction bias in applicant reactions to incorporating diversity in selection. *International Journal of Selection and Assessment* 17(4), 377-390.
- Highhouse, S., Brooks, M. E., & Gregarus, G. (2009). An organizational impression management perspective on the formation of corporate reputation. *Journal of Management*, 35, 1481-1493.
- Maynard, D. C., & Brooks, M. E. (2008). The persistence of stereotypes in the context of familiarity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 417-419.
- Brooks, M. E., & Highhouse, S. (2006). Familiarity breeds ambivalence. *Corporate Reputation Review*, 9(2), 105-113.
- Reeve, C. L., Highhouse, S., & Brooks, M. E. (2006). A closer look at reactions to realistic recruitment messages. *International Journal of Selection and Assessment*, 14(1), 1-15.
- Brooks, M. E., Highhouse, S., Russell, S. S., & Mohr, D. C. (2003). Familiarity, ambivalence, and firm reputation: Is corporate fame a double-edged sword? *Journal of Applied Psychology*, 88(5), 904-914.
- Brooks, M. E., Grauer, E., Thornbury, E. E., & Highhouse, S. (2003). Value differences between scientists and practitioners: A survey of SIOP members. *The Industrial-Organizational Psychologist*, 40(4), 17-24.
- Highhouse, S., Brooks-Laber, M. E., Lin, L. F., & Spitzmueller, C. (2003). What makes a salary seem reasonable? Frequency context effects on starting salary expectations. *Journal of Occupational and Organizational Psychology*, (Special Issue: *The Industrial and Organizational–Cognitive Interface*), 76, 69-81.
- Rogelberg, S. G. & Brooks-Laber, M. E. (2002). Research challenges facing I-O psychologists in the U.S.: American perspectives. *Proceedings of the Annual British Psychological Society Occupational Psychology Conference*, Blackpool, England.

In Review Process

- Wang, Y.,** Highhouse, S., & Brooks, M. E. (revise and resubmit). Examining variations in risk perception using generalizability theory. *Judgment & Decision Making*.
- Howald, N.,** & Brooks, M. E. (under review). *Leadership Quarterly*.

Book Chapters

- Highhouse, S., & Brooks, M. E. (2017). Straight talk about selecting for upper-management. In D.G. Collings, K. Mellahi, and W.F. Cascio (Eds.) *The Oxford Handbook of Talent Management*. DOI:10.1093/oxfordhb/9780198758273.013.24
- Dalal, R. E., & Brooks, M. E. (2013). Individual differences in decision-making style and skill. In S. Highhouse, R. Dalal, E. Salas (Eds.) *Judgment and Decision Making at Work*. SIOP Frontier Series. San Francisco: Jossey-Bass.
- Brooks, M. E., & Highhouse, S. (2006). Can good judgment be measured? In R. Ployhart & J. Weekley, (Eds.), *Situational Judgment Tests*. SIOP Frontier Series. San Francisco: Jossey-Bass.
- Rogelberg, S. G. & Brooks-Laber, M. E. (2001). Securing our collective future: Challenges facing those designing and doing research in industrial and organizational psychology. In Rogelberg, S. (Ed.), *Handbook of Research Methods in Industrial and Organizational*. London: Blackwell.

Conference Presentations (Student co-authors **bolded**)

- Brooks, M. E. & Schneider, B. (2019, April). *The SIOP 2019 Living History Series*. Special Event at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Samo, A. Huang, S., Min, H.,** Brooks, M. E., Highhouse, S. & McAbee, S. T. (2019, April). *Ambiguity aversion and ambiguity seeking are not opposite ends of the same continuum: A psychometric examination of Ellsberg-type tasks*. Presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Samo, A.,** Brooks, M. E. (2018, November). *Motivation & micro-breaks: Using self-determination theory to predict end-of-day recovery*. Presented at the annual meeting of the Society for Judgment and Decision Making, New Orleans, LA.
- Howald, N.** & Brooks, M. E. (2018, April). *An IRT and CTT examination of leader-member exchange measures*. Presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Huang, S.,** Brooks, M. E., & Highhouse, S. (2018, April). *Relative importance of individual differences for explaining choice deferral*. In S. Zhu and M. T. Braun (Co-chairs), How judgment and decision-making research can inform effective I-O practice. Presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lortie, B. C.,** & Brooks, M. E. (2018, April). *Investigating the predictors and outcomes of interview faking behavior*. In N. Roulin and J. S. Bourdage (Co-chairs), Are they lying? Predictors, measures, and outcomes of applicant faking in interviews. Presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Wang, Y.,** Highhouse, S., & Brooks, M. E. (2017, November). *Decomposing the variance in*

- riskiness ratings using generalizability theory*. Presented at the annual meeting of the Society for Judgment and Decision Making, Vancouver, BC.
- Brooks, M. E., **Zhang, Y.**, & Highhouse, S. (2017, April). *Context effects on validity thresholds for test adoption*. In J. M. Weinhardt & J. W. Beck (Co-chairs), Employee Selection Decision Processes: Efficient, Fair, and Accurate. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Min, H.**, & Brooks, M. E. (2017, April). *Gender differences in organization attraction*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Howald, N.** & Brooks, M. E. (2016, November). *Perceptions of workplace indecisiveness*. Presented at the annual meeting of the Society for Judgment and Decision Making, Boston, MA.
- Brooks, M., E., Highhouse, **S.**, **Nesnidol, S.**, **Sim, S.** (2016, August). *Is a .50 validity coefficient good? Evaluability in selection procedure decisions*. Presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Moracz, K.**, & Brooks, M. E. (2016, May). *The impact of selection procedures on perceptions of organizational warmth and competence*. Presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Zhang, Y.**, & Brooks, M. E. (2016, May). *Role of regulatory focus in job attraction*. Presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Zhang, D. C.**, **Zhang, Y.**, Highhouse, S., & Brooks, M. E. (2016, April). *Communicating validity information with icon arrays*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology. Anaheim, CA.
- Barratt, C. L., **Zhang, D.**, Highhouse, S., & Brooks, M. E. (2015, November). *Risk-taking and depression: The combined effects on negative employee behaviors*. Presented at the annual meeting of the Society for Judgment and Decision Making, Chicago, IL.
- Dalal, D. K., Nolan, K. P., Zhu, S., & Brooks, M. E. (2015, November). *How accurate are lay-perceptions of effect size indicators? Replications and extensions*. Presented at the annual meeting of the Society for Judgment and Decision Making, Chicago, IL.
- Chatham, C.**, **Zhang, Y.**, **Arnold, C.**, Brooks, M. E., & Highhouse, S. (2015, July). *How much validity is enough? Information presentation affects validity thresholds*. Presented at the annual meeting for the International Personnel Assessment Council, Atlanta, GA.
- Zhang, Y.**, **Zhang, D.**, Highhouse, S., & Brooks, M. E. (2014, November). *The role of icon array in communicating effect size statistics*. Presented at the annual meeting of the Society for Judgment and Decision Making, Long Beach, CA.
- Chang, C.**, & Brooks, M. E. (2014, May). *Indecision in employee selection*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- O'Neil, D. A., Brooks, M. E., & Hopkins, M. (2013, April). *Senior women's roles in junior*

- women's career advancement*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Zhang, D. C., Brooks, M. E., & Moracz, K.** (2012, November). *If you can't make a decision flip a coin!* Presented at the annual Society for Judgment and Decision Making conference, Minneapolis, MN.
- Pui, S. & Brooks, M. E.** (2010, April). *A criterion-related validation study of the advice-seeking tendency scale*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Daniels, M. A., Pui, S., Diab, D. L., Alexander, K. N., & Brooks, M. E.** (2009, November). *Effects of imperfect information and risk on job choice behavior of indecisives and maximizers*. Presented at the annual meeting of the Society for Judgment and Decision Making, Boston, MA.
- Diab, D. L., Alexander, K. N., Daniels, M. A., Pui, S., & Brooks, M. E.** (2009, November). *Individual differences and susceptibility to context effects in an organizational recruitment setting*. Presented at the annual meeting of the Society for Judgment and Decision Making, Boston, MA.
- Nolan, K. Dalal, D., & Brooks, M. E.** (2009, November). *Communicating statistics: The importance of common language effect sizes*. Presented at the annual Society for Judgment and Decision Making conference, Boston, MA.
- Guidroz, A., Highhouse, S., & Brooks, M. E.** (2009, April). *How much diversity is diversity?* Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Pui, S. Y., & Brooks, M. E.** (2009, April). *Situational judgment test: A measure of judgment?* Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Yankelovich, M., & Brooks, M. E.** (2009, April). *Beyond rxy: Communicating the impact and value of selection programs*. In symposium. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Alexander, K., Daniels, M., Diab, D., Pui, S., & Brooks, M. E.** (2008, November). *I'll have what she's having. The nomological net of indecisiveness*. Presented at the annual Society for Judgment and Decision Making conference, Chicago, IL.
- Brooks, M. E., & Pui, S.** (2008, November). *Correlates of a scale of numeracy*. Presented at the annual Society for Judgment and Decision Making conference, Chicago, IL.
- Dalal, D., Nolan, K., & Yankelovich, M., & Brooks, M. E.,** (2008, November). *Communicating statistics: Are common language effect sizes really easier to understand?* Presented at the annual Society for Judgment and Decision Making conference, Chicago, IL.
- Pui, S., & Brooks, M. E.** (2008, November). *Tendency to Seek Advice: An item and scale analysis*. Presented at the annual Society for Judgment and Decision Making conference, Chicago, IL.

- Pui, S.,** & Brooks, M. E. (2008, April). Tendency to seek advice in decision making. (in symposium). *Individual Differences and Decision Making at Multiple Levels of Analysis*. Susan Mohammed, & Nataliya Baytalskaya (co-chairs). Presented at the annual Society for Industrial and Organizational Psychology conference, San Francisco, CA.
- Brooks, M. E., **Guidroz, A., & Chakrabarti, M.** (2007, April). *Reactions to holistic vs. actuarial consideration of race in selection*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Brooks, M. E., Gillespie, J. Z., & Highhouse, S. (2006, November). *Exploring the determinants of job choice*. Presented at the annual meeting of the Society for Judgment and Decision Making, Houston, TX.
- Brooks, M. E., & Hakel, M. D. (2006, May). Attribute importance across the job choice process. *The Rules of Attraction: What, When, and Why Applicants Choose*. Crystal M. Harold & Michael Ingerick (Co-Chairs). Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Brooks, M. E., & Guidroz, A. (2005, November). *People's perceptions of actuarial vs. holistic selection: Does evaluation mode matter?* Presented at the annual meeting of the Society for Judgment and Decision Making, Toronto, Ontario, Canada.
- Highhouse, S., Brooks, M. E., & Yugo, J. (2005, November). *Role of warm glow heuristic in corporate reputations*. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Toronto, Ontario, Canada.
- Grauer, E., Burnfield, J., Brooks, M. E., & Highhouse, S. (2003, March). *Taking a closer look at Myart vs. Motorola*. Paper presented at the annual IOOB conference, Akron, OH.
- Brooks, M. E., Highhouse, S., & Russell, S., & Mohr, D. (2003, April). *Is corporate fame a double-edged sword?* (in symposium) Recruiting and applicant attraction processes across the recruitment cycle. Derek S. Chapman (Chair). Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Highhouse, S., Reeve, C., Brooks, M. E., Gibby, R. E., & Grauer, E. (2003, April) *Where do you place the negative stuff? How negative should you be? Who cares?* (in symposium) Internet recruitment: How do job seekers experience online recruiting material? Douglas J. Brown, Richard T. Cober (Co-Chairs). Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Brooks-Laber, M. E., Highhouse, S., Reeve, C., & Stanton, J. (2002, November). *Using a simulated web-based job fair to study judgment and choice*. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Kansas City, MO.
- Brooks-Laber, M. E. & Highhouse, S. (2002, April). *Effects of alternative presentations of negative information on job seeker expectations*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.
- Russell, S., Brooks-Laber, M. E., & Highhouse, S. (2001, November). *Do people abandon their values at successive stages of choice*. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Orlando, FL.

Brooks-Laber, M. E., Russell, S., & Highhouse, S. (2001, April). *Considering more than just final choice: An application of the phased-narrowing technique*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Highhouse, S., Brooks-Laber, M. E., Lin, L. F., & Spitzmueller, C. (2001, April). *Context effects on starting salary expectations*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Brooks-Laber, M. E. & Highhouse, S. (2000, November). *When do trivial attributes become important? Interaction of evaluability, importance and response mode*. Paper presented at the annual meeting of the Society for Judgment and Decision Making, New Orleans, LA.

Highhouse, S., Brooks-Laber, M. E., Mohr, D., & Russell, S. S. (2000, November). *Compatibility effects and judgments about companies: The double-edged sword of corporate fame*. Paper presented at the annual meeting of the Society for Judgment and Decision Making, New Orleans, LA.

Highhouse, S., Brooks-Laber, M. E., & Russell, S. S. (2000, May). *Attribute importance at different stages of job choice: An investigation using phased narrowing*. Paper presented at the Seventh Behavioral Decision Research in Management conference, Tucson, AZ.

External Funding Activities

Staffing our stores

Target© grant for instructional case study program

Amount of Request: \$4,000 (funded 2009, 2010, 2011)

A goal-feature typology of choice trade-offs

National Science Foundation

Amount of Request: \$350,000 (unfunded)

Service Activities

University Service Activities (2010 – present)

Director of I-O Psychology Graduate Area (appointed; 2018-present)

Faculty Senate (elected; 2017-present)

Committee for Professional Affairs (elected; 2017-present)

Education Platform Committee (appointed; 2014-2015)

University Athletics Committee (elected; 2011-2014)

Faculty Welfare Committee (elected; 2010-2012)

Chair, Equity Subcommittee (appointed; 2012-2013)

College Service Activities (2008 – present)

Committee for the Advancement of Research Profile (CARP) (elected; 2019)

Faculty Council (elected; 2014-2017)

Chair (2014-2016)

AACSB Assessment Task Force (appointed; 2011-2014)
Undergraduate Curriculum and Learning Assessment Committee (elected)
 Chair (2011-2012)
 Vice Chair (2010-2011; 2012-2013)
Dean's Task Force for Undergraduate Curriculum Redesign (appointed; 2008-2009)
Search Committees
 Dean's Administrative Assistant (2016)
 Dean's Administrative Assistant (2015)
 Graduate and Executive Programs in Business Administrative Assistant (2014)

Departmental Service Activities

Bowling Green State University (2006 – present)

Chair Screening Committee (elected)
 Chair (Spring 2019)
Management Specialization Coordinator (2014-2017)
 Developed Management Minor (2013)
Doctorate of Organization Development and Change Core Design Group (2015-present)
Executive Masters of Organization Development Committee (2008-present)
Management Department Chair Evaluation Committee (2006-2009; 2011-2016;
 2018)
Management Department Merit Committee (elected; 2009-2010; 2012-2013; 2016-2019)
 Chair (2019-2020)
HR Curriculum Redesign (2007-2008)
Search Committees
 Non-Tenure Track Management Faculty Position, 2015
 Department of Management Administrative Assistant, 2014
 Tenure Track Supply Chain Faculty Position, 2007-2008

Wayne State University (2004 – 2006)

Psychology Department Graduate Committee
Faculty advisor, Wayne at Work Newsletter
Graduate Student Recruitment and Admissions for I/O Area

Professional Service Activities

Service for Professional Societies

SIOP Historian; Chair, History Committee; Society for Industrial and Organizational Psychology
Chair, Best Careers Division Symposium; Academy of Management, Careers Division Committee Member, M. Scott Myers Award for Applied Research in the Workplace
Reviewer & Emergency Reviewer, Annual Meeting of the Academy of Management
Reviewer, Annual Meeting of the Society for Industrial and Organizational Psychology

Editorial Boards

Personnel Assessment and Decisions (2013 – present)
Frontiers in Psychology: Organizational Psychology (2015-present)

Ad Hoc Reviews

Journal of Applied Psychology
Journal of Management
Journal of Occupational and Organizational Psychology
Organizational Behavior and Human Decision Processes
Psychological Methods

Professional Affiliations

Academy of Management (AOM)
European Association for Work and Organizational Psychology (EAWOP)
Society for Industrial/Organizational Psychology (SIOP)
Society for Judgment and Decision Making (SJDM)

Consultancies

Catholic Charities
Guardian Industries
Heartland Industries
Management Advisory Associates
Pirelli
Procter & Gamble
Supplemental Staffing
Cocoon Shelter of Bowling Green

Dissertations Chaired

Brendan Lortie (WEX – in progress)
Individual Difference Predictors of Applicant Faking Behavior

Kelle Moracz (Liberty Mutual – in progress)
Comprehension and Interpretation of Common Language Effect Size Displays

Shelby Wise (Ford Motor Company)

Effect of Positive Interruptions on Engagement of Knowledge Workers

Nicholas Howald (Human Resource Research Organization (HumRRO))

Examining Alexithymia through Affective Events Theory

Stacy Sim (Procter and Gamble)

Self-other agreement on upward feedback impacts employee attitudes and outcomes: A response surface methodology examination

Shuang-Yueh Pui (University of Illinois – Springfield)

The Role of Individual Differences in the Job Choice Process

Awards and Honors

Fourth Year Dissertation Fellowship, 2002-2003, Bowling Green State University.

Awarded to up to five doctoral students in any area of psychology based on progress and performance in their respective programs.

Bonnie A. Sandman Award in I/O Psychology, 2002, Bowling Green State University.

The recipient of the award is chosen by a vote of the entire I/O faculty, and is a 4th year I/O student who has demonstrated overall excellence in the program.

Summer Non-Service Fellowship, 2001, Bowling Green State University.

Awarded to up to four graduate students based on progress and performance in the program.

Academic Achievement Doctoral Fellowship for the First Year of Graduate Study, 1999.
Bowling Green State University.