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**MICHAEL J. ZICKAR****Master Vita**

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**I.ACADEMIC DEGREES**

Ph.D.Industrial-Organizational Psychology, University of Illinois at Urbana-Champaign, 1997  
M.A.Industrial-Organizational Psychology, University of Illinois at Urbana-Champaign, 1994  
B.A.Psychology, University of Illinois at Urbana-Champaign, 1991

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**II.ACADEMIC EMPLOYMENT****A. Teaching Positions**

*Sandman Professor of Industrial-Organizational Psychology, 12-2019*

Department of Psychology, Bowling Green State University - Bowling Green, OH

*Full Professor, 5-11 – present*

Department of Psychology, Bowling Green State University - Bowling Green, OH

*Associate Professor, 5-02 – 5-11;*

Department of Psychology, Bowling Green State University - Bowling Green, OH

*Assistant Professor, 5-97 - 5-02*

Department of Psychology, Bowling Green State University - Bowling Green, OH

*Instructor, 8-96 - 5-97*

Department of Psychology, Bowling Green State University - Bowling Green, OH

**B. Administrative Positions**

*Chair of Psychology Department, 7-2008-6-2020*

Department of Psychology, Bowling Green State University - Bowling Green, OH

*Chair of I-O Psychology Division 1-03 – 7-08*

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**III.NON-ACADEMIC POSITIONS**

*Intern, 1/1994 - 8/1996*

State Farm Insurance Companies, Normal, IL

Developed and evaluated computerized selection test batteries. Evaluated training programs. Developed performance appraisal system. Survey data analysis.

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**IV.TEACHING EXPERIENCE****A. Teaching Experiences****1. Undergraduate courses**

Introduction to Psychology (Psyc 1010), Introduction to Social Psychology (University of Illinois) , Introduction to Psychological Testing (Psyc 4600), Introduction to Psychological Statistics (Psyc 2700), Human Sexuality (Psyc 3070), Advanced Undergraduate Statistics (Psyc 3700)

**2. Undergraduate-graduate courses**

None

**3. Graduate courses**

Regression Analyses (Psyc 6670), Test Theory (Psyc 7610), Item Response Theory (Psyc 7800), I-O Research Methods (Psyc 7800), History of Psychology (Psyc 7010), Criterion Theory (Psyc 7540), Organizational Staffing (7560), First Year I-O Seminar (Psyc 6500), Personality Measurement (Psyc 7800), Personality Theory (7050), Applied Measurement (Psyc 7800), Teaching of Psychology (Psyc 7800), Social Environments of Work (Psyc 7540)

## V. Curriculum Development

**A. Courses.** I have taught specialized graduate seminars but have added no formal courses to the curriculum.

**B. Workshops.** I developed an item response theory workshop that has been given at BGSU, Central Michigan, and Florida Institute of Technology.

## VI. Professional Development

Faculty Improvement Leave, Fall 2003. Spent conducting historical research in archives throughout the Midwest

## VII. Academic Advising

### A. Undergraduates

1996-1998. 15 students per year

2008-2020. 30 students per year (mostly transfer students)

### B. Graduate Students

22 students chaired dissertation including most recently Yankov (2019) and Ron (2019)

## VIII. Research Interests

Psychometric methods, item response theory, personality measurement, history of applied psychology

## IX. Research Projects and Grants (Sponsor Dollars)

- \$10,000 WEX Inc (2020). Topic: Diversity and Inclusion for Interviewing Training
- \$6,000 City of Gahanna (2019). Topic: Promotion Test Battery
- \$20,000 Procter & Gamble (2018). Topic: Pre-employment testing
- \$7,000 City of Toledo (2014). Topic: Psychological screening analysis
- \$23,988 City of Toledo (2013). Topic: Promotion test development
- \$2,663 Life Insurance Management Research Association (2010). Topic: Test equating.
- \$4,992 The Leadership Circle (2009). Topic: Psychometric assessment of leadership inventory.
- \$3,000. Dennison Consulting (2008). Topic: Language equivalence study.
- \$3,892. Dennison Consulting (2007). Topic: Norms analysis.
- \$16,253. Hogan Assessment Systems (2005). Topic: External assistantship
- \$644. Gifts Compass (2004). Topic: Validation of inventory. Other PI: Balzer
- \$6,138. Procter & Gamble (2003). Topic: Internet Testing. Other PI: Rogelberg
- \$22,466 Center for Policy Analysis and Public Service (2003). Topic: Needs assessment for Northwest Ohio.
- \$4,800 Wood County Alcohol, Drug, and Mental Services Board (2001). Topic: Evaluation of existing program evaluation system. Other PI's: Lawrence, J., & Pargament, K.
- \$2,000 American Psychological Association (2000). Topic: Item response theory web page development. Other PI's: Downey, R.
- \$1,600 Whirlpool Corporation (2000). Topic: Review of aptitude tests. Other PI's: none.
- \$361 Toledo Diocese (2000). Topic: Study of priest morale. Other PI's: Balzer, W.

- \$1,785 Developmental Dimensions International (1999): Study of customer service scale. Other PI's: none.
- \$1,200 Proctor & Gamble (1998, IPRA): Topic: Monte Carlo investigation of selection. Other PI's: none.

## **X. Publications and Equivalences**

### **A. Publications**

#### **1. Journal Articles**

##### **a. Refereed Articles**

Branch, J., & **Zickar, M.J.** (2020). Mental Time Travel into the Episodic Future, Episodic Past, and Episodic Counterfactual Past in Everyday Life. *Applied Cognitive Psychology*.

Min, H., Pavisic, I., Howald, N., Highhouse, S., & **Zickar, M. J.** (in press). A systematic comparison of three sadism measures and their ability to explain workplace mistreatment over and above the dark triad. *Journal of Research in Personality*, 82, 103862.

Balzer, W., Brodke, M., Kluse, C., & **Zickar, M.J.** (2020). Revolution or 30-year face? A role for IO psychology in Lean Management (Focal Article), *Industrial Organizational Psychology*, 12, 215-233..

**Zickar, M.J.** (2020). Measurement development and evaluation. *Annual Review of Organizational Psychology and Organizational Behavior*, 7, 213-232.

**Zickar, M.J.** (2020). Servants of Power redux (Commentary). *Industrial Organizational Psychology*, 12, 497-500.

Highhouse, S., Zickar, M. J., & Melick, S. R. (2020) Prestige and relevance of the scholarly journals: Impressions of SIOP members. *Industrial and Organizational Psychology*, 13, 273-290.

Henderson, A. A., Foster, G. C., Matthews, R. A., & **Zickar, M. J.** (2019). A Psychometric Assessment of OCB: Clarifying the Distinction Between OCB and CWB and Developing a Revised OCB Measure. *Journal of Business and Psychology*, 35, 697-712.

McAbee, S. T., Grubbs, J. B., & **Zickar, M. J.** (2018). Open science is robust science (Commentary). *Industrial and Organizational Psychology*, 11(1), 54-61.

Min, H., **Zickar, M. J.**, & Yankov, G.P (2018). Understanding item parameters in personality scales: An explanatory item response modeling approach. *Personality and Individual Differences*, 128, 1-6.

**Zickar, M.J.**, Ron, T.H., & Arnold, C. (2018). Using Facebook pages to connect with students, faculty, alumni, and friends: An empirical analysis. *Teaching of Psychology*, 45, 358-362.

Brackenbury, T., **Zickar, M.J.**, Munson, B., & Storkel, H. (2017). Applying Item Response Theory to the Development of a Screening Adaptation of the Goldman-Fristoe Test of Articulation-2. *Journal of Speech, Language and Hearing Learning Research*, 60, 2672-2679.

Foster, G., Min, H., & **Zickar, M.J.** (2017). Review of item response theory practices in organizational research: Lessons learned and paths forward. *Organizational Research Methods*, 20, 465-486.

**Zickar, M.J.**, & Highhouse, S. (2017). Where has all the psychology gone, 20 years later? (Commentary) *Industrial and Organizational Psychology*, 10, 616-621.

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

**Zickar, M.J.** (2016). Qualitative researchers, heal (and help) thyself too (Commentary). *Industrial and Organizational Psychology*, 9, 716–760.

**Zickar, M.J.** (2015). Digging through dust: Historiography for the organizational sciences. *Journal of Business and Psychology*, 30, 1-14.

Sliter, K. A., & **Zickar, M.J.** (2014) An IRT examination of the psychometric functioning of negatively-worded personality items. *Educational & Psychological Measurement*, 74, 214-226.

Clark, O., **Zickar, M.J.**, & Jex, S. (2014). Role definition as a moderator of the relationship between safety climate and organizational citizenship behavior among hospital nurses. *Journal of Business and Psychology*, 29, 101-110.

Lake, C., Withrow, S., **Zickar, M.J.**, Wood, N., Dalal, D., & Bochinski, J. (2013). Understanding the Relation between Attitude Involvement and Response Latitude Using Item Response Theory. *Educational and Psychological Measurement*, 73, 690-712.

Carter, N.T., Daniels, M.D., & **Zickar, M.J.** (2013). Projective testing: Historical foundations and uses for human resources management. *Human Resources Management Review*, 23, 205-218.

Carter, N.T., Kotbra, L.M., Diab, D.L., Lin, B.C., Pui, S.Y, Lake, C.J., Gillespie, M.A, **Zickar, M.J.**, Chao, A. (2012). A comparison of a subjective and statistical method for establishing score comparability in an organizational culture survey. *Journal of Business and Psychology*, 27, 451-466.

Dalal, D.K., & **Zickar, M.J.** (2012). Some common myths about centering predictor variables in moderated multiple regression and polynomial regression. *Organizational Research Methods*, 15, 339-362.

**Zickar, M.J.** (2012). A review of recent advances in item response theory. *Research in Personnel and Human Resources Management*, 31, 149-180.

Carter, N.T., Dalal, D.K., Lin, B.C., Lake, C., & **Zickar, M.J.** (2011). Using mixed-model item response theory to ask questions concerning scale usage: An illustration using the Job Descriptive Index. *Organizational Research Methods* 14, 116-146.

Carter, N. T., Lake, C. J., **Zickar, M. J.** (2011). Toward understanding the psychology of unfolding (Commentary). *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 511-514.

Carter, N.T., & **Zickar, M.J.** (2011). A Comparison of the LR and DFIT Frameworks of Differential Functioning Applied to the Generalized Graded Unfolding Model. *Applied Psychological Measurement, 35*, 623-642.

Carter, N.T., & **Zickar, M.J.** (2011). The influence of dimensionality on parameter estimation accuracy in the generalized graded unfolding model. *Educational and Psychological Measurement, 71*, 765-788.

Dalal, D. K., Gibby, R. E., **Zickar, M.J.** (2011). Six questions that practitioners (might) have about ideal point response process items (Commentary). *Industrial and Organizational Psychology: Perspectives on Science and Practice, 3*, 498-501.

Griffith, R.L., Lee, L.M., Peterson, M.H., & **Zickar, M.J.** (2011). First dates and little white lies: A trait contract classification theory of applicant faking behavior. *Human Performance, 24*, 338-357

Adams, J. E., Highhouse, S., **Zickar, M.J.** (2010). Understanding general distrust of corporations. *Corporate Reputation Review, 13*, 38-51.

Highhouse, S., **Zickar, M.J.**, & Yankelevich, M. (2010). Would you work if you won the lottery? Tracking changes in the American work ethic. *Journal of Applied Psychology, 95*, 349-357.

**Zickar, M.J.** (2010). Recognizing the need for a humanistic movement within industrial-organizational psychology (Commentary). *Industrial-Organizational Psychology, 3*, 97-99.

**Zickar, M.J.**, & Carter, N.T. (2010). Reconnecting with the spirit of workplace ethnography: A historical review. *Organizational Research Methods, 13*, 304-319.

Guidroz, A.M., Yankelevich, M., Barger, P., Gillespie, M.A., & **Zickar, M.J.** (2009). Practical considerations for creating and using organizational survey norms: Lessons from two long-term projects. *Consulting Psychology Journal, 61*, 85-102.

Gibby, R.E., & **Zickar, M.J.** (2008). A history of the early days of personality testing in American industry: An obsession with adjustment. *History of Psychology, 11*, 164-184.

**Zickar, M.J.**, Balzer, W.K., Aziz, S., & Wryobeck, J.M. (2008). The moderating role of social support between role stressors and job attitudes among Roman Catholic priests. *Journal of Applied Social Psychology, 38*, 2903-2923.

Erdheim, J., **Zickar, M. J.**, & Yankelovich, M. (2007). Remembering Donald G. Paterson: Before the separation between industrial-organizational and vocational psychology. *Journal of Vocational Behavior, 70*, 205-221. \_

Erdheim, J., Wang, M., & **Zickar, M. J.** (2006). Linking the Big Five personality constructs to organizational commitment. *Personality and Individual Differences, 41*, 959-970.

Slaughter, J. E., & **Zickar, M. J.** (2006). A New look at the role of insiders in the newcomer socialization process. *Group and Organization Management, 31*, 264-290.

Aziz, S., & Zickar, M. J. (2006). A cluster analysis investigation of workaholism as a syndrome. *Journal of Occupational Health Psychology, 11*, 52-62.

Lampenius, N., & Zickar, M. J. (2005). Development and validation of a model and measure of financial risk-taking. *Journal of Behavioral Finance, 6*, 129-143.

Russell, S. S., & Zickar, M. J. (2005). An examination of differential item and test functioning across personality judgments. *Journal of Research in Personality, 39*, 354-368.

Slaughter, J. E., Zickar, M. J., Highhouse, S., Mohr, D. C. (2004). Personality trait inferences about organizations: Development of a measure and assessment of construct validity. *Journal of Applied Psychology, 89*, 85-103.

Zickar, M. J. (2004). An analysis of applied psychology's indifference to labor unions in the United States. *Human Relations, 57*, 145-167.

Zickar, M. J., Gibby, R. E., Jenny, T. (2004). Work attitudes of multiple job holders. *Journal of Vocational Behavior, 64*, 222-235.

Zickar, M. J., Gibby, R. E., & Robie, C. (2004). Uncovering faking samples in applicant, incumbent, and experimental data sets: An application of mixed model item response theory. *Organizational Research Methods, 7*, 168-190.

Zickar, M. J. (2003). Remembering Arthur Kornhauser: Industrial-organizational psychology's advocate for worker well being. *Journal of Applied Psychology, 88*, 363-369.

\*Sinar, E. F., & Zickar, M. J. (2002). Evaluating the robustness of graded response model and classical test theory parameter estimates to deviant items. *Applied Psychological Measurement, 26*, 181-191. \*Both authors contributed equally.

Zickar, M. J., Russell, S. S., Smith, C. S., Bohle, P., & Tilley, A. J. (2002). Evaluating two morningness scales with item response theory. *Personality and Individual Differences, 33*, 11-24.

Zickar, M.J., & Ury, K.L. (2002). Developing an interpretation of item parameters for personality items: Content correlates of parameter estimates. *Educational and Psychological Measurement, 62*, 19-31.

Robie, C., Zickar, M. J., & Schmit, M. J. (2001). Measurement equivalence between applicant and incumbent groups: An IRT analysis of personality scales. *Human Performance, 14*, 187-207.

Smith, C., Gibby, R., Zickar, M.J., Crossley, C., Robie, C., Folkard, S., Tucker, P., & Barton, J. (2001). Measurement properties of the Shiftwork Survey and Standard Shiftwork Index. *Journal of Human Ergology, 30*, 191-196.

Zickar, M.J. (2001). Using personality inventories to identify thugs and agitators: Applied psychology's contribution to the war against labor. *Journal of Vocational Behavior, 59*, 149-164.

Robie, C., Schmit, M. J. , Ryan, A. M. & **Zickar, M.J.** (2000). Effects of item context specificity on the measurement equivalence of a personality inventory. *Organizational Research Methods*, 3, 348-365.

Highhouse, S., **Zickar, M.J.**, Thorstenstein, T., Stierwalt, S., & Slaughter, J.E. (1999). Company employment image in fast food: Perceptions of teenagers and retirees. *Personnel Psychology*, 52, 151-172.

**Zickar, M.J.**, & Robie, C. (1999). Modeling faking at the item-level. *Journal of Applied Psychology*, 84, 551–563.

**Zickar, M.J.**, & Slaughter, J.E. (1999). Examining creative performance over time using hierarchical linear modeling: An illustration using film directors. *Human Performance*, 3/4, 211- 230.

**Zickar, M.J.** (1998). Modeling item-level data with item response theory. *Current Directions in Psychology*, 7, 104-109.

**Zickar, M.J.**, & Highhouse, S. (1998). Looking closer at the effects of framing on risky choice: An item response theory analysis. *Organizational Behavior and Human Decision Processes*, 75, 75-91.

Overton, R., Taylor, L. R., Harms, H. J., & **Zickar, M.J.** (1997). Adapting to adaptive testing. *Personnel Psychology*, 50, 171-185.

Drasgow, F., Levine, M. V., & **Zickar, M.J.** (1996). Optimal detection of mismeasured individuals. *Applied Measurement in Education*, 9, 47-64.

Overton, R., Taylor, L. R., **Zickar, M. J.**, Harms, H.J. (1996). Construct equivalence of pen-based computerized administered tests. *Personnel Psychology*, 49, 455-464.

**Zickar, M.J.**, & Drasgow, F. (1996). Detecting faking using appropriateness measurement. *Applied Psychological Measurement*, 20, 71-87.

#### **b. Non-refereed (editor reviewed) articles/Book chapters**

**Zickar, M.J.** (in press). Using Social Media to Promote Academic Functioning. In *Encyclopedia of Education and Information Technologies*.

**Zickar, M.J.**, & Gibby, R.E. (2021). Four persistent themes throughout the history of I-O psychology in the United States. In L. L. Koppes (ed.), *Historical Perspectives in Industrial and Organizational Psychology*, 2<sup>nd</sup> Edition. Mahwah, NJ: Erlbaum.

**Zickar, M.J.**, & Min, H. (2019). History of vocational interest measurement. In C.D. Nye & J. Rounds (Eds), *Vocational Interests in the Workplace: Rethinking Behavior at Work*. Routledge.

**Zickar, M.J.** (2019). The use of social media for personnel selection in international settings. In J.Scott (ed), *International Personnel Selection*.

**Zickar, M.J.** & Austin, J.T. (2018). History of industrial-organizational psychology. In D. Ones (Ed), *Handbook of Industrial-Organizational Psychology* (p. 3-42). Thousand Oaks, CA: Sage.

**Zickar, M.J.**, Cortina, J., & Carter, N.T. (2017). Evaluation of psychological measures: Reliability and validity. In N.T. Tippins (Ed), *Handbook of Selection and Assessment*, 2<sup>nd</sup> Edition.

**Zickar, M.J.** (2017). Item response theory. In S.G. Rogelberg (ed), *Encyclopedia of Industrial and Organizational Psychology*, 2<sup>nd</sup> Edition.

Berger, J.L., & **Zickar, M.J.** (2016). Theoretical propositions about cybervetting: A common antecedents model. In R. Landers & G. Schmidt (Eds), *Social Media in Employee Selection and Recruitment* (pp. 43-57). Springer International Publishing.

**Zickar, M.J.** (2013). A more inclusive industrial-organizational psychology. In D. Blustein (Ed.), *Oxford Handbook of the Psychology of Work* (pp. 218-230). Oxford University Press.

**Zickar, M.J.**, & Kostek, J. (2013). A history of personality testing in industry. In R. Tett & N. Christiansen (ed.), *Handbook of Personality* (pp. 173-190). New York: Routledge.

**Zickar, M.J.** (2012). The evolving history of the concept of retirement. In M. Wang (Eds), *Handbook of Retirement Research* (pp. 10-21). Oxford University Press.

**Zickar, M.J.**, & Wolford, K.A. (2012). Searching for unicorns: Item response theory based solutions to the faking problem. In R. Roberts & M. Ziegler (eds), *New perspectives on faking in personality assessment*. Oxford University Press.

**Zickar, M.J.**, & Lake, C. (2011). Technological advances in personnel selection. In N.T. Tippins & S. Adler (ed). *Technology and personnel assessment* (pp. 394-417). San Francisco, CA: Jossey-Bass.

**Zickar, M.J.**, Cortina, J., Carter, N.T. (2010). Evaluation of measures: Sources of error, sufficiency, and contamination. In J. Farr & N.T. Tippins (eds.). *Handbook of Personnel Selection* (pp. 399-415). New York: Routledge.

**Zickar, M.J.**, & Broadfoot, A.A. (2008). The partial revival of a dead horse? Comparing classical test theory and item response theory. In C.E. Lance & R.J. Vandenberg (Eds.), *Statistical and methodological myths and urban legends* (pp. 37-59). New York: Routledge.

Eid, M., & **Zickar, M. J.** (2007). Detecting response styles and faking in personality and organizational assessments by mixed Rasch models. In M. Von Davier & C. H. Carstensen (Ed.), *Multivariate and mixture distribution Rasch models* (pp. 255-270). New York: Springer.

Russell, S. S., & **Zickar, M. J.** (2007). Differential item functioning. In S.G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology* (pp. 151-152). Thousand Oaks, CA: Sage.

**Zickar, M. J.** (2007). Item response theory. In S.G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology* (pp. 371-374). Thousand Oaks, CA: Sage.

**Zickar, M. J., & Gibby, R. E.** (2006). Four persistent themes throughout the history of I-O psychology in the United States. In L. L. Koppes (ed.), *Historical Perspectives in Industrial and Organizational Psychology* (pp. 61-80). Mahwah, NJ: Erlbaum.

**Zickar, M. J., & Gibby, R. E.** (2006). A history of faking and socially desirable responding on personality tests. In R. Griffith & M. H. Peterson (eds.), *A closer examination of applicant faking behavior* (pp. 21-42). Greenwich, CT: Information Age Publishing.

**Zickar, M. J.** (2005). Computational modeling. In F. Leong & J. T. Austin (eds.), *The Psychology Research Handbook* (pp. 433-442). Sage.

**Zickar, M. J., & Gibby, R. E.** (2003). Data analytic techniques for retirement research. In G. Adams & T. Beehr (Eds.), *Retirement: Reasons, Processes, and Results* (pp. 269-292). New York: Springer.

Gibby, R. E., Reeve, C. L., Grauer, E., Mohr, D., & **Zickar, M. J.** (2002). The top I-O psychology doctoral programs of North America. *The Industrial-Organizational Psychology*, 39, 17-25.

Levin, R.A, & **Zickar, M.J.** (2002). Investigating self-presentation, lies, and bullshit: Understanding faking and its effects on hiring decisions using theory, field research, and simulation. In J. M. Brett & F. Drasgow (Eds.), *The Psychology of Work: Theoretically Based Empirical Research* (pp.253-276). Mahway, NJ: Erlbaum.

**Zickar, M.J.** (2002). Modeling data with polytomous item response theory. In F. Drasgow & N. Schmitt (Eds.), *Measuring and analyzing behavior in organizations: Advances in measurement and data analysis* (pp. 123-155). Jossey-Bass.

**Zickar, M.J.** & Slaughter, J.E. (2002). Computational modeling. In S.G. Rogelberg (Ed). *Research Methods in Industrial-Organizational Psychology* (pp. 184-197). Malden, MA: Blackwell.

**Zickar, M.J.** (2001). Conquering the next frontier: Modeling personality data with item response theory. In B. Roberts & R. Hogan (Eds), *Personality Psychology in the Workplace* (pp. 141-158). Washington, DC: American Psychological Association.

**Zickar, M. J., & Highhouse, S.** (2001). Measuring prestige of journals in industrial-organizational psychology. *The Industrial-Organizational Psychologist*, 38, 29-36.

**Zickar, M.J.** (2000). Modeling faking on personality tests. In Ilgen, D., & Hulin, C. L. (Eds). *Computational modeling of behavioral processes in organizations* (pp. 95 -108). Washington, DC: American Psychological Association.

**Zickar, M.J.,** Overton, R., Taylor, L., & Harms, H. (1999). Development of an adaptive test for computer programmers. In Drasgow, F. & Olson-Buchanan, J. B. (Eds), *Innovations in computerized assessment* (pp. 7-33). Lawrence Erlbaum: Mahwah, NJ.

Highhouse, S., & Zickar, M.J. (1997). Where has all the psychology gone? *The Industrial Psychologist*, 35, 82-88.

Zickar, M.J., & Taylor, L. R. (1996). 1994 Income of SIOP Members. *The Industrial Psychologist*, 33, 63-70.

## 2. Books

Shultz, K.S., Whitney, D.J., & Zickar, M.J. (2014). *Measurement theory in action*. New York: Routledge.

Schultz, K.S., Whitney, D.A., & Zickar, M.J. (2020). *Measurement theory in action: Case studies and exercises*, 3rd edition. New York: Routledge.

### XIII. Service

#### A. Department

Department Chair, 2008 – present, IO Doctoral Program Chair, 2003-2008, Graduate Admissions IO Program, Chair Faculty Search Committee (2004), Member Faculty Search Committees, Student Award Committees, Elected to Salary Promotion and Tenure Committee

#### B. College

Chair Search Committee of Two Associate Dean Positions (2009), Faculty Investigation Committee (2009), College Committee on the Budget (2012-present), Chairs Steering Committee (2012-present)

#### C. University

Chair, University-Wide Strategic Planning Committee for Research and Graduate Education (2011-2012)

Chair, Faculty Senate Committee on Professional Affairs, 8/2005 – 2009, Member, 2004-2005, 2009-present;

Vice-Chair, Faculty Personnel Conciliation Executive Committee (2008); Chair of a Faculty Grievance Committee (2008), BGeX Faculty Advisory Committee (2006-2008), Member, Provost Search Committee (2009), Advisor to Two Student Groups (Newman Club 1997-1999, College Democrats, 2000-present); Faculty Senator (2002-2009); Faculty Senate Committee on Committees (2004-2006); Ad Hoc Faculty Senate Committee on University Ethics Policy (2006), Values Initiative Training for BGeX (2005-2006); University Committee on Conduct (2013-present);

#### D. Professional

Associate Editor: *Personnel Assessment and Decisions* (2014—Present);

Editorial board member: *Journal of Applied Psychology* (2016 – current); *Journal of Business and Psychology* (2008 – Present), *Journal of Management* (2008 – Present), *Organizational Behavior and Human Decision Processes* (2004 – 2008), *Organizational Research Methods* (2013-present).

Ad hoc reviewer: *Applied Psychological Measurement*, *Educational and Psychological Measurement*, *History of Philosophy and Psychology*, *Human Performance*, *Industrial Relations*, *International Journal of Selection and Assessment*, *Journal of Applied Psychology*, *Journal of Applied Social Psychology*, *Journal of Organizational and Occupational Psychology*, *Journal of Personality*, *Journal of Personality and Social Psychology*, *Journal of*

Psychology, Journal of Research in Personality, Leadership Quarterly, M@n@gement, National Science Foundation, Personnel Psychology, & Psychological Methods, Sociology Compass (1996 - )

SIOF Historian (2005-2007)

Program Review: Northern Illinois University Department of Psychology (2012), University of Central Michigan Department of Psychology (2013), Auburn University Department of Psychology, (2015), Illinois Institute of Technology, Department of Psychology (2016). Executive Committee (Elected), Society of Industrial and Organizational Psychology (2010-2014).

Reviewer for Promotion and Tenure Candidates (Wright State University, City University of New York at Baruch, University of Texas at San Antonio, Florida Institute of Technology, University of Toronto, Illinois Institute of Technology, North Carolina State University, University of South Florida).

#### **XIV. Research or Professional Consultants**

- Proctor & Gamble, Denison Consulting, Dimensions Development International, Whirlpool Corporation, Toledo Diocese, Wood County Alcohol Drug and Mental Services Board, Center for Policy Analysis and Public Service, Life Insurance Management Research Association, The Leadership Circle, Sequential Employment Testing, State Farm Insurance, City of Toledo.
- Court Case: Arnold J. Cary vs. DaimlerChrysler Corporation (Settled; defendant expert witness)
- Court Case: Luke v. City of Cleveland (Decided; plaintiff expert witness)

#### **XVI. HONORS AND AWARDS**

- SIOF Fellow (2012)
- BGSU Graduate Student Association Recognition for Helping Plan for Graduate Education (2012)
- Bowling Green State University Faculty Senate Community Service Award 2009
- BGeXPERIENCE Distinguished Service Award, 2006
- Ollie and Patricia Cain Smith Faculty Development Grant, \$5,000 (2001) Bowling Green State University Faculty Summer Research Grant, \$5,500 (1997-1998)