

SCOTT HIGHHOUSE
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BIOGRAPHICAL PROFILE

Scott Highhouse is a Professor and Ohio Eminent Scholar in the Department of Psychology, Bowling Green State University. He has been named a fellow of the American Psychological Association (APA), the Association for Psychological Science (APS), and the Society for Industrial Organizational Psychology (SIOP). And, he has served as Publications Officer on SIOP's executive board (2009-2012), and served on the board of directors for the International Personnel Assessment Council (IPAC; 2012-2016).

Scott is founding editor of the journal *Personnel Assessment and Decisions*, and is book series editor for *Essentials of Industrial and Organizational Psychology*. He served as Associate Editor of *Organizational Behavior and Human Decision Processes* (OBHDP) from 2001-2007, and of *Journal of Occupational and Organizational Psychology* from 2007-2009. And, he was co-editor (with Neal Schmitt) of the IO psychology volume of the *Handbook of Psychology*.

Scott formerly worked in organizational development at Anheuser Busch Companies in St. Louis, MO. His primary areas of expertise are assessment/selection for employment, employer brand management, and human judgment/decision making. His work has been featured in many outlets, including the *Washington Post*, *Wall Street Journal*, *The Guardian*, and *The Boston Globe*.

ACADEMIC POSITIONS HELD

1996-Present	Bowling Green State University Ohio Board of Regents Eminent Scholar (2009) Full Professor of Psychology (2004) Associate Professor of Psychology (1998) Assistant Professor of Psychology (1996)
1992-1996	Indiana University-Purdue University Indianapolis Assistant Professor of Psychology
1989-1992	University of Missouri, Saint Louis Instructor, School of Business Administration, Department of Psychology

VISITING APPOINTMENTS

2004-2012	Singapore Management University Visiting Research Fellow (2012) Visiting Research Scholar (2004, 2008)
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NON-ACADEMIC POSITIONS

1990-1992	Anheuser-Busch Companies, Saint Louis Corporate Organization Development
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ACADEMIC DEGREES

- Ph.D., 1992 **University of Missouri, Saint Louis**
Industrial-Organizational Psychology
Dissertation: *Framing Threats and Opportunities*
- M.A., 1989 **University of Missouri, Saint Louis**
Industrial-Organizational Psychology
Thesis: *The Measurement of Assessment Center Situations*
- B.A., 1987 **University of Akron, Ohio**

ELECTED/APPOINTED POSITIONS

- Editor-in-Chief, *Personnel Assessment and Decisions*
- Book Series Editor, *Essentials of Industrial and Organizational Psychology*
- IPAC Science Committee Member
- Former Associate Editor, *Organizational Behavior and Human Decision Processes, Journal of Occupational and Organizational Psychology*
- Co-Editor of the industrial and organizational psychology volume of *Handbook of Psychology*
- Former SIOP Executive Board Member
- Former IPAC Board of Directors
- Fellow, Association for Psychological Science, American Psychological Association, Society for Industrial and Organizational Psychology

AUTHORED/EDITED BOOKS

Highhouse, S., Doverspike, D., & Guion, R. (2016). *Essentials of Personnel Assessment and Selection* (2nd Edition). New York: Routledge.

Highhouse, S., Dalal, R., & Salas, E. (2014). *Judgment and Decision Making at Work* (SIOP Frontiers Series). New York: Routledge.

Schmitt, N., & Highhouse, S. (2013). *Handbook of Psychology* (Volume 12: Industrial and Organizational). Wiley.

Guion, R., & Highhouse, S. (2006). *Essentials of Personnel Assessment and Selection*. Lawrence Erlbaum and Associates (also Korean translation).

CHAPTERS IN EDITED BOOKS

Nesnidol, S. & Highhouse, S. (in press). Personality and intelligence in employee selection. In B. J. Carducci (Editor-in-Chief) & J. S. Mio & R. E. Riggio (Vol. Eds.), *Wiley-Blackwell encyclopedia of personality and individual differences: Vol. IV*. Clinical, applied, and cross-cultural research. Hoboken, NJ: John Wiley & Sons.

Zhang, D., & Highhouse, S. (2017). Judgment and Decision Making in the Workplace. In N. Anderson, D.S. Ones, H.K. Sinangil, & C. Viswesvaran (eds.), *Handbook of Industrial, Work and Organizational Psychology* (2nd edition).

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

Carter, N.T., & Highhouse, S. (2014). You will be known by the company you keep: Understanding the social identity concerns of job seekers. In K. Y. T. Yu & D. Cable (Eds.), *The Oxford Handbook of Recruitment*. Oxford University Press.

Highhouse, S., Dalal, R., & Salas, E. (2014). Introduction to Judgment and Decision Making. In S. Highhouse, R. Dalal, & E. Salas (Eds.), *Judgment and Decision Making at Work*. New York: Routledge.

Lake, C.J., & Highhouse, S. (2014). Assessing decision-making competence in managers. In S. Highhouse, R. Dalal, & E. Salas (Eds.), *Judgment and Decision Making at Work*. New York: Routledge.

Highhouse, S., & Kostek, J.A. (2013). Holistic assessment for selection and placement. *APA Handbook of Testing and Assessment in Psychology*. Washington, D.C., American Psychological Association.

Highhouse, S., & Schmitt, N. (2013). A snapshot in time: Industrial and organizational psychology today. In N. Schmitt & S. Highhouse (Eds.), *Handbook of Psychology* (Volume 12: Industrial and Organizational). Wiley.

Highhouse, S., & Nolan, K.P. (2012). One history of the assessment center (pp. 25-44). In D.J.R. Jackson, C.E. Lance, & B.J. Hoffman (Eds.). *The psychology of assessment centers*. New York: Routledge.

Highhouse, S., & Gillespie, J.Z. (2009). Do samples really matter that much? In C.E. Lance & R.J. Vandenberg (Eds.), *Statistical and methodological myths and urban legends: Doctrine, verity and fable in the organizational and social sciences* (pp. 249-268). New York: Routledge.

Highhouse, S. (2007). Applications of organizational psychology: Learning from failure or failure to learn? In L. Koppes (ed.), *Historical perspectives in industrial and organizational psychology*. Lawrence Erlbaum and Associates.

Brooks, M.E., & Highhouse, S. (2006). Can good judgment be measured? In J.A. Weekley & R.E. Ployhart, *Situational judgment tests*. Lawrence Erlbaum and Associates.

Highhouse, S. (2001). Judgment and decision making research: Relevance to industrial and organizational psychology. In N. Anderson, D.S. Ones, H.K. Sinangil, & C. Viswesvaran (eds.), *Handbook of Industrial, Work and Organizational Psychology* (pp. 314-332). Sage Publications.

Highhouse, S., & Hoffman, J.R. (2001). Organizational attraction and job choice. In C.L. Cooper & I.T. Robertson (eds.), *International Review of Industrial and Organizational Psychology* (Vol. 16, pp. 37-64). Wiley.

JOURNAL PUBLICATIONS

1. Lake, C.J., Highhouse, S., & Shrift, A.G. (in press). Validation of the job-hopping motives scale. *Journal of Career Assessment*.
2. 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.
3. Zickar, M., & Highhouse, S. (2017). Where has all the psychology gone (twenty years later)? *Industrial and Organizational Psychology*, 10, 616-621.
4. Highhouse, S., Nye, C.D., & Matthews, R.A. (2017). Finding meaning in the struggle of work: Construct redundancy in work-importance measurement. *Journal of Personnel Psychology*, 16, 137-149.
5. Highhouse, S., Nye, C.D., Zhang, D., & Rada, T.B. (2017). Structure of the DOSPERT: Is there evidence for a general risk factor? *Journal of Behavioral Decision Making*, 30, 400-406.
6. Wang, Y., Highhouse, S., Lake, C.J., Petersen, N.L., & Rada, T.B. (2017). Meta-analytic investigations of the relation between intuition and analysis. *Journal of Behavioral Decision Making*, 30, 15-25.

7. Wang, Y., & Highhouse, S. (2016). Different Consequences of Supplication and Modesty: Self-Effacing Impression Management Behaviors and Supervisory Perceptions of Subordinate Personality. *Human Performance, 29*, 394-407.
8. Highhouse, S., Brooks, M.E., & Wang, Y. (2016). Status seeking and manipulative self-presentation. *International Journal of Selection and Assessment, 24*, 352-361.
9. Highhouse, S., Zickar, M.J., Brooks, M.E., Reeve, C.L., Sarkar-Barney, S.T., & Guion, R.M. (2016). A public-domain personality item bank for use with the Raymark, Schmit, and Guion (1997) PPRF. *Personnel Assessment and Decisions, 2*, 48-56.
10. Zhang, D., Highhouse, S., & Rada, T. (2016). Explaining sex differences on the cognitive reflection test. *Personality and Individual Differences, 101*, 425-427.
11. Diab, D., & Highhouse, S. (2015). Test of an impression formation model: An illustration with two well-known companies. *Corporate Reputation Review, 18*, 156-173.
12. Highhouse, S., & Zhang, D. (2015). The New Fruit Fly for Applied Psychological Research. *Industrial and Organizational Psychology, 8*, 179-183.
13. Highhouse, S., & Rada, T.B. (2015). Different worldviews explain perceived effectiveness of different employment tests. *International Journal of Selection and Assessment, 23*, 109-119.
14. Wood, N., & Highhouse, S. (2014). Do Self-reported decision styles relate with others' impressions of decision quality? *Personality and Individual Differences, 70*, 224-228.
15. Highhouse, S., Wood, N.L., Lake, C.J., & Kirkendall, S.R. (2014). Dispositional and situational moderators of public outrage over oversized executive bonuses. *Corporate Reputation Review, 17*, 290-299.
16. Nolan, K.P., & Highhouse, S. (2014). Need for autonomy and resistance to standardized employee selection practices. *Human Performance, 27(4)*, 328-346.
17. Hakel, M.D., Highhouse, S., and Zickar, M. (2013). Robert M. Guion (1924–2012). *American Psychologist, 68*, 471.
18. Kuncel, N.R., & Highhouse, S. (2011). Complex predictions and assessor mystique. *Industrial and Organizational Psychology, 4*, 302-306.
19. Lodato, M.A., Highhouse, S., & Brooks, M.E. (2011). Predicting professional preferences for intuition-based hiring. *Journal of Managerial Psychology, 26*, 352-365.
20. Diab, D.L., Pui, S.Y., Yankelevich, M., & Highhouse, S. (2011). Lay perceptions of selection decision aids in US and non-US Samples. *International Journal of Selection and Assessment, 19*, 209-216.
21. Dalal, R.S., Bonaccio, S., Highhouse, S., Ilgen, D.R., Mohammed, S., and Slaughter, J.E. (2010; focal article). What if Industrial-Organizational Psychology Decided to Take Workplace Decisions Seriously? *Industrial and Organizational Psychology, 3*, 386-405.
22. 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.
23. Adams, J.E., Highhouse, S., & Zickar, M.J. (2010). Understanding general distrust of corporations. *Corporate Reputation Review, 13*, 38-51.
24. Highhouse, S., Brooks, M.E., & Greguras, G. (2009). An organizational impression management perspective on the formation of corporate reputations. *Journal of Management, 35*, 1481-1493.

25. Highhouse, S. (2009). Tests don't measure jobs: The meaning of content validity. *Industrial and Organizational Psychology*, 2, 493-496.
26. Highhouse, S., Broadfoot, A., Yugo, J.E., & Devendorf, S.A. (2009). Examining corporate reputation judgments using generalizability theory. *Journal of Applied Psychology*, 94, 782-789.
27. Highhouse, S. (2009). Designing experiments that generalize. *Organizational Research Methods*, 12, 554-566.
28. Salter, N.P., & Highhouse, S. (2009). Assessing managers' common sense using situational judgment tests. *Management Decision*, 47, 392-398.
29. Highhouse, S. (2008; focal article). Stubborn reliance on intuition and subjectivity in employee selection. *Industrial and Organizational Psychology*, 1, 333-342.
30. Highhouse, S. (2008; author response). Facts are stubborn things. *Industrial and Organizational Psychology*, 1, 373-376.
31. Devendorf, S.A., & Highhouse, S. (2008). Applicant-Employee similarity and attraction to an employer. *Journal of Occupational and Organizational Psychology*, 81, 607-617.
32. Diab, D.L., Gillespie, M.A., & Highhouse, S. (2008). Are maximizers really unhappy? The measurement of maximizing tendency. *Judgment and Decision Making*, 3, 364-370.
33. Highhouse, S., Thornbury, E., & Little, I. (2007). Social-identity functions of attraction to organizations. *Organizational Behavior and Human Decision Processes*, 103, 134-146.
34. Highhouse, S. (2006). Commentary—The Continental Divide. *Journal of Occupational and Organizational Psychology*, 19, 203-206.
35. Brooks, M.E. & Highhouse, S. (2006). Familiarity breeds ambivalence. *Corporate Reputation Review*, 9, 105-113.
36. Reeve, C.L., Highhouse, S., & Brooks, M.E. (2006). A closer look at future job seekers' reactions to realistic recruitment messages. *International Journal of Selection and Assessment*, 14, 1-15.
37. Lievens, F., Highhouse, S., & De Corte, W. (2005). The importance of traits and abilities in supervisors' hirability decisions as a function of method of assessment. *Journal of Occupational and Organizational Psychology*, 78, 453-470.
38. Crossley, C., & Highhouse, S. (2005). Relation of job search and choice process with subsequent satisfaction. *Journal of Economic Psychology*, 26, 255-268.
39. 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.
40. Highhouse, S., Stanton, J.M., & Reeve, C.L. (2004). Examining Reactions to Employer Information Using a Simulated Web-Based Job Fair. *Journal of Career Assessment*, 12, 85-96.
41. Thorsteinson, T., & Highhouse, S. (2003). Effects of Goal Framing in Job Advertisements on Organizational Attractiveness. *Journal of Applied Social Psychology*, 33, 2393-2412.
42. Highhouse, S., Lievens, F., & Sinar, E.F. (2003). Measuring attraction to organizations. *Educational and Psychological Measurement*, 63, 986-1001.
43. Brooks, M.E., Highhouse, S., Russell, S., & Mohr, D. (2003). Familiarity, Ambivalence, and Firm Reputation: Is Corporate Fame a Double-Edged Sword? *Journal of Applied Psychology*, 904-914.

44. Lievens, F., Highhouse, S. (2003). The relation of instrumental and symbolic attributes to a company's attractiveness as an employer. *Personnel Psychology*, *56*, 75-102.
45. Highhouse, S., Brooks-Laber, M.E., Lin, L., & Spitzmeuller, 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), *75*, 69-81.
46. Slaughter, J., & Highhouse, S. (2003). Does matching up features mess up job choice? Boundary conditions on attribute-salience effects. *Journal of Behavioral Decision Making*, *16*, 1-15.
47. Highhouse, S. (2002). A history of the t-group and its early applications in management development. *Group Dynamics: Theory, Research, and Practice*, *6*, 277-290.
48. Highhouse, S. (2002). Assessing the candidate as a whole: A historical and critical analysis of individual psychological assessment for personnel decision making. *Personnel Psychology*, *55*, 363-396.
49. Highhouse, S., Hoffman, J.R., Greve, E., & Elder, A. (2002). Persuasive impact of organizational value statements in a recruitment context. *Journal of Applied Social Psychology*, *32*, 1737-1755.
50. Highhouse, S., Mohammed, S., & Hoffman, J. R. (2002). Temporal discounting of strategic issues: Bold forecasts for opportunities and threats. *Basic and Applied Social Psychology*, *24*, 43-56.
51. Highhouse, S. (2001). Review of Daniel Kahneman, Ed Diener, and Norbert Schwarz (Ed.), "Well-Being: The Foundations of Hedonic Psychology," *Personnel Psychology*, *54*, 204-206.
52. Butler, A., & Highhouse, S. (2000). Deciding to sell: Effects of prior inaction and offer source. *Journal of Economic Psychology*, *21*, 223-232.
53. Slaughter, J., Sinar, E. F., & Highhouse, S. (1999). Decoy effects and attribute-level inferences. *Journal of Applied Psychology*, *84*, 823-828.
54. Highhouse, S. (1999). The brief history of personnel counseling in industrial-organizational psychology. *Journal of Vocational Behavior*, *55*, 318-336.
55. Highhouse, S., Stierwalt, S., Bachiochi, P., Elder, A., & Fisher, G. (1999). Effects of advertised human resource management practices on attraction of African-American applicants. *Personnel Psychology*, *52*, 425-442.
56. Highhouse, S., Zickar, M., Thorsteinson, T., Stierwalt, S., Slaughter, J. (1999). Assessing company employment image: An example in the fast food industry. *Personnel Psychology*, *52*, 151-172.
57. Highhouse, S., Luong, A., & Sarkar, S. (1999). Research design, measurement, and effects of attribute range on job choice: More than meets the eye. *Organizational Research Methods*, *2*, 37-49.
58. Zickar, M., & 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.
59. Yüce, P., & Highhouse, S. (1998). The effects of attribute set-size and pay ambiguity on reactions to "Help Wanted" advertisements. *Journal of Organizational Behavior*, *19*, 337-352.
60. Highhouse, S., Beadle, D., Gallo, A., & Miller, L. (1998). Get'em while they last! Effects of scarcity information in job advertisements. *Journal of Applied Social Psychology*, *28*, 779-795.
61. Beckner, J.D., Highhouse, S., & Hazer, J.T. (1998). Effects of upward accountability and rating purpose on peer-rater inflation and delay: A field experiment. *Journal of Organizational Behavior*, *19*, 209-214.
62. Highhouse, S. (1997). Understanding and improving job-finalist choice: The relevance of behavioral decision research. *Human Resource Management Review*, *7*, 449-470.

63. Waung, M., & Highhouse, S. (1997). Fear of conflict and empathic buffering: Two explanations for the inflation of performance feedback. *Organizational Behavior and Human Decision Processes*, 71, 37-54.
64. Hazer, J.T., & Highhouse, S. (1997). Factors influencing managers' reactions to utility analysis: Effects of SDy method, information frame, and focal intervention. *Journal of Applied Psychology*, 82, 104-112.
65. Highhouse, S., & Gallo, A. (1997). Order effects in personnel decision making. *Human Performance*, 10, 31-46.
66. Highhouse, S., & Johnson, M. (1996). Gain/loss asymmetry and riskless choice: Loss aversion in choices among job finalists. *Organizational Behavior and Human Decision Processes*, 68, 225-233.
67. Highhouse, S., & Yüce, P. (1996). Perspectives, perceptions, and risk-taking behavior. *Organizational Behavior and Human Decision Processes*, 65, 159-167.
68. Highhouse, S., Paese, P.W., & Leatherberry, T. (1996). Contrast effects on strategic-issue framing. *Organizational Behavior and Human Decision Processes*, 65, 95-105.
69. Highhouse, S. (1996). Context-dependent selection: The effects of decoy and phantom job candidates. *Organizational Behavior and Human Decision Processes*, 65, 68-76.
70. Highhouse, S. (1996). The utility estimate as a communication device: Practical questions and research directions. *Journal of Business and Psychology*, 11, 152-175.
71. Highhouse, S., & Paese, P.W. (1996). Problem domain and prospect frame: Choice under opportunity versus threat. *Personality and Social Psychology Bulletin*, 22, 124-132.
72. Highhouse, S., & Bottrill, K. (1995). The influence of social (mis)information on memory for behavior in an employment interview. *Organizational Behavior and Human Decision Processes*, 62, 220-229.
73. Highhouse, S., & Hause, E. (1995). Missing information in selection: An application of the Einhorn-Hogarth ambiguity model. *Journal of Applied Psychology*, 80, 86-93.
74. Highhouse, S. (1994). A verbal protocol analysis of choice under ambiguity. *Journal of Economic Psychology*, 15, 621-636.
75. Macan, T.H., & Highhouse, S. (1994). Communicating the utility of human resource activities: A survey of I/O and HR Professionals. *Journal of Business and Psychology*, 8, 425-436.
76. Highhouse, S., & Becker, A. (1993). Facet measures and global job satisfaction. *Journal of Business and Psychology*, 8, 117-127.
77. Highhouse, S., & Harris, M.M. (1993). The measurement of assessment center situations: Bem's template matching technique for assessing exercise similarity. *Journal of Applied Social Psychology*, 23, 140-155.
78. Highhouse, S. (1992). The leniency scale: Is it really independent of ratee behavior? *Educational and Psychological Measurement*, 52, 781-786.
79. Zalesny, M., and Highhouse, S. (1992). Accuracy in performance evaluations. *Organizational Behavior and Human Decision Processes*, 51, 22-50.
80. Highhouse, S., and Doverspike, D. (1987). The validity of the Learning Style Inventory 1985 as a predictor of cognitive style and occupational preference. *Educational and Psychological Measurement*, 39, 741-744.

OTHER NOTABLE PUBLICATIONS

81. Highhouse, S., & Doverspike, D. (2017, June). Creating an Open-Access, Practitioner-Friendly Scientific Journal for IO Psychology: The Case of *Personnel Assessment and Decisions* (PAD). *The Industrial-Organizational Psychologist*, 51, <http://www.siop.org/tip/july17/pad.aspx>.
82. Highhouse, S. (2015). Editorial: Why a new journal? *Personnel Assessment and Decisions*, 1, 1-2.
83. Highhouse, S. (2014, January) Do We Need All These Words? The Need for New Publishing Norms in I-O Psychology. *The Industrial Organizational Psychologist*, 51, 83-84.
84. Highhouse, S. (2012, July). Horace Secrist's (1933) Theory of Organizational Mediocrity: A Cautionary Tale. *The Industrial Organizational Psychologist*, 50, 102-104.
85. Highhouse, S. (2011, October). The influence of Douglas McGregor. *The Industrial Organizational Psychologist*, 49, 105-109.
86. Highhouse, S., & Gutman, A. (2011, January). Was the addition of sex to Title VII a joke? Two viewpoints. *The Industrial Organizational Psychologist*, 48, 102-110.
87. Highhouse, S. (2010, April). The "My Job" contest at General Motors. *The Industrial Organizational Psychologist*, 47, 71-74.
88. Highhouse, S. (2009, July). More great books relevant to psychology in organizations. *The Industrial Organizational Psychologist*, 47.
89. Highhouse, S. (2009, January). Looking for a good book? *The Industrial Organizational Psychologist*, 46, 45-49.
90. Highhouse, S. (2008, July). The first TIP. *The Industrial Organizational Psychologist*, 46, 60-61.
91. Highhouse, S. (2008, January). History of the S.O.B. *The Industrial Organizational Psychologist*, 45, 49-52.
92. Highhouse, S. (2007, July). Where did this name come from anyway? A brief history of the I-O label. *The Industrial Organizational Psychologist*, 45, 53-56.
93. Brooks, M.E., Grauer, E., Thornbury, E.E., & Highhouse, S. (2003, April). Value differences between scientists and practitioners: A survey of SIOP members. *The Industrial Organizational Psychologist*, 40, 17-24.
94. Zickar, M. J., Highhouse, S. (2001, April). Measuring Prestige of Journals in Industrial-Organizational Psychology. *The Industrial Organizational Psychologist*, 38, 29-36.
95. Highhouse, S., & Zickar, M. (1997, October). Where has all the psychology gone? *The Industrial-Organizational Psychologist*, 35, 82-88.

MANUSCRIPTS SUBMITTED FOR PUBLICATION

Howald, N., Matthews, R., & Highhouse, S. (in review). Alternative operationalizations of workplace authenticity and relative saturation of trait variance. *Journal of Organizational Behavior*.

Zhang, D., Highhouse, S., & Nye, C.D. (in revision). Development and validation of a brief General Risk Propensity Scale (GRiPS). *Journal of Behavioral Decision Making*.

Highhouse, S., Nye, C.D., & Zhang, D. (second revision). Are brainteaser interview questions related to dark motives? *Applied Psychology: An International Review*.

Nesnidol, S., & Highhouse, S. (in revision). Why do public-sector practitioners resist unproctored internet testing? *Personnel Assessment and Decisions*.

Zhang, D., Highhouse, S., Brooks, M.E., & Zhang, Y. (in revision). Communicating the validity of structured job interviews with graphical visual aids. *International Journal of Selection and Assessment*.

Min, H., Howald, N.R., Pavisic, I., Highhouse, S., & Zickar, M. (in review). A systematic comparison of three sadism measures and their ability to explain workplace mistreatment over and above the dark triad. *Journal of Occupational Health Psychology*.

KEYNOTE ADDRESSES AND INVITED PRESENTATIONS

Highhouse, S. (2017, Nov.). *Lessons from the Assessment Center*. Space Studies Board, National Academies of Science, Engineering, and Medicine, Irvine, CA.

Highhouse, S. (2017, May). *Dispositional risk taking and maladaptive work behavior*. Association for Psychological Science, Boston, MA.

Highhouse, S. (2017, January). *Measuring trait risk taking and its relation with maladaptive work behavior*. School of Business, Wilfrid Laurier University, Waterloo, Canada.

Highhouse, S. (2015, July). *Introducing Personnel Assessment and Decisions*. International Personnel Assessment Council (IPAC) annual conference, Atlanta, GA.

Highhouse, S. (2014, November). *Addressing common professional misconceptions about assessment*. (Keynote Address). Personnel Testing Council of Metropolitan Washington (PTC-MW) Fall Event. Arlington, VA.

Highhouse, S. (2014, May). *What can the field of judgment and decision making learn from the psychology of work performance?* (Invited Address) Association for Psychological Science, San Francisco.

Highhouse, S. (2014, May). *Manhole covers, Canadian cows, and the dark side of interviewing*. (Keynote Address). Western Region Intergovernmental Personnel Assessment Council (WRIPAC), San Francisco.

Highhouse, S. (2013, December). *Making Data-Based Hiring Decisions*. Stockholm University, Stockholm, Sweden.

Highhouse, S. (2013, November). *Making Data-Based Hiring Decisions*. (Keynote Address) Best Practices in Talent Acquisition Event, Sponsored by Center for Developing Effective Businesses and Organizations (DEBO), Bowling Green State University.

Highhouse, S. (2012, December). *Self-Presentation Motives in Decision Making*. Singapore Management University, Singapore.

Highhouse, S. (2012, November). *Selection Decision Aids and Psychological Resistance to Change*. Indiana University Purdue University Indianapolis.

Highhouse, S. (2012, July). *Selection Decision Aids and Psychological Resistance to Change* (keynote address). International Personnel Testing Council (IPAC) annual conference, Las Vegas, NV.

Highhouse, S. (2011, October). *Looking Backward to Move Forward: Early Origins of Exercises, Dimensions, and Assessment Practices* (Opening Keynote). 36th International Congress on Assessment Center Methods. St. Petersburg, FL.

Highhouse, S. (2011, April). *What's Wrong with Data-Driven Decision Making?* SIOP Annual Conference Theme Track: Using Data to Influence Organizational Decisions and Strategy, Chicago, IL.

- Highhouse, S. (2011, April). *Is Individual Assessment a Pseudoscience?* Department of Psychology, Wright State University.
- Highhouse, S. (2010, November). *Is Individual Assessment a Pseudoscience?* Department of Psychology, University of Missouri-Saint Louis.
- Highhouse, S. (2010, July). *A Critical Look at Holistic Assessment* (Closing Keynote). International Personnel Testing Council (IPAC) annual conference, Newport Beach, CA.
- Highhouse, S. (2009, November). *Blink Again! The Science Behind Holistic Hiring and Assessment*. College of Arts and Sciences Distinguished Faculty Lecture Series, Bowling Green State University.
- Highhouse, S. (2009, October). *Corporate Reputation Formation: A Micro View*. Eller College of Business, University of Arizona.
- Highhouse, S. (2009, April). *Cautions On the Use of Holistic Assessment: Don't Shoot the Messenger*. Rethinking Admissions Conference, Wake Forest University.
- Highhouse, S. (2009, March). *Implicit Beliefs About Assessment and Selection* (Opening Keynote). Personnel Testing Council of Northern CA. Sacramento.
- Highhouse, S. (2009, February). *Corporate Reputation Formation: A Psychological Perspective*. Wayne State University, Detroit, MI.
- Highhouse, S. (2008, April). *JOOP*. Junior Faculty Consortium, SIOP, San Francisco, CA.
- Highhouse, S. (2008, March). *Implicit Beliefs About Employee Selection*. University of Akron, OH.
- Highhouse, S. (2007, November). *Beating the Odds: Decision-Aid Neglect in Employee Selection*. Michigan State University.
- Highhouse, S. (2007, April). *Ten Do's and Don'ts of Reviewing*. Junior Faculty Consortium, SIOP, New York, NY.
- Highhouse, S. (2007, March). *Explaining User Resistance to Selection Technology* (Keynote Address). IOOB Graduate Student Convention, Indianapolis, IN.
- Highhouse, S. (2004, September). *Future Job Seekers' Images of Well-Known Firms*. Singapore Management University, Singapore.
- Highhouse, S. (2003, November). *Understanding Images of Corporations*. Department of Psychology, Central Michigan University, Mt. Pleasant, MI.
- Highhouse, S. (2003, September). *Understanding Images of Corporations*. Department of Psychology, Wayne State University, Detroit, MI.
- Highhouse, S. (2003, March). *History of the Name Change to "Industrial and Organizational Psychology."* IOOB Graduate Student Conference, Akron, OH.
- Highhouse, S. (2002, March). *What Makes a Salary Seem Reasonable? Context effects on compensation judgment and choice*. Department of Psychology, Purdue University, West Lafayette, IN.
- Highhouse, S. (1999, February). *Context Effects on Tough Choices*. Department of Psychology, University of Minnesota, Minneapolis, MN.
- Highhouse, S. (1999, January). *Context Effects on Tough Choices in Selection*. Department of Psychology, University of Akron, Akron, OH.

Highhouse, S. (1997, November). *Attribute Range Effects on Job Choice: A Type III Error?* Department of Psychology, Michigan State University, East Lansing, MI.

Highhouse, S. (1997, October). *Attribute Range Effects on Job Choice: A Type III Error?* Department of Psychology, University of Akron, Akron, OH.

Highhouse, S. (1995, November). *Preference Reversals in Employee Selection: Decoys and Phantoms*. Department of Psychology, University of Missouri, Saint Louis, MO.

CONFERENCE PRESENTATIONS SINCE 2010

Huang, S., Brooks, M.E., & Highhouse, S. (2018, April). Examining the Relative Importance of Individual Difference on Choice Deferral. In X. Zhu and M. T. Braun (Co-chairs), *How Judgment and Decision-Making Research Can Inform Effective I/O Practice*. Symposium to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Nesnidol, S. & Highhouse, S. (April, 2018.) *Practitioner Perceptions and Resistance to Unproctored Internet Testing*. Poster to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Min., H., Pavisic, I., Howald, N., Highhouse, S., & Zickar, M. (2018, April). Evaluation and comparison of three sadism scales. In H. Min & S. Highhouse, *Measurement Issues in Dark Personality*. Symposium to be 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 variance components for risk perception using generalizability theory*. Presented at the Annual Meeting of the Society for Judgment and Decision Making, Vancouver, BC.

Daniels, M., Highhouse, S., & Greguras, G. (2017). *Abusive Supervision as a Symbolic Act: The Roles of Shame and Power Distance*. Presented at the annual meeting of the Academy of Management, Atlanta, GA.

Highhouse, S. (2017, May). *Dispositional risk taking and maladaptive work behavior*. Association for Psychological Science, Boston, MA.

Highhouse, S., Nye, C.D., & Matthews, R. (2017). *Evidence for a General Work-Importance Factor*. In Meriac, J.K., & Shoss, M.K. (Symposium): *New Developments in Work Ethic Research: Antecedents, Impact, and Distinctiveness*. Annual Meeting for the Society for Industrial and Organizational Psychology, Orlando, FL.

Brooks, M.E., Zhang, Y., & Highhouse, S. (2017, April) *Context Effects on Validity Thresholds for Test Adoption*. In Weinhardt, J.M., & Beck, J.W. (Symposium): *Employee Selection Decision Processes: Efficient, Fair, and Accurate*. Annual Meeting for the Society for Industrial and Organizational Psychology, Orlando, FL.

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.

Nesnidol, S., & Highhouse, S. (2016, July). *Sources of Employer Resistance to Unproctored Internet Testing*. International Personnel Assessment Conference, Sacramento, CA.

Highhouse, S. (2016, May). *Measurement of Trait Risk Taking*. Annual meeting of the Personnel and Human Resources Research Group, Hosted by Virginia Commonwealth University, Richmond, VA.

Highhouse, S. (2016, April). Discussant for *IGNITE debate: Should we trust or avoid online convenience samples?*. Annual Meeting for the Society for Industrial and Organizational Psychology, Anaheim, CA.

Zhang, D., Zhang, Y., Highhouse, S., & Brooks, M.E. (2016, April). *Communicating the Validity of Structured Interviews with Icon Arrays*. Annual Meeting for the Society for Industrial and Organizational Psychology, Anaheim, CA.

Chatham, C., Zhang, Y., Arnold, C., Brooks, M.E., & Highhouse, S. (2015, July). *How much validity is enough? Information presentation affects validity thresholds*. International Personnel Assessment Conference, Atlanta, GA.

Highhouse, S., & Nye, C.D. (2015, April). *The dark side of oddball interview questions*. Annual Meeting for the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Highhouse, S. (2015, April). *Myth of sample generalizability*. Annual meeting of the Personnel and Human Resources Research Group, Hosted by HumRRO, Alexandria, VA.

Highhouse, S. (2014, May). *Is there a general appetite for risk?* Annual Meeting for the Society for Industrial and Organizational Psychology, Honolulu, HI.

Highhouse, S. (2014, May). Discussant for Symposium: *Decision-Making Processes, Biases and Heuristics throughout the Employment Life Cycle*. Annual Meeting for the Society for Industrial and Organizational Psychology, Honolulu, HI.

Highhouse, S., & Rada, T. (2014, May). *Different Beliefs Systems Predict Favorability Toward Tests of Cognitive Ability vs. Conscientiousness*. Annual Meeting for the Society for Industrial and Organizational Psychology, Honolulu, HI.

Highhouse, S. (2014, April). *Manhole covers, Canadian cows, and the dark side of interviewing*. Annual meeting of the Personnel and Human Resources Research Group, Hosted by Georgia State University, Atlanta, GA.

Highhouse, S. (2013, May). *Implicit worldviews and receptivity to personality testing for hiring decisions*. Annual meeting of the Personnel and Human Resources Research Group, Hosted by Development Dimensions International, Pittsburgh, PA.

Highhouse, S. (2013, April). Panelist: *Issues Surrounding the Effectiveness of Individual Executive Assessment in Organizations*. Annual Meeting for the Society for Industrial and Organizational Psychology, Houston, TX.

Highhouse, S. (2013, April). Discussant for Symposium: *Of course it was! Emphasizing Intuition in Dual-Process Organizational Decision-Making*. Annual Meeting for the Society for Industrial and Organizational Psychology, Houston, TX.

Highhouse, S. (2011, May). *Predicting public outrage over executive bonuses*. Annual meeting of the Personnel and Human Resources Research Group, Hosted by BGSU, Bowling Green, OH.

Kirkendall, S. R., Withrow, S. A., Kostek, J. A., & Highhouse, S. (November, 2010). *A measure of self-presentation motives in decision making*. Poster presented at the Annual Meeting for the Society for Judgment and Decision Making, St. Louis, MO.

Lake, C., Wood, N.L., Kirkendall, S.R., & Highhouse, S. (November, 2010). *From dollars to outrage: Modeling reactions to executive bonuses*. Poster presented at the Annual Meeting for the Society for Judgment and Decision Making, St. Louis, MO.

Presented over 70 additional posters and papers at Academy of Management, Society for Industrial and Organizational Psychology, Society for Judgment and Decision Making, and other meetings and conferences between 1992-2008.

PROFESSIONAL ORGANIZATIONS

Academy of Management

American Psychological Association (Fellow since 2005)

Association for Psychological Science (Fellow since 2009)

International Personnel Assessment Council

Personnel and Human Resources Research Group (Invited member since 2003)

Society for Industrial-Organizational Psychologists (Fellow since 2004)

Society for Judgment and Decision Making

EDITORSHIPS

Founder and Editor in Chief:

Personnel Assessment and Decisions (2014-present)

Associate Editor:

Journal of Occupational and Organizational Psychology (2007-2009)

Organizational Behavior and Human Decision Processes (2001-2007)

Book Series Editor:

Essentials of Industrial and Organizational Psychology (2017-2022)

Co-Editor (with Neal Schmitt): 2013 *Handbook of Psychology* (Volume 12: Industrial and Organizational Psychology)

Editorial Boards:

Journal of Applied Psychology (2003-2016)

Journal of Applied Testing Technology (2015-present)

Journal of Behavioral Decision Making (2014-present)

Journal of Occupational and Organizational Psychology (2003-2007)

Journal of Management (2008-2014)

Organizational Behavior and Human Decision Processes (2001-2014)

The Industrial-Organizational Psychologist (2007-2013)

Senior Advisory Board:

Encyclopedia of Industrial and Organizational Psychology

Ad Hoc Reviewer:

Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Administrative Sciences, Applied Psychology: An International Review, Basic and Applied Social Psychology, European Journal of Work and Organizational Psychology, Group and Organization Management, Human Performance, Intelligence, International Journal of Organizational Analysis, International Journal of Selection and Assessment, Journal of Applied Social Psychology, Journal of Behavioral Decision Making, Journal of Consumer Psychology, Journal of Economic Psychology, Journal of Experimental Psychology: General, Journal of Management and Organization, Journal of Personnel Psychology, Learning and Individual Differences, M@n@gement, Management Science, Military Psychology, Organizational Research Methods, Organization Science, Personality and Social Psychology Bulletin, Personnel Psychology, Psychological Bulletin, Science Advances

Grant Reviewer:

National Science Foundation

Decision, Risk, and Management Science Division

Innovation and Organization Sciences Division

HONORS AND AWARDS

- Invited Speaker, Space Studies Board, National Academies of Science, Engineering, and Medicine, 2017.
- Nominee for Association for Psychological Science Executive Board, 2017
- Nominee for Society for Judgment and Decision Making Executive Board, 2017
- Association for Psychological Science invited address, Boston, 2017.
- One of 40 people invited to attend the Jeanneret Symposium on the Assessment of Leaders of Leaders, 2016.
- Presented at workshop on *Personnel Selection in Forensic Science: Using Measurement to Hire Pattern Evidence Examiners* at the National Academies of Sciences, Engineering, and Medicine, 2016.
- Plenary Speaker for Personnel Testing Council of Metro Washington Fall Event, 2014.

- Inducted into Olmsted Falls High School Alumni Hall of Fame, 2014.
- Association for Psychological Science invited address, San Francisco, 2014.
- Plenary Speaker for Western Region Intergovernmental Personnel Assessment Council's 35th Anniversary Meeting, San Francisco, 2014.
- Keynote for Best Practices in Talent Acquisition Event, Sponsored by Center for Developing Effective Businesses and Organizations (DEBO), Bowling Green State University, 2013.
- Keynote for International Personnel Assessment Council (IPAC) conference, Las Vegas, NV. 2012.
- Opening Keynote for the 36th International Congress on Assessment Center Methods, St. Petersburg, FL. 2011
- Closing Keynote for the International Personnel Assessment Council (IPAC) conference, Newport Beach, CA, 2010
- 2010 finalist for William A. Owens Scholarly Achievement Award in recognition of the best publication in the field of industrial and organizational psychology during the past full year (“Designing Experiments that Generalize”)
- 2010 finalist for best article in *Organizational Research Methods* in 2009 (“Designing Experiments that Generalize”)
- BGSU College of Arts & Sciences Distinguished Speaker, 2009
- Elected Executive Board member (Publications Officer) for Society for Industrial-Organizational Psychology, 2009-2011
- Fellow of American Psychological Society, 2009
- Opening Keynote for the Annual Conference of Personnel Testing Council of Northern California, Sacramento, CA, 2009
- Invited speaker for Wake Forest University’s “Rethinking Admissions” conference, 2009
- Finalist for Editor-in-Chief of *Journal of Applied Psychology*, 2007; 2013
- Opening Keynote for the 28th IOOB Graduate Student Conference, 2007
- Invited to be Interim Director of NSF, Decision, Risk, and Management Science Div., 2005
- Fellow of the American Psychological Association, 2004
- Fellow of the Society for Industrial-Organizational Psychology, 2004
- *Who’s Who Among America’s Teachers*, 2004
- Invited member of Personnel and Human Resources Research Group (“Frog”), 2003
- Psi Chi *Professor of the Year*, Bowling Green State University, 2002
- Listed as one of the most published authors in *Journal of Applied Psychology and Personnel Psychology* during the 1990s: Approximately top 2% of 1,690 authors. Source: Ones, D & Viswesvaran, C. (2000). *T.I.P.*, 37(4), 26-32.
- Psi Chi *Professor of the Year* Bowling Green State University, 1998
- Mentored recipient of 1996 Chancellor’s Scholar award IUPUI
- Mentored recipient of 1994 Undergraduate Research Award from Center for Decision Research, U. of Chicago

EXTERNAL FUNDING ACTIVITY

Evaluation of hiring process for correction officers
Ohio Department of Rehabilitation and Corrections (ODRC)
Amount of Award \$50,000 (funded)

Personnel Assessment and Decisions
International Personnel Assessment Council
Amount of Award \$25,000 (funded)

Police Captain Assessment Center
Fire Fighters Promotional Exam
City of Toledo Department of Human Resources
Amount of Award: \$60,000 (funded)

Examining cross-situational consistency in risk attitude
National Science Foundation

Amount of Request: \$204,150 (not funded)

A goal-feature typology of choice trade-offs
National Science Foundation
Amount of Request: \$350,000 (not funded)

Understanding context effects and attribute importance at different stages of choice
National Science Foundation
Amount of Request: \$121,454 (not funded)

Analysis of engineering essential functions
Graduate Student Training Grant, Parker Hannifin Corporation
Amount of Award: \$10,000 (funded)

Development of assessment tools for operator certification
Graduate Student Training Grant, Brush Wellman Inc.
Amount of Award: \$43,700 (funded)

SERVICE

Department

BGSU

Director of I-O Psychology Graduate Area 98-02, 03 (Interim), 09-10;12-present
Acting chair of psychology for Mike Zickar's promotion to full professor. 2010

I-O Graduate Admissions 97-98 (Chair), 02-03, 04-05 (Chair),
07-08; 08-09 (Chair) 09-10 (Co-Chair)
10-11, 13-14, 16-17.

I-O Faculty Search Committee 97, 02, 03 (Chair), 10 (Chair), 14
(Chair), 17 (Chair), 18 (Chair)

I-O External relations 08-09, 09-10

Department Executive Committee 99-04

Graduate Committee 00-02, 05-16

IPRA Advisory Committee 00-02

Salary, Promotion, and Tenure 98-99, 99-00 (Chair), 10-11

Library Committee 05-06

IUPUI

Director of Support for Psychological Undergraduate Research (SPUR) honors program 94-96

I/O psychology search and screen 93, 95, 96

Cognitive psychology search and screen 93

Member of I-O graduate student selection committee, 93-96

University

BGSU	
Chair Succession Committee	15-16
Graduate College research misconduct ad hoc committee	15
Member of Distinguished Research Professor selection committee	14-15, 16-17, 17-18
College of Arts & Sciences promotion and tenure committee	12-14
Reviewed the Nominees for the Outstanding Young Scholar Award	11
Tenure committee for political science faculty promotion to full professor.	10
Faculty Welfare Committee	09-10
Provost-VPAA Search Committee	07
University Program Review	05-07
Chair, Applied Statistics and Operations Research program review	
Chair, Department of Economics program review	
Student Activities Advisory Committee	04-07
Intercollegiate Athletics Committee	99-02, 03-06
Public Relations Subcommittee	00-01, 01-02 (Chair)
Student-Athlete Welfare	99-02
Communications Director Search	00
Participating faculty member of interdisciplinary Graduate Program in Institutional Theory and History, Department of Philosophy	97-00
Graduate College Distinguished Dissertation Award Committee	98
Faculty Senate Ad Hoc Committee on Validation and Retention	98 (Co-chair)
Sponsored Programs and Research (SPAR) information dissemination panel	97
Equal Opportunity Committee	96-97
IUPUI	
Participant in minority Summer Research Opportunity Program (SROP), 94	
Participant in United Negro College Fund Summer Intern Program, 93	

Professional*International Personnel Assessment Council*

Elected to the Board of Directors	13-15
Science Committee	17-18

Great Lakes Employee Assessment Network

Founding steering committee	12-13
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Society for Industrial-Organizational Psychologists (Div. 14, APA)

Publications Officer (elected member of the Executive Committee)	09-11
SIOP Historian	07-09
SIOP Early Career Award	04-05, 05-06
Division 14 Program for APA Conference	02-03 (Vice Ch.), 03-04 (Chair)
William A. Owens Scholarly Achievement Award Committee	00-01, 03-04
History Committee	02-03, 03-04, 06-07
Scientific Affairs Committee	02-03, 04-05
Strategic Planning Committee	00-02
Dissertation Award Committee	99-00

Program Committee

94-99, 02-03, 07-17

Tenure/Promotion Reviews: Auburn University, Central Michigan University, Hofstra University, Kansas State University, Ohio University, Rice University, South Dakota State University, Temple University, University at Albany, SUNY, University of Tulsa, University of Waterloo, Virginia Commonwealth University, Washington State University, Wayne State University, Wright State University

POPULAR PRESS COVERAGE

Boston Globe, Washington Post, Chronicle of Higher Education, Wall Street Journal, Assess (Australia), HRZone, Christian Science Monitor, The Guardian, Toledo Blade, Business News Daily, Fortune, Harvard Business Review

CONSULTANTSHIPS

City of Toledo Department of Human Resources, Brush Wellman, Guardian Glass, Heartland Information Systems, Ohio Board of Corrections, Otterbein Retirement Communities, Owens Corning, Parker-Hannifin, Pirelli Power Cables and Systems, Procter and Gamble, Supplemental Staffing

DISSERTATIONS DIRECTED

1. Jennifer Kihm, 1999 (Talent Management Consultant, Process, People and Innovation)
2. Anita McClough, 2000 (Research manager, Maritz Research)
3. Jerel Slaughter, 2000 (Department Head and Professor of Management, **University of Arizona**)
4. Evan Sinar, 2001 (Chief Scientist, Development Dimensions International, Pittsburgh, PA)
5. Shelba (Devendorf) Lidinsky, 2005 (Manager, Personnel Decisions Research Institute, Baltimore, MD)
6. Jason Moore, 2006 (Freelance Photographer, New York, NY)
7. Erin Thornbury, 2006 (Senior Consultant, Personnel Decisions Research Institute, Arlington, VA)
8. Ashley Guidroz, 2008 (Consultant, Trinity Health, Farmington Hills, MI)
9. Michael Lodato, 2008 (Research Psychologist, US Department of Homeland Security, Washington, D.C.)
10. Nick Salter, 2009 (Associate Professor of Psychology, **Ramapo College of New Jersey**)
11. Maya Yankelevich, 2010 (Senior Consultant, Personnel Decisions Research Institute, Arlington, VA)
12. Dalia Diab, 2011 (Associate Professor of Psychology, **Xavier University**)
13. Kevin Nolan, 2012 (Associate Professor of Psychology, **Hofstra University**)
14. Ryan Whorton, 2015 (Consultant, Educational Testing Service, Princeton, NJ)
15. Michael Daniels, 2015 (Assistant Professor of Management, **University of British Columbia**)
16. Nicole Wood, 2015 (Assistant Professor of Psychology, **Radford University**)
17. Joshua Curry, in progress (Selection Specialist, City of Toledo)
18. Don Zhang, 2016 (Assistant Professor of Psychology, **Louisiana State University**)
19. Thaddeus Rada, 2016 (Assistant Professor of Psychology, **Edinboro University of Pennsylvania**)
20. Yuyan Zhang, 2017 (Consultant, *APTMetrics*)
21. Yi Wang, 2017 (Post Doc, **Pennsylvania State University**)
22. Samantha Nesnidol, in progress

TEACHING EXPERIENCES

Undergraduate Courses

Employee Selection, Lab in I/O Psychology, Quantitative Methods, Quality of Work Life, Personnel Psychology, Organizational Psychology, Social Psychology

Graduate Courses

Developing and Testing Concepts in IO Psychology, Individual Assessment for Hiring and Development; Managerial Decision Making, Organizational Staffing, Human Judgment and Decision Making, Research Methods in I-O Psychology, History of I-O Psychology, Social Environments of Work, Psychological Research and Application, Employment Law, Applicant Attraction, Organization Development, Advanced Selection, Special Topics in Personnel Psychology.

