

Curriculum Vitae  
**DEIDRA J. SCHLEICHER**

**CONTACT INFORMATION**

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**OVERVIEW**

I study talent management in organizations from an interdisciplinary perspective (human resource management, organizational behavior, and psychology). My current research includes evaluation of talent management systems in organizations, the processes and psychology of performance management (and its interface with AI), the development of leaders and high potential employees, and employee engagement and other job attitudes (e.g., job satisfaction). These and other research projects have been published in multiple journals, including *Journal of Applied Psychology*, *Journal of Management*, *Personnel Psychology*, *Organizational Behavior and Human Decision Processes*, *Research in Personnel and Human Resources Management*, and *Advances in Industrial and Labor Relations*. I have taught courses related to multiple topics within human resources, organizational behavior, and psychology at the undergraduate, Masters (MBA, HR and I/O Psychology), Ph.D., and Executive levels at six different universities, in both Psychology departments and Management departments within business schools, and in multiple countries. Significant honors received include *Fellow of the Society for Industrial and Organizational Psychology (SIOP)* and *Fellow of the Association for Psychological Science (APS)*, *University Faculty Scholar* at Purdue University, *Mays Research Fellow* and the *Association of Former Students Distinguished Teaching Award* at Texas A&M University, and *Dean's Professor*, *John and Deborah Ganoie Professor*, and the *Outstanding Achievement in Research Award* from the Ivy College of Business at Iowa State. I have served as Associate Editor at *Journal of Applied Psychology* and *Journal of Management* and am currently Senior Editor at *Journal of Management* (2023-2026). I was elected to the five-year leadership track for the Human Resources Division of the Academy of Management and served as Chair of the Division for 2017-2018. I formerly served as Chair of the Department of Management and Entrepreneurship in the Ivy College of Business at Iowa State University (2019-2024).

**EDUCATION**

- Ph.D. December 1998, Pennsylvania State University, University Park, PA, Psychology  
(Industrial/Organizational Psychology; Minor in Social Cognition in Organizations)
- M.S. May 1996, Pennsylvania State University, University Park, PA, Psychology (Industrial/Organizational)
- B.A. May 1993, Cornell College, Mt. Vernon, IA, Psychology  
*Summa cum Laude*  
*Phi Beta Kappa*

## ACADEMIC POSITIONS

July 2019 to present	John and Deborah Ganoë Professor of Business Chair (2019-2024) Department of Management and Entrepreneurship, Ivy College of Business, <b>Iowa State University</b>
June 2018 to July 2019	Professor of Management and Dean's Professor, Ivy College of Business, <b>Iowa State University</b>
July 2012 to June 2018	Associate Professor of Management, Mays Business School, <b>Texas A&amp;M University</b>
August 2007 to June 2012	Associate Professor (OBHR), Krannert School of Management (Courtesy Appointment, Department of Psychology) <b>Purdue University</b>
August 2003 to 2007	Assistant Professor (OBHR), Krannert School of Management, <b>Purdue University</b>
Summer 1999 to Summer 2003	Assistant Professor, I/O Psychology; I/O Graduate Program Coordinator (Fall '99 to Summer '02); <b>University of Tulsa</b>
Summer 1998 to Summer 1999	Assistant Professor, I/O Psychology <b>Kansas State University</b>
Fall 1993 to Spring 1998	Graduate Teaching/Research Assistant, Instructor <b>Pennsylvania State University</b>

## PUBLICATIONS (\*\* denotes current or former graduate student co-author)

Schleicher, D. J., & Baumann, H.M. (Forthcoming; Editors). *New Frontiers in the Scholarship of Performance Management*. Oxford University Press.

McNamara, G., & Schleicher, D. J. (2024). What constitutes a contribution at JOM? [Editorial.] *Journal of Management*, 50(5), 1495-1501. <https://doi.org/10.1177/01492063241238701>.

Gabriel, A.S., Allen, T.D.\*, Devers, C.E.\*, Eby, L.T.\*, Gilson, L.L.\*, Hebl, M.\*, Kehoe, R.R.\*, King, E.B.\*, Ladge, J.J.\*, Little, L.M.\*, Ou, A.Y.\*, **Schleicher, D.J.\***, Shockley, K.M.\*, Klotz, A.C., & Rosen, C.C. (2023). A call to action: Taking the untenable out of women professors' pregnancy, postpartum, and caregiving demands. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16(2), 187-210. doi:10.1017/iop.2022.111.

\*Equal contribution; the order is alphabetical.

\*\*Shinkle, G. A., Yang, M-H., Yang, F., \*\*Elshaw, J. J., & **Schleicher, D. J.** (2021). Enacting formal controls in information system development: Process guidance and goal importance. *Information & Management*, 58, 103430.

\*\*Baumann, H. M., **Schleicher, D. J.**, Robin, J., \*\*Sullivan, D. W., & \*\*Yim, J. (2021). Two hats are better than one: How managers' role identity complexity impacts performance management. In S. Taneja (Ed.), *Academy of Management Proceedings*. Virtual. August 2021.

\*\*Yim, J., \*\*Sullivan, D. W., **Schleicher, D. J.**, & \*\*Baumann, H. M. (2020). Performance management and innovation: A human capital perspective. In G. Atinc (Ed.), *Academy of Management Proceedings*. Virtual. August 2020.

**Schleicher, D. J.** & \*\*Baumann, H. M. (2020). Performance management and the changing nature of work. In B. J. Hoffman, M. K. Shoss, & L. A. Wegman (Eds.) *The Cambridge Handbook of the Changing Nature of Work* (pp. 340-363).

**Schleicher, D. J.**, \*\*Baumann, H. M., \*\*Sullivan, D. W., & \*\*Yim, J. (2019). Evaluating the effectiveness of performance management: A 30-year integrative conceptual review. *Journal of Applied Psychology*, 104(7), 851-887.

**Schleicher, D. J.**, \*\*Baumann, H. M., \*\*Sullivan, D. W., Levy, P. E., \*\*Hargrove, D. C., & \*\*Barros-Rivera, B.A. (2018). Putting the *system* into performance management systems: A review and agenda for performance management research. *Journal of Management*, 44, 2209-2245.

**Schleicher, D. J.**, Dries, N., & \*\*McClean, S. (pending). Talent management. *Oxford Bibliographies Online: Management*. (Invited contribution)

**Schleicher, D. J.** (2018). Invited essay in *Preparing High Quality Researchers: Experiences of the Guanghua School of Management*. Editors, Zhixue Zhang and Anne Tsui.

**Schleicher, D. J.**, & Day, D. V. (2017). Work and organizations. *Oxford handbook of personality and social psychology* (2<sup>nd</sup> ed.). Editors, Kay Deaux and Mark Snyder. (Invited chapter)

**Schleicher, D. J.** & \*\*Rivera, B. (2016). Rater training. *Encyclopedia of I/O Psychology* (2<sup>nd</sup> edition). Sage Publishing. Editor, Steve Rogelberg. (Invited contribution)

**Schleicher, D. J.** & \*\*Rivera, B. (2016). Rater errors and perceptual biases. *Encyclopedia of I/O Psychology* (2<sup>nd</sup> edition). Sage Publishing. Editor, Steve Rogelberg. (Invited contribution)

**Schleicher, D. J.**, \*\*Smith, T. A., Casper, W. J., Watt, J. D., & Greguras, G. J. (2015). It's all in the attitude: The role of job attitude strength in job attitude – outcome relationships. *Journal of Applied Psychology*, 100, 1259-1274.

Dunford, B. B., **Schleicher, D. J.**, Kang, S-C., & **Zhu, L.** (2015). Unintended consequences of voluntary company stock investment. *Academy of Management Proceedings*, 1, 13297.

**Josefy, M.**, **Schleicher, D. J.**, **Harrison, J.**, & Rupp, D. (2014). When it pays to be dissatisfied: Modeling employees' incentives to game engagement surveys. *Academy of Management Proceedings*, 1, 14729.

**Shinkle, G. A.**, Yang, M-H., Yang, F., **Elshaw, J. J.**, & **Schleicher, D. J.** (2014). Goals and governance: Complements or substitutes? A study of performance in government organizations. *Academy of Management Proceedings*, 1, 11462.

**Schleicher, D. J.** & Watt, J. (2013). Attitudes. *Oxford Bibliographies Online: Management*. doi: 10.1093/obo/9780199846740-0003. Editor, Ricky Griffin.

**Schleicher, D. J.**, **Smith, T.**, Watt, J. D., Casper, W. J., & **Franklin, D. A.** (2013). The strength of job attitudes: A multi-study test. *Academy of Management Proceedings*, 1, 13286.

Day, D. V., & **Schleicher, D. J.** (2012). Work and organizations: Contextualizing personality and social psychology (pp. 701-728). *Oxford handbook of personality and social psychology*. Editors, Kay Deaux and Mark Snyder.

Van Iddekinge, C. H., Morgeson, F. P., **Schleicher, D. J.**, & Campion, M. A. (2011). Can I retake it? Exploring subgroup differences and criterion related validity in promotion retesting. *Journal of Applied Psychology*, 96, 941-955.

**Schleicher, D. J.**, **Hansen, S. D.**, & **Fox, K. E.** (2010). Job attitudes and work values. In S. Zedeck (Ed.), *APA Handbook of industrial and organizational psychology* (Vol. 3, pp. 137-190). Washington, DC: APA.

**Schleicher, D. J.**, Van Iddekinge, C. H., Morgeson, F. P., & Campion, M. A. (2010). If at first you don't succeed, try, try again: Understanding race, age, and gender differences in retesting score improvement. *Journal of Applied Psychology*, 95, 603-617.

**Venkataramani, V.**, Green, S. G., & **Schleicher, D. J.** (2010) Well-connected leaders: The impact of leaders' social network ties on LMX and members' work attitudes. *Journal of Applied Psychology*, 95, 1071-1084.

Day, D. V. & **Schleicher, D. J.** (2009). Self-monitoring. *The encyclopedia of positive psychology*, Vol. 2, pp. 886-888.

Dunford, B. B., **Schleicher, D. J.**, & **Zhu, L.** (2009). The relative importance of voluntary stock investment: Is stock ownership unnecessary for establishing an ownership culture? *Advances in Industrial and Labor Relations*, 16, 1-21.

Lievens, F., Tett, R. P., & **Schleicher, D. J.** (2009). Assessment centers at the crossroads: Towards a reconceptualization of assessment center exercises. *Research in Personnel and Human Resources Management*, 28, 99-152.

Rupp, D. E., Reynolds, D., **Schleicher, D. J.**, et al. (2009). Guidelines and ethical considerations for assessment center operations. *International Journal of Selection and Assessment*, 17, 243-253.

**Schleicher, D. J.**, \*\*Bull, R., & Green, S. G. (2009). Rater reactions to forced distribution ratings. *Journal of Management*, 35, 899-927.

\*\*Venkataramani, V., Green, S. G., & **Schleicher, D. J.** (2009). *Leaders in the know: The impact of the leader's ties to other organizational members on LMX*. *Best Paper Proceedings of the Academy of Management Meeting*, 1, 1-6.

\*\*Ascalon, M. E., **Schleicher, D. J.**, & Born, M. P. (2008). Cross-cultural social intelligence: An assessment for employees working in cross-national contexts. *Cross Cultural Management: An International Journal*, 15(2), 109-130. (Note: 1<sup>st</sup> and 2<sup>nd</sup> authors contributed equally.)

Rupp, D. E., Reynolds, D., **Schleicher, D. J.**, et al. (2008). *International assessment center guidelines*.

**Schleicher, D. J.**, Van Iddekinge, C. H., Morgeson, F. P., & Campion, M. A. (2008). Demographic differences in improvement with retesting: All tests are not created equal. *Newsletter of the Personnel Testing Council of Metropolitan Washington*, Vol. 4 (2), pp.14-16.

**Schleicher, D. J.**, & \*\*Bull, R. (2007). Frame of reference training. *Encyclopedia of Industrial and Organizational Psychology*, Vol. 1, pp. 257-259.

**Schleicher, D. J.**, & \*\*Venkataramani, V. (2007). Rating errors and perceptual biases. *Encyclopedia of Industrial and Organizational Psychology*, Vol. 2, pp. 660-663.

Bhadauria, V.S., Casper, W.J., & **Schleicher, D. J.** (November, 2006). *Reactions to film as a pedagogical tool: The role of student personality*. Proceedings of the 37th Annual Meeting of the Decision Sciences Institute, San Antonio, TX.

**Schleicher, D. J.**, & \*\*Fox, K. E. (2006). Job satisfaction and careers. In J. H. Greenhaus & G. A. Callanan, Eds., *Encyclopedia of Career Development*. Thousand Oaks, CA: Sage Publications.

**Schleicher, D. J.**, \*\*Venkataramani, V., Morgeson, F., & Campion, M. (2006). So you didn't get the job...Now what do you think? Examining opportunity-to-perform fairness perceptions. *Personnel Psychology*, 59, 559-590.

Day, D. V., & **Schleicher, D. J.** (2006). Self-monitoring at work: A motive-based perspective. *Journal of Personality*, 74, 685-714.

**Schleicher, D. J.**, & McConnell, A. R. (2005). The complexity of self-complexity: An Associated Systems Theory approach. *Social Cognition*, 23, 387-416.

**Schleicher, D. J.**, Watt, J. D., & Greguras, G. J. (2004). Reexamining the job satisfaction – performance relationship: The complexity of attitudes. *Journal of Applied Psychology*, 89, 165-177.

\*\*Edwards, W. R., & **Schleicher, D. J.** (2004). On selecting psychology graduate students: Validity evidence for a test of tacit knowledge. *Journal of Educational Psychology*, *96*, 592-602.

Casper, W. J., Watt, J. D., **Schleicher, D. J.**, Champoux, J. E., Bachiochi, P. D., & Bordeaux, C. (2003). Feature film as a resource in teaching I-O psychology. *The Industrial-Organizational Psychologist*, *41(1)*, 83-95.

Greguras, G. J., Robie, C., **Schleicher, D. J.**, & Goff, M., III. (2003). A field study of the effects of rating purpose on the quality of multi-source ratings. *Personnel Psychology*, *56*, 1-21.

Riggio, R. E., Mayes, B. T., & **Schleicher, D. J.** (2003). Using assessment center methods for measuring undergraduate business student outcomes. *Journal of Management Inquiry*, *12*, 68-78.

**Schleicher, D. J.**, Day, D. V., Mayes, B. T., & Riggio, R. E. (2002). A new "frame" for frame-of-reference training: Enhancing the construct validity of assessment centers. *Journal of Applied Psychology*, *87*, 735-746.

Day, D. V., **Schleicher, D. J.**, Unckless, A. L., & Hiller, N. J. (2002). Self-monitoring personality at work: A meta-analytic investigation of construct validity. *Journal of Applied Psychology*, *87*, 390-401. (Note: 1<sup>st</sup> and 2<sup>nd</sup> authors contributed equally.)

Newman, E., & **Schleicher, D. J.** (2001). Win-win situations: I/O graduate students learn skills in community non-profit agencies. *The Industrial-Organizational Psychologist*, *38*, 24-27.

**Schleicher, D. J.**, & Day, D. V. (1998). A cognitive evaluation of frame-of-reference training: Content and process issues. *Organizational Behavior and Human Decision Processes*, *73*, 76-101.

## **TECHNICAL REPORTS**

Fox, K. E., & **Schleicher, D. J.** (2002). *Final evaluators' report for the Tulsa job opportunities for low-income individuals grant*. Prepared for the Tulsa Housing Authority.

**Schleicher, D. J.**, Ascalon, M. E., Bordeaux, C., & Fox, K. E. (2001). *Best practices of multinational corporations: The expatriate management survey*. White paper prepared for CorporateSurvey.com.

Fox, K. E., & **Schleicher, D. J.** (2001). *Annual evaluation of job opportunities for low-income individuals job creation grant*. Prepared for the Tulsa Housing Authority.

**Schleicher, D. J.**, McNulty, J. L., Edwards, W. R., & Bordeaux, C. (2000). *Training needs analysis project*. Final report submitted to the Volunteers of America-Oklahoma.

**Schleicher, D. J.**, McNulty, J. L., & Pehl, T. (2000). *Employee recruitment and selection project*. Final report submitted to the Volunteers of America-Oklahoma.

Day, D. V., Vance, R. J., & **Schleicher, D. J.** (1994). *Driver examination knowledge tests*. Final report submitted to the Pennsylvania Department of Transportation.

### **SELECTED CONFERENCE PAPERS AND PRESENTATIONS**

Baumann, H. M., **Schleicher, D. J.**, Robin, J., Sullivan, D. W., & Yim, J. (August, 2021). Two hats are better than one: How managers' role identity complexity impacts performance management. Paper presented at the 81st Annual Meeting of the Academy of Management, Virtual. (***AOM HR Division 2021 Best Paper Designation***)

Yim, J., Sullivan, D. W., **Schleicher, D. J.**, & Baumann, H. M. (August, 2020). Performance management and innovation: A human capital perspective. Paper accepted for presentation at the 80th Annual Meeting of the Academy of Management, Virtual. (***AOM HR Division 2020 Best Paper Designation***)

Smith, T., Courtright, S. H., Kirkman, B. L., & **Schleicher, D. J.** *When leadership is not engaging: Differentiated empowering leadership and team performance*. Paper presented at the Annual Academy of Management Meeting, Chicago, IL (August, 2018).

Veit, K. M., **Schleicher, D. J.**, & Parker, C. P. *Affective-cognitive consistency using alternative measures of affect and cognition*. Paper presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL (April, 2018).

**Schleicher, D. J.**, & Baumann, H. M. *Evaluating the effectiveness of performance management: A 30-year review*. Paper presented at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL (April, 2017).

**Schleicher, D. J.** *Evaluating talent management*. Invited discussant presentation at SIOP's invitation-only Jeanneret Symposium, Dallas, TX (February, 2016).

Dunford, B. B., **Schleicher, D. J.**, Kang, S-C., & Zhu, L. *Unintended consequences of voluntary company stock investment*. Paper presented at the Annual Academy of Management Meeting, Vancouver, BC, Canada (August, 2015).

**Schleicher, D. J.** (Discussant). *Indigenous Chinese leadership research: Today and tomorrow*. Symposium presented at the Annual Academy of Management Meeting, Vancouver, BC, Canada (August, 2015).

**Schleicher, D. J.**, Baumann, H. M., Menser, T., & Hargrove, D. *Performance management and the changing nature of work*. Paper presented at the European Association for Work and Organizational Psychology (EAWOP) Conference, Oslo, Norway (May 2015).

Josefy, M., **Schleicher, D. J.**, Harrison, J., & Rupp, D. (August 2014). *When it pays to be dissatisfied: Modeling employees' incentives to game engagement surveys*. Paper presented at the Annual Academy of Management Meeting, Philadelphia, PA.

Shinkle, G. A., Yang, M-H., Yang, F., Elshaw, J. J., & **Schleicher, D. J.** (August 2014). *Goals and governance: Complements or substitutes? A study of performance in government organizations*. Paper presented at the Annual Academy of Management Meeting, Philadelphia, PA.

Shinkle, G. A., Yang, M-H., Yang, F., Elshaw, J. J., & **Schleicher, D. J.** *Goals and governance: Complements or substitutes? A study of performance in government organizations* (December 2013). Presented at the 27<sup>th</sup> Australian and New Zealand Academy of Management (ANZAM) Conference, Hobart, Tasmania.

Josefy, M., **Schleicher, D. J.**, & Harrison, J. (November 2013). *When it pays to be dissatisfied: Modeling employees' incentives to game engagement surveys*. Paper presented at the Southern Management Association Meeting, New Orleans, LA.

**Schleicher, D. J.** (Chair, August 2013). *New research directions in leadership development and derailment*. Symposium presented at the Annual Academy of Management Meeting, Orlando, FL.

**Schleicher, D. J.**, Baumann, H. M., & Hartwell, C. J. (August 2013). *Managerial self-awareness: How the "rich get richer" with regard to development*. Paper presented at the Annual Academy of Management Meeting, Orlando, FL.

**Schleicher, D. J.**, Smith, T. Watt, J. D., Casper, W. J., & Franklin, D. A. (August 2013). *The strength of job attitudes: A multi-study test*. Paper presented at the Annual Academy of Management Meeting, Orlando, FL.

Baumann, H. M., Hartwell, C. J., & **Schleicher, D. J.** (April 2013). *The role of employee motives in voluntary developmental activities*. Paper presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Cavanaugh, C., Levy, P. E., **Schleicher, D. J.**, Anseel, F., Colquitt, A., & Hunt, S. (Panelists; April 2013). *Performance management researchers and practitioners... You need to hear this, 2.0!* Panel discussion at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Hartwell, C. J., Baumann, H. M., & **Schleicher, D. J.** (April 2013). *The role of self-awareness in voluntary development*. Paper presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.



**Schleicher, D. J.** (Chair, April 2013). *New research directions in employee and leader development*. Paper symposium presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

**Schleicher, D. J.**, Levy, P. E., Knapp, D. J. (April 2013). *SIOP members and public policy: Evaluating teacher performance*. HOT TOPIC session presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Baumann, H. M., **Schleicher, D. J.**, Green, S. G., & Bull Schaefer, R. A (April 2012). *The role of rater personality in forced distribution rating systems*. Paper presented at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

**Schleicher, D. J.**, Levy, P. E., Baumann, H. M., & Hartwell, C. J. (Chairpersons). (April 2012). *Calling all performance management researchers: You need to hear this!* Panel discussion at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

**Schleicher, D. J.** (April 2012). *Retest effects and implications for employee selection*. Invited discussant for paper symposium at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

**Schleicher, D. J.**, Hansen, S. D., Day, D. V., & Agovino, D. (August, 2009). *Variability as a criterion in training evaluation: The example of frame-of-reference (FOR) training*. Paper presented at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.

Venkataramani, V., Green, S. G., & **Schleicher, D. J.** (August, 2009). *Leaders in the know: The impact of the leader's ties to other organizational members on LMX*. Paper presented at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.

**Schleicher, D. J.**, Van Iddekinge, C. H., Morgeson, F. P., & Campion, M. A. (April, 2008). *Demographic differences in improvement with retesting*. Paper presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Venkataramani, V., & **Schleicher, D. J.** (April, 2008). *Reactions to inequity: The role of social relationships at work*. Paper presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Bull, R. A., **Schleicher, D. J.**, & Green, S. G. (April, 2007). *Rater reactions to forced distribution rating systems*. Paper presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Casper, W. J., **Schleicher, D. J.**, Sitzmann, T. M., Fox, K. E., Lazzarini, M., & Tett, R. P. (April, 2007). *Perceptions of fairness in promotion assessments: The role of test characteristics and performance*. Paper presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Dunford, B., **Schleicher, D. J.**, & Zhu, L. (April, 2007). *The relative importance of voluntary stock investment on ownership outcomes*. Paper presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Marks, M. A., & **Schleicher, D. J.** (Chairpersons). (April, 2007). *Is the future of I/O psychology at risk?* Panel discussion presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

**Schleicher, D. J.**, & Keeping, L. M. (Chairpersons). (April, 2007). *Performance appraisal in the real world: Bridging the science-practice gap*. Symposium presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Zhu, L., Dunford, B. B., & **Schleicher, D. J.** (April, 2007). *Antecedents of voluntary company stock investment: Who invests and why?* Paper presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Dunford, B., **Schleicher, D. J.**, & Zhu, L. (January, 2007). *More harm than good or just unnecessary? Outcomes of voluntary investments in company stock*. (Invited presentation, "Best Paper" Symposium). Paper presented at the Annual Conference of the Labor and Employee Relations Association, Chicago, IL.

Bhadoria, V.S., Casper, W.J., & **Schleicher, D. J.** (November, 2006). *Reactions to film as a pedagogical tool: The role of student personality*. Paper presented (and accepted for conference proceedings) at the 37th Annual Meeting of the Decision Sciences Institute, San Antonio, TX.

Gibbons, A., Rupp, D., & **Schleicher, D. J.** (September, 2006). *Rethinking AC dimensionality once again: Performance inconsistency as a stable individual difference*. Paper presented at the 33<sup>rd</sup> Annual International Congress on Assessment Center Methods, London, England.

Woo, S., Rupp, D., & **Schleicher, D. J.** (September, 2006). *The role of multirater agreement on development engagement*. Paper presented at the 33<sup>rd</sup> Annual International Congress on Assessment Center Methods, London, England.

Venkataramani, V., & **Schleicher, D. J.** (May, 2006). *Personality and justice perceptions: The role of core self-evaluations and attributions*. Paper presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

**Schleicher, D. J.** (May, 2006). *Making the move from psychology to B-schools: Issues to consider* (Chair and Panelist). Panel discussion presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Bull, R., **Schleicher, D. J.**, & Green, S. G. (August, 2005). *"Rank and (no) yank": Managerial reactions to forced distribution ranking systems*. Paper presented at the 2005 Annual Meeting of the Academy of Management, Honolulu, Hawaii.

Tangirala, S., Venkataramani, V., & **Schleicher, D. J.** (August, 2005). *When you expect unfairness and when you don't: The role of negative surprise*. Paper presented at the 2005 Annual Meeting of the Academy of Management, Honolulu, Hawaii.

Ascalon, M. E., **Schleicher, D. J.**, & Born, M. (April, 2005). *Cross-cultural social intelligence: Development of a theoretically-based measure*. Paper presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Strupeck, S. A., & **Schleicher, D. J.** (April, 2005). *The effect of accountability on assessor ratings*. Paper presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Venkataramani, V., **Schleicher, D. J.**, Morgeson, F., & Campion, M. (April, 2005). *So you didn't get the job...Now what do you think? Candidate fairness perceptions after rejection*. Paper presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

**Schleicher, D. J.** (November, 2004). *The attitude/nonattitude continuum: Implications for job attitudes*. Invited talk at the 35<sup>th</sup> Annual Meeting of the Decision Sciences Institute, Boston, MA.

**Schleicher, D. J.** (May, 2004). *The attitude/nonattitude continuum: Implications for job attitudes*. Invited talk at the Annual Conference of the American Psychological Society, Chicago, IL.

**Schleicher, D. J.**, Watt, J. D., Greguras, G. J., & Casper, W. J. (March, 2004). *The strength of job satisfaction attitudes*. Paper presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Watt, J. D., **Schleicher, D. J.**, & Fullagar, C. (March, 2004). *Bored and underemployed: Antecedents and consequences of underemployment among firefighters*. Paper presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Casper, W. J., **Schleicher, D. J.**, Bourdeaux, C., & Abalos, A. F. (April, 2003). *Film use in I-O coursework: On a roll?* Paper presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Edwards, W. R., & **Schleicher, D. J.** (April, 2003). *Understanding the antecedents of openness to change in organizations*. Paper presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Schleicher, D. J.**, Agrovino, D., & Day, D. V. (April, 2003). *Variability as a criterion in training evaluation: The example of FOR training*. Paper presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Schleicher, D. J.**, Day, D. V., & Strupeck, S. A. (April, 2003). *Frame-of-reference training and trait-based impressions: The contributions of Associated Systems Theory*. Paper presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Schleicher, D. J.**, Watt, J. D., & Greguras, G. J. (April, 2003). *Reexamining the job satisfaction – performance relationship: The complexity of attitudes*. Paper presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Strupeck, S. A., **Schleicher, D. J.**, Cooper, G. D., Casper, W. J., & Hopper, S. (April, 2003). *Contextual performance and the bottom line: Exploring objective measures of contextual performance*. Paper presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Watt, J. D., & **Schleicher, D. J.** (April, 2003). *Fighting more than fires: Boredom proneness among firefighters*. Paper presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Fox, K. E., **Schleicher, D. J.**, Ascalon, M. A., Bordeaux, C. R., Bourdeau, N. R., & Abalos, A. A. (March, 2003). *A global survey of best practices in expatriate management: Challenges and methodology*. Paper presented at the 23<sup>rd</sup> Annual Industrial-Organizational / Organizational Behavior (IOOB) Conference, The University of Akron, Akron, OH.

**Schleicher, D. J.**, Watt, J. D., & Greguras, G. J. (August, 2002). *Reexamining the job satisfaction – performance relationship: The complexity of attitudes*. Paper presented at the 110<sup>th</sup> Annual American Psychology Association Convention, Chicago, IL.

**Schleicher, D. J.**, & Huff, J. W. (Chairpersons). (August, 2002). Attitude strength and structure: Implications for I/O research. Symposium presented at the 110<sup>th</sup> Annual Convention of the American Psychological Association, Chicago, IL.

Riggio, R. E., **Schleicher, D. J.**, & Mayes, B. T. *Exploring construct validity in a student assessment center*. (April, 2002). Paper presented at the 17<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

**Schleicher, D. J.**, & Strupeck, S. A. (Chairpersons). (April, 2002). *Assessing the assessor: Implications for selection and training*. Symposium presented at the 17<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Watt, J. D., & **Schleicher, D. J.** (Chairpersons). (April, 2002). *Current state of total quality management: Neither fad nor panacea*. Panel discussion presented at the 17<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Strupeck, S. A., **Schleicher, D. J.**, & Sulsky, L. M. (April, 2002). *The effect of training on the assessor criterion space*. Paper presented at the 17<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Strupeck, S. A., Edwards, W. R., **Schleicher, D. J.**, & Goff, M. (April, 2002). *A facet approach to assessment center construct validity*. Paper presented at the 17<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

**Schleicher, D. J.** (Presenter). (March, 2002). *Outcome assessment*. Workshop conducted at the Western Academy of Management Meeting, Santa Fe, NM.

Basso, M., & **Schleicher, D. J.** (November, 2001). *Effects of cold weather environment on physical and psychological health in Fleet Hospital personnel*. Poster presented at the annual conference of the Association of Medical Service Corps Officers of the Navy, San Antonio, TX.

Edwards, W. R., & **Schleicher, D. J.** (April, 2001). *The validity of tacit knowledge in a graduate school setting*. Paper presented at the 16<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

**Schleicher, D. J.**, Edwards, W. R., & Strupeck, S. A. (April, 2001). *The role of customer service in funeral business*. Paper presented at the 16<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

**Schleicher, D. J.**, Riggio, R. E., & Mayes, B. T. (April, 2001). *The validity of student assessment centers for predicting future job performance*. Paper presented at the 16<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Tett, R. P., & **Schleicher, D. J.** (April, 2001). *Assessment center validity: A fresh approach to an old problem*. Paper presented at the 16<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

**Schleicher, D. J.**, & Tett, R. P. (Chairpersons). (April, 2001). *The value of licensure for I/O psychologists: Skeptics and converts unite!* Panel discussion conducted at the 16<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

**Schleicher, D. J.** (Presenter). (April, 2001). *Outcome assessment*. Workshop conducted at the Western Academy of Management Meeting, Sun Valley, UT.

**Schleicher, D. J.**, & Watt, J. D. (April, 2000). *Reexamining the illusory correlation: The complexity of the satisfaction - performance relationship*. Paper presented at the 15<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Schleicher, D. J.** (Chairperson). (April, 2000). *Social cognition and I/O: Widening or narrowing the research - practice gap?* Symposium presented at the 15<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Mayes, B. T., Riggio, R. E., & **Schleicher, D. J.** (October, 1999). *Student assessment centers: An examination of the issues*. Paper presented at the Annual Conference of the Decision Sciences Institute, New Orleans, LA.

**Schleicher, D. J.**, Day, D. V., Mayes, B. T., & Riggio, R. E. (April, 1999). *A new "frame" for frame-of-reference training: Enhancing the construct validity of assessment centers*. Paper presented at the 14<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

**Schleicher, D. J.**, & Day, D. V. (Chairpersons). (April, 1999). *Wither assessment centers? We hardly knew ye!* Symposium presented at the 14<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

**Schleicher, D. J.** (Panelist). (April, 1999). *Career paths in I/O psychology: Early career choices*. Panel discussion conducted at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

**Schleicher, D. J.**, & McConnell, A. R. (May, 1998). *A new approach to the conceptualization and measurement of self-complexity*. Paper presented at the 70<sup>th</sup> Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Agars, M. D., **Schleicher, D. J.**, & Ringseis, E. L. (April, 1998). *Organizational structure and individual outcome variables: A meta-analytic review*. Paper presented at the 13<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Day, D. V., & **Schleicher, D. J.** (April, 1998). *Tests of the aptitude-treatment interaction assumption in frame-of-reference training*. Paper presented at the 13<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Day, D. V., & **Schleicher, D. J.** (April, 1997). *Frame-of-reference training and Associated Systems Theory: Test of a mediational model*. Paper presented at the 12<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

**Schleicher, D. J.**, & Day, D. V. (April, 1997). *Mediating effects of cognitive reactions and learning in frame-of-reference training*. Paper presented at the 12<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

**Schleicher, D. J.**, & McConnell, A. R. (April, 1997). *Putting complexity back into self-complexity: An Associated Systems Theory Approach*. Paper presented at the 1<sup>st</sup> Annual Keystone Social Psychology Conference, University Park, PA.

Day, D. V., **Schleicher, D. J.**, & Unckless, A. L. (April, 1996). *Self-monitoring and work-related outcomes: A meta-analysis*. Paper presented at the 11<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Vance, R. J., Gerstner, C. R., & **Schleicher, D. J.** (April, 1996). *Recent national trends in work attitudes by industries*. Paper presented at the 11<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Goodwin, G. F., & **Schleicher, D. J.** (March, 1994). *Self-monitoring: Implications for the workplace*. Paper presented at the 15th Annual IO/OB Graduate Student Conference, Chicago, IL.

**Schleicher, D. J.**, & Dragon, W. (April, 1993). *Why would a high self-monitor avoid diagnostic information?* Paper presented at the 65<sup>th</sup> Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

## **OTHER PROFESSIONAL PRESENTATIONS**

**Schleicher, D. J.** (September 2014). *The effectiveness of performance management: What do we really know and how do we know it?* Paper presented at the SAPS conference, Wayne State University, Detroit, MI.

**Schleicher, D. J.** (April 2014). *Performance management research: A tale of two studies.* Paper presented at the Annual PHRRG (Personnel and Human Resources Research Group) Conference, Georgia State University, Atlanta, GA.

**Schleicher, D. J.,** Smith, T. A., Casper, W. J., Watt, J. D., & Greguras, G. J. (September 2013). *Putting the attitude back into job satisfaction: A multi-sample field test of job attitude strength.* Paper presented at the SAPS conference, Charlotte, NC.

**Schleicher, D. J.** (May 2013). *Self-awareness: How the “rich get richer” in development.* Paper presented at the Annual PHRRG (Personnel and Human Resources Research Group) Conference, Development Dimensions International, Pittsburgh, PA.

**Schleicher, D. J.** (February 2012). *Who participates in voluntary developmental activities, and why?* Paper presented at the Annual PHRRG (Personnel and Human Resources Research Group) Conference, Jones School of Business, Rice University, Houston, TX.

**Schleicher, D. J.,** & Brock, S. A. (September, 2011). *Feedback to and development of high potential talent.* Presentation at the 1<sup>st</sup> Annual Executive Conference for HR Professionals, Krannert School of Management, Purdue University, West Lafayette, IN.

**Schleicher, D. J.** (February, 2009). *The strength of job satisfaction attitudes.* Paper presented at the Annual PHRRG (Personnel and Human Resources Research Group) Conference, Mays Business School, Texas A&M University, College Station, TX.

**Schleicher, D. J.** (May, 2002). *Assessment centers: A strategic HRM tool.* Paper presented at the Oklahoma Human Resources Conference, Tulsa, OK.

**Schleicher, D. J.** (Presenter). (October, 2001). *Assessment centers: An invaluable HRM tool.* Workshop presented at the Tulsa Area Human Resource Association (TAHRA; division of SHRM) Learning Lab, Tulsa, OK.

McConnell, A. R., & **Schleicher, D. J.** (June, 1997). *Putting complexity back into self-complexity: An Associated Systems Theory approach.* Invited talk presented at the 9<sup>th</sup> annual Duck Conference on Social Cognition, Pine Island, NC.

## **AWARDS, HONORS, AND GRANTS**

**2023-2026:** Senior Editor, *Journal of Management*

**2019:** *Outstanding Achievement in Research Award*, Ivy College of Business, Iowa State University

**2019:** *John and Deborah Ganoie Professor*, Ivy College of Business, Iowa State University

**2018:** *Dean's Professor*, Ivy College of Business, Iowa State University

**2017:** Elected as a *Fellow* of SIOP (*Society for Industrial and Organizational Psychology*)

**2017:** Elected as a *Fellow* of APS (*Association for Psychological Science*)

**Fall 2016:** *Association of Former Students Distinguished Teaching Award*, Texas A&M University

**Fall 2015:** *Mays Research Fellow*, Texas A&M University (2015-2018)

**Summer 2013:** Center for Human Resource Management, Texas A&M University, Research Grant (\$5000 award).

**2008-2012:** *University Faculty Scholar*, Purdue University (\$50,000 research award).

**Summer 2008:** CIBER Krannert Faculty International Research and Curriculum Development Award, Purdue University: "Forced Distribution Rating Systems in Multi-national Organizations" (\$10,000); Principal Investigator.

**Summer 2007:** Purdue Research Foundation Summer Faculty Grant: "Understanding the Complexity of Job Attitudes" (\$7000); Principal Investigator

**June 2006 – May 2007:** Purdue Research Foundation research grant: "The subjective nature of fairness: The impact of social context influences on fairness judgments" (Vijaya Venkataramani's dissertation; \$14,040); Principal Investigator.

**Summer 2006:** Selected for Best Papers Competition, AILR/LERA Annual Conference (January, 2007): Dunford, B., Schleicher, D. J., & Zhu, L. *More harm than good or just unnecessary? Outcomes of voluntary investments in company stock.*

**Summer 2006:** CIBER Krannert Faculty International Research and Curriculum Development Award, Purdue University: "Cross-cultural social intelligence: An assessment for employees working in global contexts" (\$10,000); Principal Investigator.

**Fall 2003 – Spring 2011:** "Distinguished Teacher" in Krannert Masters program for every Masters class taught (OBHR 631 Fall 2003, 2004, 2005, 2006, 2007, 2008, & 2010; OBHR 690B Spring



2004, 2005, 2006, 2007, 2008, 2009, & 2011).

**Summer 2005:** Nominated for SIOP's *Owens Scholarly Achievement Award* (award for top article published in 2004 across the following journals: *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Behavior and Human Decision Processes*, *Academy of Management Journal*, *Academy of Management Review*, and *Organizational Research Methods*); Schleicher, Watt, and Greguras (2004) was a semi-finalist (top ten)

**May 2004:** John and Mary Willis Young Faculty Scholar Award, Krannert School of Management, Purdue University (\$10,000 [\$5000 stipend + \$5000 in research funds]).

**January 2002 to May 2003:** Office of Research *Faculty Development Summer Fellowship*, Univ. of Tulsa (stipend + \$500) to conduct research on assessment center validity; Principal Investigator.

**January 2002 to June 2002:** Program Evaluator, Department of Health and Human Services *JOLI (Job Opportunities for Low-income Individuals)* Program (\$6,138); Principal Investigator.

**January 2001 to December 2001:** Office of Research *Faculty Research Grant*, University of Tulsa (\$1000) to conduct research on expatriate practices in multi-national corporations; Principal Investigator.

**January 2001 to June 2001:** Program Evaluator, Department of Health and Human Services *JOLI (Job Opportunities for Low-income Individuals)* Program (\$29,775); Principal Investigator.

**January 2001 to May 2002:** Office of Research *Faculty Development Summer Fellowship*, University of Tulsa (stipend + \$500) to conduct research on the conceptualization and measurement of job attitudes' Principal Investigator.

**January 2000 to December 2000:** Office of Research *Faculty Research Grant*, University of Tulsa (\$955) to conduct a meta-analysis on the moderating effect of assessor training in organizational assessment centers; Principal Investigator.

**January 2000 to May 2001:** Office of Research *Faculty Development Summer Fellowship*, University of Tulsa (stipend + \$500) to conduct an examination of the occupational lives of funeral directors; Principal Investigator.

**July 1994 to December 1994:** Research and Graduate Studies Office (RGSO) internal research award, Pennsylvania State University (\$2000) to conduct a meta-analysis of self-monitoring; Co-Principal Investigator.

**TEACHING EXPERIENCE** (since 1995)

- Talent Management (E; C)
- Leading and Managing Technical Employees (C) • Managing Employee Performance (C)
- Organizational Behavior (C; E; M) • Human Resources (C; E; M)
- Managing Human Capital (C; E; M) • Training and Development (P; M)
- Research in Human Resource Management (P) • Organizational Behavior (P)
- Job Analysis and Competency Modeling (P; M) • Performance Management & Coaching (M)
- Performance Appraisal & Management (P, M) • Personnel Testing and Selection (P)
- Personnel Psychology (UG) • Organizational Behavior (UG)
- Personnel Testing and Selection (UG) • Introduction to Industrial Psychology (UG)
- Advanced Research Methods in Psychology (UG) • Research Methods in Psychology (UG)
- Research Methods in Labor & Industrial Relations (UG) • Psychology of Work (UG)

C = Continuing education/non-degree programs (e.g., Halliburton's *Presidential Leadership Excellence* and *Business Leadership Development* programs (A&M), *Entrepreneurial Boot Camp for Veterans* (Purdue), *Technical Management Institute* (Purdue)); E = Executive MBA course; M = MBA/MSHRM/I-O Masters course; P = Ph.D. seminar; UG = undergraduate course.

**All course evaluations available upon request; mean instructor rating on 5 point scale = 4.9.**

**SELECTED APPLIED EXPERIENCES**

- 2009 – 2011      Designed, developed, and helped to implement a competency-based assessment, feedback, and development system for professional Masters students (MBA, MSHRM, MSIA) in the Krannert School of Management, Purdue University
- 2000 – 2003      Co-owner, VP of Assessment, **Center for Managerial Assessment**. Responsible for designing, developing, implementing, validating, and developing business for an assessment center for Tulsa-area executives; and creating 360-degree job analysis and performance appraisal instruments.
- 9/00 – 2002      Project Co-director, **Mission Statement Assessment Project**, University of Tulsa: a project which assessed the effectiveness of TU's curriculum and college experience in achieving the criteria set forth in the University's mission statement
- 12/99 – 9/00      Project Director, **Selection System Evaluation and Development**, Volunteers of America, Tulsa, OK. Supervised job analyses of direct care workers, house managers, and program coordinators; creation of realistic job preview for recruitment; evaluation (i.e., validity and legal adherence) of current selection interview and application blank; validation of personality and ability measures for inclusion in selection system; creation of final technical report and presentation of findings to key stakeholders.
- 10/99 – 5/00      Project Director, **Training Program Development**, Volunteers of America, Tulsa, OK. Supervised needs assessment instrument development and data collection (focus groups and surveys); data analysis and report writing; creation of training modules to develop deficient managerial skills; and facilitation of meetings with key stakeholders.
- 8/99 – 12/99      Supervisor, Multiple **Job Analysis Projects**: Firefighter, Human Resource Director, City of Tulsa; Saks Department Store; Research Analyst, Joe Williams Communications; Crate Assembler at Viking Packing Specialist, Inc. Supervised collection of information (via interviews, manuals, O\*Net, focus groups, surveys, observation), analysis of data, and creation of final reports and recommendations for selection, training, performance appraisal, and reasonable accommodation purposes.
- 1/99 – 7/99      Project Director, **Training Program Development**, City of Manhattan, Manhattan, KS. Supervised development of multimedia training modules for key managerial competencies (e.g., mentoring and development, communication skills, interviewing, adherence to legal guidelines, performance appraisal and feedback, leading and directing, appreciation of diversity).
- 8/97 – 12/98      Project Coordinator, **Assessment Center Validation**, Business Student Assessment Center (SAC), California State University – Fullerton. Responsible for determining the effectiveness of the SAC, both as a developmental intervention and with regard to predictive validity. Had sole responsibility for development of criterion measures, data collection and analysis, and creation of assessor training program.
- 5/95 – 8/96      Research Assistant, **Defense Conversion Project**, Center for Applied Behavioral Sciences, Pennsylvania State University. Assisted on a U.S. government demonstration grant for matching knowledge, skills, and abilities (KSA's) of Philadelphia Naval Base & Shipyard personnel to the requirements of existing job openings. Duties included: interviews with employees to gather KSA information; extensive database management; and development of system to code training programs for relevant KSA's and competencies to match employees to programs.

1/94 – 10/94                      Research Assistant, **Development and Validation of new Driver's Licensing Exam** for the state of Pennsylvania. Duties included constructing items, developing a sampling plan, administering tests, psychometric analysis of items, and writing of the technical report.

## **PROFESSIONAL DISTINCTIONS AND ACTIVITIES**

Senior Editor, *Journal of Management* (2023-2026)

Fellow, SIOP

Fellow, APS

Chair, Department of Management and Entrepreneurship, Ivy College of Business, Iowa State University (2019-2024)

Past Division Chair (2018-2019), Human Resources Division, Academy of Management

Chair (2017-2018), Human Resources Division, Academy of Management

Associate Editor, *Journal of Applied Psychology* (2010 – 2014)

Associate Editor, *Journal of Management* (2008-2011)

Member, Editorial Board, *Journal of Applied Psychology* (2006-2010; 2014-present)

Member, Editorial Board, *Personnel Psychology* (2010-present)

Member, Editorial Board, *Journal of Management* (2011-present)

Member, Editorial Board, *Archives of Scientific Psychology* (an APA journal) (2012-present)

Member, Editorial Board, *Social Influence* (2005 to 2008)

Elected to five-year leadership track for HR Division of the Academy of Management: PDW Chair (2014-2015); Program Chair (2015-2016); Division Chair Elect (2016-2017); Division Chair (2017-2018); Past Division Chair (2018-2019)

Ad hoc reviewer: *Journal of Applied Psychology* (2003 to 2006); *Academy of Management Journal* (2016 to present); *Academy of Management Review* (2004 to present); *Personnel Psychology* (2006 to 2010); *Organizational Behavior and Human Decision Processes* (2007 to present); *Management Science* (2007 to present); *Human Resource Management Review* (2007 to present); *Human Performance* (1999 to present); *Journal of Management* (2002 to 2008); *Canadian Journal of Administrative Science* (2004 to present); *Journal of Occupational and Organizational Psychology*

(2004 to present); *Personality and Individual Differences* (2006); *Journal of Applied Social Psychology* (2003 to present); *Journal of Personality* (2003 to present); *The International Journal of Human Resource Management* (2015)

Member, Scientific Committee, 3<sup>rd</sup> *Human Resources International Conference*, Dublin, Ireland (January 2019)

Program reviewer: *Academy of Management Annual Meeting* (OB and HR Divisions; 2006 to present); *Society for Industrial/Organizational Psychology (SIOP) Annual Conference* (1999 to present); *Western Academy of Management Annual Conference* (2002); Human Resource International Conference (2015-2016).

Grant reviewer: *Social Sciences and Humanities Research Council of Canada* (2004-2005; 2006-2007).

Book reviewer: *Center for Creative Leadership* (2001-2002).

Member, *Personnel/Human Resource Research Group (PHRRG)*

Member, SAPS Research Group

Member, Executive Committee, HR Division of the Academy of Management (2009-2012)

Chair, Teaching Committee, HR Division of the Academy of Management (2010-2012)

APS Program Chair for SIOP (2009-2010)

Member, *International Task Force on Assessment Centers* (2008)

Chair, *SIOP's Distinguished Teaching Award* sub-committee (2005-2006, 2006-2007).

Member, *SIOP's Distinguished Teaching Award* sub-committee (2003-2004, 2004-2005).

Member, *SIOP's Graduate Student Scholarship* sub-committee (2007, 2008).

Member, *SIOP History Committee* (2007 - 2009)

Member, *SIOP's William A. Owens Scholarly Achievement Award* sub-committee (2004-2005, 2005-2006).

Member, *SIOP's Douglas W. Bray and Ann Howard Award* sub-committee (2004-2005).

**PROFESSIONAL AFFILIATIONS**

Academy of Management (AOM): HR Division; OB Division, RM Division

Society for Human Resource Management (SHRM; Faculty advisor, 1999-2001 (University of Tulsa); 2003-2012 (Krannert School of Management, Purdue University))

Society for Industrial/Organizational Psychology (SIOP)