

## Curriculum Vita

### **JOHN D. WATT**

Ivy College of Business  
Department of Management  
Iowa State University  
E-mail: [jwatt@iastate.edu](mailto:jwatt@iastate.edu)

**Executive Editor, *The Journal of Psychology: Interdisciplinary and Applied***

#### **EDUCATION:**

**Ph.D.** (2002), Industrial and Organizational Psychology. **Kansas State University**, Manhattan, KS.  
Dissertation title: *Fighting more than fires: Boredom proneness, workload stress, and underemployment among urban firefighters.*

**M.A.** (1991), Industrial and Organizational Psychology. **University of West Florida**, Pensacola, FL.

**B.A.** (1989), Psychology. **University of Arkansas at Little Rock**, Little Rock, AR.  
*Magna cum Laude*

#### **ACADEMIC APPOINTMENTS AND TEACHING EXPERIENCE**

- 8/18 – Present    **Adjunct Professor of Management. Ivy College of Business, Iowa State University**, Ames, IA. Responsible for teaching undergraduate courses in ethical leadership and organizational behavior.
- 8/12 – 5/18        **Clinical Associate Professor of Management. Mays Business School, Texas A&M University**, College Station, TX. Responsible for teaching undergraduate and graduate courses in Creativity and Innovation, Organizational Behavior, Management, and Leadership.
- 8/11 – 6/12        **Visiting Associate Professor of Management (OBHR). Krannert School of Management, Purdue University**, West Lafayette, IN. Responsible for teaching undergraduate courses in Organizational Behavior and MBA and undergraduate courses in Ethics/Corporate Social Responsibility.
- 5/06-7/12         **Associate Professor of Management (OBHR). College of Business, University of Central Arkansas**, Conway, AR. Responsible for teaching graduate (MBA) and undergraduate courses in Organizational Behavior, Human Resource Management, Leadership, General Management (“Managing People and Work”), Ethics/Corporate Social Responsibility, Supervision, Organizational Communication, Organizational Change, Teams/Group Dynamics.
- 8/00-5/06         **Assistant Professor of Management (OBHR). College of Business, University of Central Arkansas**, Conway, AR. (See above for courses taught.)

- 8/97-6/99 **Instructor. Kansas State University**, Manhattan, KS, Department of Psychology. Responsible for teaching undergraduate courses in Organizational Psychology, General Psychology, and Research Methods.
- 6/96-6/99 **Graduate Assistant. Kansas State University**, Manhattan, KS, Office of Student Life. Responsible for academic advising, campus referrals, crisis management, and institutional research. Helped develop curriculum for Professional Ethics class. Wrote grant proposals for external funding.
- 8/94-05/95 **Adjunct Instructor. Washburn University**, Topeka, Kansas, Department of Psychology. Responsible for teaching undergraduate courses in General Psychology, Organization and Management, Personality Theories and Research.
- 8/93-6/96 **Teaching Assistant. Kansas State University**, Manhattan, KS, Department of Psychology. Assisted with all aspects of teaching undergraduate courses in Organizational Psychology, Industrial Psychology, and Consumer Psychology.
- 8/89-05/91 **Graduate Assistant. University of West Florida**, Pensacola, FL, Department of Psychology. Assisted with many aspects of research, including recruitment of participants, questionnaire construction, data collection, data analysis, and data interpretation. Responsible for maintaining research lab. Trained and supervised 10 undergraduate research assistants. Assisted in teaching courses in Social Psychology, I/O Psychology, Organizational Behavior, and Ethics.

#### **APPLIED EXPERIENCE:**

- 9/00-Present **Organizational Consultant. Vodanovich & Associates, Inc.**, Pensacola, FL. Serve as an external consultant for V&A, Inc. Responsibilities consist of organizational and human resources consulting services, including competency modeling and job analysis, developing selection and staffing systems, developing performance appraisal processes, and evaluation of training programs.
- 9/99-8/00 **Organizational Consultant. Hogan Assessment Systems, Inc.**, Tulsa, OK. Served as an external consultant to organizations seeking personality-based employee selection systems. Responsible for test validation, including issues related to synthetic validity and validity generalization. Provided professional coaching and leadership development feedback.
- 6/93-6/96 **Human Resources Consultant. Vodanovich & Associates, Inc.**, Pensacola, FL. Served as an external HR consultant to Monsanto, Inc., Pensacola, FL. Performed job analyses and developed and validated selection and performance appraisal system for chemical operators. Designed trouble-shooting manual for chemical operator use. Performed needs assessments to link business needs to training solutions and measure result. Delivered developmental feedback to management.

7/90-1/92

**Training and Development Specialist.** Escambia County Utility Authority, Pensacola, FL. Researched, designed, developed, and delivered (or coordinated delivery of) training and educational programs in connection with management development, professional development, technical skills, and employee orientation. Designed and conducted needs assessments, and identified organizational development needs with recommendations and implementation of appropriate actions.

## **PUBLICATIONS\*:**

1. *Journal of Applied Psychology* (10-16%)
2. *Journal of College Student Development* (11-20%)
3. *Journal of Research in Personality* (13-18%)
4. *Journal of Business and Psychology* (21-30%)
5. *Organization Development Journal* (12%)
6. *The Journal of Social Psychology* (10-30%)
7. *The Journal of Sex Research* (15%)
8. *NASPA Journal: The Journal of Student Affairs Administration, Research, and Practice* (35%)
9. *Journal of Social Behavior and Personality* (40-50%)
10. *Journal of Psychology: Interdisciplinary and Applied* (10-15%)
11. *Education* (30%)
12. *American Annals of the Deaf* (30-40%)
13. *Psychological Reports* (30-40%)
14. *The Industrial-Organizational Psychologist* (20-30%)
15. *Commissioned Reviews of 250 Psychological Tests* (ER)

\* *Note:* Journal acceptance rates are in parentheses. Sources: Cabell's *Directory in Management*; Alvin Wang's *Author's Guide to Journals in the Behavioral Sciences*; APA's *Journals in Psychology: A Resource Listing For Authors*; and e-mail correspondence with current journal editors. ER = Editorial Review.

**Watt, J. D., & Piotrowski, C. (2025).** Creativity Research in a Business Context: Implications for Assessment. *SIS Journal of Projective Psychology and Mental Health* (In Press).

Piotrowski, C., & **Watt, J. D.** (2024). ). Bibliometric Analysis of the Journal of Business & Psychology: Prominent and Under-Studied Areas in I/O Research. *North American Journal of Psychology*, 2024, Vol. 26, No. 3, 669-680.

Piotrowski, C., & **Watt, J. D.** (2024). The essence of cyberbullying research: An exploratory bibliometric analysis of the contemporary psychological literature. *North American Journal of Psychology*, 26(2), 253-264.

**Watt, J.** (2022). The effect of boredom proneness on job satisfaction: An empirical analysis.

*SIS Journal of Projective Psychology and Mental Health*, 29(1), 29-38.

Piotrowski, C., & **Watt**, J. D. (2022). Contemporary boredom research: A bibliometric analysis of investigatory domains. *North American Journal of Psychology*, 24(1), 127-134.

Piotrowski, C., & **Watt**, J. D. (2021). COVID-19 and psychological research: Neglected investigatory domains. *North American Journal of Psychology*, 23(4), 669-676.

Tur-Porcar, A., Merigó, J. M., Roig-Tierno, N., & **Watt**, J. D. (2018). A bibliometric history of the Journal of Psychology between 1936 and 2015. *Journal of Psychology: Interdisciplinary and Applied*, 152(4), 199-225.

Vodanovich, S. J., & **Watt**, J. D. (2016). Self-report measures of boredom: An updated review of the literature. *Journal of Psychology: Interdisciplinary and Applied*, 150(2), 196-228.

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 Attitude Strength in Job Attitude – Outcome Relationships. *Journal of Applied Psychology*, 100(4), 1259-1274.

Schleicher, D. J.; **Watt**, J. D. (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.

Hargis, M. B., **Watt**, J. D., & Piotrowski, C. (2011). Developing leaders: Examining the role of transactional and transformational leadership across business contexts. *Organization Development Journal*, 29(3), 51-66.

Hargis, M. B., & **Watt**, J. D. (2010). Organizational perception management: A framework to overcome crisis events. *Organization Development Journal*, 28(1), 73-87.

**Watt**, J. D., & Hargis, M. B. (2010). Boredom proneness: Its relationship with subjective underemployment, perceived organizational support, and job performance. *Journal of Business and Psychology*, 25(1), 163-174.

Piotrowski, C., **Watt**, J. D., & Armstrong, T. (2010). The Interdisciplinary nature of the field of crisis management: A call for research collaboration. *Organization Development Journal*, 28(3), 87-94.

**Watt**, J. D., & Piotrowski, C. (2008). Organizational change cynicism: A review of the literature and intervention strategies. *Organization Development Journal*, 26(3), 23-31.

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(1), 165-177.

**Note:** Paper was nominated for SIOP's 2005 William A. Owens Scholarly Achievement Award. This prestigious award is given to the author(s) of the publication (in a given year) in select refereed journals (i.e., *Journal of Applied*

*Psychology, Personnel Psychology, Organizational Behavior and Human Decision Processes, Academy of Management Journal, Academy of Management Review, and Organizational Research Methods*) judged to have the greatest potential to significantly impact the fields of industrial/organizational psychology and organizational behavior. Paper received a top ten ranking).

Casper, W. J., **Watt**, J. D., Schleicher, D. J., Champoux, J. E., Bachiochi, P. D., & Bordeaux, C. (2003). Education & Training in I-O Psychology: Feature Film as a Resource in Teaching I-O Psychology. *The Industrial-Organizational Psychologist*, 41(1), 83-95.

Jones, C. E., & **Watt**, J. D. (2001). Moral orientation and psychosocial development: Gender and class-standing differences. *NASPA Journal: The Journal of Student Affairs Administration, Research, and Practice*, 39(1), 1-13.

**Watt**, J. D. (2000, pp. 415-417). The Sexual Boredom Scale. In J. Maltby, C. A. Lewis, and A. Hill (Eds.), *Commissioned Reviews of 250 Psychological Tests*. Edwin Mellen Press, Wales, UK.

Jones, C. E., & **Watt**, J. D. (1999). Psychosocial development and moral orientation among traditional-aged college students. *Journal of College Student Development*, 40(2), 125-131.

Vodanovich, S. J., & **Watt**, J. D. (1999). The relationship between time structure and boredom proneness: An investigation within two cultures. *The Journal of Social Psychology*, 139(2), 143-152.

**Watt**, J. D., & Vodanovich, S. J. (1999). Boredom proneness and psychosocial development. *The Journal of Psychology*, 133(3), 303-314.

Vodanovich, S. J., **Watt**, J. D., Piotrowski, C. (1997). Boredom proneness in African-American College Students: A factor analytic perspective. *Education*, 118(2), 229-236.

Wanberg, C. R., **Watt**, J. D., & Rumsey, D. J. (1996). Individuals without jobs: An empirical study of job-seeking behavior and reemployment. *Journal of Applied Psychology*, 81(1), 76-87.

**Watt**, J. D., & Ewing, J. E. (1996). Toward the development and validation of a measure of sexual boredom. *The Journal of Sex Research*, 33(1), 57-66.

**Watt**, J. D., & Blanchard, M. J. (1994). Boredom proneness and the need for cognition. *Journal of Research in Personality*, 28(1), 44-51.

Polly, L. M., Vodanovich, S. J., **Watt**, J. D., & Blanchard, M. J. (1994). The effects of attributional processes on boredom proneness. *Journal of Social Behavior and Personality*, 8, 123-132.

**Watt, J. D.** (1993). The impact of the frequency of ingratiation on the performance evaluation of bank personnel. *The Journal of Psychology*, 127(2), 171-177.

**Watt, J. D., & Vodanovich, S. J.** (1992). An examination of race and gender differences in boredom proneness. *Journal of Social Behavior and Personality*, 7(1), 169-175.

**Watt, J. D., & Vodanovich, S. J.** (1992). Relationship between boredom proneness and impulsivity. *Psychological Reports*, 70(3), 688-690.

**Watt, J. D.** (1991). Effect of boredom proneness on time perception. *Psychological Reports*, 69(1), 323-327.

**Watt, J. D., & Davis, F. E.** (1991). The prevalence of boredom proneness and depression among profoundly deaf residential school adolescents. *American Annals of the Deaf*, 136(5), 409-413.

## **PROFESSIONAL PRESENTATIONS:**

Li, J., Wang, H., Harrison, J., Schleicher, D. J., **Watt, J. D.**, & Wang, J. (August 2015). *A Double-edged Sword? The Dual Effects of Cohesion on Team Innovation*. Paper presented at the annual conference of the Academy of Management, Vancouver, BC.

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.

**Watt, J. D.** (August, 2006). *Underemployment among firefighters*. Paper presented at the annual conference of the Academy of Management, Atlanta, GA.

**Watt, J. D., Schleicher, D. J., & Fullagar, C.** (April, 2004). *Bored and underemployed: Antecedents and consequences of underemployment among firefighters*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Schleicher, D. J., **Watt, J. D.**, Greguras, G. J., & Casper, W. J. (April, 2004). *The strength of job satisfaction attitudes*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Watt, J. D.** (October, 2004). *Using feature films to enhance management education*. Paper presented at the 54th annual meeting of the Arkansas College Teachers of Economics and Business, Conway, AR.

**Watt, J. D.** (March, 2004). *Human resources at the crossroads: Continuing and emerging trends in human resource management*. Invited paper/workshop presented at the 25th annual Industrial-Organizational Psychology and Organizational Behavior (IOOB) graduate student conference, Tulsa, OK.

**Watt, J. D.** (April, 2003). *Using feature films to enhance leadership education*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Watt, J. D.** (April, 2003; Chair). *I-O at the movies: Feature films as teaching resources*. Symposium presented at the 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 annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Schleicher, D. J., **Watt, J. D., & Greguras, G.** (August, 2002). *The complexity of job attitudes*. Paper presented at the annual conference of the American Psychological Association (APA), Chicago, IL.

**Watt, J. D.** (April, 2002). *Boredom as a Moderator of the Job Satisfaction-Turnover Relationship*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

**Watt, J. D., Schleicher, D. J.,** (Chairpersons), Sashkin, M., Shoenfelt, E. L., Horne, D. A., Closson, R. K., and DeZouche, C. J. (April 2002). *The current state of total quality management: Neither a fad nor a panacea*. Panel discussion presented at the annual meeting of APA's Division 14, Society for Industrial and Organizational Psychology, Toronto, Canada.

Schleicher, D. J., & **Watt, J. D.** (April, 2000). *Reexamining the illusory correlation: The complexity of the job satisfaction-performance relationship*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Wanberg, C. R., & **Watt, J. D.** (May, 1995). *Job-seeking behavior and reemployment: Testing a longitudinal model*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Watt, J. D., & Ewing, J. E.** (March, 1995). *Development and validation of a measure of sexual boredom*. Paper presented at the annual conference of the Southeastern Psychological Association, Savannah, GA.

**Watt, J. D., & Vodanovich, S. J.** (March, 1995). *Time structure and boredom proneness: A cross-cultural examination*. Paper presented at the annual conference of the Southeastern Psychological Association, Savannah, GA.

Griffiths, R. F., **Watt, J. D., & Wanberg, C. R.** (April, 1994). *An examination of personality and situational factors predictive of job-seeking behavior and mental health*. Paper presented at the annual conference of the Midwest Academy of Management, Chicago, IL.

**Watt, J. D., & Blanchard, M. J.** (March, 1993). *Boredom proneness and the need for cognition*. Paper presented at the annual conference of the Southeastern Psychological Association, Atlanta, GA.

Polly, L. M., Vodanovich, S. J., **Watt, J. D., & Blanchard, M. J.** (March, 1993). *The role of attributional processes on boredom proneness: The effects of gender revisited*. Paper presented at the annual conference of the Southeastern Psychological Association, Atlanta, GA.

**Watt, J. D., & Davis, F. E.** (March, 1992). *An examination of the prevalence of boredom proneness and depression among profoundly deaf adolescents*. Paper presented at the annual conference of the Southeastern Psychological Association, Knoxville, TN.

#### **PROFESSIONAL AFFILIATIONS:**

- Academy of Management
- Society for Industrial and Organizational Psychology

#### **GRANT WRITING:**

- Miller Faculty Fellowship Grant (2019-2020). Amount: \$5500.
- IDC Faculty Development Grant from University of Central Arkansas for pedagogical research (2007). Amount: \$500.
- IDC Faculty Development Grant from University of Central Arkansas for pedagogical research (2006). Amount: \$575.
- IDC Faculty Development Grant from University of Central Arkansas for pedagogical research (2006). Amount: \$931.65.
- IDC Faculty Development Grant from University of Central Arkansas for pedagogical research (2005). Amount: \$930.30.
- IDC Faculty Development Grant from University of Central Arkansas for pedagogical research (2004). Amount: \$1,322.12.
- IDC Faculty Development Grant from University of Central Arkansas for pedagogical research (2004). Amount: \$1,000.
- IDC Faculty Development Grant from University of Central Arkansas for pedagogical research (2004). Amount: \$665.



- IDC Faculty Development Grant from University of Central Arkansas for pedagogical research (2003). Amount: \$1,115.30.
- University Research Council (URC) grant award from University of Central Arkansas for underemployment research (2001-2002). Amount: \$2,453.
- Society for the Psychological Study of Social Issues (SPSSI) Grant for unemployment research (1998). Amount: \$1,282.
- University Small Research Grant (USRG) award from Kansas State University for unemployment research (1998). Amount: \$641.
- University of West Florida, Research and Graduate Studies Department Grant for research project examining the effect of boredom proneness on time perception (1991). Amount: \$800.

#### **REVIEWING ACTIVITIES:**

- **Executive Editor** of *The Journal of Psychology: Interdisciplinary and Applied* (2006 to present).
- **Consulting Editor** of *The Journal of Psychology: Interdisciplinary and Applied* (1998 to 2006).
- **Ad hoc reviewer** for Society for Industrial and Organizational Psychology (SIOP) annual conference
- **Ad hoc reviewer** for Western Academy of Management (WAM).
- **Ad hoc reviewer** for Academy of Management (AOM), OB and Entrepreneurship Divisions, annual conference.
- **Book reviewer** for Jones and George's (2003) *Essentials of Contemporary Management*; Leonard and Hilgert's (2004) *Supervision: Concepts & Practices of Management*; McShane and Von Glinow's (2005) *Organizational Behavior*; Robbins and DeCenzo's (2010) *Supervision Today!*; Dessler's (2010) *Supervision and Leadership in a Changing World*; Baldwin, Bommer, and Rubin's (2<sup>nd</sup> ed., 2012) *Managing Organizational Behavior*; Northouse (9<sup>th</sup> ed., 2021) *Leadership*; Clark, Chang, and Melvin's *Business and Society – Ethical, Legal, and Digital Environments* (2<sup>nd</sup> ed., 2023), Chandler's *Strategic Corporate Social Responsibility* (7<sup>th</sup> ed., 2024).