

Reagan D. Brown, Ph.D.

Department of Psychological Sciences
Ogden College of Science and Engineering
Western Kentucky University
Bowling Green, KY 42101
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EDUCATION

Doctor of Philosophy in Psychology, June 1997

Virginia Polytechnic Institute and State University (Virginia Tech)

Concentration: Industrial/Organizational Psychology

Dissertation: *The Development of a Computer Adaptive Test of the Five Factor Model of Personality: Applications and Extensions*

Master of Science in Psychology, December 1995

Virginia Polytechnic Institute and State University (Virginia Tech)

Concentration: Industrial/Organizational Psychology

Bachelor of Arts, May 1993

The University of Texas at Austin

Major: Psychology

Minor: Mathematics

EMPLOYMENT HISTORY

Western Kentucky University

Professor, Department of Psychological Sciences, 2018-present

Associate Professor, Department of Psychological Sciences, 2013-2018

Associate Professor, Department of Psychology, 2003-2013

Assistant Professor, Department of Psychology, 1997-2003

HONORS

Ogden College of Science and Engineering: Faculty Award for Teaching, 2018

Department of Psychology: Faculty Award for Teaching, 2009

Western Kentucky University Student Government Association: Professor of the Year, College of Education and Behavioral Sciences, 2006

PUBLICATIONS

Peer Reviewed Journal Articles

- Brown, R. D., Oswald, F. L. & Converse, P. D. (2017). Estimating Operational Validity Under Incidental Range Restriction: Some Important but Neglected Issues. *Practical Assessment, Research & Evaluation*, 22(6), 1-8.
- Mandelke, A. J., Shoenfelt, E. L., & Brown, R. D. (2016). Expected utility of interest inventories in employee selection: Perceptions of Industrial-Organizational Psychology experts. *The Industrial-Organizational Psychologist*, 52 (2), 97-105.
- Thais, M., Shoenfelt, E. L., do Nascimento, J., Taconeli, C., Forbellone, A., Brown, R. D., & Stefanello, J. M. (2016). Development and evaluation of a serve-specific core self- evaluations scale in Portuguese. *International Journal of Sport and Exercise Psychology*, 14. <http://dx.doi.org/10.1080/1612197X.2016.1154089>
- Shoenfelt, E. L., Mienaltowski, A., & Brown, R. D. (2015). Emotional reactions and coping strategies of an intercollegiate athletic team to a near-crash team travel accident: 15-month longitudinal case study. *Journal of Athletic Enhancement*, 4:3. <http://dx.doi.org/10.4172/2324-9080.1000200>
- Brown, R. D. (2014). In defense of the accuracy of the criterion reliability adjustment of bivariate correlations. *Industrial and Organizational Psychology*, 7, 524-526. <http://dx.doi.org/10.1111/iops.12188>
- Baker, J. P., Lottes, D., & Brown, R. D. (2014). Leadership within NFL Organizations: Lessons for Emerging Global Sports Teams. *Leadership & Organizational Management Journal*, 2014 (3), 2-15.
- Hauenstein, N. M., Brown, R. D., & Sinclair, A. L. (2010). BARS and those mysterious, missing middle anchors. *Journal of Business and Psychology*, 25, 663-672. <http://dx.doi.org/10.1007/s10869-010-9180-7>
- Brown, R. D., & Hauenstein, N. M. (2005). Interrater agreement reconsidered: An alternative to the r_{wg} indices. *Organizational Research Methods*, 8, 1-20. <http://dx.doi.org/10.1177/1094428105275376>
- Pendley, J. D., Myers, C. L., & Brown, R. D. (2004). The Universal Nonverbal Intelligence Test with children with attention-deficit hyperactivity disorder. *Journal of Psychoeducational Assessment*, 22, 124-135. <http://dx.doi.org/10.1177/073428290402200203>
- Brown, R. D. & Cothorn, C. M. (2002). Individual differences in faking integrity tests. *Psychological Reports*, 91, 691-702.

Reece, J. L., Myers, C. L., Nofsinger, C. O., & Brown, R. D. (2000). Retention of academic skills over the summer months in alternative and traditional calendar schools. *Journal of Research and Development in Education*, 33, 166-174.

Technical Reports

Brown, R. D. (2018). Professional review of textbook: *Statistics in Context* by B. Blatchley, published by Oxford University Press.

Shoenfelt, E. L., Brown, R. D., Waler, S. A. (2018). *Critical Flaws in the Job Task Analysis Conducted for The Association for Applied Sport Psychology, January 21, 2016, and Recommended Actions to Remediate the Problems*. Prepared for the Certification Council of the Association for Applied Sport Psychology, Indianapolis, IN.

Shoenfelt, E. L. & Brown R. D. (August 2017). *Evaluation of the Association for Applied Sport Psychology Certified Consultant Exam Passing Score Study Report*. Prepared for Association for Applied Sport Psychology, Indianapolis, IN.

Shoenfelt, E. L., Brown, R. D., Martin, E. M., & Bowman, J. S. (2017). *2017 WKU Staff Satisfaction Survey Report*. Prepared for the WKU Staff Council. Western Kentucky University, Bowling Green, KY.

Shoenfelt, E. L., & Brown, R. D. (2016). *Evaluation of the calculation of final ratings for 2015 Louisville Metro Police promotional exams and evaluation of the A. J. Stromberg, Ph.D. report dated: July 17, 2016 concerning these calculations*. Prepared for Steve Wilkins, Chief Examiner, Louisville Metro HR/Civil Service.

Brown, R. D. (2016). *Analysis of The Princeton Review's GRE Diagnostic Test Items*. Prepared for The Princeton Review Content Team, New York.

Brown, R. D. (2015). Professional review of textbook: *Personnel Psychology* by A. Luong, published by Routledge, Taylor & Francis Group LLC.

Shoenfelt, E. L., & Brown, R. D. (2015). *Evaluation of the calculation of final ratings for the 2015 Louisville Metro Police promotional exams*. Prepared for Steve Wilkins, Chief Examiner, Louisville Metro HR/Civil Service, Louisville, KY.

Shoenfelt, E. L., & Brown, R. D. (2012). *Report on the development of a test to identify financial personality type: Saver, investor, or speculator for Tony Walker Financial*. Author.

Shoenfelt, E. L., & Brown, R. D. (2011). *Evaluation of the reliability and validity of the State of Tennessee Department of Safety Driver License Exam*. Author.

Brown, R. D. (2011). *Statistical analysis of industrial productivity standards for Owl's Head Alloys*. Author.

Shoenfelt, E. L., & Brown, R. D. (2008). *Western Kentucky University 2008 staff satisfaction survey results*. Western Kentucky University. Bowling Green, KY.

Brown, R. D. (2006). Professional review of textbook: *Psychology Applied to Work*, published by Hypergraphic Press.

Shoenfelt, E. L., & Brown, R. D. (2001). *Validation of selection tests for line personnel at SCA Inc*. Author

Brown, R. D. (2000). *Head Start Quality Improvement Center job analysis*. Author.

Brown, R. D. (1998). *A statistical analysis of the relationship of age to retirement decisions at U. C. Milk Company, Inc*. Author.

Mendel, R. M., & Brown, R. D. (1998). *A statistical analysis of the relationship of age to termination/retention decisions at the Kendall facility in Franklin, KY*. Author.

Other Publications

Brown, R. D. (2015). *Fundamentals of Correlation and Regression*. Electronic textbook. <https://itunes.apple.com/us/book/fundamentals-correlation-regression/id1022701450>

Brown, R. D. (2015). *Fundamentals of Psychological Measurement* (3rd Edition). Electronic textbook. <https://itunes.apple.com/us/book/fundamentals-psychological/id562804281>

PRESENTATIONS

Shoenfelt, E. L., Brown, R. D., Bolton, C. L., & Cavanaugh J. M. (2018). Facilitators and Barriers to Academic Careers for Women in STEM. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Jones, J., & Brown, R. D. (2018). The influence of a proposed margin criterion on the accuracy of parallel analysis in conditions engendering underextraction. Paper presented at the Annual Conference of the International Personnel Assessment Council, Alexandria, VA.

- Jones, J., & Brown, R. D. (2018). Investigating the Accuracy of Parallel Analysis in Underextraction Conditions: A Monte Carlo Study. Paper presented at the River Cities Industrial and Organizational Psychology Conference, Cincinnati, OH.
- Brown, R. D. (2016). Accuracy of cross-validated R-Squared estimates with predictor selection. Paper presented at the 2016 Annual Conference for the Society for Industrial and Organizational Psychology. Anaheim, CA.
- Brown, R. D., & Bolton, C. L. (2014). Adjusting Multiple Correlations for Regression Overfitting and Indirect Range Restriction. Paper presented at the 2014 Annual Conference for the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Brown, R. D. (2014). A Comparison of Alternate Indirect Range Restriction Correction Equations. Paper presented at the 2014 Annual Conference for the Southeastern Psychological Association. Nashville, TN.
- Scott, J. N., Paquin, A. R., Roch, S., Brown, R. D. (2013). The Relationship Between Rater Agreement, Behavioral Observability, and Overall Impressions. Paper presented at the 2013 Annual Conference of the American Psychological Association. Honolulu, HI.
- Baker, J. P., Lottes, D., Brown, R. D. (2012). Leadership within NFL Organizations: Lessons for Emerging Global Leagues. Paper presented at the 2012 McDonough Leadership Conference, Marietta College. Marietta, Ohio.
- Brown, R. D. (2011). Cross Validity Estimation Procedures with a Direct Range Restriction Adjustment. Paper presented at the 2011 Annual Conference for the Society for Industrial and Organizational Psychology. Chicago, IL.
- Brown, R. D. (2010). Procedures for Cross Validity Estimation with a Criterion Unreliability Adjustment. Paper presented at the 2010 Annual Conference for the Society for Industrial and Organizational Psychology. Atlanta, GA.
- Brown, R. D. (2009). Neglected and Otherwise Irritating Issues with Correlation Adjustment Equations. Paper presented at the 2009 Annual Conference of the Society for Industrial and Organizational Psychology, Now Orleans, LA.
- Brown, R. D., Sides, A. (2008). The Effectiveness of a "None of the Above" Answer Option in Multiple Choice Grammar Tests. Middle Tennessee Psychological Association Undergraduate Research Conference. Clarksville, TN.

- Carter, N. T., & Brown, R. D. (2007). Will The CRT-A Work For People Aware It Measures Aggression? Paper presented at the 2007 Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Brown, R. D., & Daniel, J. (2005). The Effects of Rejected Job Offers on Banding Based Selection. Paper presented at the 2005 Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Brown, R. D., & Harvey, R. J. (2003). Detecting Personality Test Faking with Appropriateness Measurement: Fact or Fantasy? Paper presented at the 2003 Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Brown, R. D., Hauenstein, N. M. A., James, L., Lindell, M., Burke, M., Bliese, P., & DeShon, R. (2003). Interrater Agreement: Problems and Solutions. Panel discussion at the 2003 Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Bruni, J. R., Randolph, P., & Brown, R. D. (2003). Enhancing Faculty Understanding of Student Ratings. Paper presented at the OAIRP/KAIR Joint Spring 2003 Conference. Cincinnati, OH.
- Hauenstein, N. M., & Brown, R. D. (2002, April). *BARS and those mysterious, missing middle anchors*. Paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology. Toronto, Canada.
- Ball, R., Walker, A. G., & Brown, R. D. (2000, April). *Differences in turnover intentions between first-year exempt and non-exempt employees*. Paper presented at the 15th annual conference of the Society for Industrial and Organizational Psychology. New Orleans, LA.
- Brown, R. D. (2000, April). *Interrater agreement reconsidered: The role of maximum possible variance*. Paper presented at the 15th annual conference of the Society for Industrial and Organizational Psychology. New Orleans, LA.
- Little, J., Shoenfelt, E. L., & Brown, R. D. (2000, April). *The situational versus the patterned-behavioral-descriptive interview for predicting customer-service performance*. Paper presented at the 15th annual conference of the Society for Industrial and Organizational Psychology. New Orleans, LA.
- Woolard, C. D., & Brown, R. D. (1999, April). *Moderation of personality test validity: An extension and replication of Barrick and Mount (1993)*. Paper presented at the 14th annual conference of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Brown, R. D., & Harvey, R. J. (1998, April). *Computer adaptive testing and test-retest reliability in a "big five" personality inventory*. Paper presented at the 13th annual conference for Industrial and Organizational Psychology. Dallas, TX.

Brown, R. D. (1997, April). *An investigation of sex bias in the Raven Advanced Progressive Matrices*. Paper presented at the 12th annual conference of the Society for Industrial and Organizational Psychology. St. Louis, MO.

Brown, R. D., & Harvey, R. J. (1996, April). *Job-component validation using the MBTI and the Common-Metric Questionnaire (CMQ)*. Paper presented at the 11th annual conference of the Society for Industrial and Organizational Psychology. San Diego, CA.

RESEARCH IN PROGRESS

Brown, R. D. (2018). Accuracy of adjustments for criterion reliability and regression overfitting. Paper under review at *Personnel Assessment and Decisions*.

Shoenfelt, E. L., Bowman, J. & Brown, R. D. (2018). An examination of the incremental validity of the Serve-Specific Core Self-Evaluation Scale over the Core Self-Evaluation Scale in predicting serve performance. Manuscript in preparation.

TEACHING EXPERIENCE

Western Kentucky University, Associate Professor

Graduate Courses

- **Analysis of Variance (PSYS 512):** A statistics class featuring analyses of group mean differences in a variety of forms. Course format is lecture paired with computer based demonstrations and assignments (Spring semesters 2017-2018).
- **Correlation and Regression Analysis (PSYS 513):** A statistics class with a heavy focus on regression analysis in all its forms. Other topics include MANOVA, discriminant analysis, and path analysis. Course format is lecture on one class day followed by computer assisted demonstrations and assignments on the next (Spring semesters 2001 – 2011, Fall semesters 2012-2018).
- **Statistics and Psychometric Theory (PSYS 518):** A psychological measurement class with topics that include classical test theory, item analysis, test development, regression, factor analysis, reliability, validity, and item response theory. The format of the course includes lecture, computer demonstrations, and projects (Spring semesters 1998-2001, 2004-2018).

- **Personnel Psychology (PSYS 571):** A class that covers many of the core content areas of the field of industrial psychology. Topics include performance appraisal, validation, utility, test bias and fairness, and predictor development. Course format includes lecture, computer demonstrations, and applied projects (Spring semesters 1999-2011, 2013-2017).
- **Job Analysis and Compensation (PSYS 570):** A course designed to provide a brief overview of the field and a detailed account of job analysis and compensation. Course format includes lecture, presentations, and applied projects (Fall semesters 1997-2004, 2015).
- **Educational Statistics (EDFN 501):** A course designed to train graduate students in the Educational Leadership doctoral program in understanding and using the fundamental tools in descriptive and inferential statistics (Summer 2010).
- **Individual Differences (PSY 520):** A course about the nature and origin of individual and group differences in areas such as intelligence and personality. Class is conducted in a seminar format with individual and group presentations. Discussion of relevant topics is emphasized (Fall 1998, Spring 2000).
- **Thesis (PSY 599):** Supervised and directed theses covering a wide range of topics in industrial/organizational psychology. Duties include hypothesis development, research design, data collection, data analysis, and editing of student writing.
- **Independent Study (PSY 590):** Supervised graduate course when required course was not offered but was needed for student to graduate on schedule.

Undergraduate Courses

- **Statistics in Psychology (PSYS 313):** Topics include descriptive statistics, z-tests, t-tests, ANOVA, frequency distributions, probability analysis, correlation, and regression analysis. Course is lecture based paired with computer demonstration and calculation assignments (Fall 2017, Spring 2018).
- **Industrial/Organizational Psychology (PSYS 370):** Topics include job analysis, predictor and criterion development, validity, reliability, utility, test bias, leadership, motivation, and satisfaction. Course is lecture based supplemented with projects. (All semesters from Fall 1997-Fall 2002 except for Spring semesters in 2000 and 2001; also taught in in Fall 2005-2006, 2008, 2011; Spring 2012; Summer 1998-2000, 2004, 2006).
- **Psychological Measurement (PSYS 413):** Topics include classical test theory, item analysis, test development, regression, reliability, validity, and survey of measures of intelligence and personality. Course is lecture based supplemented with projects. (Fall

semesters from 2000-2017; Spring 2013-2016; Summer 1998-2002, 2004-2008, 2010-2013; Winter 2011-2013).

- **Introduction to Psychology (PSY 100):** A survey course of the field of psychology. The course is taught in a lecture-based format. (Fall 2002).

Virginia Tech, Graduate Instructor

Undergraduate Courses

- **Industrial/Organizational Psychology:** Topics include job analysis, predictor and criterion development, validity, reliability, utility, test bias, leadership, motivation, and satisfaction (Summer 1996, Fall 1996).
- **Social Psychology:** A survey of social psychology topics (Fall 1996-Spring 1997).

THESIS SUPERVISION

Thesis Director

Jones, J. (April 2018). *An investigation of the accuracy of parallel analysis for determining the number of factors in a factor analysis in under factoring conditions.*

Matsumoto, M. (April 2017). *An investigation of the accuracy of parallel analysis for determining the number of factors in a factor analysis.* Note: Undergraduate Honors College thesis.

Hall, A. (April 2016). *Impact of assumption violations on the accuracy of direct range restriction adjustments.*

Kircher, A. (April 2015). *Estimation of the squared population cross-validity under conditions of predictor selection.*

Ruga, K. (April 2014). *Construct validity analysis of the organizational cohesion scale.*

Bolton, C. (April 2014). *Adjusting multiple correlations for regression overfitting and indirect range restriction.* Note: Undergraduate Honors College thesis.

Goins, D. (April 2010). *Direct range restriction corrections in light of regression overfitting.*

Hellrung, J. (March 2010). *Labels for anchors: The good, the bad, and the endpoints.*

Hoage, S. (March 2010). *The effect of an overall rating item on halo error in performance evaluations.*

- Reece, T., (November 2009). *Personality as a gestalt: A cluster analytic approach to the big five.*
- Sides, A. (April 2008). "None of the above" as an answer option in grammar tests.
- Burke, T. J. (June 2007). *Detecting malingering on the MMPI-2: Unlocking the combination of necessary validity scales.*
- Love, R. (June 2007). *Convergent and discriminant validity of an assessment center.*
- Minton, A. (August 2006). *Detecting realistic faking behavior with the MMPI validity scales.*
- King, S. (May 2006). "None of the above" as an answer option in observation-based multiple-choice questions.
- Carter, N. (May 2006). *The effect of divulging the intent of the conditional reasoning test of aggression to respondents.*
- Mackey, H. (May 2006). *The effects of item grouping on test reliability.*
- Hunt, J. T. (May 2005). *An examination of the effects of item grouping on internal consistency and scale intercorrelation.*
- Mudd, J. W. (May 2005). *Revealing socially undesirable information: A comparison of bipolar scaling methods.*
- Cromwell, B. (April 2005). *A meta-analysis of test retest reliability studies.*
- Meredith, R. (November 2004). *Relations between job analysis questionnaire responses and incumbent characteristics.*
- Daniel, J. (June 2004). *The effects of rejected job offers on the costs and benefits associated with the use of banding strategies for employee selection*
- Garrett, J. (March 2004). *Relationships between personality and individual perceptions of group cohesion.*
- Kegley, J. K. (March 2004). *Development of a multidimensional scale to measure attitudes toward workers with a disability.*
- Stewart, C. (August, 2004). *Job applicant faking of overt integrity tests: Fact or fantasy*
- Sheehan, K. C. (May 2003). *The five factor model of personality: An artifact of working memory limitations?*

- Cothern, C. (May 2002). *Faking overt integrity tests: More than a mindset?*
- Cullum, M. (January 2002). *Interest inventory development for church personnel.*
- Holt, B. (November 2002). *Detecting faking with IRT appropriateness indices.*
- McDowell, P. (2000). *The effects of interviewer self-monitoring on male appearance discrimination.*
- Rauscher, S. (2000). *Cognitive processes of practical intelligence: Redundancy with general cognitive ability?*
- Hatcher, E. (1999). *Perceiving organizational conflict: The effect of occupational rank and sex on perceptions of conflict in the workplace.*
- Woolard, C. (1998). *Job design as a moderator of personality test validity.*

Member of Thesis or Dissertation Committee

- Chang, J. (Proposed December 2017). *Cross cultural differences in work-life balance.*
- Rettke, A. (June 2018). *Justice perceptions of team disciplinary actions in the workplace.*
- Pearson, Q. (April 2018). *A review of Supreme Court cases involving workplace retaliation: 2006-2018.*
- Schroader, J. (April 2018). *Perceptions of uncivil and sexual harassment workplace behaviors by gender, employment status, and likelihood to sexually harass.*
- Edwards, E. (July 2017). *Personality factors, obsessive-compulsive behavior, and sexual fantasy as predictors of paraphilic disorder intensity.*
- Bowman, J. (April 2017). *Examining the incremental validity of the Serve-Specific Self-Evaluation Scale over the Core Self-Evaluation Scale in predicting serve performance.*
- Cavanaugh, J. (April 2017). *A comparison of the facilitators and barriers to academic careers by sex and discipline.*
- Diaz, J. (April 2017). *Intercollegiate athlete perceptions of justice in team disciplinary decisions.*
- Martin, E. (November 2016). *Examining the effect of expatriate narcissism levels on cultural adjustment and global leadership effectiveness.*

- Rowland, A. (November 2016). *What is professionalism? The validation of a comprehensive model of professionalism.*
- Galbraith, S. (April 2016). *Developing a measure for assessing virtual organizational citizenship behaviors.*
- Bolton, C. (April 2016). *Development of a questionnaire to identify barriers and facilitators to academic careers for women in stem.*
- Carney, E. (April 2016). *Suicidal ideation in patients hospitalized for emergency medical treatment related to physical trauma: effects of posttraumatic stress and depression.*
- Hickey, H. (April 2016). *Organizational justice and social media in the employee selection process.*
- Adams, S. (April 2016). *Participation in organizational health and wellness programs.*
- Morris, N. (April 2016). *A review of court cases involving cognitive ability testing and employment practices: 1992-2015.*
- Sivek, N. (March 2016). *The underlying dynamics of student engagement on thesis completion.*
- Patterson, T. (June 2015). *Training evaluation investigating core self-evaluations and perceptions of training transfer.*
- Wheeler, P. (April 2015). *An examination of perceived fairness of pregnancy leave practices.*
- Lile, C. (April 2015). *Organizational use of social networking in employment actions.*
- Biggs, C. (April 2015). *Physical ability tests: A review of court cases.*
- Williams, C. (April 2015). *Perceptions of campus climate and outcomes of diversity.*
- Lecheler, J. (April 2015). *The development of a supervisor training program: An application of behavioral-based training.*
- Palmer, L. (April 2015). *Examining quality of hire as a function of person-organization and person-job fit at a pharmaceutical company.*
- Sizemore, P. (December 2014). *Rater agreement and its importance and prevalence in organizations.*

- Rowland, D. (Proposed November 2014). *Visible body modifications and implications with personnel selection.*
- Kedenburg, G. (July 2014). *Examining the interaction between leadership style and organizational justice and its effect on organizational commitment, job satisfaction, and work stress.*
- Mandelke, A. (July 2014). *Professional opinion on the use of interest inventories in employee selection.*
- Kline, S. (May 2014). *The perceived relevance of training in industrial/organizational psychology at the terminal master's level.*
- Westlin, J. (May 2014). *Physical ability testing: A review of court cases 1992-2014.*
- Osam, E. (April 2014). *The adaptation of a situational judgment test to measure leadership behavior in the workplace.*
- Seidler, T. (April 2014). *A beautiful mind: Examining the effects of emotional intelligence and physical attractiveness on employee evaluations.*
- Moore, M. (October 2013). *Prediction admission criteria in graduate programs in speech language pathology.* Note: Doctoral dissertation.
- Foster, C. (May 2013). *The effect of motive and coworker liking on the intention to perform organizational citizenship behavior.*
- Dykstra, B. (April 2013). *Dual systems model of adolescent risk taking with self-harm.*
- Culbreth, C. (November 2012). *Perceptions of peer leadership among honors students.*
- Orten, H. (August 2012). *An item analysis of the Child Behavior Checklist with preschool children with autism.*
- Melloy, A. (June 2012). *Gender differences in written expression at the elementary level.*
- Scott, J. (May 2012). *The relationship between rater agreement, behavioral observability and overall impressions.*
- Pauly, D. (April 2012). *Reactions to a near fatal accident: An investigation of emotion and coping responses.*
- Lottes, D. (April 2012). *The effect of general versus specific other directions on Fiedler's Least Preferred Coworker scale.*

- Purdy, M. (April 2012). *Faculty and staff perceptions of campus diversity.*
- Newland, S. (April 2012). *Organizational citizenship behavior- individual or organizational citizenship behavior- organization, does the underlying motive matter?*
- Bishop, A. (December 2011). *Objecting objectification: finding the links between women's self-objectification, views on harassment, and agreement with traditional sex roles.* Note: Undergraduate Honors Thesis.
- Normansell, D. (May 2011). *An evaluation of the convergent validity of multi-source feedback with Situational Assessment of Leadership - Student Assessment (SALSA) in Division I intercollegiate athletics.*
- Tucker, J. (May 2011). *An evaluation of the convergent validity of multi-source feedback with Situational Assessment of Leadership - Student Assessment (SALSA) for MBA and Ed.D. in Educational Leadership students.*
- Wade, A. (May 2011). *An evaluation of alternate forms of reliability of the Situational Assessment Of Leadership: Student Assessment (SALSA©).*
- Baldwin, C. (April 2011). *School readiness: Parent perceptions, behaviors, and child ability related to ethnicity and socioeconomic status.*
- Greco, L. (April 2011). *Gender differences in perceived costs and benefits of workplace mistreatment.*
- Tadatada, A. (April 2011). *Growth rates of Curriculum Based Measurement-Written Expression at the elementary school level.*
- Dempsey, Z. (December 2010). *Differentiating anxiety and depression using the clinical assessment of depression.*
- Cates, D. (July 2010). *Knowledge of nonsuicidal self-injury in populations that self-injure.*
- Walker, B. (June 2010). *Cultural differences in relational aggression in an elementary school-age sample.*
- Higgins, L., (May 2010). *Diagnostic decision-making: How much do behavior rating scales influence school psychologists?.*
- Montgomery, K. (April 2010). *The effects of rater training on the relationship between item observability and rater agreement.*

- Heighway, M. (April 2010). *The content validation of an employment selection process for vehicle mechanics.*
- Reding, F. (April 2010). *An evaluation of the impact of a thesis colloquium on self-regulated motivation toward thesis completion.*
- Simmons, N. (April 2010). *The validation of a structured situational interview for registered and licensed practical nurses.*
- Slack, P. (April 2010). *A situation assessment of student leadership: An evaluation of alternate forms reliability and convergent validity.*
- Stroupe, H. (April 2010). *An evaluation of the convergent validity of multi-source feedback with Situational Assessment of Leadership - Student Assessment (SALSA).*
- Turner, A. (April 2010). *Content validity study: Water Training Institute's curriculum.*
- Parrigin, S. (November 2009). *Does accountability create usage? A look at accountability and 360-degree feedback.* Note: Doctoral dissertation.
- Abell, C. (May 2009). *Change and administrative barriers: Nurse educators' perceptions concerning the use of simulators.* Note: Doctoral dissertation.
- Severs, B. (May 2009). *Intercollegiate athlete perceptions of justice in team disciplinary decisions.*
- Lee, D. (May 2009). *Racial microaggression at work: Implications for Caucasian and African-American Employees.*
- Grant, K. (May 2009). *The validation of a situational judgment test to measure leadership behavior.*
- Gruchala, L. (May 2009). *Fan perceptions of justice in team disciplinary decisions.*
- Hutchins, A. (April 2009). *The relationship between goal orientation and gender roles.*
- Breidert, J. (April 2009). *Self-assessments by US Army officers: Effects of skill level and item ambiguity on accuracy.*
- Ross, L. (April 2009). *The impact of Westernization on Tongan cultural values related to business.*
- Austin, L. (March 2009). *Oral status of residents in long-term care facilities in Kentucky.* Note: Doctoral dissertation.

Alexander, J. (Spring 2008). *Is conscientiousness related to performance rating accuracy and perceived difficulty in rating?*

Berry, D. (Spring 2008). *FMLA leave and subsequent pay increases.*

Brown, D. (Spring 2008). *The effects of personal characteristics and religious orientations on identification with all of humanity.*

Gardner, A. (Spring 2008). *Performance appraisal practices of psychology departments.*

Yanul, T. (Spring 2008). *Development of a faculty performance appraisal system.*

Ashburn, C. (May 2007) *Interrater agreement of BARS scales used in assessment centers.*

Brady, C. (Fall 2008). *Gender, attitudes, and perceptions of workplace incivility*

Zink, A. (2007) *Physical abilities testing: A revised review of court cases 1991-2007.*

Starling, P. G. (May 2006). *Physical abilities testing: A review of court cases 1992-2006.*

Dunn, J. A. (April 2006). *A realistic job preview for deputy jailer applicants.*

Lamanna, J. M. (April 2006). *The effects of attachment relationships on the development of empathy or depersonalization in adolescence.*

Littlejohn, T. W. (May 2006). *Does item exposure impact the relationship between specificity and interrater agreement?*

Bletzinger, K. (January 2006). *A comparison of two measures of oral reading fluency.*

Krastman, M. (April 2005). *The effects of gender, performance, and employment status on sexual harassment perception.*

Tate, C. A. (April 2005). *Incivility in workgroups and job outcomes.*

Usry, A. N. (April 2005). *The effects of mental skills training on serve accuracy of an intercollegiate volleyball team.*

Hubble Janoski, A. (March 2005). *More than meets the eye: The covert nature of female aggression in a kindergarten through second grade population.*

Murphy, S. (December 2004). *Comparison of the BASC and CBCL with at-risk preschoolers.*

- Sidebottom, K. J. (December 2004). *A comparison of the BASC and the CBCL with referred preschoolers.*
- Bosley, P. (August 2004). *Levels of burnout and job satisfaction in large scale agribusiness.*
- Cobb, B. (August 2004). *Assessing job satisfaction and emotional intelligence in public school teachers.*
- Wang, X. (July, 2004). *Organization justice and punishment in team and individual settings.*
- Dobbs, S. (May 2004). *Accident and injury prevention: The effects of job factors and employee behaviors.*
- Pedigo, L. C. (May 2004). *Cognitive ability testing and selection: A review of court decisions since 1991.*
- Bowers, S. L. (May 2004). *Concurrent validity of the clinical assessment of depression with the Beck Depression Inventory – Second Edition.*
- Adkins, J. H. (April 2004). *Investigating emotional intelligence and social skills in home schooled children.*
- Nickel, K. E. (April 2004). *The effect of gender, jury instructions, victim intoxication, and perpetrator intoxication on individual and jury perceptions of sexual harassment.*
- Tinsley, B. W. (April 2004). *Concurrent validity of the clinical assessment of depression with the Reynolds Adolescent Depression Scale.*
- Largen, J. E. (February 2004). *The relationship between stress, satisfaction, and emotional intelligence in college students.*
- Cook, S. (August 2003). *The Citizen Police Academy: Assessment of a program's effects on community and officer attitudes.*
- Leohr, M. (July 2003). *Examining emotional intelligence and social skills in a residential deaf population.*
- Battista, L. (May 2003). *The influence of job satisfaction and life satisfaction on immediate mood states and the effects on turnover intentions and helping behaviors.*
- Ziady, N. (May 2003). *Distributive justice: Perceptions of star player treatment in work team settings.*

- Midden, S. (May 2003). *Predictive validity of kindergarten phonemic awareness measures on second grade reading skills.*
- Daniel, S. (April 2003). *The influence of job satisfaction, organizational commitment, and perceptions of equity/fairness on customer service interests.*
- Rainey, S. (2003). *Influences on juror's perceptions of sexual harassment.*
- Bucur, D. (2002). *Distributive justice and punishment in team sports.*
- Howard, J. (2002). *Emotional intelligence and social skills in homeschoolers.*
- Mack, J. (2002). *The influence of victim and perpetrator intoxication on juror perceptions of hostile environment sexual harassment.*
- Pendley, J. (2002). *Test-retest reliability of the universal non-verbal intelligence test with children diagnosed with attention deficit-hyperactivity disorder.*
- Phillips, D. (2002). *Perceptions of fairness of discipline events in the workplace.*
- Rogers, L. (2002). *Modeling organizational culture in a financial institution.*
- Seeger, E. (2002). *The incorporation of emergent literacy into head start classrooms.*
- Walton, C. (2002). *An investigation of the relationship between motivation, test preparation, and test performance.*
- Craycroft, L. (2001). *Test-retest reliability of phonemic awareness assessment instruments on kindergarten students.*
- Glaze, A. (2001). *Orientation programs and realistic job previews: Tactics to reduce dysfunctional turnover.*
- Myers, J. (2001). *An investigation of the association of subgroup biases and errors of logic.*
- Yap, K. (2001). *Electronic versus paper surveys in an upward feedback application: Are the methods equivalent?*
- Allen, J. (2000). *Investigating emotional intelligence in children: Exploring its relationship to cognitive intelligence.*
- Ball, R. (2000). *Differences in turnover intentions between first-year exempt and non-exempt employees.*

- Dumanois, A. (2000). *Human resource practices in manufacturing organizations*.
- Elias, D. (2000). *The relationship between multiple components of teamwork and an overall teamwork performance measure*.
- Luney, J. (2000). *A survey of minority students who frequently use retention programs at a predominately white institution*.
- Specht, L. (2000). *Distributive justice and perceptions of fairness in team sports*.
- Stanley, D. (2000). *An investigation of the connection between job analysis importance ratings and job performance*.
- Tapp, J. (2000). *Procedural justice and perceptions of fairness in team sports*.
- Lavoie, M. (Proposed 1999). *Determinants of trust in virtual teams*.
- Little, J. (1999). *The situational versus the patterned-behavioral-descriptive interview for predicting customer-service performance*.
- Reece, J. (1999). *Retention of academic skills over the summer months in alternative and traditional calendar schools*.
- Brown, R. (1998). *The effect of freshman orientation courses on retention: A meta-analysis*.
- Maue, A. (1998). *The reasonable person standard vs. the reasonable woman standard*.

UNIVERSITY SERVICE

University Service

- **GRE General Exam Preparatory Class:** A twelve-week Graduate Record Exam preparatory course offered to WKU students free of charge. Course content includes demonstrations, test practice and feedback, and performance strategies. Each semester the course is offered it is attended by approximately 30 students from a variety of departments across campus (Fall semesters 1998-2018; Spring 1999; also taught seven times in two-day sessions at locations off-campus).
- **Ivy League Statistics Society:** Founder and faculty sponsor of university organization dedicated to study of statistics theory (2014-present).
- **Parking/Transportation Appeals Board:** Committee member (2015-present).

- **Advisory Committee on Faculty Continuance, Promotion and Tenure / Advisory Committee on Faculty Grievance:** Committee chair and committee member of five person committee formed to review decisions for non-continuance (2004-2006, 2018).
- **Ad Hoc Committee on Faculty Continuance, Promotion and Tenure / Advisory Committee on Faculty Grievance:** Committee chair and committee member of five person committee formed to investigate decisions for non-continuance (2011-2013, 2015-2017).
- **Committee on Credits and Graduation:** Committee member (2009-2013).
- **Academic Probation Committee:** Served as member of biannual committee designed to evaluate the WKU educational future of students who have failed out of WKU. Each semester, the committee meets for a little over a half day to review cases and interview students. (Spring 2005-Spring 2006).
- **Council of Postsecondary Education Action Agenda Committee:** Served on department CPE Action Agenda committee. Duties include development of internet web page resources for high school students interested in psychology (Fall 2001, Spring 2002, Fall 2002).
- **Community Teaching:** Taught full semester college-level Introductory Psychology (PSY 100) class to AP students at Bowling Green High School. The course enables students to jump start their college career by earning three hours of college credit. The course also serves to introduce WKU to talented local students (Fall 2002).
- **Promotion and Tenure Standards Committee:** Served on university committee that evaluated university-wide promotion and tenure standards (Fall 1999 – Spring 2000).
- **ACT Critical Thinking Test Committee:** Served on Western Kentucky University's ACT Critical Thinking Test Committee. Evaluated tests of critical thinking, administered tests, and scored tests. Work included attendance of day-long workshop in Atlanta to learn scoring, administration, and psychometric characteristics of ACT Critical Thinking Test (Fall 1997).

College Service

- **Women in Science and Engineering Award Committee:** Committee Member (2014).
- **Academic Integrity Policy Committee:** Served as member of committee dedicated to the task of improving policies to clarify issues related to plagiarism for students (2012).
- **Faculty Awards Committee:** Chair and member of college awards committee (2011-2013).

- **Academic Complaint Committee:** Committee member. (2003-2005).

Departmental Service

- **Thesis Supervision:** Served as the chair of 33 graduate (or honors undergraduate) completed student thesis projects. Served as a member of the thesis committee for an additional 131 completed thesis projects.
- **Undergraduate Advising:** Served as an academic advisor for undergraduate students. Average 10-15 advisees per year. (1997 to 2018).
- **TOP Advising:** Department of Psychological Sciences representative (August 2016, 2017).
- **REU Workshop:** Maximizing your score on the GRE (June 2016, 2017).
- **Department of Psychological Sciences Sabbatical Committee:** Member of committee dedicated to departmental sabbatical applications. (Fall 2018).
- **Department of Psychological Sciences Recruitment Committee:** Member of committee dedicated to departmental recruitment. (Spring 2017).
- **Department of Psychological Sciences I-O Search Committee:** Co-chair of search committee for I-O faculty member (Fall 2017-Spring 2018).
- **Department of Psychological Sciences Planning Committee:** Member of committee dedicated to planning future directions of department. (Spring 2017).
- **Discover WKU:** Nashville (October 2016).
- **Department of Psychological Sciences Undergraduate Recruitment Committee:** Committee member (2014-2015).
- **Faculty Promotion and Tenure Committee:** Committee member (Fall 2003-2017).
- **Faculty Continuance Committee:** Committee member (Fall 2004-2017).
- **Scholarship Awards Committee:** Committee member (2010-2012).
- **Faculty Search Committee:** Served on multiple faculty search committees. Assisted in the identification, recruitment, and interviewing of prospective candidates (approximately two committees per year since 2000).
- **Promotion and Tenure Standards Committee:** Served on the Psychology department's promotion and tenure review standards committee. Participated in the

development of new standards for future promotion and tenure reviews (Fall 2000, Spring 2001, 2007-2008).

- **M.A. Program Redesign Committee:** Member of committee that developed a new program curriculum for the Industrial/Organizational program (2010-2011).
- **Industrial/Organizational Psychology Competency Exam:** Developed and administer the Industrial component of the competency exam, an exam which is required for all first year graduate students in the area (Fall 1999 – Fall 2002).
- **Graduate Student Recruitment:** Recruited students for Industrial/Organizational and School Psychology graduate programs from undergraduate student population (Fall 1997 – Fall 2016).
- **Graduate Student Selection:** Interviewed and selected prospective graduate students for Industrial/Organizational graduate program (Spring 1998 – Spring 2018).
- **Psychology Experiments Study Board:** Served on departmental committee which developed a department-wide registration process for participants in HSRB-approved psychology department experiments (Spring 2002).
- **Psi Chi Presentation:** Unmasking Psychological Manipulation in Automotive Sales (Fall 2002).
- **Psi Chi Graduate School Information Session:** Served as a discussant for a Psi Chi sponsored discussion of graduate school issues and admissions procedures (Fall semesters 2001 - 2006).
- **Independent Study:** Closely supervised independent study of Individual Differences (PSY 520) in Spring of 1999. The supervision included biweekly meetings to discuss readings and other assignments.
- **Program Recruitment:** Developed and subsequently revised recruitment posters for Industrial/Organizational graduate program (1997-1999).
- **Program Recruitment:** Assisted in the development of recruitment brochure for Industrial/Organizational graduate program (2001-2002).
- **ACAT Test Administration:** Administered Psychology component of ACAT to students in PSY 495 (Fall 2002).

PUBLIC SERVICE/APPLIED PROFESSIONAL ACTIVITY

- **Tony Walker Financial (Bowling Green):** Developed and validated supplemental test measuring financial attitudes (Spring 2018).
- **Pro Bono Tutoring:** Tutored individual students in topics such as statistics and GRE prep (Two students, 2017-2018)
- **Association for Applied Sport Psychology (AASP) Certification Council (Indianapolis):** Performed critique of the methods and results (psychometric evaluation) of SME workshop procedures and resulting recommendations for determining cut-score for AASP Certification Exam (August 2017).
- **The Princeton Review (New York):** Conducted analyses of The Princeton Review's GRE diagnostic test items. (July 2016).
- **Louisville Metro Government (Louisville):** Conducted statistical analysis of Louisville Metro Police sergeant and lieutenant promotional exam data. (June-July 2015, July 2016).
- **FedEx Freight (Memphis):** Performed data analysis in various capacities including (but not limited to) proactive adverse impact analyses for employee selection procedures (2007, 2009, 2010, 2016).
- **Extended Communications Disorders Program (New York City):** Taught a two-day Graduate Record Examination preparatory course. Course content included demonstrations, test practice and feedback, and performance strategies (seven times from 2007-2013).
- **Cracker Barrel Old Country Store, Inc. (Nashville):** Advised client on proper procedures for statistical analyses. (September-October 2014).
- **Lainhart v. Louisville-Jefferson County Metro Government, et al.** Expert witness in lawsuit regarding municipal promotional exam (2013).
- **Tony Walker Financial (Bowling Green):** Developed and validated test measuring financial attitudes (2012).
- **Tennessee Department of Public Safety (Nashville):** Performed extensive item analysis of Driver's Exam for State of Tennessee, including compiling data from each Tennessee county to create state-wide combined dataset for analyses (2011).
- **Owl's Head Alloys (Bowling Green):** Performed statistical analysis of industrial productivity standards (2011).

- **Kentucky Personnel Cabinet (Frankfort):** Advised members of cabinet regarding best practices and legally defensible personnel selection procedures (2007).
- **Goodwill Industries of Tennessee (Nashville).** Assisted in the development of structured interview for personnel selection purposes for Goodwill store/drop off center personnel (2004-2006).
- **Asurian of Tennessee (Nashville).** Special case (confidential) employment consultation on personnel practices (2005-2006).
- **SCA Inc.:** Identified and validated selection test for line personnel. Administered tests, scored tests, and used existing job performance data to validate tests (2001 to 2002).
- **Rodolico vs. Unisys:** Coded and entered data for age discrimination lawsuit (2001).
- **Spherion Consulting:** Wrote and edited situational judgment test items for selection exam. Additionally, supervised graduate student item writing efforts (2000).
- **Head Start Quality Improvement Center:** Conducted a detailed job analysis. Interviewed incumbents, developed a task questionnaire, surveyed incumbents, and analyzed survey data (1999 to 2000).
- **Toyota Motor Manufacturing of Kentucky:** Assisted in the selection and administration of promotional exam for human resource managers. Proposed a number of potential selection tests. Developed administration guidelines for the chosen tests. Scored tests, assisted in the setting of passing scores, and provided feedback to employees (1998 to 1999).
- **Barger vs. U. C. Milk, Inc.:** Analyzed employment data in age discrimination case (1998).
- **Dillard's Inc.:** In response to a turnover problem, developed weighted application blank for entry-level positions. The application blank allowed managers to assign a score to job application forms based on a number of specific criteria (1998).
- **Miller vs. Kendall:** Analyzed employment data in an age discrimination case (1998).
- **T. H. Hill Associates:** Developed measure of job performance and validated selection system for field personnel (1995 to 1997).

SERVICE TO THE PROFESSION

- **SIOP Program Committee:** (2000 to 2017). Program reviewer for the annual conference of the Society for Industrial and Organizational Psychology. Each year this involves reading four 3,000 word papers, providing written feedback for each paper, and rating the research on five dimensions.
- **Test Development Committee for the Certification Council of the Association for Applied Sports Psychology:** (2017) Member of committee where I provide psychometric expertise for test development, scoring, and administration.
- **Journal Reviewer:** (2000 to 2016). Ad hoc reviewer for journal submissions for various journals including *Journal of Applied Psychology*, *Personnel Assessment and Decisions*, and *Behavior Research Methods*, averaging one review per year.
- **Textbook Reviewer:** (2006 to 2018). Reviewer of in press textbooks for various publishers. Reviews are professional in nature and involve substantive feedback regarding accuracy of presentation of technical issues.
- **SEPA Program Committee:** (2014). Program reviewer for the annual conference of the Southeastern Psychological Association.
- **SIOP Principles Revisions Reviewer:** (2002). Reviewed and critiqued draft of major revisions to one of the field's core documents, The Principles for the Validation and Use of Professional Selection Procedures.

FUNDING ACTIVITIES

- **One Starfish Award:** Research support funding (\$100; September 2017).
- **Center for Leadership Excellence/Office of Research and Creative Activity:** Travel funding to present STEM facilitators and barriers research (\$2,500; November 2016).
- **NSF ADVANCE Catalyst Grant:** Role of data analyst and instrument development specialist for NSF grant proposal with Dr. Cheryl Stevens as PI and Dr. Cathleen Webb and Dr. Elizabeth Shoenfelt as Co-PIs (submitted November 2015). This NSF ADVANCE Catalyst grant promotes the success of women faculty and administrators in STEM disciplines (\$199,984). Not funded.
- **Internal Funding:** Secured \$1,000 equipment grant from Office of Academic Affairs / ACT Critical Thinking Project (Fall 1997).

- **External Funding of Graduate Students:** Secured external contract with Spherion Assessment Group of Charlotte, NC for the development of situational judgment test items for internet-based selection and assessment for IT, Managerial, and Commissioned Sales positions (\$19,995); provided supplemental support for 18 I/O graduate students (\$27/hour: most students earned ~ \$500; Fall 2000).
- **Graduate Research Grants:** Assisted two graduate students in the securing internal graduate student research funding (approximately \$200 each).

PROFESSIONAL AFFILIATION

- Society for Industrial and Organizational Psychology (American Psychological Association: Division 14)

CONTINUING EDUCATION

Research Ethics Training

- **Collaborative Institute Training Initiative:** Courses in Human Subjects Research Responsible Conduct of Research.

Graduate Classes Needed to Meet Licensing Requirements

- **PSY 480G:** Physiological Psychology
- **PSY 590:** Professional Ethics in Psychology

Informal Audits of Graduate Classes in Preparation for Subsequent Teaching

- **PSY 571:** Personnel Psychology
- **PSY 670:** Equal Employment Opportunity, the Law, and Ethical Considerations

Professional Workshops

- **Recruitment Strategies for Inclusive Excellence** (August 2017). Sponsored by Western Kentucky University.
- **Beyond the Validation Study: Avoiding Practical Pitfalls When Implementing a Selection System** (April, 2000). Sponsored by the Society for Industrial and Organizational Psychology. New Orleans, LA.
- **EEO/Legal Update: What You Really Need to Know** (April, 2000). Sponsored by the Society for Industrial and Organizational Psychology. New Orleans, LA.

- **Video-Based Situational Testing: Pros and Cons** (April, 1998). Sponsored by the Society for Industrial and Organizational Psychology. Dallas, TX.
- **How to Construct a Computerized Adaptive Test Using Item Response Theory** (April, 1998). Sponsored by the Society for Industrial and Organizational Psychology. Dallas, TX.

GRADUATE SCHOOL EMPLOYMENT

Virginia Tech, Department of Psychology: Graduate Instructor 1996-1997

Virginia Tech, Department of Psychology: Graduate Assistant, 1993-1997