

VITA

Debra Steele-Johnson

November 20, 2017

UNIVERSITY OFFICE

Department of Psychology
Wright State University
Dayton, OH 45435
(937) 775-2758

PROFESSIONAL POSITIONS

- 7/13 – present Full Professor, Department of Psychology
Wright State University, Dayton, OH
- 1/13 - present Chair, Department of Psychology
Wright State University, Dayton, OH
- 9/01 - 6/13 Associate Professor, Department of Psychology
Wright State University, Dayton, OH
- 9/01 - 9/95 Assistant Professor, Department of Psychology
Wright State University, Dayton, OH
- 8/87 - 8/95 Assistant Professor, Department of Psychology
University of Houston, Houston, TX

EDUCATION

- 1988 Ph.D. Industrial/Organizational Psychology
University of Minnesota, Minneapolis
- 1979 B.A. Psychology, University of California at San Diego
Department Honors in Psychology

REFEREED PUBLICATIONS

- Kalinoski, Z. T., Steele-Johnson, D., & Etherton, K. (under review). Business Ethics Cognitive Structure: An Implicit Moral Reasoning Measure and Relationships with Counterproductive Work Behavior. Submitted to *Journal of Applied Psychology* 092717.
- Peyton, E. J., Steele-Johnson, D., & Holt, J. (in revision). Using the Facial Action Coding System to Examine the Relationship between CEO Facial Expression and Performance.
29. Ulrich, D. L., Brewer, T. L., Steele-Johnson, D., Juvina, I., Peyton, E. J., & Hammond, C. (2017). Team-based learning effects on standardized test scores and student reactions. *Journal on Excellence in College Teaching*, 28(2), 133-160..
28. Steele-Johnson, D. & Kalinoski, Z. (2014). Error framing effects on performance: Cognitive, motivational, and affective pathways. *Journal of Psychology*, 148(1), 93-111.

27. Flach, J. M., Steele-Johnson, D., Shalin, V. L., & Hamilton, G. (2014). Coordination and control in emergency response. Invited chapter, submitted to *Handbook of emergency response: A human factors and systems engineering approach*. New York, NY: CRC Press. pp. 531-546.
26. Kalinoski, Z., Steele-Johnson, D., Peyton, E. J., Leas, K. A., Steinke, J., & Bowling, N. A. (2013). A meta-analytic evaluation of diversity training outcomes. *Journal of Organizational Behavior, 34*, 1076-1104.
25. Steele-Johnson, D. & Leas, K. A. (2013). Importance of race, gender, and personality in predicting academic performance. *Journal of Applied Social Psychology, 43*, 1736-1744.
24. Steele-Johnson, D., Narayan, A., & Steinke, J. (2013). Academic attitudes and their antecedents. *Journal of Applied Social Psychology, 43*, 498-506.
23. Narayan, A., Steele-Johnson, D., & Stokes, C. (2012). Individual and relational self-concepts in a team context: Effects on task perceptions, trust, intrinsic motivation, and satisfaction. *Team Performance Management: An International Journal, 18*(5/6), 236-255.
22. Steele-Johnson, D., Steinke, J., & Kalinoski, Z. (2011). Cognitive ability and objective and subjective task complexity: Unique and differential effects on performance, self-efficacy, and cognitive appraisals. *Journal of Organizational Psychology, 11*(1), 73-86.
21. Steele-Johnson, D., Narayan, A., Delgado, K. M., & Cole, P. A. (2010). Pre-training influences and readiness to change dimensions: A focus on static versus dynamic issues. *Journal of Applied Behavioral Sciences, 46*(2), 245-274.
20. Delise, L. A., Gorman, C. A., Brooks, A. M., Rentsch, J. R., & Steele-Johnson, D. (2010). The effects of team training on team outcomes: A meta-analysis. *Performance Improvement Quarterly, 22*(4), 53-80.
19. Steele-Johnson, D., Heintz, P. Jr., and Miller, C. E. (2008). Examining Situationally-Induced State Goal Orientation Effects: A Two-Dimensional Conceptualization. *Journal of Applied Social Psychology, 38*, 334-365.
18. Klein, H.A. & Steele-Johnson, D. (2007). Preparing for multinational collaboration: From the laboratory to the field. In R. R. Hoffman (Ed.), *Expertise out of context: Proceedings of the Sixth International Conference on Naturalistic Decision Making*. Mahwah, NJ: Erlbaum.
17. Mangos, P. M., Steele-Johnson, D., LaHuis, D., & White, E. D. (2007). A Multiple-Task Measurement Framework for Assessing Maximum-Typical Performance. *Human Performance, 20*, 241-258.
16. Narayan, A. & Steele-Johnson, D. (2007). Relationships between prior experience with training, gender, goal orientation, and training attitudes. *International Journal of Training and Development, 11*, 166-180.

15. Narayan, A., Steele-Johnson, D., Delgado, K. M., & Cole, P. A. (2007). Differential effects of pre-training influences on readiness to change. *Journal of Psychology, 141*, 47-60.
14. Stokes, C. K., Steele-Johnson, D., & Narayan, A. (2007). Gender composition of teams: Effects of competition. *Team Performance Management: An International Journal, 13*, 160-171.
13. Palumbo, M. V., Miller, C. E., Shalin, V. L., Steele-Johnson, D. (2005). The impact of job knowledge in the cognitive ability – performance relationships. *Applied Human Resource Management Research, 10(1)*, 13-20.
12. Heintz, P., Jr., & Steele-Johnson, D. (2004). Clarifying the conceptual definitions of goal orientation dimensions: Competence, control, and evaluation. *Journal of Organizational Analysis, 12*, 5-20.
11. Mangos, P. & Steele-Johnson, D. (2001). Influence of subjective task complexity on goal orientation effects on performance. *Human Performance, 14*, 169-186.
10. Steele-Johnson, D., Osburn, H. G., & Pieper, K. F. (2000). Existence of dynamic criteria: Features of a theoretical framework. *International Journal of Selection and Assessment 8*, 110-136.
9. Steele-Johnson, D., Beauregard, R., Hoover, P., & Schmidt, A. (2000). Goal orientation and task complexity effects on motivation, affect, and performance. *Journal of Applied Psychology, 85*, 724-738.
8. Steele-Johnson, D. & Hyde, B. G. (1997). Advanced technologies in training: Intelligent tutoring systems and virtual reality. In M. A. Quinones & A. Ehrenstein (Eds.), *Training for a Rapidly Changing Workplace: Applications of Psychological Research*. Washington, DC: American Psychological Association, 225-248.
7. Johnson, D. S., Turban, D. B., Pieper, K. F., & Ng, Y. M. (1996). Exploring the role of normative- and performance-based feedback in motivational processes. *Journal of Applied Social Psychology, 26*, 973-992.
6. Johnson, D. S. & Pieper, K. F. (1995). The Intelligent Tutoring System as a Training Intervention: Implementing ITS's in Industry. *Cybernetics & Systems: An International Journal, 26*, 681-695.
5. Johnson, D. S. (1994). Curtis Interest Scale. In D. J. Keyser & Sweetland, R. C. (Eds.), *Test Critiques (Vol. 10)*. Austin, TX: Pro-Ed.
4. Eyring, J. D., Johnson, D. S., & Francis, D. J. (1993). A cross-level units of analysis approach to individual differences in skill acquisition. *Journal of Applied Psychology, 78*, 805-814.
3. Johnson, D. S., Perlow, R., & Pieper, K. F. (1993). Differences in task performance as a function of type of feedback: Learning-oriented versus performance-oriented feedback. *Journal of Applied Social Psychology, 23*, 303-320.
2. Johnson, D. S. and Kanfer, R. (1992). Goal-performance relations: The effects of initial task complexity and task practice. *Motivation and Emotion, 16*, 117-141.
1. Johnson, D. S. & Perlow, R. (1992). The impact of need for achievement components on goal commitment and performance. *Journal of Applied Social Psychology, 22*, 1711-1720.

OTHER PUBLICATIONS

- Carter, D., Steele-Johnson, D. & Claflin, D. (2010). Exploring learning measures during training on a truck-dispatcher task. *Psi Chi Journal of Undergraduate Research*, 15(2), 50-59. (Accepted 12/09)
- Campion, J. E. & Johnson, D. S. (1995). Contemporary approaches to I/O Psychology. *Contemporary Psychology*, 40, 1003-1005.
- Johnson, D. S. & Campion, J. E. (1995). Diagnosing Management of Organizational Behavior. *Contemporary Psychology*, 40, 1006-1007.
- Jones, A. P., Glaman, J. G., & Johnson, D. S. (1993). Perceptions of a quality program and relationships with work perceptions and job attitudes. *Psychological Reports*, 72, 619-624. Invited submission.

SYMPOSIA AND PROFESSIONAL PRESENTATIONS (since 2000)

113. Gore, T. J., Steele-Johnson, D., Etherton, K., & Wylds, K. R. (2017). *Approach and Avoid Motivation Interactions on Workplace Performance and Anxiety*. Presented at the 29th Association for Psychological Science Annual Convention, Boston, May 2017.
112. Kelly, D. S., Steele-Johnson, D., Etherton, K., & Bashore, D. (2017). *Examination of the Key Components of Active Learning*. Presented at the 29th Association for Psychological Science Annual Convention, Boston, May 2017.
111. Wylds, K. R., Steele-Johnson, D., Steinke, J. A., & Barnes, T. (Underreview). *Examination of the Key Components of Active Learning*. Presented at the 29th Association for Psychological Science Annual Convention, Boston, May 2017.
110. Bashore, D., Steele-Johnson, D., Peyton, E. J., & Gore, T. J. (Under review). *Personality, Gender, and Shared Leadership*. Presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, April 2017.
109. Gore, T. J., Peyton, E., Steele-Johnson, D., Wylds, K. R., & Kelly, D. S. (2016). *Beneficial Effects of Personality and Cooperation on Team-based Learning Perceptions*. Presented at the 28th Association for Psychological Science Annual Convention, Chicago, May 2016.
108. Gore, T. J., Steele-Johnson, D., & Peyton, E. J. (2016). *Leadership Behaviors and Individual and Team Performance in Classroom Teams*. In E. J. Peyton (Chair), Symposium: Considering Conflicts between Team and Individual Benefits. Presented at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, April 2016.
107. Kelly, D. S., Steinke, J. A., Steele-Johnson, D., Gore, T. J., & Wylds, K. R. (2016). *Optimism, Pessimism, Proactive Personality and Big Five Effects on Outcomes*. Presented at the 28th Association for Psychological Science Annual Convention, Chicago, May, 2016.
106. Steele-Johnson, D. (Panelist). (2016). *Resilience: Clarifying Conceptual Issues in Current Research*, Panel Discussion, Chair: J. A. Steinke, Presented at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, April 2016.

105. Wylds, K., R., Steinke, J. A., Steele-Johnson, D., Kelly, D. S., & Gore, T. J. (2016). *Resilience as a Mediator of Grit on Satisfaction and Performance*. Presented at the 28th Association for Psychological Science Annual Convention, Chicago, May, 2016.
104. Gore, T. J., Steele-Johnson, D., Kelly, D. S. (2015). *Examining encouraging versus discouraging motivations in influencing self-efficacy and performance*. Presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, April 2015.
103. Kalinoski, Z. T., Steele-Johnson, D., Steinke, J. A., & Drown, D. (2015). *Using self-set goals to compensate for low personal initiative*. Presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, April 2015.
102. Kelly, D. S., Steele-Johnson, D., & Gore, T. J. (2015). *Supervisor organizational embodiment: New theoretical developments and examination of outcomes*. Presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, April 2015.
101. Gore, T. J., Steele-Johnson, D., Kelly, D. S., Michael, B. D., & Steinke, J. A. (2014). *Differential effects of antecedents on effort and self-efficacy in classwork*. Presented at the 122nd Annual Convention of the American Psychological Association, Washington, DC, August 2014.
100. Steinke, J., Steele-Johnson, D., Kelly, D. S., Peyton, E., & Kalinoski, Z. (2014). *Understanding conflict: Individual and team predictors*. Presented at the 122nd Annual Convention of the American Psychological Association, Washington, DC, August 2014.
99. Peyton, E. J., Steele-Johnson, D., Brewer, T., Ulrich, D., Parmelee, D., & Juvina, I. (2014). *Examining shared leadership and decision making as processes that underpin TBL's relationship with academic performance*. Presented at the 13th Annual Team-Based Learning Collaborative Conference, Fort Worth, TX, March 2014.
98. Peyton, E., Steele-Johnson, D., Holt, J., & Kelly, D. S. (2014). *Leadership expression in context*. Presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, May 2014.
97. Robinson, F. E., Shalin, V.L. & Steele-Johnson, D. (2013). *Deliberate behavior in expert performance: The acquisition of context sensitivity in the context of emergency medicine*. Poster presented at the *Third Annual Midwestern Cognitive Science Conference*, Columbus, OH.
96. Ulrich, D. L., Brewer, T. L., Steele-Johnson, D., Juvina, I., & Peyton, E. J. (2013). *How to surpass national averages: Team-based learning boosts standardized test scores in nursing*. Presented at the 33rd Annual Lilly International Conference on College Teaching, Miami, OH, November 2013.
95. Michael, B., Steele-Johnson, D., & Peyton, E. (2013). *Visualization effects on academic performance and personality factors as moderators*. Presented at the 25nd Annual Convention of the Association for Psychological Science, Washington, DC, May 2013.

94. Peyton, E., Steele-Johnson, D., Steinke, J., & Michael, B. (2013). *A feasibility test of the Facial Action Coding System*. Presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, April 2013.
93. Kalinoski, Z. & Steele-Johnson, D. (2013). *Ethical schemas and implicit moral associations predict counterproductive work behavior*. Presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, April 2013.
92. Kalinoski, Z., Steele-Johnson, D., Clark, P. & Carter, D. (2012). *Proactive Personality Scale: Assessing factor structure and equivalence across groups*. Presented at the 120th Annual Convention of the American Psychological Association, Orlando, August 2012.
91. Steinke, J., Steele-Johnson, D., Michael, B., Peyton, E., & Kalinoski, Z. (2012). *Playing the game: Team conflict in a competitive environment*. Presented at the 120th Annual Convention of the American Psychological Association, Orlando, August 2012.
90. Peyton, E., Steele-Johnson, D., Steinke, J., Michael, B., & Kalinoski, Z. (2012). *Relationships between socialization and team effectiveness for collegiate athletic coaches*. Presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, April 2012.
89. Steinke, J., Steele-Johnson, D., Peyton, E., Kalinoski, Z., & Michael, B. (2012). *Winning the game: Team effectiveness in a competitive environment*. Presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, April 2012.
88. Steele-Johnson, D., Shalin, V., & Flach, J. (2012). *A multiteam systems perspective on a county-based emergency response to Windstorm 2008*. Invited address at Central Michigan University, Department of Psychology, Mount Pleasant, MI, April 2012.
87. Kalinoski, Z., Steele-Johnson, D., Leas, K., & Steinke, J. (2011). *Does diversity training work? A meta-analytic evaluation*. Presented at the 26th Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, April 2011. (Finalist [1 of 4] for Flanagan Best Student Paper Award; Accepted for Best Poster Session.)
86. Steele-Johnson, D. & Kalinoski, Z. (2011). *A process model of error management training effects on performance*. Presented at the 26th Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, April 2011.
85. Steinke, J., Steele-Johnson, D., & Kalinoski, Z. (2011). *Differential ability and complexity effects: Performance, self-efficacy, cognitive appraisals*. Presentation at the 26th Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, April 2011.
84. Klein, H. A., Klein, G., Narayanan, S., & Steele-Johnson, D. (2011). *Modeling leadership and teamwork in multinational environments*. Accepted for presentation at the HSCB Focus 2011 Conference, Chantilly, VA, February 2011. (HSCB: Human Social Computer Behavior Modeling)
83. Steele-Johnson, D. (2011). *Research Directions 2011*. Invited address at the Michigan State University, Department of Psychology Colloquium Series, East Lansing, MI, January 2011.

82. Steele-Johnson, D. (2010). *New directions in examining training research processes*. Invited address at the Ohio University, Department of Psychology Colloquium Series, Athens, OH, October 2010.
81. Steinke, J. & Steele-Johnson, D. (2010). *Conflict and team effectiveness in competitive environments*. Accepted for presentation at the 118th Annual Convention of the American Psychological Association, San Diego, August 2010.
80. Kalinoski, Z., Steele-Johnson, D., Claflin, D., & Carter, D. (2010). *Are all errors created equal? Effects of errors on performance*. Presented at the 22nd Annual Convention of the Association for Psychological Science, Boston, May 2010.
79. Leas, K., Steele-Johnson, D., & Steinke, J. (2010). *Ability, computer anxiety, and affectivity: Effects on computer-based work*. Presented at the 22nd Annual Convention of the Association for Psychological Science, Boston, May 2010.
78. Delgado, K., Steele-Johnson, D., & LaHuis, D. (2010). *The effects of feedback type on task performance over time*. Presented at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, April 2010.
77. Kalinoski, Z., Steele-Johnson, D., Carter, D., & Leas, K. (2010). *Personality, self-efficacy, and planning effects on performance: A process model*. Presented at the 25th Annual Meeting of the Society of Industrial and Organizational Psychology, Atlanta, April 2010.
76. Narayan, A., Steele-Johnson, D., & Steinke, J. (2010). *Workforce preparation: Academic attitudes and their antecedents*. Presented at the 25th Annual Meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA, April 2010.
75. Steele-Johnson, D. & Finkelstein, L. (2010). *Co-facilitators: Community of Interest Session. Multigenerational issues in organizations*. Presented at the 25th Annual Meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA, April 2010.
74. Carter, D. & Steele-Johnson, D. (2009). *Effects of proactive personality and systematic exploration on performance*. Presented at the Midwestern Psychological Association Annual Meeting, Chicago, May 2009.
73. Delise, L. A., Gorman, C. A., Brooks, A. M., Rentsch, J. R., & Steele-Johnson, D. (2009). *Meta-analysis of the effects of team training*. Presented at the 24th Annual Meeting of the Society of Industrial and Organizational Psychology, New Orleans, LA, April 2009.
72. Gregg, J. & Steele-Johnson, D. (2009). *General causality orientation, feedback sign, and task experience as predictors of performance satisfaction*. Presented at the Midwestern Psychological Association Annual Meeting, Chicago, May 2009.

71. Kalinoski, Z., Steele-Johnson, D., & Steinke, J. (2009). *Future directions in error management training research*. Presented at the 24th Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, April 2009.
70. Leas, K., Steele-Johnson, D., & Kalinoski, Z. (2009). *The effects of cognitive appraisals in a training context*. Presented at the 24th Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, April 2009.
69. Palumbo, M. V. & Steele-Johnson, D. (2009). *Perceptions of a job knowledge test: Do they influence test performance*. Presented at the 21st Annual Convention of the Association for Psychological Science, San Francisco, May 2009.
68. Palumbo, M. V., Steele-Johnson, D., & Leas, K. (2009). *Do test perceptions influence test performance? Revisiting stereotype threat theory*. Presented at the 117th Convention of the American Psychological Association, Toronto, August 2009.
67. Day, N., Miller, C. E., & Steele-Johnson, D. (2008). *Motivating college academic performance: The role of conscientiousness*. Presented at the 20th Annual Convention of the Association for Psychological Science, Chicago, May 2008.
66. Palumbo, M. V., Steele-Johnson, D., & Leas, K. (2008). *Cognitive ability and job knowledge: Comparing test perception effects*. Presented at the 20th Annual Convention of the Association for Psychological Science, Chicago, May 2008.
65. Carter, D., Steele-Johnson, D., & Claflin, D. (2008). *Exploring learning strategies during training on a truck dispatcher task*. Presented at the Midwestern Psychological Association Annual Meeting, Chicago, May 2008. (received Best Student Paper Award)
64. Delgado, K. M., Steele-Johnson, D., Narayan, A. (2007). *Influence of external feedback propensity on feedback perceptions and motivation*. Presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York, April 2007.
63. Heintz, P. R. & Steele-Johnson, D. (2007). *The effects of feedback and stress on workplace outcomes*. Presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York, April 2007.
62. Steele-Johnson, D. & Narayan, A. (2007). *Goal orientations, core self-evaluations, and self-efficacy in a team context*. In D. S. Chiaburu & S. V. Marinova (Co-chairs), *Goal Orientation across Levels: The Role of Motives and Context*. Presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology, New York, April 2007.
61. Day, N. T., Miller, C. E., Thompson, C. N., Steele-Johnson, D., Calkin, B. A., Dowling, P. R., Eshelman-Haynes, C. L., Lerner, E. A., Meckley, K. M., Posey, S. M., Task, M. F. (2006). *Prediction of college academic performance: The role of study habits*. Presented at the 21st Annual Meeting of the Society for Industrial and Organizational Psychology, Dallas, TX, May 2006.

60. Delgado, K., Steele-Johnson, D., Palumbo, M. V., & LaHuis, D. (2006). *The effects of feedback type on individual task performance over time: A multilevel growth model*. Presented at the APS 18th Annual Convention, New York, May 2006.
59. Heintz, P. R., Steele-Johnson, D., Stokes, C. K. (2006). *Partner and personal information interaction effects on team member outcomes*. Presented at the 21st Annual Meeting of the Society for Industrial and Organizational Psychology, Dallas, TX, May 2006.
58. Narayan, A., Steele-Johnson, D., Delgado, K. M., Cole, P. A. (2006). *Differential effects of pre-training influences on static and dynamic phases of readiness to change*. Presented at the 21st Annual Meeting of the Society for Industrial and Organizational Psychology, Dallas, TX, May 2006.
57. Palumbo, M. S., Steele-Johnson, D., Miller, C. E., Day, N. T. (2006). *Behavioral consistency and knowledge in predicting academic success*. Presented at the APS 18th Annual Convention, New York, May 2006.
56. Stokes, C. K., Steele-Johnson, D., Narayan, A., & Heintz, P., Jr.. (2006). *Composition of teams and computer-based tasks: Effects of gender*. Presented at the 21st Annual Meeting of the Society for Industrial and Organizational Psychology, Dallas, TX, May 2006.
55. Stokes, C. K., Steele-Johnson, D., & Narayan, A. (2006). *Composition of teams and computer-based tasks*. Presented at the European Conference on Research Methods, Dublin, Ireland. June 2006.
54. Mangos, P. M., Vincenzi, D., & Steele-Johnson, D. (2005). *Distinguishing subjective workload from motivation: Confounding effects of self-efficacy*. Presented at the 49th Annual Conference of the Human Factors and Ergonomics Society, Orlando, FL, September 2005.
53. Mangos, P. M., White, E. D., & Steele-Johnson, D. (2005). *Cognitive interference effects on performance under variable training priorities*. Presented at the 49th Annual Conference of the Human Factors and Ergonomics Society, Orlando, FL, September 2005.
52. Heintz, Jr., P. & Steele-Johnson, D. (2005). *Team leader communication of perceptions, attitudes, and motivation*. In J. R. Rentsch & D. Steele-Johnson (Co-Chairs), *Keys to High Team Performance on Complex Tasks*. Presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, April 2005.
51. Heintz, Jr., P., Steele-Johnson, D. & Rentsch, J. R. (2005). *Team cognition: Antecedents and outcomes of schema agreement and accuracy*. Presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, April 2005.
50. Narayan, A., Steele-Johnson, D., & Delgado, K. (2005). *Differential effects of pre-training influences on readiness to change*. Presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, April 2005.

49. Palumbo, M. V., Steele-Johnson, D. & Sassoon, L. M. (2005). *Measuring job knowledge: Its impact in the ability - performance relationship*. Presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, April 2005.
48. Sassoon, L. M., Steele-Johnson, D. & Palumbo, M. V. (2005). *Influence of action-state orientation and procrastination on performance*. Presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, April 2005.
47. Stokes, C., Steele-Johnson, D., Narayan, A., Heintz, Jr., P., & Schwartz, D. (2005). *Gender effects in computer-based research*. Presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, April 2005.
46. Heintz, Jr., P., Steele-Johnson, D., & Narayan, A. (2004). *Task demands moderate goal orientation effects on cognitive appraisals*. Presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, April 2004.
45. Mangos, P. M. & Steele-Johnson, D. (2004). *Training for attention control – The role of action-state orientation*. In P. M. Mangos (Chair), Individual Differences in Self-Regulatory Effectiveness: Action-State Orientation, Volitional Competencies, and Performance. Presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, April 2004.
44. Narayan, A., Steele-Johnson, D., and Stokes, C. (2004). *Role of personality in training climate perceptions*. In B. Bell (Chair), Role of Personality and Ability Factors in Training. Presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, April 2004.
43. Palumbo, M. V., Steele-Johnson, D. Shalin, V. L., & Sassoon, L. M. (2004). *Exploring alternative approaches to the evaluation of learning in training*. Presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, April 2004.
42. Rentsch, J. R., Zelno, J., Steele-Johnson, D., & Hutchison, S. (2004). *Using technology and training to manage team productivity by increasing team member schema similarity to produce collaborative strategic problem solving*. Presented at the European Applied Business Research Conference, June 2004, Edinburgh, Scotland. Received Best Paper Award.
41. Sassoon, L. N., Steele-Johnson, D., & Schwartz, D. H. (2004). *Procrastination mediates hesitation effects on performance*. Poster presented at the 16th Annual American Psychological Society Convention, Chicago, June 2004.
40. Heintz, Jr., P., Steele-Johnson, D., & Rentsch, J. R. (2003). *Perceptions and Team Effectiveness: The Role of Individual-Level Constructs*. Presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, April 2003.
39. Palumbo, M. V., Steele-Johnson, D., Shalin, V. L., & Sassoon, L. M. (2003). *Goal orientations and performance: The mediating effects of task learning*. Presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, April 2003.

38. Mangos, P. M., Steele-Johnson, D., & Palumbo, M. V. (2002). *Interactive effects of goal orientation, ability, and task characteristics on learning outcomes*. Presented at the American Psychological Society Conference, New Orleans, June 2002.
37. Heintz, Jr., P., Steele-Johnson, D., Narayan, A. (2002). *Examining state goal orientation effects: A two-dimensional conceptualization*. In V. J. Fortunato (Chair), *An Examination of the Motivational Consequences of Goal Orientation*. Presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, April 2002.
36. Mangos, P., Steele-Johnson, D., & Heintz, P. (2001). *Effects of goal orientation and task complexity cues on subjective task complexity, motivation, and performance*. Presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, April 2001.
35. Mangos, P., Steele-Johnson, D., & Heintz, P. (2001). *Goal orientation effects on task motivation: Moderating influences of task demands and ability*. In K. A. Smith-Jentsch & L. Rodenizer (Co-chairs), *When Do Learning and Performance Orientations Enhance Learning Outcomes?: Interactions with Individual and Contextual Variables*. Symposium presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, April 2001.
34. Steele-Johnson, D., Mangos, P., & Heintz, P. (2001). *Effects of action-state orientation on task perceptions, motivation, and performance*. In D. Steele-Johnson & P. Mangos (Co-chairs). *Action-State Orientation: The Concept, Its Measurement, and Implications for the Workplace*. Symposium presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, April 2001.
33. Chambers, B. A., Steele-Johnson, D., & Mangos, P. (2000). *Goal orientation effects: Roles of depth of processing and task complexity*. Presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, April 2000.
32. Mangos, P. & Steele-Johnson, D. (2000). *The role of task perceptions in goal orientation theory*. Presented at the 108th Annual Convention of the American Psychological Association, Washington, DC, August 2000.
31. Rentsch, J. R., & Steele-Johnson, D. (2000). *Virtual teams in virtual environments: An overview of key features*. In J. R. Rentsch (Chair), *Tokyo in the Morning, Cairo in the Afternoon, and Home to Miami Beach by Six -- This Is Not Your Father's Team: Examining the Psychological and Technological Advances in Virtual Team Research and Application*. Invited symposium conducted at the American Psychological Society 12th Annual Convention, Miami Beach, June 2000.

PUBLISHED TECHNICAL REPORTS (since 2000)

- Klein, H. A. & Steele-Johnson, D. (2002). *Training Cultural Decentering*. (Department of the Interior/Minerals Management Service, Order # 84334). Submitted to U.S. Army Research Institute, TAPC-ARI-BR, Alexandria, VA.

RESEARCH FUNDING (since 2000)

- 2016-2019 Data-Driven Cyber Security Research
Funding Source: NSF 13-542: Research Experiences for Undergraduates
PI: Junjii Zhang
Program Evaluator: Debra Steele-Johnson (approx. \$5000 in each of 3 years)
Status: Funded \$359,772
- 2015-2018 Context-Aware Harassment Detection on Social Media
Funding Source: NSF-CNS 1513721
PI: Amith Sheth
Co-PIs: Valerie Shalin, K. Thirunarayan
Key Person: Debra Steele-Johnson (approx. \$28,000 GRA support in each of 3 years)
Status: Funded \$925,104.
- 2013 Teaching Innovation Grant Proposal: Student Engagement in Learning – Psychology
Funding Source: Wright State University
PI: Debra Steele-Johnson
Co-PIs: Steve Gabbard, Martin Gooden
Status: Funded \$12,000
- 2012 Civilian Aeromedical Evacuation Sustainment Training
Funding Source: USA MED RESEARCH MAT CMD TMED AND ADV TECH
RSRCH CTR TATRC, Grant #668232
PI: Dr. James Brown
Sub-project: Debra Steele-Johnson (approx. \$10,000)
Status: Funded
- 2009-2010 Modeling Leadership Dynamics in Multinational Environments
Funding Source: DARPA
PI: Gary Klein
Co-PI: Helen Klein
Sub-project: Debra Steele-Johnson (\$37,000)
Amount Requested: \$98,999
Status: Funded (work completed Winter/Spring 2010)
- 2008 Program Evaluation: Item Clustering
Funding Source: United Methodist Association
PI: Debra Steele-Johnson
Amount Requested: \$5217, (\$4,140 direct; \$1077 indirect; used to fund 1 graduate student)
Status: Funded
- 2007 Research Fellow
Funding Source: Consortium of Research Fellows Program
Fellowship recipient: Mark V. Palumbo
Status: Funded; Fiscal year 07 installment \$22,010 received for Jan. – July.
Supervised by: Debra Steele-Johnson and Jill Ritter
- 2006 Virtual Simulated Training Research and Applications
Funding Source: Virtual Simulation and Training, Inc. (VSAT)
PI: Debra Steele-Johnson

Amount requested: \$15,600 (\$12,378 direct; \$3,222 indirect; used to fund 1 graduate student)
Status: Funded

- 2006 Research Fellow
Funding Source: Consortium of Research Fellows Program
Fellowship recipient: Mark V. Palumbo
Status: Funded; Fiscal year 06 installment \$29,100 received
Supervised by: Debra Steele-Johnson and Ed Boyle
- 2006 Research Fellow
Funding Source: Consortium of Research Fellows Program
Fellowship recipient: Charlene K. Stokes
Status: Funded; Fiscal year 06 installment \$14,400 received
Supervised by: Debra Steele-Johnson and Ed Boyle
- 2005 A Socio-Technical Approach to Task Domain Analysis
Funding Source: WSU Research Challenge Grant
PI: Debra Steele-Johnson
CoPI: Valerie L. Shalin
Amount requested: \$20,000
Status: Funded
- 2005 A Socio-Technical Approach to Examining Performance and Effectiveness in a Computer-Supported Cooperative Work Environment
Funding Source: Northrop Grummond
PI: Debra Steele-Johnson
Co-PI: Valerie Shalin
Amount requested: \$128,000
Status: Funded; Fiscal year 05 installment \$41,000 received
- 2005 Research Fellow
Funding Source: Consortium of Research Fellows Program
Fellowship recipient: Mark V. Palumbo
Status: Funded; Fiscal year 05 installment \$21,000 received
Supervised by: Debra Steele-Johnson and Ed Boyle
- 2005 Research Fellow
Funding Source: Consortium of Research Fellows Program
Fellowship recipient: Charlene K. Stokes
Status: Funded; Fiscal year 05 installment \$20,000 received
Supervised by: Debra Steele-Johnson and Ed Boyle
- 2005 Decision support for logistics response to chemical, biological or radiological (CBR) attacks.
Funding Source: Joint Science and Technology Office: Chemical and Biological Defense.
PIs: Murdock, P. & Boyle, E.
Co-PIs: Included as members of the Wright State Team, comprised of members of the Human Factors Engineering Faculty, Valerie L. Shalin, and Debra Steele-Johnson
Status: Funded FY06-FY09 \$5.6M, WSU requested \$1.08M. No money received in Department of Psychology.

2001 Training Cultural Decentering
Funding Source: U.S. Army Research Institute
Co-PIs: Klein Associates, Helen Klein
Partner: Debra Steele-Johnson, Sub-Project: Training Design (\$6063)
Direct Costs: \$91,000
Status: Funded

EDITORIAL ACTIVITIES

Editorial Board Member: *Journal of Organizational Analysis*, 2003 - 2005

Senior ad hoc reviewer:
Journal of Organizational Behavior, 2012-2016

Ad hoc reviewer:
Applied Psychology: An International Review, 2010 – 2016
Journal of Applied Psychology, 1995 – 2016
Educational Psychology, 2015
Psychological Bulletin, 2014 – 2015
Canadian Journal of Applied Linguistics, 2014
International Journal of Training and Development, 2013
Sex Roles: A Journal of Research, 2006 – 2011, 2013, 2015
Team Performance Management, 2012
Journal of Applied Social Psychology, 2003 - 2004, 2009 – 2012
Journal of Change Management, 2011
Human Relations, 2010 – 2011
Journal of Organizational Behavior, 2007 – 2009, 2011
European Journal of Psychology and Education, 2004, 2011
Mexican Journal of Psychology, 2009 – 2010
Quarterly Journal of Experimental Psychology, 2009
Human Performance, 2002, 2005, 2008
Organizational Behavior and Human Decision Processes, 2006
European Physical Education Review, 2004, 2006
Journal of Business and Psychology, 2005 – 2006
Motivation and Emotion, 2005
Journal of Psychology, 2004
International Journal of Organizational Analysis, 2003
International Journal of Educational Research, 2003
Human Resource Management Review, 1999
Journal of Intelligent Systems, 1996
Personnel Psychology, 1991 – 1992

Reviewer of professional conference symposia and paper presentations:
Academy of Management, Human Resource Division 1999 - present
Academy of Management, Organizational Behavior Division 2002 - present
American Psychological Association, 1992 - 2000
Society for Industrial and Organizational Psychology, 1991 - present

Reviewer for Swiss NSF grant proposal, 2014

Grant proposal reviewer: Research Initiation Grant, University of Houston, 1991 - 1992

PROFESSIONAL MEMBERSHIPS

Academy of Management
American Psychological Association
American Psychological Society
Society for I/O Psychology

TEACHING (Courses taught)

Undergraduate:

Industrial/Organizational Psychology
Organizational Psychology
Social Psychology

Graduate:

Feedback in I/O Psychology
Group Processes and Decision Making
Industrial/Organizational Psychology
Leadership
Organizational Change and Development
Organizational Psychology/Organizational Behavior
Research Methods
Self Regulation
Skill Acquisition, Problem Solving, and Strategy Development
Social Psychology
Teams
Training
Work Motivation

Additional Teaching Capabilities:

Personnel Psychology, undergraduate
Statistics, undergraduate
Research Methods, undergraduate

SERVICE ACTIVITIES (since 2000)

University:

present – 2009 Member, Undergraduate Curriculum Development Committee, Department of Psychology, Wright State University

present - 1995 Member, I/O Psychology Area Graduate Admissions Committee, Department of Psychology, Wright State University

2017 – 2018 Member, Academic Organization Review Committee, Wright State University

2016 Member, Dean Search Committee, COSM

2016 Lead and Representative, Learning Assessment, COSM

2016 – 2014 Member, Faculty Search Committee, Ed.D. in Organizational Leadership, College of Education and Human Services, Wright State University

- 2016 – 2013 Member, Curriculum Committee, Ed.D. in Organizational Leadership, College of Education and Human Services, Wright State University
- 2015 -- 2014 Member, Faculty Budget Priority Committee, Wright State University
- 2013 Panel Member, LEADER Consortium, *Keys to Academics' Success: Diversity and Leadership*, April 5, 2013
- 2013 – 2011 Member, Faculty Senate
- 2012 – 2009 Member, Committee for Proposal Development for Ed.D. in Organizational Leadership, College of Education and Human Services, Wright State University
- 2008 Member, College of Science and Mathematics, Research Challenge Proposal Review Committee
- 2008 – 2007 Member, College of Science and Mathematics, Promotion and Tenure Committee
- 2008 – 2007 Member, I/O Faculty Search Committee, Assistant/Associate position, Department of Psychology, Wright State University
- 2007 – 2006 Member, College of Science and Mathematics, Promotion and Tenure Committee
- 2006 – 2001 I/O Area Leader, Department of Psychology, Wright State University
- 2006 - 1995 Chair, Department of Psychology Human Subjects Committee, Wright State University
- 2006 – 2005 Co-coordinator (with Val Shalin), Department of Psychology, Wright State University, Brown Bag Series
- 2005 - 2004 Member, I/O Faculty Search Committee, Assistant/Associate position, Dept. of Psychology, Wright State University
- 2004 – 2003 Coordinator, Department of Psychology, Wright State University, Brown Bag Series
- 2002 Member, I/O Faculty Search Committee, Assistant/Associate position, Dept. of Psychology, Wright State University
- 2002 Member, Instructor/Assistant Professor Search Committee, Wright State University
- 2002 - 2001 Coordinator, Department of Psychology, Wright State University, Brown Bag Series
- 2001 - 2000 Member, I/O Faculty Search Committee, open rank position, Dept. of Psychology, Wright State University
- 2000 - 1999 Member, I/O Faculty Search Committee, junior rank position, Dept. of Psychology, Wright State University
- 2000 - 1999 Member, I/O Faculty Search Committee, open rank position, Dept. of Psychology, Wright State University

Professional:

- 2015 – 2014 SOCHE Fellow
- 2016 – 2012 Reviewer, WSU Women in Science Giving Circle, Research Grants Committee
- 2014 – 2013 Member, Steering Committee, WSU Women in Science Giving Circle
- 2010 – 2009 Facilitator, SIOP Community of Interest: Multigenerational Issues in the Workplace
- 2009 Reviewer, APA Science Directorate, Dissertation Research Award
- 2006 - 2004 Chair, SIOP Small Grants Program
- 2002 Member, William A. Owens Scholarly Achievement Award Committee, Society for Industrial and Organization Psychology
- 2002 – 2001 Member, Information Technology Committee, Academy of Management, Human Resource Division

CONSULTING ACTIVITIES (since 2000)

- 2014 – 2010 Junior League, Dayton Chapter
- 2006 - 2005 Organizational Consulting, Morgan Services

DISSERTATION COMMITTEES CHAIRED

- Kelly, Darrell. Active Learning: An examination of key components. Ph.D. dissertation defended. July 2016.
- Gore, Truman. The Role of Goal Hierarchies in Understanding Goal Progress and Burnout. Ph.D. dissertation proposal defended. April 2016.
- Steinke, Julie. The role of socialization in team effectiveness. Ph.D. dissertation defended. July 2014.
- Peyton, Elizabeth. Shared leadership in team-based learning classroom teams and its relationship to decision making quality. Ph.D. dissertation defended. April 2014.
- Kalinoski, Zach. Examining implicit and explicit aspects of ethical reasoning on counterproductive work behaviors. Ph.D. dissertation. June 2012.
- Narayan, Anu. Role of assigned team goal, task type, and team composition on the relationship between individual difference factors and individual self set goals in ad-hoc teams. Ph.D. dissertation. August 2008.
- Palumbo, Mark V. Cognitive ability, job knowledge, and stereotype threat: When does adverse impact result? Ph.D. dissertation. August 2007. Co-chaired with Valerie Shalin
- Heintz, Jr., Paul. Social loafing, facilitation, and compensation: Exploring the role of control theory. Ph.D. dissertation. August 2005.

Mangos, Phil M. Attentional and volitional influences in multiple-emphasis training: Evidence for proactive and reactive task strategies. Ph.D. dissertation. March 2003.

Eyring, James David. A control theory approach to motivation: Integrating individual difference factors. Ph.D. dissertation. October 1994.

Pieper, Kalen Frances. The effect of tenure on validity coefficients: A skill acquisition perspective. Ph.D. dissertation. December 1993.

THESIS COMMITTEES CHAIRED

Wylds, Katherine. Role of self-efficacy and anxiety in resilience effects on performance and well-being. Proposal approved. April 2016.

Bashore, Daniel. Congruence between implicit leadership and followership theories. Proposal approved. July 2016.

Etherton, Kent. Effects of self-efficacy – performance discrepancies (SPDs) on effort and performance. Proposal in development.

Kelly, Darrell. Who gives the bad news: A study on the locus of psychological contract breach. May 2014.

Gore, Truman. Goal orientations and self-efficacy interactions on self-set goal level. April 2014.

Michael, Brian. Effects of visualization on academic performance in college students. July 2012.

Peyton, Beth. An Examination of CEO emotion's relationship with organization-level performance. June 2012.

Steinke, Julie. Team conflict and effectiveness in competitive environments. M.S. thesis. June 2011.

Keller, Matt. Relationships between organizational variables and the inclusive language used by leader. M.S. thesis. May 2011.

Kalinowski, Zach. Error management training: Further tests of mediation and moderation. M.S. thesis. August 2009.

Leas, Keith. The effects of Big 5 traits on error-encouraging and error-avoiding training. M.S. thesis. July 2009.

Delgado, Kristin. Interactive effects of feedback type and feedback propensities on task performance. M.S. thesis. October 2005.

Schwartz, Daniel. Effects of profit-sharing on measures of organizational performance. M.S. thesis. August 2005.

Stokes, Charlene K. Gender effects in computer-based research. M.S. thesis. July 2004.

Palumbo, Mark V. The mediating effects of task knowledge in the goal orientation – task performance relationship. M.S. thesis. February 2004.

- Sassoon, Lynn-Michelle. The influence of action/state orientation and procrastination on performance. M.S. thesis. August 2003.
- McElroy, Courtney. Goal orientation effects on cognitive appraisals moderated by task demands. Undergraduate Honor's thesis. June 2003.
- Heintz, Jr., Paul. The main and interactive effects of state and trait goal orientations on performance. M. S. thesis. June 2001.
- Rainey, Maureen L. Increasing team effectiveness through schema communications. M.S. thesis. November 2000. (co-chaired with Joan Rentsch, University of Tennessee)
- Menard, Darcy M. Team member schema similarity: Measuring the seemingly unmeasurable. M.S. thesis. May 2000.
- Mangos, Phil M. Effects of goal orientation and error-based learning on training outcomes. M.S. thesis. July 1999.
- Walton, Peggy M. The influence of extrinsic events on intrinsic motivation: An examination of the empowerment process. M.A. thesis. August 1995.
- Hyde, Belinda Gaye. Distinctions between public and private personal goals: Examining factors constraining personal goals. M.A. thesis. August 1995.
- Pieper, Kalen Frances. Moderating effects of self-efficacy on the feedback sign - performance relationship: A control theory perspective. M.A. thesis. February 1992.
- Eyring, James David. A cross-level units of analysis approach to individual differences in skill acquisition. M.A. thesis. December 1991.

DISSERTATION COMMITTEE MEMBERSHIPS

- Lippa, Katherine. Cognition of shared decision making: The case of multiple sclerosis. Ph.D. dissertation. May 2016.
- Dean, Suzanne. Empirically derived v. Theoretically derived predictors of jobperformance. Ph.D. dissertation. January 2016.
- O'Brien, Erin. Development of a Test for Targeting Differential Item Functioning. Ph.D. dissertation. January 2015.
- Wright, Corinne. The Logic of Information Sharing in Higher Education: An Assessment of the Student User Experience. Ph.D. dissertation proposal defended. May 2013.
- VanDixhorn, Katie. The effects of tokenism and tenure on performance. Ph.D. dissertation. December 2013.
- Culbertson, Jason, A supplemental predictor of academic success: Perceived instructor support. Ph.D. dissertation proposal defended March 2013.
- Clark, Patrick. The effects of multicollinearity in multilevel models. Ph.D. Dissertation. June 2013.

Dowling, Pam. The effect of story structure on memory for technical instructions. Ph.D. dissertation. November 2009.

Lerner, Liza. Role of enriched representations in collaborative planning process. Ph.D. dissertation. May 2009.

Tristan, Esteban. Measuring applicant faking with job desirability: Prevalence, selection, and measurement issues in an applied sample. Ph.D. dissertation. October 2008.

Thompson, Chad. Personal characteristics and the impact of transformational leadership behaviors on follower outcomes. Ph.D. dissertation. March 2008.

Hutton, Robert. An exploration of dynamic goal management in complex, open work environments. Ph.D. dissertation. Proposal approved December 2005.

Rasmussen, Louise. The effects of representational format and discourse principles on the production and comprehension of temporal order. Ph.D. dissertation. August 2007.

Murphy, Michael R. Cognitive busyness and the performance cue effect. Ph.D. dissertation. August 1991.

Woods, Paul. An empirical study of the effect of a decision support system on participative decision making intent. Ph.D. dissertation. March 1991.

McCulloch, M. Effects of practice, feedback, and self-efficacy on in-basket performance. Ph.D. dissertation. August 1990.

Perlow, R. Transfer of training: An integrative model. Ph.D. dissertation. June 1990.

Turban, Daniel. B. Influences of supervisor affect on the expected leader-member exchange, the performance evaluations and the working relationship with the subordinate. Ph.D. dissertation. July 1989.

THESIS COMMITTEE MEMBERSHIPS

Crowe, Peter. M.S. thesis. Effects of simulated teammates on individual team member learning. Proposal in development. May 2016.

Camus, Kelly. M.S. thesis. Once Careless, Always Careless? Temporal and Situational Stability of Insufficient Effort Responding (IER). November 2015.

Gibson, Anthony. M.S. thesis. Stop with the questions already! The effects of questionnaire length and monetary incentives on insufficient effort responding. Proposal approved August 2015.

Houston, Devin. M.S. thesis. Factors inhibiting academic achievement in minority students. Proposal approved 2015.

Newman, Megan, M.S. thesis. The Development of Shared Schemas in an Emerging Domain. Proposal approved August 2014.

- Hernandez, William. M.S. thesis. Minority bias in supervisor ratings: Comparing subjective ratings and objective measures of job performance. December 2012.
- Robinson, Eric. The role of deliberate behavior in expert performance: The acquisition of information gathering strategy in the context of emergency medicine. M.S. thesis. December 2011.
- Wright, Corinne. The decision to pursue self-interests: The cross-cultural implications at the individual level. M.S. thesis. April 2011.
- Clark, Patrick. An Examination of Power and Type I Errors for Two Differential Item Functioning Fit Indices. M.S. thesis. June 2010.
- O'Brien, Erin. Do applicants and incumbents respond to personality items similarly? A comparison using an ideal point response model. M.S. thesis. January 2010.
- Filipkowski, Jenna N. Measuring conscientiousness with explicit and implicit measures. M.S. thesis. November 2009.
- Van Dixhorn, Kathryn G. Applicant sex and racial group differences in response distortion. M.S. thesis. Proposal approved November 2009.
- Reichelderfer, Angela. Positive eugenics: A new hope in the treatment of comorbid substance addiction. Proposal received October 2008. (No approval meeting in Humanities.)
- Copeland, Derek. Cutoff values and power of the Differential Functioning of Items and Tests (DFIT) Framework when applied to the Generalized Graded Unfolding Model (GGUM) M.S. thesis. Proposal approved September 2008.
- Dean, Suzanne Rosenberg. How Openness to Experience and Prejudicial Attitudes Shape Diversity Training Outcomes. M.S. thesis. April 2008.
- Thompson, Chad. Implicit theories go applied: Conception of ability at work. M.S. thesis. August 2006.
- Behymer, Kyle J. Integrating temporal information with configural displays. M.S. thesis. October 2005.
- Dowling, Pam. Verb acquisition and use in an instructional context. M.S. thesis. June 2005.
- Leasher, Megan. K. Attribution and disability in the personnel selection process. M.S. thesis. April 2004.
- Bricker, Julie. Effect of expertise on the production of written instructions. M.S. thesis. March 2004.
- Bell, Nichole. Laparoscopic cholecystectomy: What visual scan patterns can tell us about expertise. M.S. thesis. Proposal approved November 2003.
- Zircher, Andrew. A study of self-determination in college students enrolled in university honor's classes. M.A. thesis. November 2003.
- Wright, Marianne. Personality and performance: What is the role of negative affectivity? M.S. thesis. September 2003. (University of Lethbridge, Alberta, Canada)

Rasmussen, Louise. Representing qualitative temporal relationships: Temporal marking and its implications for planning/scheduling support systems. M.S. thesis. May 2003.

Tristan, Esteban. The effects of faking on big five personality measures: An examination of differential effects according to job type. M.S. thesis. December 2002.

Pongonis, Anna. Cultural differences and expectations about teamwork. M.S. thesis. May 2001.

Welsh, Amber. An integrative framework for evaluating escalation of commitment. M.A. thesis. August 1995.

Murphy, Michael R. On the comparative accuracy of the usage of types of schema and their differential effects on personnel decision-making. M.A. thesis. September 1989.

Rosenberg, S. S. Behavioral and affective response to self-directed attention, outcome expectancy, and outcome attribution. M.A. thesis (Social). December 1988.

QUALIFYING EXAMINATION COMMITTEES CHAIRED

Bashore, D., Reading list approved August 2017.

Gore, T. Completed January 2015.

Kelly, D. Completed February 2015.

Michael, B. Reading list approved February 2013.

Peyton, E. Completed January 2013.

Steinke, J. Completed December 2011.

Leas, K. Completed July 2010

Kalinoski, Z. Completed June 2010

Delgado, K. Completed September 2006.

Palumbo, M. Completed September 2005.

Stokes, C. Completed August 2005.

Sassoon, L. Reading list approved July 2004.

Narayan, A. Completed November 2003.

Heintz, P. Completed October 2003.

Mangos, P. Completed May 2000.

Beauregard, R. Completed July 1998.

QUALIFYING EXAMINATION COMMITTEES: MEMBER

Gibson, T., In progress. 2016.

Duran, J., Completed January 2016.

Roebke, Mark. Completed December 2015.

Hernandez, Will. Completed April 2015.

Hamptom, A., Completed December 2014.

Culberston, J., Completed January 2012.

Gabbard, S. Completed April 2011.

VanDixhorn, K., Completed March 2011.

Thompson, C. Completed 2007.

McKee, John. Completed May 2006.

Lin, M. Completed November 2005.

Leasher, M. Completed July 2005.

Tristan, E. Completed February 2004.

Hutton, R. Completed October 2003.

UNDERGRADUATE HONORS CHAIRED

Stephenson, Melanie. Completed 2014.

Carter, Dorothy. Completed May 2010.

REFERENCES

Available upon request