

Charles A. Scherbaum, Ph.D.
Baruch College, City University of New York
Department of Psychology
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Academic History

- August 2003 Ph.D. Psychology, Ohio University, Athens, Ohio
Chair: Jeffrey B. Vancouver
Dissertation Title: "Detecting intentional response distortion on measures of the five-factor model personality: The differential person functioning approach"
- August 2001 M.S. Psychology, Ohio University, Athens, Ohio
Chair: Jeffrey B. Vancouver
Thesis Title: "Testing a computational goal-discrepancy reducing model of goal discrepancy creation"
- December 1997 B.S. Psychology, University of Washington, Seattle, Washington

Publications

- Scherbaum, C.A., & Vancouver, J.B. (in press). If we produce discrepancies, then how: Testing a computational process model of positive goal revision. *Journal of Applied Social Psychology*.
- Scherbaum, C.A., & Ferreter, J.M. (2009). Estimating statistical power and sample size requirement for organizational research using hierarchical linear models. *Organizational Research Methods*, 12, 347-367.
- Scherbaum, C.A., & Goldstein, H. (2008). Examining the relationship between differential item functioning and item difficulty. *Educational and Psychological Measurement*, 68, 537-553.
- Scherbaum, C.A., Popovich, P.M., & Finlinson, S. (2008). Exploring factors related to energy conservation behaviors in organizations. *Journal of Applied Social Psychology*, 38, 818-835.
- Vancouver, J.B., & Scherbaum, C.A. (2008). Do we self-regulate actions or perceptions? A test of two computational models. *Computational and Mathematical Organization Theory*, 14, 1-22.
- Scherbaum C.A., Cohen-Charash, Y., & Kern, M. (2006). Measuring general self-efficacy: A comparison of three measures using item response theory. *Educational and Psychological Measurement*, 66, 1047-1063.
- Scherbaum, C.A., Finlinson, S., Barden, K., & Tamanini, K. (2006). Applications of item response theory to measurement issues in leadership research. *Leadership Quarterly*, 17, 366-386.
- Scherbaum, C. A. (2005). Synthetic validity: Past, present, and future. *Personnel Psychology*, 58, 481-515.

Scherbaum, C.A., Scherbaum, K.L., & Popovich, P.M. (2005). Predicting job-related expectancies and affective reactions to employees with disabilities from previous work experience. *Journal of Applied Social Psychology*, 35, 889-904.

Vancouver, J. B., Putka, D. J., & Scherbaum, C. A. (2005). Triangulating on the goal-level effect: Experimental, computational, and correlational analysis. *Organizational Research Methods*, 8, 100-127.

Popovich, P. M., Scherbaum, C. A., Scherbaum, K. L., & Polinko, N. (2003). The assessment of attitudes toward individuals with disabilities in the workplace. *Journal of Psychology*, 137, 163-177.

Vancouver, J. B., & Scherbaum, C. A. (2000). Automaticity, goals, and environment. *American Psychologist*, 55, 763-764.

Book Chapters

Goldstein, H. W., Scherbaum, C. A., & Yusko, K. (in press). Adverse impact and measuring cognitive ability. In J. Outtz's (Ed.) *Adverse impact: Implications for organizational staffing and high stakes testing*. New York: Psychology Press.

Scherbaum, C. A., & Meade, A. W. (in press). Measurement in the organizational sciences. In D. Buchanan & A. Bryman (Eds.), *Handbook of organizational research methods*. London: Sage.

Naidoo, L.J., Scherbaum, C.A., & Goldstein, H.W. (2008). Examining the relative importance of leader-member exchange on group performance over time. In G. B. Graen and J. A. Graen (Eds.), *Knowledge Driven Corporation: A Discontinuous Model. LMX Leadership: The Series* (Vol 5, pgs 211-230). Charlotte, NC: Information Age Publishing Inc.

Scherbaum, C.A., Naidoo, L.J., & Ferreter, J.M. (2007). Examining component measures of team leader-member exchange (LMX-SLX) using item response theory. In G. Graen and J. Graen (Eds.), *New Multinational Network Sharing*. Charlotte, NC: Information Age Publishing.

Scherbaum, C.A. (2005). A basic guide to statistical discovery: Planning and selecting statistical analyses. In F. Leong & J. Austin (Eds.), *The psychology research handbook: A guide for graduate students and research assistants* (2nd ed., pp. 275-292). Thousand Oaks, CA: Sage.

Austin, J. T., Scherbaum, C. A., & Mahlman, R. A. (2002). History of research methods in industrial and organizational psychology: Measurement, design, analysis. In S. Rogelberg (Ed.), *Handbook of research methods in industrial and organizational psychology* (pp. 3-33). Oxford: Blackwell Publishers.

Presentations

Fyman, J. & Scherbaum, C.A. (2009, April). *Examining the Factor Structure of Team-Member Exchange*. Poster presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

Naidoo, L.J., Scherbaum, C.A., & Goldstein, H.W. (2009, April). *A Longitudinal Examination of LMX, Ability, Differentiation and Team Performance*. Poster presented at the 24th annual

conference of the Society for Industrial and Organizational Psychology, New Orleans.

Scherbaum, C.A. (2009, April). Panel member in C. Scherbaum & P. Steel's *Synthetic Validity: Practical Questions and Answers*. Panel Discussion at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

Blanshteyn, V., Scherbaum, C.A., Marshall, E., McCue, E.A., & Strauss, R. (2008, April). *Examining the Effects of Stereotype Threat on Individual Test Taking Behaviors*. Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco.

Cohen-Charash, Y., Erez, M., & Scherbaum, C. (2008, April). *Firgun – Being Happy for another Person's Good Fortune*. In Y. Cohen-Charash, M. Erez, M., & C. Scherbaum's (Chairs) *When Good Things Happen to Others: Envy and Firgun Reactions* symposium at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco.

Ferreter, J.M., Goldstein, H.W., Scherbaum, C.A., & Yusko, K.P. (2008, April). *Reducing Adverse Impact using a Nontraditional Cognitive Ability Assessment*. Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco.

Scherbaum, C. A. (2008, August). Discussant in J. Foster's *Synthetic validity: New directions and old questions answered*. Symposium presented at the annual meeting of the Academy of Management, Anaheim, CA.

Boyd, B. & Scherbaum, C. (2007, April). *Examining Implicit and Explicit Attitudes Towards Female Managers*. Poster presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York.

Kern, M. & Scherbaum, C. (2007, April). *Measuring Goal Commitment: A Comparison of Two Measures Using Item Response Theory*. Poster presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York.

Scherbaum, C.A. & Andreoli, N. (2007, May). Individual difference variables and Perceived fakability of the IPIP. Poster presented at the Annual Conference of the American Psychological Society, Washington, D.C.

Scherbaum, C. & Black, J. (2007, April). *Financial and Managerial Determinants of Employee Engagement*. Paper submitted in C. Scherbaum & J. Black's (Chairs) *Financial and managerial determinants of engagement* symposium to the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York.

Thompson, C. A., Martin, M., Poelmans, S., & Scherbaum, C. (2007). *Work-family Culture and Policies: Evidence from Spain*. Paper presented at the 2007 International Conference on Work and Family, July, Barcelona, Spain.

Ferreter, J.M., & Scherbaum, C.A. (2006, August). *A mixed measurement model analysis of the importance of intrinsic and extrinsic work rewards across cultures*. Interactive poster to be presented at the 48th Meeting of the Academy of International Business, Beijing, China.

Ferreter, J.M., Scherbaum, C.A., & Kern, M.J. (2006, May). *Examining faking on personality inventories using unfolding IRT models*. Poster to be presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Scherbaum, C.A., & Fyman, J. (2006, May). *Influence of beliefs about team personality on team performance ratings*. Poster to be presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Scherbaum, C., Goldstein, H. & Hayrapetyan, L. (2006, May). *Examining the relationship between differential item functioning and item difficulty*. Poster to be presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Andreoli, N., & Scherbaum, C.A. (2005, August). *Perceived job relevance of the international personality item pool*. Poster presented at the annual conference of the American Psychological Association, Washington, D.C.

Brennan, A. & Scherbaum, C. A. (2005, June). *Item response theory: Applications and opportunities for I-O psychology*. Paper presented in F. Chiochio's (Chair), Is there a better way?: Examining a few different methods that can help generate new knowledge in I-O Psychology at the 66th conference of the Canadian Psychological Association, Montreal, Canada.

Cohen-Charash, Y., Scherbaum, C. A., Erez, M., & Bavli, K. (2005, May). *I am so happy for you: Firgun in organizations*. Paper presented at the annual meeting of the Role of Emotions in Organizational Life, Toronto, Canada.

Ferreter, J. M. & Scherbaum, C. A. (2005, August). *An examination of the measurement equivalence of importance ratings of intrinsic and extrinsic work rewards*. Poster presented at the annual meeting of the Academy of Management, Honolulu, HI.

Offenstein, J., Cohen-Charash, Y., & Scherbaum, C. A. (2005, August). *The effects of unfavorable outcomes and procedural justice on cognitive appraisals and emotions: An experimental study*. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.

Scherbaum C.A., Cohen-Charash, Y., & Kern, M. (2005, April). *Measuring general self-efficacy: A comparison of three measures using IRT*. Poster presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Scherbaum, C.A., Yusko, K., Goldstein, H., & Kern, M. (2005, April). *Differential person functioning related to biodata item attributes*. Poster presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Staw, B. M., Cohen-Charash, Y., & Scherbaum, C. A. (2005, June). *Emotions and the stock market*. Paper presented at the Affect and Emotions in Organizational Behavior Conference, Rotterdam, Holland.

Thomas, E., & Scherbaum, C. A. (2004, June). *The influence of implicit theories of personality on team performance ratings*. Poster presented at the 15th annual conference of the American Psychological Society, Chicago, IL.

Scherbaum, C. A. (2003, April). Panel discussant in J. B. Vancouver's (Chair) "*Computational modeling of dynamic organizational phenomenon*," roundtable session at the 18th annual conference of Society for Industrial and Organizational Psychology, Orlando, FL.

Scherbaum, C. A., Finlinson, S., & Vancouver, J. B. (2003, April). *Applying computational and multilevel modeling to Ackerman's skill acquisition model*. Poster presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Scherbaum, C. A., Scherbaum, K. L., & Popovich, P. M. (2003, June). *Development and validation of the attitudes toward employees with disabilities scale*. Poster presented at the 15th annual conference of the American Psychological Society, Atlanta, GA.

Scherbaum, K. L., Scherbaum, C. A., & Popovich, P. M. (2003, June). *Sex Differences in perceptions of same-sex and opposite-sex sexual harassment*. Poster presented at the 15th annual conference of the American Psychological Society, Atlanta, GA.

Popovich, P. M., Finlinson, S., Scherbaum, C. A., Wilson, S., Hoffer, K., & Sinozich, A. (2002, April). *Exploring factors related to energy conservation behaviors in organizations*. Poster presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Popovich, P. M., Finlinson, S., Scherbaum, C. A., Wilson, S., Hoffer, K., & Sinozich, A. (2002, August). *Organizational energy conservation: assessing knowledge, attitudes, social norms, and behaviors*. Poster presented at the annual conference of the American Psychological Association, Chicago, IL.

Scherbaum, C. A., & Vancouver, J. B. (2002, April). *Testing two explanations for goal-setting effects: A persistent question*. Poster presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Scherbaum, C. A., & Vancouver, J. B. (2002, April). *Testing a computational goal-discrepancy reducing model of discrepancy production*. In J. Vancouver (Chair), Goal perception discrepancy production: Current theoretical and practical issues. Symposium paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Scherbaum, C. A., Scherbaum, K. L., & Popovich, P.M. (2001, May). *The reasonableness of accommodations for disabled workers: Perceptions of accommodations among college students*. Poster presented at the 73rd Midwestern Psychological Association convention, Chicago, IL.

Scherbaum, C. A., Scherbaum, K. L., Tischner, E., & Popovich, P. M. (2001, April). *Predicting job-related expectancies of disabled employees from previous work experience*. Poster presented at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Larrimer, K. A., Scherbaum, C. A., & Popovich, P. M. (2000, June). *Attitudes towards the Americans with Disabilities Act and reasonable accommodation*. Poster presented at the 12th annual conference of the American Psychological Society, Miami, FL.

Popovich, P. M., Polinko, N., Larrimer, K. A., & Scherbaum, C. A. (2000, May). *The Americans with Disabilities Act and reasonable accommodation: Beliefs, affect, and behaviors*. Poster presented at the 72nd Midwestern Psychological Association convention, Chicago, IL.

Scherbaum, C. A., & Vancouver, J. B. (2000, June). *Discrepancy creation from discrepancy reduction: A working model*. Poster presented at the 12th annual conference of the American Psychological Society, Miami, FL.

Vancouver, J. B., Putka, D. J., & Scherbaum, C. A. (2000, August). *How control theory accounts for goal-setting: An empirical investigation*. Paper presented at the Annual Conference of the Academy of Management, Toronto, Canada.

Zollo, J. S., Scherbaum, C. A., & Vancouver, J. B. (1999, May). *Goal setting in perfect markets*. Poster presented at the 71st Midwestern Psychological Association convention, Chicago, IL.

Invited Presentations

Scherbaum, C.A. (2009, April). *What roles do employee honesty and integrity play within the human factor concept?* Invited talk at Risk Talk series of the Swiss Re Centre for Global Dialogue, Zurich.

Scherbaum, C.A. (2007, October). *Introduction to techniques for detecting faking on non-cognitive employment measures*. Invited talk at the Fall conference of Mid-Atlantic Personnel Assessment Consortium, Albany, NY.

Scherbaum, C.A. (2007, May). *Applications of item response theory to personnel assessment: Introduction and overview*. Invited talk at the spring conference of Mid-Atlantic Personnel Assessment Consortium, Harrisburg, PA.

Scherbaum, C.A. (2006, January). *Applications of item response theory to patient-reported data on health outcomes and behavior*. Invited talk at the National Development Research Institute, New York, NY.

Scherbaum, C.A. (2004, April). *Assessment and evaluation: Basic concepts and principles*. Presentation at the 7th annual Baruch College Teaching an Technology Conference, New York, NY.

Technical Papers

Popovich, P. M., Finlinson, S., Scherbaum, C. A., Hoffer, K., & Sinozich, A. (2001). *Ohio University utility conservation campaign: Changing attitudes and behaviors to promote energy and water conservation, preliminary report*. Athens, OH: Ohio University.

Scherbaum, C. A. (2001). *Testing a computational goal-discrepancy reducing model of goal discrepancy creation*. Unpublished Masters Thesis, Ohio University, Athens, Ohio.

Scherbaum, C.A. (2003). *Detecting intentional response distortion on measures of the five-factor model of personality: An application of differential person functioning*. Dissertation. Ohio University, Athens, Ohio.

Vancouver, J., Boyer, D., Fields, S., Labus, J., Scherbaum, C., Scherbaum, K., Tischner, E., & Zollo, J. (2001). *Educational outcomes evaluation: Intersession versus full session*. Athens, Ohio: Ohio University.

Manuscripts under Review

Scherbaum, C.A. & Kern, M.J. Measuring Goal Commitment: A Comparison of Two Self-Report Measures Using Item Response Theory. *In review and Educational & Psychological Measurement*.

Working Manuscripts

Ferreter, J. M., & Scherbaum, C.S. An examination of the measurement equivalence of importance ratings of intrinsic and extrinsic work rewards. *Working paper*.

Ferreter, J.M., Goldstein, H.W., Scherbaum, C.A., & Yusko, K.P. Reducing Adverse Impact using a Nontraditional Cognitive Ability Assessment. *Working paper*.

Naidoo, L.J., Scherbaum, C.A., & Goldstein, H.W. A Longitudinal Examination of LMX, Ability, Differentiation and Team Performance. *Working paper*

Pascall-Gonzales, R., Scherbaum, C.A., Ferreter, J.M., Goldstein, H.W. Examining sub-group differences on cognitive ability tests using mixed measurement IRT models. *Working paper*.

Scherbaum, C.A., & Boyd, B.A. Examining implicit and explicit attitudes toward female managers. *Working paper*.

Scherbaum, C.A., Ferreter, J.M., & Kern, M.J. Examining faking on personality inventories using unfolding IRT models. *Working Paper*.

Scherbaum, C. A., Vancouver, J. B., & Finlinson, S. Examining ability-performance relationships over time: A computational and multilevel modeling approach. *Working Paper*.

Scherbaum, C.A., Yusko, K., Goldstein, H., & Kern, M. Differential responding to biodata items as a function of item attributes: The differential person functioning approach. *Working Paper*.

Staw, B. M., Cohen-Charash, Y., & Scherbaum, C. A. Using emotions to predicting stock market performance. *Working Paper*.

Grant Funding

- The Influence of Implicit Theories about Team Personality Characteristics on Ratings of Team Performance. *PSC-CUNY 35*, 2004-2005, PI (\$4,480).
- Differential item functioning and item properties of standardized cognitive tests. *Eugene M. Lang Fellowship Program*, 2005-2006, PI (\$7,000).
- Detecting response distortion on non-cognitive predictors of job performance. *City University of New York Research Equipment Grants Program*, 2004, PI (\$5,450)
- Differential item functioning and item properties of standardized cognitive tests. *PSC-CUNY 36*, 2005-2006, PI (\$3,816).
- Differential item functioning and item properties of standardized cognitive tests (2005-2006). *Wonderlic, Inc.'s Research Donation Program*, PI (\$2,000)

- Examining the Effects of Stereotype Threat on Individual Test Taking Behaviors. *PSC-CUNY 37*, 2006-2007, PI (\$3,664)
- Basic and Applied Dimensions of Scientific Psychology: Research Experience for Undergraduates at Baruch College – *CUNY National Science Foundation*, PI (\$269,787)
- Examining the Impact of Explicit and Implicit Attitudes towards Female Managers. *PSC-CUNY 39*, 2008-2009, PI (\$3,285).
- Improving Graduate Business School Admissions: Supplementing the GMAT with Alternative Predictors. *MERInstitute of the Graduate Management Admissions Council*, PI (\$100,000).

Awards

- Ohio University Doctoral Fellow, 2001-2003
- Ohio University College of Arts and Sciences Outstanding Graduate Student Teaching Award, 2001-2002
- Honorable mention, the Organization Development Institute's 2002 Outstanding O.D. Project of the Year Worldwide. Project title: *Exploring Factors Related to Energy Conservation Behaviors in Organizations*
- Mrs. Giles Whiting Foundation Fellowship, 2005 (\$2000 to support research activities)

Academic Experience

September 2003-Present

Associate Professor, *Baruch College, City University of New York*, New York, NY

Undergraduate courses: Introduction to Psychology, Industrial and Organizational Psychology, Advanced Personnel Psychology, Practicum in Lab and Research Methods

Master's Courses: Research Methodology in the Design of Psychological Research, Psychometric Methods, Quantitative Methods for Business Decisions

International Executive Master's Courses (Taiwan and Singapore): Psychological Perspectives on International Human Resource Management, Quantitative Methods for Business Decisions

Ph.D. Courses: Advanced Psychometrics, Research Methods

Fall 2000-Spring 2003

Instructor, *Ohio University, Department of Psychology*, Athens, OH

Undergraduate courses: Statistics for the Behavioral Sciences, Introduction to Psychology, Survey of Industrial and Organizational Psychology

Fall 2002

Instructor, *Ohio University and Hong Kong Baptist University, School of Continuing Education*, Hong Kong

Undergraduate courses: Introduction to psychology, Survey of Industrial and Organizational Psychology

Consulting Experience

November 2008-Present

Owner, *Cielo Management Consulting, LLC*, New York, NY

Cielo Management Consulting provides human resource management consulting services in the areas of selection and assessment, performance management, employment discrimination litigation

support, human capital research, employee surveying, and statistical analysis.

Expert witness consultation:

2005-present Ahroner v. Israel Discount Bank. No. 602192/03 (DNY). Plaintiff. Issued report.

2007 NTEU and FDIC Arbitration, Case# 1276. Plaintiff. Provided advice to NTEU.

2007-2008 Bedney v. City University of New York. Defendant. Issued report and testified.

August 2007-Present Senior Research Director, *Fisher Rock Consulting*, New York, NY
Developed and managed research projects examining the operations of global mobility programs, human capital models, employee engagement, test validity, and performance management systems.

August 2007-Present Consultant, *Critical Metrics*, New York, NY
Conducted statistical analyses for employee and customer research and project management of studies examining the employees and customer attitudes.

March 2006-January 2008 Consultant, *Sirota Survey Intelligence*, New York, NY
Conducted statistical analyses and project management of studies examining the relationships between human resource activities and financial and market performance of organizations.

January 2005-August 2005 Consultant, *Kognito Solutions*, New York, NY
Designed and conducted a program evaluation of computer-based of financial literacy tutorials, conducted review of current and existing products, advised on the design of program assessments.

May 2001-August 2001 Consultant, *Ohio University and Vestar, Inc.*, Athens, OH
Conducted focus groups, developed a survey-based intervention for Ohio University's energy conservation campaign, and conducted the follow-up evaluation of the intervention.

Work Experience

June 1998-August 1998 Lead Personnel Records Technician, *Washington Mutual, HR Operations Department*, Seattle, WA
Supervised six employees in the processing of new employees into the payroll system. Resolved problems and discrepancies for managers, recruiters, and new employees. Verified and audited records, and regulated workflow. Trained employees to use PeopleSoft and Excel.

- January 1998-May 1998 Employment Assistant, *Washington Mutual, Employment Department*, Seattle, WA
Assisted recruiters and managers with staffing and recruitment policies and procedures. Audited job files for compliance with OFCCP and EEOC regulations. Maintained national staffing reports, opened and closed staffing requisitions, and trained new employees. Received advanced training in Excel and PeopleSoft.
- August 1997–January 1998 Human Resource Intern, *Prudential Preferred Financial Services*, Seattle, WA
Assisted with the recruitment of new agents, conducted individual and group interviews, administered selection tests, and conducted employee surveys.

Professional Activities

- 2008-2009 Treasurer of the Metropolitan New York Association for Applied Psychology
- 2007-2008 Secretary of the Metropolitan New York Association for Applied Psychology
- 2009-present Editorial board for *Journal of Business and Psychology*
- 2004-present Ad hoc reviewer, *Journal of Applied Psychology, Journal of Organizational Behavior, Personnel Psychology, Organizational Research Methods, Journal of Environmental Psychology, Motivation and Emotion*, and *Learning & Individual Differences*,
- 2004-present Member of the Psychology Advisory Committee for the New York Academy of Science
- 2004-present Reviewer for the Research Methods Division of the Academy of Management annual conference and the Society for Industrial and Organizational Psychology’s annual conference
- 2003 Reviewer for the Human Resource Management track of Eastern Academy of Management annual conference
- 2002-2003 Reviewer for the student research and grants competitions of American Psychological Society

Professional Memberships

- Member of the American Psychological Association
- Member of the Society for Industrial and Organizational Psychology
- Member of the Academy of Management
- Member of the Society for Human Resource Management
- Member of the Metropolitan New York Association for Applied Psychology
- National member of Psi Chi

Media Interviews

- BusinessWeek Online Interactive Case Study: “Maintaining Employee Engagement”
http://www.businessweek.com/managing/content/jan2009/ca20090116_444132_page_2.htm
- New York Post (10/3/05): “School Ties”

Thesis and Dissertations Supervised

- Jennifer Ferreter, thesis advisor
- Jennifer Ferreter, dissertation advisor
- Josh Fyman, thesis advisor
- Michael Kern, thesis advisor
- Brittany Boyd, thesis advisor
- Victoria Blanshteyn, thesis advisor
- Victoria Blanshteyn, dissertation advisor
- Ann Higgs, thesis advisor

Department and College Service

College:

- Committee on faculty research and travel (2005-2007)
- Weissman School of Arts and Sciences, Dean's search committee (2006-2007)

Department:

- Acting head, I/O psychology Ph.D. program (January 2009-August 2009)
- Academic director, international executive masters program in human resources (2005-present)
- Department executive committee (2007-present)
- Participant pool coordinator (2004-2007)
- Comprehensive exams coordinator (2006-present)