

MASTER VITA  
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5/17/2010

**Identifying Information (University Office):**

Dennis Doverspike, Ph.D., ABPP  
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**Current Rank:**

Professor of Psychology  
Director, Center for Organizational Research  
Senior Fellow of the Institute for Life-Span Development and Gerontology  
Date of First Appointment: September 1, 1984  
Tenure Granted: September 1, 1989

**Professional Certification:**

Psychologist #3539 (Ohio)  
Board Certified in Industrial/Organizational Psychology, American Board of Professional Psychology  
Board Certified in Organizational and Business Consulting Psychology, American Board of Professional Psychology

**Bio:**

Dennis Doverspike, Ph.D., ABPP, is a Full Professor of Psychology at the University of Akron, Senior Fellow of the Institute for Life-Span Development and Gerontology, and Director of the Center for Organizational Research. He holds a Diplomate in Industrial-Organizational Psychology and in Organizational and Business Consulting from the American Board of Professional Psychology (ABPP) and is a licensed psychologist in the State of Ohio.

Dr. Doverspike has over thirty years of experience working with consulting firms and with public and private sector organizations, including 15 years as Executive Vice President of Barrett & Associates. Services provided include individual assessments, statistical analysis, development of large scale assessment systems, job evaluation and job analysis, and expert witness services. He is the author of 2 books and over 100 refereed journal publications. Current major additional positions include President of the ABPP specialty board in Organizational and Business Consulting.

Dennis Doverspike received his Ph.D. in Psychology in 1983 from the University of Akron. His M.S. in Psychology is from the University of Wisconsin-Oshkosh and his B.S. is from John Carroll University. He has taught courses at both the graduate and undergraduate levels, and directed dissertations, theses and practica.

**A. Education**

Ph.D., Psychology, The University of Akron, 1983

Dissertation: A statistical analysis of internal sex bias in a job evaluation instrument.  
*Dissertation Abstracts International, 43, 3063B.*

M.S., Psychology, University of Wisconsin-Oshkosh, 1979

Thesis: Effect of gender and name style on personnel managers responses to a resume

B.S., Psychology, John Carroll University, 1976

**B. Professional Employment****Academic**

Professor: The University of Akron, 1996 - present

Associate Professor: The University of Akron, 1991-1996.

Assistant Professor: The University of Akron, 1984-1991.

Assistant Professor: University of Nebraska at Omaha, 1982-1984

Research/Teaching Assistant: The University of Akron, 1978-1982

**Consulting**

Director, Center for Organizational Research, University of Akron, 2001-present.

Clients include: Edge Learning; Novo Nordisk; Silverwood Consulting; Right Management;

Work Skills First; PRADCO; Timken; Linda Brown, Ph.D., LLC; Organizational Effectiveness Strategies; Chesterfield; Neurology and Neuroscience Associates; Stark County MRDD; University of Akron University College; University of Akron Law School; Future Sculpting; Manpower; Visual Marking Systems; OMNOVA; Center for Organizational Development (Ohio DOT project); Jewish Federation; Hospice of Wadsworth; Youngstown LEAD; Creative Action, Inc.; Baldwin-Wallace College; GOJO; JoAnn Fabrics; Parker Hannafin.

#### Independent Practice, 1999-present

Clients include: Barrett & Associates, Inc; Americhem; Carol Boyce (USDA); Leonard Lybarger; Bayer Corp.; Empire Wholesale Lumber; Caliber Associates (Veterans Administration); Detroit Diesel Remanufacturing; Denise J. Knecht & Associates Co; Winfred Arthur Jr. Consulting (PeopleAnswers, Personnel Board of Jefferson County, AL; Lufkin); Mark Lewis & Associates; Rockland County, NY; Douglas Brown, LLC; HRChally; Med-Tox; Kastner, Westman, & Wilkins, LLC.

#### Executive Vice President, Barrett and Associates, Inc., Akron, OH 1984-1999.

Served as project manager on large consulting projects including job analysis, test development and administration, and compensation. Conducted research to develop new products and processes and solutions to technical problems. Conducted statistical analyses and wrote technical reports in support of expert witness work for court cases and in response to government inquiries. Clients included federal government agencies, city and state governments, law firms, and large and small private firms.

#### Senior Consultant, Hallcrest & Craver, Alexandria, VA, 1983-1990.

Provided technical support and statistical analyses for job evaluation, comparable worth and equal pay studies. Clients included state and local governments.

#### Consultant and Advisor, Center for Applied Psychological Services, University of Nebraska at Omaha, 1982-1984.

Supervised student projects. Clients included local government agencies and area private firms.

#### **Other Current Major Positions:**

President, Specialty Board in Organizational and Business Consulting Psychology, American Board of Professional Psychology, 2008-present.

Creator and Lead Blogger, with L. Pamela Vaiana, for *HRLitehouse: A Human Resource Management Blog*, [www.ohioverticals.com/blogs/hrlite](http://www.ohioverticals.com/blogs/hrlite), 2008-present.

#### **Court Cases:**

*Ferayorni v. O'Bryant and Comair*, 2006-CI-1607.(2010). Commonwealth of Kentucky, Boone Circuit Court.

Report with Gerald V. Barrett. Plaintiff. Attorney Gerry Dusing.

*Frye V. Baptist Memorial Hospital, Inc*, Case No. 2:07-CV-02708-SHM-tmp. (2010). US District

Court for the Western District of Tennessee, Western Division.  
Report with Gerald V. Barrett. Plaintiff.

*Tina Queen v. The Park National Bank, Case No 2:09 cv 33.* (2010). US District Court, Southern District of Ohio, Eastern Division, Judge Watson.  
Report and deposition. James Wilkins; Kastner, Westman, & Wilkins, LLC.

*Frick & Miller v. Potash Corporation of Saskatchewan, Inc.,* Allen County Court of Common Pleas, Case Nos. CV 2008 0866 (2010).  
Report with Gerald V. Barrett. Summary judgment.

*Frank Garrett, Raymond Hopkins and William Walsh vs. City of Memphis,* CH-08-1610-I, Chancery Court of Tennessee for the 30<sup>th</sup> Judicial District (2009).  
Report (with G. V. Barrett) and Testimony. Expert witness for Defendant, case involved age and race discrimination. Louis Britt, attorney for the Defendant.

*Virotek v. Liberty Township (2000). Case no 99 CV 1092,* Common Pleas Court of Trumbull County, Ohio, Judge Logan, Denise J. Knecht & Associates Co.,  
Report, Deposition, and Testimony. Expert for the plaintiff.

*Personnel Board v. United States,* 449 U.S. 1061, 101 S.Ct. 783, 66 L.Ed.2d 603 (1980).  
With Winfred Arthur, reports to the court.

*McClain v. Lufkin Industries,* 9:97-CV-063; 519 F.3d 264, 278 (Judge Howell Cobb, 2005; Judge Ron Clark, 2009). In The United States District Court for The Eastern District Of Texas Lufkin Division.  
With Winfred Arthur, training in conjunction with court decisions.

In my role as Executive Vice President of Barrett and Associates, I was involved in some aspect of assisting with expert testimony, primarily preparing reports and statistical analysis, in over 75 cases.

*Smith et al v. Commercial and Architectural Products, Inc.* (1991, ADEA). Report with Gerald Barrett and Michael Polomsky.

## **Standard Talks or Presentations**

### Pay Equity Topics

The Lost World of Pay Equity - Applying Assessment Competencies to Compensation  
Understanding Pay Discrimination and Pay Equity

### Public Sector and Nonprofits

Is there a Public Sector Work Ethic?  
Understanding and Working with Volunteers  
Employee and Volunteer Engagement

## Licensure

Demystifying the ABPP Process: Board Certification in ORGANIZATIONAL & BUSINESS CONSULTING Psychology.

## Legal Issues in Selecting Employees

Understanding and Assessing Item Bias.

Assessing Adverse Impact.

Better Interviewing

Reducing Subjectivity in Personnel Decisions

## C. Teaching

### The University of Akron

3750:780	Graduate Seminar: Individual Assessments in I-O Psychology
3750:780	Graduate Seminar: e.Psychology
3750:780	Graduate Seminar: Diversity in the Workforce
3750:780	Graduate Seminar: Psychological Research Using Multivariate Quantitative And Computer Methods
3750:759	Job Evaluation and Equal Pay
3750:756	Role of Attitudes and Values in Industrial/Organizational Psychology
3750:755	Computer Applications in Psychological Research
3750:753	Training and Organizational Development
3750:752	Personnel Selection and Performance Evaluation
3750:750	Advanced Psychological Tests and Measures
3750:660	Science and Ethics of Industrial Psychology
3750:610	Psychology Core 1: Organizational, Social and Applied
3750:507	Tests and Measurements
3750:470	Advanced Industrial/Organizational Psychology
3750:446	Research Design and Analysis
3750:407	Tests and Measurements
3750:140	Introduction to Industrial/Organizational Psychology
3750:110	Quantitative Methods in Psychology (Also Supervised Course)
3750:100	Introduction to Psychology

### The University of Nebraska at Omaha:

Graduate:	Motivation and Morale
Graduate:	Training and Organization Development
Graduate:	Seminar--Women in the Workforce
Graduate:	Personnel Selection
Graduate:	Computer Concepts in Psychology
Undergrad:	Industrial/Organizational Psychology

## Supervision of Theses and Dissertations

The University of Akron:

Major Advisor Dissertation 19

Thesis Waiver Advisor 14

Thesis Advisor 5

Member Dissertation 59

Thesis Waiver Member 14

Thesis Member 21

(Does not include Thesis Waivers completed prior to new thesis waiver system in 1995 at Akron).

University of Nebraska at Omaha:

Committee Member: 3 Theses

(List of dissertations and theses appears at end of vita).

## **D. Publications**

### **Books**

Doverspike, D. & Tuel, R. (2000). *The difficult hire: Seven recruitment and selection principles for hard-to-fill positions*. Manassas Park, VA: Impact Publications.

Doverspike, D., Taylor, M. A. & Arthur, W., Jr. (2000). *Affirmative action: A psychological perspective*. Commack, NY: Nova Scientific Publishing.

Doverspike, D., Taylor, M. A. & Arthur, W., Jr. (2006). *Psychological perspectives on Affirmative Action (Paperback)*. Hauppauge: NY: Novinka Publishing.

### **Book Chapters**

Doverspike, D. & Arthur, W. A., Jr. (2010, in press). The role of job analysis in test selection and development. In G. Alliger. *The Handbook of Work Analysis in Organizations: The Methods, Systems, Applications, & Science of Work Measurement in Organizations*. Routledge.

Barrett, G. V., Doverspike, D., & Young, C. (2010). The special case of public sector police and fire selection. In J. C. Scott & D, Reynolds. *Handbook of Workplace Assessment: Evidence-Based practices for Selecting and Developing Organizational Talent*. San Francisco, CA: Jossey-Bass, pp. 437-462.

O'Connell, M. S., Doverspike, D., & Blumental, A. (2006). Leadership and self-directed work team performance: A field study. In Jon L. Pierce & John W. Newstrom. *Leaders and the Leadership Process: Reading, Self-Assessments and Applications (4<sup>th</sup> Ed.)*. McGraw-Hill/Irwin. pp. 370-376.

Reprint of O'Connell, M. S., Doverspike, D. & Blumental, A. (2002). Leadership and self-directed work team performance: A field study. *Group and Organization Management*, 27, 50-65.

Sterns, H. L., Doverspike, D., & Lax, G. (2005). The age discrimination in employment act (Chapter 9). In F. Landy (Ed.). *Employment discrimination litigation: Behavioral, quantitative, and legal perspectives*. San Francisco, CA: Jossey-Bass, Chapter 9, 256-293.

Arthur, W., Jr., & Doverspike, D. (2005). Achieving diversity and reducing discrimination in the workplace through human resource management practices: Implications of research and theory for staffing, training, and rewarding performance. In Robert L. Dipboye & Adrienne Colella (Eds.). *Discrimination at Work: The Psychological and Organizational Bases*. San Francisco, CA: Jossey-Bass, Chapter 13, 325-327.

Taylor, M. A., Shultz, K. S., & Doverspike, D. (2005). Recruiting and retaining talented older workers. In Beatty, P. T. & Visser, R. M. S. (Eds.). *Thriving on an aging workforce: Strategies for organizational and systemic change*. Malabar, FL: Krieger Publishing (ISBN 1-57524-200-1), Chapter 4, 43-50.

- Taylor, M. A. & Doverspike, D. (2004). Retirement planning and preparation (Chapter 3). In Adams, G.A., & Beehr, T.A. (Eds.) *Retirement: Reasons, processes, and results*. New York: Springer Publishing Company, 53-82.
- Doverspike, D., Cober, A. B., & Arthur, W., Jr. (2004). Multi-aptitude batteries. In J. C. Thomas (ed.). *The comprehensive handbook of psychological assessment-Volume 4: Industrial/organizational assessment*. Hoboken, NJ: Wiley, 35-55.
- Arthur, W., Jr., & Doverspike, D (2004). Information-processing tests. In J. C. Thomas (ed.). *The comprehensive handbook of psychological assessment-Volume 4: Industrial/organizational assessment*. Hoboken, NJ: Wiley, 56-74.
- O'Connell, M. S., Doverspike, D., Gillikin, S., & Meloun, J. M. (2004). Computer Anxiety: Effects on Computerized Testing and Implications for e.Cruiting. In J. Jones & E. Basher (Eds.) *Advances in e-Business and Psychology: Volume 1*.  
Reprint of O'Connell, M. S., Doverspike, D., Gillikin, S., & Meloun, J. M. (2001). Computer Anxiety: Effects on Computerized Testing and Implications for e.Cruiting. *Journal of e.Commerce and Psychology, 1*, 25-39.
- Doverspike, D. & Blumental, A. (2001). Gender issues in the measurement of physical and psychological safety. In A. F. Stuhlmacher & D. F. Cellar (Eds.). *Workplace Safety: Individual Differences in Behavior*. Binghamton, NY: Haworth Press, pp. 21-34.  
Co-published simultaneously in Doverspike, D. & Blumental, A. (2001). Gender issues in the measurement of physical and psychological safety. *The Journal of Prevention & Intervention in the Community, 22*, 21-34.
- Arthur, W. A., Jr., & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. In A. F. Stuhlmacher & D. F. Cellar (Eds.). *Workplace Safety: Individual Differences in Behavior*. Binghamton, NY: Haworth Press, pp. 35-42.  
Co-published simultaneously in Arthur, W. A., Jr., & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. *The Journal of Prevention and Intervention in the Community, 22*, 35-42 .
- Sterns, H., & Doverspike, D. (1989). Aging and the training and learning process in organizations. In I. Goldstein & R. Katzell (Eds.) *Training and Development in Work Organization* (pp. 299-322).
- Subich, L. M., Barrett G. V., Doverspike, D., & Alexander, R. A. (1989). The effects of sex-role-related factors on occupational choice and salary. In R. T. Michael, H. I. Hartmann & B. O'Farrell (Eds.) *Pay equity: Empirical equalities* (pp. 91-104). Washington National Academy Press.



Doverspike, D., Racicot, B., & Albertsson, C. (1988). The role of information processing variables in the decision making process on job evaluation: Results of empirical studies on sex prototypes, person prototypes, and the effect of training. In R. L. Cardy, S. M. Puffer, & J. M. Newman. *Advances in Information Processing in Organizations, Vol. 3*, (pp. 107-119). Greenwich, IN: JAI.

Sterns, H., & Doverspike, D. (1988). Training and developing the older worker: Implications for human resource management. In H. Dennis (Ed.), *14 steps to managing an aging workforce*, (pp. 69-84). Lexington, MA: Lexington Books.

## **Journal Publications**

Doverspike, D., Qin, L., Magee, M. P., Snell, A. F., & Vaiana, L. P. (in press). The public sector as a career choice: Antecedents of an expressed interest in working for the federal government. *Public Personnel Management*.

Mahoney, K.T., Buboltz, W., Levin, I.P., Doverspike, D. & Svyantek, D.J. (2010). Individual differences in a within-subjects risky choice framing study. *Personality and Individual Differences*.

Zhe, J., Doverspike, D., Zhao, J., Lam, P. & Menzemer, C. (2010). High School Bridge Program: A Multidisciplinary STEM Research Program. *Journal of STEM Education: Innovations and Research*, 11(1-2), 45-54.

Walczyk, J. J., Mahoney, K. T., Doverspike, D., & Griffith-Ross, D. A. (2009). Cognitive lie detection: Response time and consistency of answers as cues to deception. *Journal of Business and Psychology*, 24, 33-49.

Mahoney, K. T., Buboltz, W. C., Jr., Soper, B., Doverspike, D., & Simoneaux, B. J. (2008). Content Analysis of Consulting Psychology Journal: Practice and Research (Volumes 44-59). *Consulting Psychology Journal*, 60(3), 246-258.

Lam, P. Doverspike, D., Zhao, J. Zhe, J., & Menzemer, C. (2008). Encouraging equal access to STEM education for students with specific learning disabilities. *Journal of SMET: Innovation and Research*, 9(1&2), 1-9.

Bott, J., Ramarkrishnan, M., O'Connell, M., & Doverspike, D. (2007) Practical limitations in making decisions regarding the distribution of applicant personality tests scores based on incumbent data. *Journal of Business and Psychology*, 22(2), 123.

Doverspike, D. (2006). Author's comments on Lam, P.C., Zhao, J., Doverspike, D., & Mawasha, P. R. (2005); The ACT and high school GPA as predictors of success in a minority engineering program. *Annals of Research on Engineering Education*. 2(2). Electronic.

Arthur, W. A., Jr., Bell, S. T., Villado, A. J., & Doverspike, D. (2006). The use of person-

- organization fit in employment decision making: An assessment of its criterion-related validity, *Journal of Applied Psychology*, 41, 786-801.
- Robinson, R. P. & Doverspike, D. (2006). Factors predicting the choice of an online course. *Teaching of Psychology*, 33, 64-68.
- Lam, P.C., Zhao, J., Doverspike, D., & Mawasha, P. R. (2005). The ACT and high school GPA as predictors of success in a minority engineering program. *Journal of Women and Minorities in Science and Engineering*, 11, 247-255.
- Lam, P. C., Srivatsan, T, Mawasha, P. R., Vesalo, J. & Doverspike, D. (2005). A ten year assessment of the pre-engineering program for under-represented, low income and/or first generation college students at the University of Akron. *Journal of Science, Technical, Engineering and Math Education: Innovations and Research*. 6(3&4), 14-20.
- Doverspike, D., Asay, T., & Vaiana, L. P. (2005). Forming and communicating the vision. *Momentum*, 36(3), 27-31.
- Casey, M. & Doverspike, D. (2005). Training needs analysis and evaluation for new technologies through the use of problem-based inquiry. *Performance Improvement Quarterly*, 18(1), 110-124.
- McKay, P. F., Doverspike, D., Bowen-Hilton, D., & McKay, Q. D. (2003). The effects of demographic variables and stereotype threat on black/white differences in cognitive ability test performance. *Journal of Business and Psychology*, 18, 1-14.
- Pogson, C., Cober, A., Doverspike, D. & Rogers, J. (2003). Differences in self-reported work ethic across three career stages. *Journal of Vocational Behavior*, 62, 189-201.
- McKay, P. F., Doverspike, D., Bowen-Hilton, D. & Martin, Q. D. (2002). Stereotype threat effects on the Raven's scores of African-Americans. *Journal of Applied Social Psychology*. 32, 767-787.
- Doverspike, D., Robinson, R., Cober, R., & Cober, A. (2002). Capitalizing on Computer-Based Training Technologies: A Model for Explaining Intentions to Participate in Online Learning. *Journal of e.Commerce and Psychology*. 3, 63-76.
- Biber, J. K., Doverspike, D., Baznik, D., Blumental, A. B., Ritter, B. A. (2002). Sexual Harassment in Online Communications: Effects of Gender and Discourse Medium. *CyberPsychology and Behavior*, 5, 33-42.
- O'Connell, M. S., Doverspike, D. & Blumental, A. (2002). Leadership and self-directed work team performance: A field study. *Group and Organization Management*, 27, 50-65.
- O'Connell, M. S., Doverspike, D., Norris-Watts, C., & Hattrup, K. (2001). Predictors of organizational citizenship behavior among Mexican retail salespeople. *International Journal*

*of Organizational Analysis*, 9, 272-280.

O'Connell, M. S., Hattrup, K., Doverspike, D., & Blumental, A. (2001). The validity of "mini" simulations for Mexican retail salespeople. *Journal of Business and Psychology*, 16, 593-599.

O'Connell, M. S., Doverspike, D., Cober, A. B., & Philips, J. L. (2001) Forging Work-Teams: Effects of the Distribution of Cognitive Ability on Team Performance. *Applied H.R.M. Research*, 6, 115-128.

Walker, D. F. & Doverspike, D. (2001). The relationship between forgiveness experiences and the masculine gender role among Christian men. *Journal of Psychology and Christianity*, 20, 29-39.

Doverspike, D. & Blumental, A. (2001). Gender issues in the measurement of physical and psychological safety. *The Journal of Prevention & Intervention in the Community*, 22, 21-34.

Co-published simultaneously in Doverspike, D. & Blumental, A. (2001). Gender issues in the measurement of physical and psychological safety. In A. F. Stuhlmacher & D. F. Cellar (Eds.). *Workplace Safety: Individual Differences in Behavior*. Haworth Press, pp.21-34.

Arthur, W. A., Jr., & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. *The Journal of Prevention and Intervention in the Community*, 22, 35-42 .

Co-published simultaneously in Arthur, W. A., Jr., & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. In A. F. Stuhlmacher & D. F. Cellar (Eds.). *Workplace Safety: Individual Differences in Behavior*. Haworth Press, pp. 35-42.

McKay, P. F. & Doverspike D. (2001). African-Americans' testing taking attitudes and their effect on cognitive ability test performance: Implications for public personnel management selection practice. *Public Personnel Management*, 30, 67-75.

O'Connell, M. S., Doverspike, D., Gillikin, S., & Meloun, J. M. (2001). Computer Anxiety: Effects on Computerized Testing and Implications for e.Cruiting. *Journal of e.Commerce and Psychology*, 1, 25-39.

Reprinted as O'Connell, M. S., Doverspike, D., Gillikin, S., & Meloun, J. M. (2004). Computer Anxiety: Effects on Computerized Testing and Implications for e.Cruiting. In J. Jones & E. Basher (Eds.) *Advances in e-Business and Psychology: Volume 1*.

Robb, L. A. & Doverspike, D. (2001). Self-reported proclivity to harass as a moderator of the effectiveness of a sexual harassment-prevention training. *Psychological Reports*, 88, 85-88.

Doverspike, D., Taylor, M. A., Shultz, K. S. & McKay, P. F. (2000). Responding to the challenge of a changing workforce: Recruiting nontraditional demographic groups. *Public Personnel Management*, 29, 445-460.

This article was included by the United Nations in the *IPMA-HR & UN Release Report—Human Resource Recruitment and Best Talent Retention: Tool Kit for the Public Sector*. This was a toolkit that the United Nations released in 2005 that was designed for an international audience and includes 12 articles on HR strategy.

Cober, R. T., Brown, D. J., Blumental, A., Doverspike, D. & Levy, P. (2000). The quest for the qualified job surfer: It's time the public sector catches the wave. *Public Personnel Management*, 29, 479-496.

This article was included by the United Nations in the *IPMA-HR & UN Release Report—Human Resource Recruitment and Best Talent Retention: Tool Kit for the Public Sector*. This was a toolkit that the United Nations released in 2005 that was designed for an international audience and includes 12 articles on HR strategy.

Hollis-Sawyer, L. & Doverspike D. (2000). Reasonable accommodation in the workplace: Implications of the ADEA and ADA for older workers. *Ethics, Law and Aging Review*, 6, 207-222.

Lam, P.C., Mawasha, R., Doverspike, D., McClain, B., & Vesalo, J. (2000). A description and evaluation of the effects of a preengineering program for underrepresented, low income and/or first generation college students at The University of Akron. *Journal of Women and Minorities in Science and Engineering*, 6, 221-228.

Blumental, A. J., Cober, R. T., & Doverspike, D. (2000). Appreciating differences in work ethic: Comparing techno-savvy Generation Xers to Baby Boomers. *Journal of e. Commerce and Psychology*, 1, 60-77.

Rutt, S. M. & Doverspike, D. (1999). Salary and organizational level effects on job evaluation ratings. *Journal of Business and Psychology*, 14, 377-384.

Barrett, G. V., Carobine, R. G., & Doverspike, D. (1999). The reduction of adverse impact in an employment setting using a short-term memory test. *Journal of Business and Psychology*, 14, 371-376.

Lam, P.C., Doverspike, D. & Mawasha, R.P. (1999). Predicting success in a minority engineering program. *Journal of Engineering Education*, 265-267.

Miller, C. E., Barrett, G. V., & Doverspike, D. (1998). A case study versus science (Comment). *American Psychologist*, 53, 569-570.

Stanush, P., Arthur, W. A., Jr., & Doverspike, D. (1998). Hispanic and African-American reactions to a simulated race-based affirmative action scenario. *Hispanic Journal of*

- Behavioral Sciences*, 20 (1), 3-16.
- Doverspike, D., Hollis, L., Justice, A., & Polomsky, M. (1997). Attachment styles and Fiedler's LPC scale. *Psychological Reports*, 81, 1148-1150.
- Axton, T. R., Doverspike, D., Park, S. R., & Barrett, G.V. (1997). A model of the information-processing and cognitive abilities requirements for mechanical troubleshooting. *International Journal of Cognitive Ergonomics*, 1, 245-266.
- Bartels, L. K., & Doverspike, D. (1997). Effects of disaggregation on managerial assessment center validity. *Journal of Business and Psychology*, 12, 45-53.
- Barrett, G. V., Miguel, R. F., & Doverspike, D. (1997). Race differences on a reading comprehension test with and without passages. *Journal of Business and Psychology*, 12, 19-24.
- Lam, P. C., Doverspike, D. & Mawasha, R. P. (1997). Increasing Diversity in Engineering Academics (IDEAs): Development of a Program for Improving African American Representation. *Journal of Career Development*, 24, 55-70.
- Bartels, L. & Doverspike, D. (1997). Assessing the assessor: The relationship of assessor personality to leniency in assessment center ratings. *Journal of Social Behavior and Personality*, 12, 179-190.
- Arthur, W., Jr., & Doverspike, D. (1997). Drug testing: Employment-related idiosyncratic characteristics and issues. *Public Personnel Management*, 26, 77-88.
- Cellar, D. F., Miller, M. L., Doverspike, D., & Klausky, J. D. (1996). A comparison of factor structures and criterion-related validity coefficients for personality measures based on the lexical and questionnaire five-factor models: Effect of scale transparency on factor structure and prediction. *Journal of Applied Psychology*, 81, 694-704.
- Arthur, W. A., Jr., Doverspike, D., & Barrett, G.V. (1996). Development of a job analysis-based procedure for weighting and combining content-related tests into a single battery. *Personnel Psychology*, 49, 971-985.
- Racicot, B. M., Doverspike, D., Hornsby, J. S., and Hauenstein, N. M. (1996). Job grade and labor market effects on simulated compensation decisions. *Public Personnel Management*, Vol. 25, 343-350.
- Doverspike, D., Winter, J. L., Healy, M. C., & Barrett, G V. (1996). Simulations as a method of illustrating the impact of differential weights on personnel selection outcomes. *Human Performance*, 9, 259-273.
- Taylor-Carter, M. A., Doverspike, D., & Cook, K. (1996). The effects of affirmative action on the female beneficiary. *Human Resource Development Quarterly*, 7, 31-54.

- Arthur, W. A., Jr., Doverspike, D. & Kuthy, J. E. (1996). Striking gold through a deep-level organization intervention in Ghana's mining industry. *International Journal of Organizational Analysis*, 4, 175-186.
- Taylor, M. A., Doverspike, D., & Alexander, R. A., (1995). Message effects on the perceptions of fairness of gender - based affirmative action: A cognitive response theory based analysis. *Social Justice Research*, 8, 285-303.
- Taylor, M. A., Doverspike, D., & Cook, K. (1995). Understanding resistance to sex and race-based affirmative action: A review of research findings. *Human Resources Management Review*, 5, 129-157.
- Doverspike, D., Arthur, W., Jr. (1995). Race and sex differences in the reactions to simulated selection decisions based on affirmative action. *Journal of Black Psychology*, 21, 181-200.
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### **Reviews, Encyclopedia Entries, Articles, and Proceedings**

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- O'Connell, M., Reeder, M., & Doverspike, D. (2010). Retesting – what is the right time period. *Select International White Paper Series*. October.
- Doverspike, D. & Vaiana, L. P. (2008). Supersize me – the impact of health on the workforce participation of mature adults. *International Public Management Association for Human Resources News*. December, 8-10.
- Doverspike, D. & Vaiana, L. P. (2008). Googling for Job Relevant Information. *Assessment Council News*, October, 4-5.
- Doverspike, D. (2008). Integrating selection and emerging recruitment technologies. *International Public Management Association for Human Resources News*, September, 22-23.



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- Doverspike, D. (2007). To build diversity and eliminate labor shortages, start early. *International Public Management Association for Human Resources News*, April, 25, 27.
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- Doverspike, D. & Arthur, W., Jr., (2006, June). Organization man 2.0. Person-organization fit and diversity. *PTC Quarterly*, 2 (2), 6-7.
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- Doverspike, D. (2004). Retaining talent in the public sector. In IPMA (ed.). *Rising Up: Renewal and Regeneration Conference Presentations*, 471-500.
- Doverspike, D. (2004). Integrating Selection, Recruitment, and Technology: New and Old Criteria. *International Public Management Association for Human Resources News*. August, 13-14.
- Doverspike, D. (2004). Converting Performance Appraisals into Performance Development: The Diagnostic Person Analysis. *International Public Management Association for Human Resources News*, May,
- Doverspike, D. (2004). Recruiting, selecting and retaining the older worker. *International Public Management Association for Human Resources News*. February, 14-15.
- Doverspike, D. (2003). [Review of the Measure of Vindication Motive.] In *The mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements, 548-549.
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- Lam, P. C., Doverspike, D., & Mawasha, P. R. (2000). Assessing and predicting the success of Increasing Diversity in Engineering Academics. *Proceedings of the 2000 NAMEPA Conference*.
- Doverspike, D. & Tuel, R. (2000). The difficult hire in the public sector. *Proceedings of the 24<sup>th</sup> Annual IPMAAC Conference on Professional Personnel Assessment*. (<http://ipmaac.org/conf00/doverspike.pdf>)
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- Arthur, W. Jr., Woehr, D., Akande, A., Strong, M. H., & Doverspike, D. (December, 1995). Personnel practices in Ghana and Nigeria. *IPMA Assessment Council News*, 3-6.
- Barrett, G. V., Doverspike, D., & Arthur, W., Jr. (1995). The current status of the judicial review of banding: A clarification. *The Industrial-Organizational Psychologist*, 33(1), 39-41.
- Doverspike, D., & Hollis, L. (1995, May). Diversity issues in testing: Assessing older adults. *IPMA Assessment Council News*, 5, 10-12.
- Arthur, W., Jr., Doverspike, D., & Fuentes, R. (1991). Affective responses to affirmative action interactions: A cross-cultural perspective. *Higher Education Abstracts*, 26, 456.
- Doverspike, D. (1990). Information processing approaches to test development and instruction as evidence for test validity. *Proceedings of the 1990 IPMAAC Conference on Personnel Assessment*.
- Doverspike, D. (1989). Report on the 1989 I/O - OB Doctoral Student Consortium. *The Industrial Organizational Psychologist*, 27, 85.
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- Doverspike, D. (1988). Report on the 2nd Annual I/O - OB Doctoral Student Consortium. *The Industrial - Organizational Psychologist*, 25(3), 57.
- Alexander, R. A., & Doverspike, D. (1987). Report on the 1st Annual I/O - OB Doctoral Student Consortium. *The Industrial - Organizational Psychologist*, 24(2), 51.
- Doverspike, D., & Taylor, M. A. (1987). [Review of Not as Far as You Think: The Realities of Working Women]. *Personnel Psychology*.
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- Doverspike, D. (1986). [Review of Comparable worth: New directions for research.] *Personnel Psychology*, 39, 232-234.
- Doverspike, D. (1986). [Review of Human Resource Information Systems Sourcebook.] *Personnel Psychology*, 39, 708-709.

Doverspike, D., Innaurato, T., & Levin, J. (1984). The fifty-nine cent controversy: Perceptions of an ambiguous situation. *Proceedings of the 1984 Southwest Academy of Management Convention*, 291-294.

Doverspike, D. (1983). Academic freedom (Letter). *Science*, 221, 506. (Also reprinted in *Society*.)

Doverspike, D. (1983). A statistical analysis of internal sex bias in a job evaluation instrument (summary). In the *Proceedings of the 1983 IPMAAC Conference on Public Personnel Assessment*, 11-12.

Doverspike, D. (1998). *Quantitative methods: A teaching guide*. The University of Akron.

Arthur, W., Jr., & Doverspike, D. (1987). *ASAT: Administration and Scoring Manual*. Psychology Department, The University of Akron.

Kohlepp, K. J., Waits, P. C., Doverspike, D., & Thomas, J. C. (1983). *Job analysis training manual*. Omaha, NE: Center for Applied Psychological Services.

#### **E. Honors and Awards**

Received \$500 grant and award to department for supervision of Jalane Meloun's dissertation, which won the IPMAAC 2005 Outstanding Student Paper Competition, 2005.

Distinguished Service Award from IPMAAC for serving on the Board of Directors, 2003-2005, 2005

Nicholas DiCaprio Distinguished Alumni Award in Psychology, John Carroll University, 2001

International Personnel Management Association Assessment Council, "Certificate of Appreciation", 1993.

Academy of Management, "The Distinguished Faculty Award," 1985.

International Personnel Management Association Assessment Council's Award for Distinguished Service as the Student Paper Competition Award Winner for dissertation entitled "A statistical analysis of internal bias in a job evaluation instrument," May, 1983.

The University of Akron Graduate Research Fellowship for outstanding research potential, May, 1981.

## **F. Presentations**

### **Workshops**

Doverspike, D. Hayes, D., & Hellkamp D. (2010, November). Expanding your psychology practice through business consulting. Ohio Psychological Association, 2010 Convention, Columbus, OH. November 10, 2010.

Doverspike, D. & Barrett, G. V. (2010, September). Problems and prophecies in adverse impact. *Personnel Testing Council – Southern California*, Los Angeles, CA, 2010, September. 2010.

Doverspike, D. Norris-Watts, C, Snyder, D., & Morris, S. (2010, April). At Odds over Adverse Impact. SIOP Convention, Atlanta, GA.

Doverspike, D. (2007, May). *Understanding and assessing item bias*. MAPAC Conference, Harrisburg, PA.

Doverspike, D. (October, 2006). *Reducing Legal Risk in the Hiring Process*. Audio Conference, Human Capital Audioconference Series.

Doverspike, D. (April, 2006). *Basic compensation principles: applying assessment competencies*. Invited keynote address and workshop for PTC-SC, Los Angeles, Spring Conference.

Doverspike, D. (December, 2005). *Adverse impact*. Invited workshop to PTC-SC, Los Angeles.

Doverspike, D. (December, 2003). *The ART of coping with workplace stress*. Speech and training to the Audit Division, Canton-Akron.

Doverspike, D. (2003, February and March). *Preperformance routines*. Workshop presented to the University of Akron track team and women's soccer team.

Doverspike, D. (2000, May). *How to identify and rectify potential problem areas in personnel selection: trends in test use and misuse and related topics*. Stark County Human Resource Association Conference on Effective Workforce Management: Employment Law Update & Other Managerial Challenges.

Doverspike, D. (1997, October). *Testing job knowledge*. Workshop presented at Kent State - Stark.

Barrett, G. V., & Doverspike, D. (1985, August). *Job evaluation and comparable worth*. Workshop presented at the 1985 Academy of Management Convention, San Diego, CA.

Doverspike, D., Barrett, G. V., & Alexander, R. A. (1985, June). *The assessment of sex bias in compensation: Problems and solutions*. Workshop presented at the 1985 International

Personnel Management Associations Assessment Council Convention, New Orleans, LA.

Barrett, G. V., Alexander, R. A., & Doverspike, D. (April 12-14, 1985). *Comparable worth and job evaluation: Legal and psychological issues*. Invited workshop, Sixth Annual I/O-OB Graduate Student Conference, Akron, Ohio.

### **Session Chair**

Doverspike, D. (1992, May). Chair for session entitled *Culminating a career: Research on later life work transitions*. Presented at the 1992 SIOP Convention, Montreal, CAN.

Doverspike, D. (1991, August). Chair and presenter for symposium *Fresh looks at job design*. Presented at the 1991 APA Convention, San Francisco, CA.

Doverspike, D. (1990, August). *Moderator and chair for session Affirmative action*. Moderator and chair for session at the 1990 APA Convention, Boston, MA.

### **Paper Presentations**

Doverspike, D. (2010, October). The Conundrum of Adverse Impact. Personnel Testing Council – Metropolitan Washington. Washington, DC, October, 2010.

Mahoney, K. T., Buckner, J., Buboltz, W., & Doverspike, D. (2010, June). *Individual Differences in Emotional Labor and Its Consequences*. Poster presented at American Psychological Society, Boston, MA.

Doverspike, D. (2010). Part of Symposium on *Engaging Students in Applied Work: Lessons from University-based Consulting Centers*. Symposium at 2010 SIOP Convention, Atlanta, CA.

Doverspike, D, Zhao, J., Lam, P., Zhe, J. and Menzemer, C. (2009, June). *STEM summer and academic year workshops for middle school students on IEPs at The University of Akron*. Poster presented at 2009 Joint Annual Meeting Innovation and Leadership through a Diverse STEM Workforce. Washington, DC.

Doverspike, D. (2009, May). *Assessing the items: Using SME judgments for linkages, sensitivity, and cut off scores*. Talk presented at the Spring 2009 MAPAC Conference in Harrisburg, PA.

Lam, A., Doverspike, D., & Arthur, W. (2009, April). *An examination of the impact of instruction set on Angoff ratings in the development of critical scores*. Paper presented at 2009 SIOP Convention, New Orleans, LA.

Mahoney, K. T., Monaghan, D., & Doverspike, D. (2009, April). *Expanding the Emotional Labor Construct to Include Perceived Difficulty*. Paper presented at 2009 SIOP Convention, New Orleans, LA.

- Mahoney, K. T. Walczyk, JJ, Doverspike, D., & Griffiths-Ross, D. (2008, August). *Cognitive lie detection: An alternative approach*. Paper at American Psychological Association, Boston, MA.
- Doverspike, D., O'Connell, M. S., & Reeder, M. (2008, April). *Temporal stability and retest effects across personnel selection methods*. Paper at 2008 SIOP Convention, San Francisco, CA.
- Miklos, S. & Doverspike, D. (2008, April), *Aging and industrial and organizational psychology, community of interest discussion*. Paper at 2008 SIOP Convention, San Francisco, CA.
- Chan, S., Cober, R. T., Doverspike, D., Haaland, D. E., Mastrangelo, L., Safran, A., Sinar, E. F., Smedley, M., Vassar, A., & Wasko, L. E. (2008, April). *Exploring testing environment effects beyond the proctored versus unproctored distinction*. Symposium at 2008 SIOP Convention, San Francisco, CA.
- Lam, P. Doverspike, D., Zhao, J., Zhe, J. & Menzemer, C. (2008, March). *Fostering STEM based education for middle school students on learning disability related IEPs*. ASEE NCS Conference, Wright State.
- Menzemer, C., Lam, P., Zhao, J., Zhe, J., & Doverspike, D. (2007, October). *Enhancing Access and Fostering Science, Technology, Engineering and Math (STEM) Using Civil Engineering Materials Applications for Special Learning Disabilities Middle School Students*. Frontiers in Education Conference, Milwaukee, Wisconsin.
- Doverspike, D. (2007, May). *Understanding and assessing item bias*. MAPAC Conference, Harrisburg, PA.
- Mahoney, K., Svyantek, D., & Doverspike, D. (2007, May). *A within-subject framing and risky choice study*. Association for Psychological Society, Washington, DC.
- Lam, P., Zhao, J., Doverspike, D., Zhe, J. & Menzemer, C. (2007, April). *An Initial Assessment of the Effectiveness of the Enhancing Access and Fostering Science, Technology, Engineering and Math (STEM) NSF Summer Workshop Program*, Louisville, KY.
- Zhe, J., Zhao, J., Lam, P., Doverspike, D., & Menzemer, C. (2007, March). *Fostering Science, Technology, Engineering and Math Using Intelligent Balloon for Special Learning Disabilities Middle School Students*. Spring 2007 American Society for Engineering Education North Central Section Conference at West Virginia Institute of Technology (WVUTech).
- Doverspike, D. (2006, May). *Assessing person-job fit in selection: An objective approach*. Paper presentation at 2006 SIOP Convention, Dallas, TX.
- Doverspike, D. (2006, May). *Recent trends in adverse impact litigation*. Panelist at session at



- 2006 SIOP Convention, Dallas, TX.
- Doverspike, D. (2005, December). *Volunteers and the public work ethic*. Invited address to PTC-SC, Los Angeles, CA.
- Doverspike, D. (2005, October). *Navigating the Complex Legal Environment of HR*. Invited address to University of Akron Student SHRM, Akron, Ohio.
- Doverspike, D. (2005, October). *Increasing Diversity Through Human Resources*. Invited address to the IPMA-HR International Training Conference, Dallas, TX.
- Doverspike, D. (2005, April). *Unproctored internet testing*. Symposium at 2005 SIOP Convention, Los Angeles, CA.
- Doverspike, D. (2005, April). *Cognitive task analysis*. Symposium at 2005 SIOP Convention, Los Angeles, CA.
- Doverspike, D. (2005, April). *Individual difference models for predicting safety*. Symposium at 2005 SIOP Convention, Los Angeles, CA..
- Doverspike, D. (2004, October). *Retaining talent in the public sector*. Paper presented at the IPMA-HR Training Conference, Phoenix, AZ.
- Doverspike, D. (2004, September). *Firm advice on retention*. Paper presented at the Georgia Merit Conference, Atlanta, GA.
- Doverspike, D. (2004, June). *Achieving diversity and reducing adverse impact*. Paper presented at the IPMAAC Convention, Seattle, WA.
- Doverspike, D. (2004, June). *Achieving diversity in the workplace*. Paper presented at colloquium series at Wright State University, Dayton, OH.
- Lamancusa, K. A., Ramakrishnan, M., Doverspike, D., Parry, C. (2004, April). *Career-related continuous learning in the professional speaking industry*. Paper presented at the 2004 SIOP Convention, Chicago, IL.
- Robinson, R. & Doverspike, D. (2004, April). *Predicting Online Course Taking Behavior: The Theory of Planned Behavior*. Paper presented at the 2004 SIOP Convention, Chicago, IL.
- Lawrence, A. & Doverspike, D. (2004, April). *The Use of Person-Organizational Fit in Employment Decision Making*. Paper presented at the 2004 SIOP Convention, Chicago, IL.
- Arthur, W. A., Jr. & Doverspike, D. (2004, April). *The Use of Person-Organizational Fit in Employment Decision Making*. Paper presented at the 2004 SIOP Convention, Chicago, IL.

- Cober, A. & Doverspike, D. (2004, April). *Individual Differences in Self-Regulatory Effectiveness: Action-State Orientation, Volitional Competencies, and Performance*. Paper presented at the 2004 SIOP Convention, Chicago, IL.
- Doverspike, D. (2003, May). *Constructing a course in e.Psychology and the science of online behavior*. Paper presented at the 2003 American Psychological Society Convention, Atlanta, GA.
- O'Connell, M. S., Bott, J. P., Ramakrishnan, M., & Doverspike, D. (2003, April). *Implications of applicant versus incumbent differences on personality scores*. Paper presented at the 2003 SIOP Conference, Orlando, FL.
- Taylor, M. A. & Doverspike, D. (2003, April). *Retirement planning and preparation*. Paper presented at the 2003 SIOP Conference, Orlando, FL.
- Selenta, C., Cober, R. T., Levy, P., Doverspike, D., Chang, C., & Pogson, C. (2003, April). *The University of Akron's Center for Organizational Research (COR): How we got there from here?* Paper presented at the 2003 SIOP Conference, Orlando, FL.
- Doverspike, D. (2003, March). *Memory improvement techniques*. Paper presented to the Akron Area Public Relations Society.
- Svyantek, D., Elicker, J., & Doverspike, D. (2003, March). *Applied "ask the experts."* Presentation at the IOOB 2003 24<sup>th</sup> Annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Akron, OH.
- Taylor, M. A. & Doverspike, D. (2002, April). *Addressing projected workforce shortages by recruiting and retaining older workers*. Paper presented at the 2002 SIOP Conference, Toronto, Canada.
- McKay, P. F. & Doverspike, D. (2002, April). *An application of stereotype threat theory to personnel selection*. Paper presented at the 2002 SIOP Conference, Toronto, Canada.  
Also Discussant for session - Cultivating a diverse workforce: Pitfalls and potential treasure.
- Ritter, B. & Doverspike, D. (2002, April). *The changing nature of sexual harassment*. Poster presented at the 2002 SIOP Conference, Toronto, Canada.
- Doverspike, D. (2001, August). *Recruiting the older worker*. Paper presented at the 2001 American Psychological Convention, San Francisco, CA.
- Doverspike, D. & Blumental, A. (2001, April). *Gender issues in the measurement of physical and psychological safety*. Paper presented at the 16<sup>th</sup> Annual SIOP Conference, San Diego, CA.

- Arthur, W. A. & Doverspike, D. (2001, April). *Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test*. Paper presented at the 16<sup>th</sup> Annual SIOP Conference, San Diego, CA.
- Doverspike, D. & Miguel-Feruito, R. F. (2001, April). Test-wiseness training as a mechanism for reducing adverse impact: Effects on responses to a Reading Comprehension Test with Omitted Passages. Paper presented at the 16<sup>th</sup> Annual SIOP Conference, San Diego, CA.
- Miller, C. E., Barrett, G. V., & Doverspike, D. (2000, August). *A comparison of the career woman and career man stereotypes*. Poster session presented at the annual meeting of the American Psychological Association, Washington, D.C.
- Blumental, A., Doverspike, D., Cober, R. T., & Monaghan, D. M. (2000, April). *Is Generation X motivated? A comparison of work ethic between Generation X and individuals over age 35*. Presented at the 2000 SIOP Convention, New Orleans, LA.
- O'Connell, M. S. & Doverspike, D. (2000, April). *Who should you put together on a work team?* Presented at the 2000 SIOP Convention, New Orleans, LA.
- Doverspike, D., Arthur, W. E., Jr., Struchul, A., & Taylor, M. A. (2000, April). *The cosmopolitan personality*. Presented at the 2000 SIOP Convention, New Orleans, LA.
- O'Connell, M. S. & Doverspike, D. (2000, April). *A partial test of cognitive resource theory in an automotive plant*. Presented at the 2000 SIOP Convention, New Orleans, LA.
- O'Connell, M. S., Meloun, J., Gillikin, S., & Doverspike, D. (2000, April). *Is negative affectivity a wolf in sheep computer anxiety's clothing?* Presented at the 2000 SIOP Convention, New Orleans, LA.
- Tuel, R. C. & Doverspike, D. (2000). *The difficult hire*. Paper presented at the Akron SHRM meeting, Akron, Ohio.
- Tuel, R. C. & Doverspike, D. (2000, April). *The difficult hire*. Paper presented at the Canton SRHM Meeting.
- Lam, P. C., Doverspike, D., & Mawasha, P. R. (March, 2000). *Assessing and predicting the success of increasing diversity in engineering academics (IDEAs) at The University of Akron*. Paper presented at the MEP Workshop at the 2000 NAMEPA National Conference.
- McKay, P. F. & Doverspike, D. (1999). *Stereotype threat effects on the IQ test scores of African Americans*. Paper presented at the 1999 SIOP Convention.
- Bishop N. B., Barrett, G. V., Doverspike, D., Hall, R. J., & Svyantek, D. (1999). *Big Five and Selection: Factors impacting responses and validities*. Poster session to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

- Rotenberry, P. F., Barrett, G. V. & Doverspike, D. (1999). *Determination of systematic bias for an objectively scored in-basket assessment*. Poster presented at 1999 SIOP Convention.
- Mawasha, P. R. & Doverspike, D. (1998). *The effectiveness of the ASME Diversity Action Grants*. Paper presented at the 1998 International Mechanical Engineering Congress and Exposition, Anaheim, CA.
- Doverspike, D., Lam, P., Mawasha, R. (1998). AA in action in a university environment: A strategy for increasing minority representation in engineering and the sciences. Presented at the 1998 Sigma Xi Conference, Vancouver, CA.
- Doverspike, D. (1998). *Sigma Xi: Rebirth at the University of Akron*. Presented at the 1998 Sigma Xi Conference, Vancouver, CA.
- Doverspike, D. (1998). *Generation X*. PHRRG Meeting, Chicago, IL.
- Doverspike, D. (1998). *Why Industrial/Organizational Psychology?* Invited workshop and colloquium, Penn State University, Behrend College, PA.
- Doverspike, D. (1998). AA in action in a university environment: How would you do it differently. Presented at the 1998 SIOP Convention, Dallas, TX.
- Barrett, G. V., Miller, C. E., Doverspike, D., Olesen, E. P., Callahan, C. M. (1998). *An investigation of the career woman/career man stereotype*. Presented at the 1998 SIOP Convention, Dallas, TX.
- Doverspike, D., (October, 1997). *Testing job knowledge*. Workshop presented at Kent State University.
- Doverspike, D., Miguel, R., & Barrett, G. V. (August, 1997). *Impact of passage dependency on reading comprehension test performance*. Paper presented at 1997 APA Convention, Chicago, IL.
- Doverspike, D. (April, 1997). *Attacking psychological and expert theories*. Invited speaker, Sigma Xi, University of Wisconsin-Oshkosh.
- Doverspike, D. (April, 1997). *What's new in testing*. Invited speaker, Akron SHRM.
- Doverspike, D. (April, 1997). *Test use and misuse*. Invited colloquium, Psychology Department, University of Wisconsin-Oshkosh.
- Doverspike, D. (March 24, 1997). *OJ, tokens, and human factors*. Invited colloquium address, Texas A & M Colloquium Series, College Station, Texas.
- Hollis, L., Sherman, L. R., Sterns, H., & Doverspike, D. (June, 1996). *Older adults in the workplace and the Americans with Disabilities Act of 1990*. Symposium presented at the

1996 IPMAAC Conference in Boston, MA.

Doverspike, D., Arthur, W. Jr., & Woehr, D. (June, 1996). *Public personnel practices in Ghana and Nigeria*. Symposium presented at the 1996 IPMAAC Conference in Boston, MA.

Cellar, D. F., Miller, M. L., Doverspike, D., & Klausky, J. D. (1996). A comparison of factor structures and criterion-related validity coefficients for personality measures based on the lexical and questionnaire five-factor models: The impact of scale transparency on factor structure and prediction. Presented at the 1996 SIOP Convention, San Diego, CA.

Stanush, P. L., Arthur, W., Jr., & Doverspike, D. (1996). *Racial minorities' reactions to affirmative action in a simulated selection scenario*. Presented at the 1996 SIOP Convention, San Diego, CA.

Arthur, W., Jr., Doverspike, D. and Kuthy, J. E. (1996). *Striking Gold through a Deep-Level Organizational Intervention in Ghana's Mining Industry*. Presented at the 1996 SIOP Convention, San Diego, CA.

Doverspike, D. & Miguel, R. (1995). *Practical aspects of arranging internships*. Paper presented at the 1995 International Personnel Management Association's Assessment Council's Convention, New Orleans, LA.

Miguel, R. & Doverspike, D. (1995). *Internships: The student viewpoint*. Paper presented at the 1995 International Personnel Management Association's Assessment Council's Convention, New Orleans, LA.

Doverspike, D., & Bartels, L. K. (1995). *Effects of assessor characteristics on assessor scores*. Paper presented at the 1995 International Personnel Management Association's Assessment Council's Convention, New Orleans, LA.

Doverspike, D., (1995). *Leading self-directed work groups*. 1995 PHRRG Conference, New Orleans, LA.

Doverspike, D., Justice, A., & Polomsky, M. (1993). *Adult attachment styles and reactions to sexual harassment scenarios*. 1993 APA Convention, Toronto, CA.

Miklos, S., Sawyer, T. P., & Doverspike, D. (1993). *Customer rating of performance: Are they useful?* 1993 SIOP Convention, San Francisco, CA.

Kahney, L. & Doverspike, D. (1992, May). *Disaggregating assessment center validities*. Poster presented at the 1992 SIOP Convention, Montreal, CAN.

- Alexander, R. A., Barrett, G. V., & Doverspike, D. (1991, April). *Appropriate (and inappropriate) data and analyses relevant to the dynamic criteria question*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Arthur, W., & Doverspike, D. (1991, April). *A comparative longitudinal investigation of two predictors of accident involvement*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Doverspike, D. (1991, February). *Training approaches for older adults: Time is running out*. Paper presented at the 15th Anniversary Celebration of the Institute for Lifespan Development and Gerontology, Akron, OH.
- Doverspike, D. (1990, August). *Real world issues without research based solutions. A needs analysis of I/O research*. Participant on panel discussion at the 1990 APA Convention, Boston, MA.
- Doverspike, D. (1990, May). *Can the compensable worth of female sex typed jobs be measured*. Invited paper presented to the 66th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
- Doverspike, D. (1990, June). *Information processing approaches to test development and construction as evidence for test validity*. Paper presented at the 1990 IPMAAC Conference, San Diego, CA.
- Arthur, W., Jr., Feuntes, R., Hart, D., & Doverspike, D. (1989, August). *Relationship between personnel tests, age and job performance*. Presented at the 1989 APA Convention in New Orleans, Louisiana.
- Doverspike, D. (1989, April). *Job evaluation*. Member of panel discussion entitled *Comparable Worth: Can it Achieve Pay Equity*. Presented at the 1989 SIOP Conference, Boston, MA.
- Schwartz, L. S., Kubitz, N. S., Sterns, H. L., Alexander, R. A. and Doverspike, D. (1988, April). *The relationship between work pace and performance accuracy for younger and older adults on a computerized visual monitoring inspection task*. Presented at the Second Cognitive Aging Conference, Atlanta, GA.
- Cellar, D. F., Doverspike, D., Durr, M., & Halsell, S. (1987, April). *The effect of cognitive style, job analysis information format and sex of rates on the accuracy of job evaluation ratings*. Paper presented at the 1987 Division 14 Midyear Convention, Atlanta, GA.
- Doverspike, D., Racicot, B., & Hauenstein, N. (1987, April). *Job evaluation and labor market effects on simulated compensation decisions*. Paper presented at the 1987 Division 14 Midyear Convention, Atlanta, GA.

- Doverspike, D. (1988, April). Chair for symposium on *Industrial Gerontology: An exploration of legal and research issues*. Presented at the Third Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Dallas, Texas. Included the paper, T Taylor, M. A., Doverspike, D., & Brickner, M. Refining the measurement of attitudes toward older workers.
- Doverspike, D., Racicot, B., & Albertsson, C. (1986, October). The role of information processing variables in the decision making process in job evaluation: Results of empirical studies on sex prototypes, person prototypes and the effect of training. Paper presented at the Conference on Decision Making and Information Processing, Buffalo, NY.
- Alexander, R. A., Barrett, G. V., & Doverspike, D. (1985, June). *Critique of multiple regression approaches to analyzing pay discrimination*. Paper presented at the 46th Annual Convention of the Canadian Psychological Association, Halifax, Nova Scotia, June 6-8.
- Racicot, B. M., & Doverspike, D. (1985, April 12-14). *Review of the literature on perceptions of sex discrimination and the propensity to sue*. Paper presented at the 1985 I/O-OB Graduate Student Convention, Akron, Ohio.
- Doverspike, D., Dunn, M., & Cella, A. (1984, August). *Occupational interest as a function of sex ratios*. Paper presented at the 1984 American Psychological Association Convention, Toronto, Canada.
- Doverspike, D. (1984, April). *Comparable worth: Psychological issues*. Paper presented at the 1984 Nebraska Psychological Association Spring Meeting, Lincoln, NE.
- Durr, M., & Doverspike, D. (1984, April). *Supervisors' attitudes toward involuntary turnover*. Paper presented at the 1984 Nebraska Psychological Association Spring Meeting, Lincoln, NE.
- Cella, A., Durr, M., Habler, B., & Doverspike, D. (1984). *Goal setting and expectancy theory predictions of academic effort performance*. Paper presented at 1984 I/O-OB Graduate Student Conference, Norfolk, VA.
- Durr, M., Cella, A., & Doverspike, D. (1984). *Effect of participation rates on perceived discrimination and occupational interest*. Paper presented at 1984 I/O-OB Graduate Student Conference, Norfolk, VA.
- Doverspike, D., Innaurato, T., & Levin, J. (1984). *The fifty-nine cent controversy: Perceptions of an ambiguous situation*. Presented at the 1984 Southwest Academy of Management and Convention, San Antonio, TX.
- Hoffman, C. C., Fredericks, A., & Doverspike, D. (1983). *Another look at "Do behavioral observation scales measure observation."* Presented at the 1983 APA Convention, Anaheim, CA.

Doverspike, D. (1983, May). *A statistical analysis of internal sex bias in a job evaluation instrument*. Presented at the 1983 IPMAAC Convention, Washington, DC.

Carlisi, A. M., Cooper, E. A., Cronshaw, S., & Doverspike, D. (1982, April). *Symposium: Job evaluation, equal pay, and comparable worth*. Presented at the Third Annual National 1/0 & OB Graduate Student Convention, College Park, MD.

## **G. Professional Activities**

### **Supported Research**

Doverspike, D. (2010). Timken Company, Miscellaneous Projects funded by the Timken Company, \$2,142, in progress.

Doverspike, D. (2010). Organizational Effectiveness Strategies Miscellaneous Projects Funded by the Organizational Effectiveness Strategies (OES), completed.

Doverspike, D. (2010). Timken Company, Miscellaneous Projects funded by the Timken Company, \$6,426, completed.

Doverspike, D. (2010). The University of Akron – Wayne College Assessment Facilitation Project. \$14,451.

Mawasha, P. R. (PI, 2009). Wright State Design of Experiments Research Project. NSF. Funded. 1 summer month/year.

Doverspike, D. (2009). DDI Job Analysis Project, \$17,294.67, completed.

Doverspike, D. (2009). Employee Attitude Survey funded by the Frederick News Post, \$2,790, completed.

Doverspike, D. (2009). Timken Company's Summer 2009 Special Task Project, \$4,284.00, completed.

Doverspike, D. (2009). Timken Job Analysis and Selection Validation Projects for 2009, \$6,426.00, completed.

Doverspike, D. (2008). Timken Panel Interview Project for 2008, \$2,142.00, completed.

Hall, R. and Doverspike, D. (2008). Analysis of Novo Nordisk Survey, \$6,753.60, completed.

Lam, P. (PI, 2006-2008). Enhancing access and fostering technology based education for students with specific learning disabilities. NSF, HRD - Res in Disabilities Ed. \$282,969. (Doverspike share \$4,000 in summer compensation for first year, \$6,000 second year, \$6,000 third year, and additional \$3,000 at end of third year.). Completed.



Doverspike, D. (2008). Timken HR Special Task Project for 2008, \$4,498.20, completed.

Doverspike, D. (2008). Timken Selection Validation Projects for 2008, \$4,284.00, completed.

Doverspike, D. (2008). Timken I/O Initiative Project, \$4,284, completed.

Doverspike, D. (2008). Performance Review Development Project for Right Management, \$3,534.00, completed.

Doverspike, D. (2008). Employee Survey Work for Center for Dialysis Care for Linda Brown Consulting, LLC, \$6,213.49, completed.

Doverspike, D. (2008). Silverwood Associates Job Competency Project. \$1360.16, completed.

Doverspike, D. (2008). Special Project for Timken, \$1000, completed.

Doverspike, D. (2008). Timken HR Strategies Analysis, \$3106, completed.

Doverspike, D. (2008). Organizational Effectiveness Strategies Validity Project, \$1,262.52, completed.

Doverspike, D. (2008). Timken HR Strategies Workshop Project., \$4498.20, completed.

Doverspike, D. (2007). Technical competency analysis for Timken, \$2570.40, completed.

Doverspike, D. (2007). Employee Survey Work for Linda Brown Consulting, LLC, and Summit Racing Equipment, \$4,040. Completed.

Doverspike, D. (2007). PRADCO Personality Instrument Test-Retest Proposal, \$1,512, completed.

Doverspike, D. (Principal Investigator, 2007). Study of Law School and Akron Bar Association Mentoring Program. Internal, no charge, completed.

Snell, A. & Doverspike, D. (Co-Principal Investigators, 2007). Organizational and training needs survey. Neurology and Neuroscience Associates, Inc., \$3,670, completed.

Doverspike, D. (Principal Investigator, 2006). Future Sculpting Inc. Secondary Data Analysis, \$938.00, completed.

Doverspike, D. (Principal Investigator, 2006). Timken: Competency Analysis Project, \$1,875, completed, completed.

Doverspike, D. (Principal Investigator, 2006). Future Sculpting Inc. Secondary Data Analysis, \$675.00, completed.

Doverspike, D. (Principal Investigator, 2006). Future Sculpting, Integrity Test White Paper, \$375.00, completed

Doverspike, D. (Principal Investigator, 2006). Future Sculpting, Secondary data analysis for validation of a salesperson selection instrument, \$375.00, completed.

Doverspike, D. (Principal Investigator, 2005). Learning Assistants, Learning Communities, and Student Success Seminar, Secondary Data Analysis Proposal, Internal Proposal, \$3,000, completed.

Doverspike , D. (Principal Investigator, 2005). Visual Marking Systems, Inc., Individual Assessments, \$1,262.50, completed.

Doverspike , D. (Principal Investigator, 2005). Visual Marking Systems, Inc., VMS Offsite Business Plan Meeting, \$1,000.00, completed.

Doverspike , D. (Principal Investigator, 2005). Baldwin-Wallace College, Undergraduate Adult Internship Feasibility Study, \$17,212.50, completed.

Doverspike, D. (Principal Investigator, 2005). Visual Marking Systems, Inc., Six Individual Assessments, \$ 3,600.00, completed.

Doverspike, D. (Principal Investigator, 2005). Visual Marking Systems, Inc., Development Seminars, \$6000.00, completed.

Doverspike, D. (Principal Investigator, 2004). Creative Action, Inc., Maps Project, \$5,221.50, completed.

Doverspike, D. (Principal Investigator, 2004). Hospice of Wadsworth, Strategy Retreat, \$1027.50, completed.

Doverspike, D. (Principal Investigator, 2003). Creative Action, Survey, \$5596.18, completed.

Doverspike, D. (Principal Investigator, 2003). Hospice of Wadsworth Rittman, Strategic Development Retreat, \$1027.50, completed.

Doverspike, D. (Principal Investigator, 2003). Creative Action, MAPS Project, \$5,221,50, completed.

Doverspike, D. (Principal Investigator, 2003). Visual Marking Systems, Individual Assessment, \$621.88, completed.

Doverspike, D. (Principal Investigator, 2003). Visual Marking Systems, Organizational Diagnosis Survey, \$1998.75, completed.

Doverspike, D. (Principal Investigator, 2002). Hospice of Wadsworth Rittman, Strategic Development Retreat, \$993.75, completed.

Doverspike, D. (Principal Investigator, 2002). OMNOVA Solutions, Inc., IT Leadership Team Job Profiles, \$993.75, completed.

Doverspike, D. (Principal Investigator, 2002). OMNOVA Solutions, Inc., Employee Survey Analysis, \$496.88, completed.

Doverspike, D. (Principal Investigator, 2002). Jewish Community Federation of Cleveland, Team Building Session, \$698.29, completed.

Doverspike, D. (Principal Investigator, 2002). ODOT Survey with COD, \$3,300, completed.

Doverspike, D. (Principal Investigator, 1999). Summer faculty project to promote teaching and student learning in quantitative methods in psychology (3750-110). Summer faculty teaching grant to Dennis Doverspike from Arts & Science College, \$6,621.00, completed.

The effects of gender on occupational success projections, salary knowledge and risk-taking behavior. National Research Council/National Academy of Science with L. Subich, G. V. Barrett, & R. A. Alexander, completed.

The effects of training, format, and instructional set on job evaluation ratings. The University of Akron Faculty Research Grant, 1985, completed.

Clerical Selection Study, Council Bluffs, IA, 1983, completed.

### **Professional Organizations**

American Board of Professional Psychology, 1997-present  
Organizational and Business Consulting, 2005-present  
Exam Appeals Committee Member (Chair), 2006  
President of Board, 2008-present

ASPPB Practice Analysis Advisory Committee, Practice Analysis Task Force (PATF), member, 2008-2009.

Ohio Psychological Association, 2007-

Psychologically Healthy Workforce Award Committee, 2010-

American Psychological Association, 1983-present

Division of Industrial/Organizational (14), 1984-present  
     Chair of I/O-OB Doctoral Student Consortium Subcommittee 14, 1986-1988.  
     Education and Training Committee, Division 14, Member 1986-1991.  
     Chair, Review E & T Guidelines Committee, 1988-1990  
     APA Program Committee 1989-1998, 2003  
     SIOP Program Committee, 1990-present  
     Certification Task Force, 2010-present  
     Professional Practice Committee, 2010-present  
 Division of Teaching, (2), 1984-1990  
 Division of Law and Psychology (41), 1986-2007  
 Division of Evaluation, Measurement, and Statistics, (5) 1992-present  
 Psychology of Women (35), 1992-present  
 Military Psychology (19), 1992-present  
 Psychology of Religion (36), 1992-present  
 Society for the Psychological Study of Ethnic and Minority Issues (45) 1992-present  
 Academy of Management, 1982-1999, 2003-present  
 Human Resource Division's Scholarly Achievement Award Committee, 1994-1995  
 International Personnel Management Association, 1983-present  
 Assessment Council, 1983-present  
 Member, Board, 2003-2005  
 Chair, Scientific Committee, 2003-present  
 Recruitment/Selection Best Practices 2000, 2002-2003  
 Member, Student Paper Committee 1984, 1990, 1991, 1997-present  
 Chair, University Liaison & Student Paper Committee, 1992-1996  
 Member, Research and Resources Committee, 1992-1994  
 Member, Conference Planning Committee, 1994-1996  
 Examinations Advisory Board - International Personnel Management Association 1996, 1997,  
     1998, 1999  
 Publications Advisory Board - International Personnel Management Association (Editorial Board  
     for *Public Personnel Management*), 1995, 1996.  
 Member, Benchmarking Committee, 2005-present  
 Sigma Xi, 1991-2001  
 University of Akron, President, 1998-1999  
 American Psychological Society, 1988-1999, 2003  
 American Statistical Association, 1992-1999  
 Midwestern Psychological Association 1990-2000  
 Local Representative 1993-2000  
 Society for Human Resources Management, 1994-1999

### **Editorship & Editorial Reviewer**

Editorial Bd: OBHDP, 2010  
 Editorial Bd: Journal of Business and Psychology, 2008-present  
 Editorial Bd: Organizational Analysis, 2003, 2004

Editorial Bd: Publications Advisory Board - International Personnel Management Association (Editorial Board for *Public Personnel Management*), 1995, 1996

Advisory Bd: Examinations Advisory Board - International Personnel Management Association 1996, 1997, 1998, 1999, 2000

Reviewer: Academy of Management Review, 1991, 2010

Reviewer: Journal of Organizational Behavior, 2008, 2009

Reviewer: Journal of Applied Psychology, 1988 - 1994, 1996-2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010

Reviewer: OBHDP, 2008, 2009, 2010.

Reviewer: Psychological Reports, 2004, 2006, 2007, 2008, 2009, 2010 (Consulting Reader)

Reviewer: International Journal of Manpower, 2006, 2007

Reviewer: Auburn University, Full Professor, 2006

Reviewer: University of Oklahoma, Associate Professor and Tenure, 2006

Reviewer: Book Review, Psychology Press, 2010

Reviewer: Book Review, Sage, 1996, 2006

Reviewer: Book Review, Worth Publishing, 2006

Reviewer: Organizational Research Methods, 2006

Reviewer: Reviewer & Committee Member - International Personnel Management Assessment Council's Student Paper Competition 1984, 1990-2009

Reviewer: International Journal of Selection and Assessment 2002, 2003, 2004, 2006

Reviewer: Journal of Vocational Behavior, 1998, 1999, 2000, 2001, 2002, 2006

Reviewer: DePaul Psychology Department Site Visit, 2005

Reviewer: Wiley, 2004

Reviewer: Sentient Publications, 2004

Reviewer: North American Journal of Psychology, 2004-2007

Reviewer: SIOP, 1991 - 1995, 1997, 1998, 2000, 2001, 2003

Reviewer: Academy of Management Conference, 1987-1991, 1993, 2003

Reviewer: Journal of Applied Social Psychology, 1996, 2002

Reviewer: 2003 APA Work, Stress and Health Conference 2002

Reviewer: Personnel Psychology, 1990-1996, 1998-2001, 2002

Reviewer: University of South Florida, Full Professor Promotion, Reviewer, 2001

Reviewer: University of Akron, Tenure Reviewer, 1998

Reviewer: Clemson University, Tenure Reviewer 1996, 1998

Reviewer: Human Resource Management Review, 1989, 1990, 1995

Reviewer: Academy of Management Journal, 1992, 1996

Reviewer: Journal of Pay Reward Management, 1994

Reviewer: Encyclopedia of Gerontology, 1995

Reviewer: Journal of Black Psychology, 1995, 1999

Reviewer: Journal of Social Behavior and Personality, 1996

Reviewer: Experimental Aging Research, 1986-1987

Reviewer: LEA, 1999

Reviewer: Brooks-Cole, 1997, 1998, 1999

Reviewer: Harper Collins, 1994, 1995

Reviewer: Holt, Rinehart & Wilson, 1997

Reviewer: West, 1996, 1997

Reviewer: Addison, Wesley & Longman, 1997

Reviewer: Southwest Academy of Management Convention, 1983-1984  
Reviewer: MONTS, 1987  
Reviewer: American Psychological Association Convention, 1990 - 1993

### **University Committees**

Arts & Science, Tenure and Promotion Appeals Committee, Chair, 2007-2010  
Arts & Science, Promotion Review Committee, Associate Chair 2006  
McNair Scholars, 2000, 2001, 2008, 2009, 2010  
Sigma Xi, President, 1998, 1999  
Sigma Xi, Vice President, 1997, 1998  
Graduate Faculty Representative to Dissertation Defense, 1986  
Outreach Advisory Council, 1987  
Assisted in recruiting football players, 1986-1991, 1994  
BCC Representative 1988, 1989, 1991, 1992, 1993, 1994  
Tau Beta Pi Speech Competition, Judge, 1995

### **Departmental Committees**

Bylaws 2008, 2009  
Psi Chi - Faculty Advisor 1996-2007  
I/O Committee 1984-present  
Academic Policies 1986-1988, 2006  
Statistics 1987-1988, 1991-2004  
Head of I/O Internships 1991-2004  
Peer Review of Teaching, 2001, 2004  
Graduate Faculty 1985, 1990, 2004  
Undergraduate 1990-2004  
Visiting Assistant Professor Search, Chair, 2001  
Admissions 1984-1988  
Assessment 1994-1999  
Budget 1984-1986  
Colloquia 1984-1985  
Undergraduate Curriculum Revision 1985  
Undergraduate Self Study 1985  
Search Committee 1985-1988, 1990 -1991, 1998-1999  
Library 1985-1986  
First Year Committee 1985-1988  
Student Evaluation 1988, 1990  
Retention and Tenure 1990-2000  
Bylaws 1990  
Psychology Club - Faculty Advisor, 1997, 1998, 2000, 2001  
MPA 1998, 1999

## **Community**

APA Disaster Response Network, 2004-2007

Catholic Charities, 2004-2007

Summit County American Red Cross Disaster Mental Health Services, 2004-  
2007

Committee Member, Reunion Committee, John Carroll University, Class of 1976, 2001

Soccer Coach, Cuyahoga Falls Soccer, 1990-1999

Captain, YMCA One on One Campaign, 1989

Super Judge for NEO Science Fair 1986

## **H. List of Dissertations and Theses**

### **Chair - Completed – Dissertation**

Lonsdale, D. J. (2010). The effects of norm-violations in driving scenarios on self-construed courteous drivers.

Briks, J. (2009). The influence of emotions on interviewers' information search behaviors: a test of an information processing model.

Kuthy, J. (2008). Reducing adverse impact: an investigation of the effect of additional study time on trainability test performance.

Koumbis, V. (2007). The effects of anticipated job embeddedness and social needs on organizational attraction.

Monaghan, D. M. (2006). Emotional labor: The perceived difficulty and dispositional antecedents.

Mahoney, K. (2004). Individual differences in framed risky choice: Risk style and thinking style.

Meloun, J. M. (2004). Computer anxiety: A possible threat to the predictive validity of computerized tests.

Lawrence, A. (2004). Screening for person-job fit: incremental validity of a congruence based approach to assessment.

Cober, A. B. (2003). The effects of action-state orientation and implementation intentions on a computer-based training simulation.

Snyder, D. (2000). The role learning strategies play in the development of structural knowledge.

McKay, P. F. (1999). Stereotype threat and its effect on the cognitive ability test performance of African Americans: The development of a theoretical model.

Tull, K. T. (1997). Faking behavior on the Guilford Zimmerman Temperament Inventory as predictive of sales performance.

Miguel, R. (1997). The use of test-wiseness training to reduce race differences on a reading comprehension test with and without the passages.

Gard, J. A. (May, 1996). Valuing diversity as a prosocial organizational behavior.

O'Connell, M. S. (1994). The impact of team leadership in self-directed work team performance: A field study.



Kahney, L. (1992). Assessment center prediction for different levels of management.

Albertsson, C. (1991). The effect of sex job gender on job analysis in the job evaluation process.

Polomsky, M. (1991). Negative affectivity: A dispositional approach to job satisfaction and performance appraisal.

Taylor, M.A. (1989). The influence of positive and negative presentations of preferential treatment in fairness perceptions: A cognitive response analysis.

Racicot, B. (1988). The interactions of ability with goal type and training type on intrinsic motivation: An application of aptitude - treatment interaction research.

### **Chair - Completed - Thesis**

Levy, H. (1992). Attributional style as it relates to entrepreneurial strategic decision making.

Gard, J. A. (1991). The role of affirmative action in equitable decision making.

O'Connell, M. S. (1990). A comparison of item response theory and Mantel-Haenszel chi-square procedures of detecting differential item functioning in an entry level police examination.

Szmania, J. S. (1989). Application of human capital theory to assess gender differences in pay importance. (Published)

Carr, L. (1988). The differential role of peer relationships for mentored and nonmentored employees.

### **Chair - Thesis - Waiver**

Adam Hilliard (2010). Public Service Motivation: A Meta-Analysis.

Jackie Carpenter (2010). Recruitment Websites and Public Service Motivation.

Lam, A. (2007, August). Alternative Angoff Measures.

Muller, W. M. (2006, August). Predicting who stays: An examination of the intent to continue volunteering. (2).

Qin, L. (2006, May). The Public Sector as a Career Choice: Antecedents of an Expressed Interest in Working for the Federal Government. (2)

Asay, T. (August, 2004). The relationship between perceptions of lean practices, improvement, and job satisfaction at the employee and organizational level.

Briks, J. (August, 2003). Effects of person-organization fit, applicant sex, and ability on selection decisions based upon individual assessments.

Robinson, R. (August, 2002). Predicting Online Course Taking Behavior: The Theory of Planned Behavior.

Koumbis, V. (August, 2002). Effects of Experience in Dance On the Development of Emotional Intelligence.

Pogson, C. (October, 2001). Multidimensional Changes in Work Ethic as a Function of Career Stage. Thesis Waiver.

Kramen, A. (1999). Job evaluation reliability. A meta-analytic review.

Blumental, A. (1999). The work ethic of Generation X.

Monaghan, D. (1998). Generation X.

Robb, L. A. (1996). The effectiveness of sexual harassment prevention training.

Reid, G. J. (1995). Setting critical scores using the Angoff technique: Effects of rater experience and definition of competence.

Bernal, D. S. (1995). The influence of perceived item characteristics on Angoff probability estimates.

### **Member - Completed - Dissertation**

Chang, B. (May, 2009). Examining Links Between Diversity And Outcomes In Work Groups: Effects Of Different Levels Of Diversity And Social Networks.

Sed, C. (August, 2008). Expertise and basketball officiating.

Casey, M. S. (2006). Problem-based inquiry: An experiential approach to training evaluation.

Bishop, D. (2006). Met Expectations' Impact on Student Outcomes in Web Based Courses.

Rosen, C. C. (2006). Politics, stress, and exchange perceptions: A dual process model relating organizational politics to employee outcomes.

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