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Master Vita
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Department of Psychology
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Current Rank: Associate Professor with tenure, Industrial/Organizational Psychology;
Fellow, Institute for Lifespan Development and Gerontology
Date of
First Appointment: August 29, 1988, The University of Akron

A. Education

Ph.D., Psychology, The University of Maryland, 1988
M.A., Psychology, The University of Maryland, 1985
B.S., BioPsychology, Nebraska Wesleyan University, 1977

B. Professional Employment

Associate Professor, Department of Psychology, The University of Akron, May, 2000 - present.
Assistant Professor, Department of Psychology, The University of Akron, September, 1988-
May, 2000.
Teaching Assistant, graduate Statistics (PSYC 602), University of Maryland, College Park,
January-May, 1988.
Consultant for Levels of Analysis Consortium, P.I.: Dr. Abe Wandersman (University of South
Carolina), October, 1986-May, 1988.
Instructor, undergraduate Statistics, undergraduate Work Motivation (PSYC 200, PSYC 463),
University of Maryland, College Park, 1986-1987.
Research Assistant, University of Maryland, College Park, 1981-1985.
Teaching Assistant, University of Maryland, College Park, 1981-1985.
Research Analyst, Naval School of Health Sciences, Bethesda, Maryland, July 1983-September,
1984.
Psychological Services Assistant, Research Analyst, State Office of Mental Retardation, Lincoln,
Nebraska, May 1978-December 1979.

C. Teaching

The University of Akron

3750:110	Quantitative Methods in Psychology
3750:340	Social Psychology
3750:410	Psychological Tests and Measures
3750:601	Psychological Research: Quantitative and Computer Methods I
3750:602	Psychological Research: Quantitative and Computer Methods II
3750:650	Core V: Social-Cognitive Psychology
3750:753	Training and Organization Development
3750:751	Organizational Psychology
3750:754	Research Methods in Psychology
3750:760	Organizational Change and Transformation
3750:780	Technology and Innovation in Work Organizations
3750:780	Qualitative Research Methodology
3750:780	Groups and Teams in Organizations
3750:789	Factor Analysis and Structural Equation Modeling

The University of Maryland

Psyc 200	Undergraduate Statistics
Psyc 463	Psychology of Motivation and Work Attitudes in Organizational Settings

Supervision of Theses and Dissertations

Dissertations: 23 completed dissertations, 4 dissertations in progress

Graduate Thesis or Thesis Waivers: 23 completed theses/waivers, 3 by petition

D. Publications

Refereed Publications

Levant, R. F., Rankin, T. J., Hall, R. J., Smalley, K. B., David, K., & Williams, C. M. (2011). The measurement of nontraditional sexuality in women. (under review at *Archives of Sexual Behavior*)

Lord, R. G., Hall, R. J., & Halpin, S. M. Leadership skill development and divergence: A model for the early effects of sex and race on leadership development. In S. E. Murphy & R. J. Reichard (Eds.) (2010). *Early Development and Leadership: Building the Next Generation of Leaders*. Pp. 229-252. New York: Psychology Press/Routledge.

Elicker, J. D., McConnell, N. L., & Hall, R. J. (2010). Research participation for course credit in Introduction to Psychology: Why don't people participate? *Teaching of Psychology*, 37(3): 183-185.

Woods, S. J., Kozachik, S. L., & Hall, R. J. (2010). Predicting subjective sleep quality in women experiencing intimate partner violence: Unique contributions of PTSD symptom

- clusters, depression, and physical health. *Journal of Traumatic Stress*, 23(1), 141-150.
- Doheny, M. O., Sedlak, C. A., Hall, R. J., & Estok, P. J. (2010). Structural model for osteoporosis preventing behavior in men. *American Journal of Men's Health*. E-pub online released 21 April 2010.
- Baena, E., Allen, P. A., Kaut, K. P., & Hall, R. J. (2010). On age differences in prefrontal function: The importance of emotional/cognitive integration. *Neuropsychologia*, 48, 319-333.
- Lord, R. G., Diefendorff, J. M., Schmidt, A. M., & Hall, R. J. (2010). Self-regulation at work. *Annual Review of Psychology*, 61, 543-568.
- Levant, R. F., Hall, R. J., Williams, C. & Hasan, N. T. (2009). Sex differences in alexithymia: A meta-analysis. *Psychology of Men and Masculinity*, 10, 190-203.
- Hall, R. J., Lord, R. G., & Foster, K. E. (2009). Considerations in applying the social relations model to the study of leadership emergence in groups: A leadership categorization perspective. In F. J. Yammarino and F. Dansereau (Eds.), *Multi-Level Issues in Organizational Behavior and Leadership* (Vol. 8 of *Research in Multi-level Issues*), pp. 193-213. Bingley, UK: Emerald.
- Woods, S. J., Hall, R. J., Campbell, J. C., & Angott, D. M. (2008). Physical health and posttraumatic stress disorder symptoms in women experiencing intimate partner violence. *Journal of Midwifery & Women's Health*, 53, 538-546.
- Estok, P. J., Sedlak, C. A., Doheny, M. O., & Hall, R. J. (2007). Structural model for osteoporosis preventing behavior in postmenopausal women. *Nursing Research*, 56, 148-158.
- Elicker, J. D., Levy, P. E., & Hall, R. J. (2006). The role of leader member exchange in the performance appraisal process. *Journal of Management*, 32, 531-551.
- Hall, R. J., & Swee, H.-Y. (2006). Quantitative research approach. *Encyclopedia of industrial/organizational psychology*. pp.. Thousand Oaks, CA: Sage.
- Rosen, C. C., Levy, P. E., & Hall, R. J. (2006). Placing perceptions of politics in the context of the feedback environment, employee attitudes, and job performance. *Journal of Applied Psychology*, 91, 211-220.
- Woods, S. J., Wineman, N. M., Page, G. G., Hall, R. J., Alexander, T. S., & Campbell, J. C. (2005). Predicting immune status in women from PTSD and childhood and adult violence. *Advances in Nursing Science*, 28, 306-332.
- Lord, R. G. & Hall, R. J. (2005). Identity, deep structure and the development of leadership skill. *Leadership Quarterly*, 16, 591-615.
- Tan, J. A. & Hall, R. J. (2005). The effects of social desirability bias on applied measures of goal orientation. *Personality and Individual Differences*, 38, 1891-1902.
- Dyer, N., Hanges, P. J., & Hall, R. J. (2005). Applying multilevel confirmatory factor analysis techniques to the study of leadership. *Leadership Quarterly*, 16, 149-167.
- Allen, P. A., Kaut, K. P., Lord, R. G., Hall, R. J., & Grabbe, J. W. (2005). An emotional mediation theory of differential age effects in episodic and semantic memory. *Experimental Aging Research*, 31, 355-391.

- Tan, J. A., Hall, R. J., & Boyce, C. (2003). The role of employee reactions in predicting training effectiveness. *Human Resource Development Quarterly*, 14, 397-412.
- Tokar, D. M., Hall, R. J., & Moradi, B. (2003). Planting a tree while envisioning the forest B The recursive relation between theory and research: Reply to Blustein (2003). *The Journal of Counseling Psychology*, 50, 24-27.
- Tokar, D. M., Withrow, J. R., Hall, R. J., & Moradi, B. (2003). Psychological separation, attachment security, vocational self-concept crystallization, and career indecision: A structural equation analysis. *The Journal of Counseling Psychology*, 50, 3-19.
- Lord, R. G., & Hall, R. J. (2002). Identity, leadership, categorization, and leadership schema. In D. van Knippenberg & M. A. Hogg (Eds.), *Identity, leadership, and power*. London: Sage Publications.
- Allen, P. A., Hall, R. J., Druley, J. A., Smith, A. F., Sanders, R. E., & Murphy, M. D. (2001). How shared are age-related influences on cognitive and non-cognitive variables? *Psychology and Aging*, 16, 532-549.
- Bertsch, S., Sanders, R. E. & Hall, R. J. (2001). Diagnosing fictional diseases: Age and variability of training content in concept formation. *Psychological Reports*, 88, 459-470.
- Lord, R. G., Brown, D. J., Harvey, J. L., & Hall, R. J. (2001). Contextual constraints on prototype generation and their multi-level consequences for leadership perceptions. *Leadership Quarterly*, 12, 311-338.
- Diefendorff, J. M., Hall, R. J., Lord, R. G., & Streat, M. L. (2000). Action-state orientation: Construct validity of a revised measure and its relationship to work variables. *Journal of Applied Psychology*, 85, 250-263.
- Hall, R. J., Snell, A. F., & Foust, M. S. (1999). Item parcelling strategies in SEM: Investigating the subtle effects of unmodelled secondary constructs. *Organizational Research Methods*, 2, 233-256.
- Hall, R. J., Workman, J. W., & Marchioro, C. A. (1998). Sex, task, and behavioral flexibility effects on leadership perceptions. *Organizational Behavior and Human Decision Processes*, 74, 1-32.
- Diefendorff, J. M., Lord, R. G. Hepburn, E. T., Quickle, J. S., Hall, R. J. & Sanders, R. E. (1998). Perceived self-regulation and individual differences in selective attention. *Journal of Experimental Psychology: Applied*, 4, 228-247.
- Nordstrom, C. R., Hall, R. J., & Bartels, L. K., (1998). First impressions vs. good impressions: The effect of self-regulation on interview evaluations. *The Journal of Psychology*, 132 (5), 477-491.
- Hall, R. J., & Lord, R. G. (1998). Response to commentaries: The role of within-individual cognitive structures in determining higher-level effects. *Monographs in Organizational Behavior and Industrial Relations*, 24(B), 205-214.
- Hall, R. J. & Lord, R. G. (1998). Measures and assessments for the information processing approach. *Monographs in Organizational Behavior and Industrial Relations*, 24(B), 185-190.

- Hall, R. J., & Lord, R. G. (1998). Multi-level information-processing explanations of followers' leadership perceptions. *Monographs in Organizational Behavior and Industrial Relations*, 24(B), 159-184. (Republication of Hall & Lord, 1985.)
- Klein, K. J., Dansereau, F., & Hall, R. J. (1995). On the level: Homogeneity, independence, heterogeneity, and interactions in organizational theory. *Academy of Management Review*, 20, 7-9.
- Hall, R. J., & Lord, R. G. (1995). Multi-level information-processing explanations of followers' leadership perceptions. *Leadership Quarterly*, 6, 265-287.
- Rentsch, J. R., & Hall, R. J. (1994). Members of great teams think alike: A model of team member schema similarity and team effectiveness. In M. Beyerlein (ed.), *Advances in interdisciplinary studies of work teams*, Vol. 1, "Theories of self-managed work teams", JAI Press (pp. 223-261).
- Klein, K. J., Dansereau, F., & Hall, R. J. (1994). Levels issues in theory development, data collection, and analysis. *Academy of Management Review*, 19, 195-229.
- Lord, R. G., & Hall, R. J. (1992). Contemporary views of leadership and individual differences. *Leadership Quarterly*, 3(2), 137-157.
- Racicot, B., & Hall, R. J. (1992). Current issues in managerial training. In K. Kelley (Ed.), *Issues, theory, and research in industrial/ organizational psychology* (pp. 185-227). Elsevier Science Publishers.
- Klein, K. J., Hall, R. J., & Laliberte, M. (1990). Training and the organizational consequences of technological change: A case study of computer-aided design and drafting. In U. E. Gattiker & L. Larwood (Eds.), *End-user training* (pp. 7-35). New York: Walter de Gruyter.
- Klein, K. J., & Hall, R. J. (1988). Correlates of employee satisfaction with stock ownership: Who likes an ESOP most? *Journal of Applied Psychology*, 73, 630-638.
- Klein, K. J., & Hall, R. J. (1988). Innovations in human resource management: Strategies for the future. In J. Hage (Ed.), *Futures of organizations* (pp. 147-162). San Francisco: Jossey-Bass.
- Perlis, D. R., & Hall, R. J. (1986). Intentionality as internality. (Invited peer commentary.) *The Behavioral and Brain Sciences*, 9, 151-2.
- Benjamin, L. T., Langley, J. F., & Hall, R. J. (1979). Santa now and then. *Psychology Today*, 13, 36-44.

Published Proceedings

- Snell, A. F., Hall, R. J. & Foust, M. S. (1997). Are testlets created equal: Examining testlet construction strategies in SEM. *Academy of Management Best Paper Proceedings*, 395-399.

Technical Reports

- Hall, R. J. (1988). *A level of analysis approach to construct validity and relationship issues in perceived climate and job satisfaction measures*. Unpublished doctoral dissertation, University of Maryland, College Park.
- Kay, T. L., Rieder, K., & Hall, R. J. (1985). *An attempt to refine DRGs for navy medical department use by including military unique variables and an estimate of disease severity* (Research paper 2-85). Bethesda, MD: Naval School of Health Sciences, Research Department.
- Hall, R. J. (1985). *An experimental investigation of expectancy theory models and expectancy antecedents*. Unpublished master's thesis, University of Maryland, College Park.
- Hall, R. J., & Kay, T. L. (1984). *The uniform chart of accounts: A description with comments on potential use with case mix data* (Research paper 4-84). Bethesda, MD: Naval School of Health Sciences, Research Department.
- Hall, R. J. (1979). *Summary of Nebraska manpower development survey results*. Lincoln, NE: Research Division, Office of Mental Retardation, State of Nebraska.
- Keegan, H., & Hall, R. J. (1977). *A survey of crime in Nebraska: Nebraska Annual Social Indicators Survey*. Lincoln, NE: Commission on Law Enforcement and Criminal Justice.
- Hall, R. J. (1976). *Juvenile offenses processed by county courts: Juvenile Court Report*. Lincoln, NE: Commission on Law Enforcement and Criminal Justice.
- Hall, R. J. (1975). *Juvenile offenses processed by county courts: Juvenile Court Report*. Lincoln, NE: Commission on Law Enforcement and Criminal Justice.

E. Honors & Awards

- 1997 Best Paper Award, Research Methods Division, Academy of Management, Boston, MA. (For Snell, Hall, and Foust testlet paper.)
- 1987 Received College Teaching Excellence Award, Division of Behavioral and Social Sciences, University of Maryland.
- 1986 Hall and Klein presentation nominated for Best Paper Award at IO/OB Graduate Student Convention, Minneapolis, MN

F. Presentations

Peer-Reviewed Presentations

- Harris, M. M., & Hall, R. J. (April, 2011). *A pattern approach to perceptions of personality and leader emergence*. Poster presented at the 26th Annual Conference of the Society of Industrial and Organizational Psychology, Chicago, IL.
- Hall, R. J., & Usher Perez, A. (April, 2011). *The role of mediator reliability in the estimation and significance testing of indirect effects*. Poster presented at the 26th Annual Conference of the Society of Industrial and Organizational Psychology, Chicago, IL.
- Sedlak, C., Hall, R. J., Doheny, M., & Estok, P. (March, 2011). *Structural model investigation of measurement equivalence of osteoporosis self-efficacy factors in postmenopausal women and older men*. Presentation at 2011 MNRS Annual Research Conference, Columbus, OH.
- Woods, S. J., Hall, R. J., Cheung, M. B., Alexander, T. S., & Page, G. G. (September, 2010). *Inflammation, immune, and mental health changes over time in women who have experienced intimate partner violence*. 2010 State of the Science Congress on Nursing Research, Washington, D.C.
- Harrison, C. L., Hall, R. J., Foster, K. E., & Woods, S. J. (2010, April). *Family-to-work conflict in an intimate partner violence sample*. Paper in symposium titled "Filling in the Gaps: Individual Differences and the Work-Family Interface." 25th Annual Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Perez, A. U., & Hall, R. J. (2010, April). *The structure and characteristics of supervisor dyadic attachment relationships*. Poster presented at the 25th Annual Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Chang, B., Hall, R. J., & Sterns, H. (2010, April). *Effects of perceived diversity on justice perception via social networks*. Poster presented at the 25th Annual Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Woods, S. J., Hall, R. J., Foster, K. E., & Page, G. G. (November, 2009). *Predicting CRP levels in young- and middle-aged women experiencing intimate partner violence*. Paper presented at the 16th Annual Meeting of the Psychoneuroimmunology Research Society, Breckenridge, CO.
- Woods, S. J., & Hall, R. J. (October, 2009). *Resilience, PTSD, and depression in battered women: At entry into study and one-year later*. Paper presented at NNVAWI, Miami, FL.
- Woods, S. J., Page, G. G., Hall, R. J., & Alexander, T. S. (2008, October). *Physical health symptoms, diurnal cortisol patterns, and immune function in currently abused women*. Paper in symposium titled "Complexities of health and resource access for women who have experienced intimate partner violence." The State of the Science Congress, Washington, D.C.
- Huhra, R., Prieto, L. R., & Hall R. J. (2008, August). *Personality, Religious coping, and Twelve Step treatment outcome: Moderating effects*. Poster presented at the Annual Convention of the American Psychological Association, Boston, MA.
- Donnelly, D., Coughenour-Cahoon, D., Hall, R. J., & Harrison, C. L. (2008, April). *Perceptions of counterproductive work behavior and organizational citizenship behavior situations*. Paper presented at the 23rd Annual Conference of the Society of Industrial and Organizational Psychology, San Francisco.
- Huber, L., Woods, S.J., Hall, R.J., & Angott, D.A. (2008, March). *Sleep quality and trauma symptoms in battered women*. Poster presented at the annual meeting of the Midwest Nursing Research Society, Indianapolis, IN.

- Huber, L., Hall, R.J., Angott, D., & Woods, S.J. (November 2007). *Sleep patterns in battered women with PTSD*. Poster presented at the 23rd Annual Meeting of the International Society for Traumatic Stress Studies, Baltimore, MD.
- Woods, S.J., Hall, R.J., Angott, D.M., Alexander, T., Define, L., & Page, G.G. (November, 2007). *Physical health symptoms, discomfort, and immune function in battered women*. Poster presented at the 23rd Annual Meeting of the International Society for Traumatic Stress Studies, Baltimore, MD.
- Angott, D. M., Hall, R. J., & Woods, S. J. (October, 2007). *Lifetime experiences of trauma in intimately abused women*. Paper in symposium presented at the 15th International Nursing Conference of the Nursing Network on Violence against Women International. Ontario, Canada.
- Huber, L. A., Hall, R. J., & Woods, S. J. (October, 2007). *The relationships between PTSD, depression, and sleep quality in women experiencing intimate partner violence*. Paper in symposium presented at the 15th International Nursing Conference of the Nursing Network on Violence Against Women International. Ontario, Canada.
- Woods, S. J., Hall, R. J., Alexander, T., & Page, G. G. (2007). *Post-traumatic stress symptoms, physical health symptoms and discomfort, and stress and immune function in intimately abused women*. Paper in symposium presented at the 15th International Nursing Conference of the Nursing Network on Violence Against Women International. Ontario, Canada.
- Shively, S. L., & Hall, R. J. (2007). *Evidence for differences among performance goal types*. Paper presented at the 22nd Annual Conference of the Society of Industrial and Organizational Psychology, NY.
- Woods, S. J., Wineman, N. M., Page, G. G., Hall, R. J., & Alexander, T. S. (2006). *A snapshot in time: The complex interplay among physiologic, immune, mental, and physical health factors in abused women*. Tenth Annual Research & Scholarly Activities Day, Department of Psychiatry, NEOUCOM.
- Tomlinson, E. C., Ash, S. R., & Hall, R. J. (2006). *When we don't see eye-to-eye: The moderating effect of behavioral integrity on organizational identity*. Paper presented as part of the Behavioral Integrity symposium, at the 66th Annual Meeting of the Academy of Management.
- Hall, R. J., Lord, R. G., Swee, H. Y., Ritter, B. A., & DuBois, D. A. (2006). *Latent growth curve modeling of the development of leadership performance*. 21st Annual Conference of the Society of Industrial and Organizational Psychology, Dallas, TX.
- Chang, C.-H., Hall, R. J., & Johnson, R. E. (2006). *Follower self-concept activation as the process underlying leadership effects*. 21st Annual Conference of the Society of Industrial and Organizational Psychology, Dallas, TX.
- Chang, B., Sterns, H. L., & Hall, R. J. (August, 2005). *The relationship between self-concepts at work and outside organizational demands*. Symposium, the Annual Conference of the American Psychological Association, Washington, D. C.
- Hall, R. J., & Moradi, B. (August, 2005). *Measuring lesbian and gay persons' reported experience of prejudice events*. Symposium, the Annual Conference of the American Psychological Association, Washington, D.C.
- Lord, R. G., Hall, R. J., Naidoo, L. J., Selenta, C., Medvedeff, M. E., & DuBois, D. A. (June, 2005). *Value structures, identity, and affectivity: Interrelationships and implications for organizations*. Invited small group meeting on Affect and emotions in organizational Behavior, @ Rotterdam, Netherlands.

- Shalhoop, J. H., Hall, R. J., & Cober, R. T. (April, 2005). *Contemporary social-exchange theory: Whatever happened to exchange ideology?* Poster presented at the 20th Annual Conference of the Society for Industrial Organizational Psychology, Los Angeles, CA.
- Rosen, C. C., Levy, P. E., & Hall, R. J. (August, 2004). *Connecting constructs: Politics, the feedback environment, work attitudes, and job performance.* Poster presented at the 64th Annual Meeting of the Academy of Management (New Orleans, LA).
- Lord, R. G., Hall, R. J., Naidoo, L. J., Selenta, C., & Dubois, D. A. (August, 2004). *Do identity levels and positive/negative affect dimensions underlie Schwartz's value structure?* Paper presented at the Annual Convention of the American Psychological Association (Honolulu, Hawaii).
- Lord, R. G., Hall, R. J., Ritter, B. A., & DuBois, D. A. (June, 2003). *Deep structure and the development of leadership skill: A latent growth curve modeling investigation.* Paper presented at the A New Directions in Leadership Research@ EAESP Small Group Meeting (Amsterdam, Netherlands).
- Lord, R. G., & Hall, R. J. (June, 2002). *Identity, Leadership Categorization, and Leadership Schema.* Paper presented at Conference of European Association of Experimental Social Psychology (San Sebastian, Spain).
- Allen, P. A., Kaut, K. P., Lord, R. G., Hall, R. J., Bowie, T., & Grabbe, J. (2002). *Emotional mediation or modulation of age differences in episodic memory?* Paper presented at the Cognitive Aging Conference, Atlanta, GA.
- Tan, J., & Hall, R. J. (2002). *The role of planned behavior and goal orientation theory in a training context.* American Psychological Society 14th Annual Conference, New Orleans, LA.
- Diefendorff, J. M., Gosserand, R. H., Hall, R. J., & Chang, C. (2002). *Distinguishing action-state orientation from other motivational and self-regulatory traits.* 17th Annual Conference of the Society for Industrial Organizational Psychology, Toronto, Canada.
- Elicker, J. D., Levy, P. E., & Hall, R. J. (2002). *An organizational justice explanation of feedback reactions in LMX relationships.* 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Praslova, L., & Hall, R. J. (2002). *Collectivist antecedents of organizational citizenship behaviors: The Russian case.* 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Shalhoop, J. H., Hall, R. J., & Philips, J. L. (2002). *Individual team-member ability and group-level metacognition.* 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Allen, P. A., Kaut, K. P., Lord, R. G., Hall, R. J., Bowie, T., & Grabbe, J. (April, 2002). *Emotional mediation or modulation of age differences in episodic memory?* Paper presented at the Cognitive Aging Conference, Atlanta, GA.
- Hall, R. J., Chang, C., & Neumann, A. (2001). *Workgroup adjustment and organizational knowledge effects on newcomer attitudes and performance.* American Psychological Society 13th Annual Conference, Toronto, Canada.
- Hall, R. J., Schlauch, C. A., & Chang, C. (2001). *Implications of action-state orientation and action control theory for the understanding of autonomy effects on satisfaction and performance.* 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

- Phillips, G. M., & Hall, R. J. (2001). *Perceived organizational support: The mediating role of self-structures*. 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Tan, J. A., & Hall, R. J. (2001). *Modeling the effects of social desirability on goal orientation*. 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Praslova, L., & Hall, R. J. (2000). *Cross-cultural validation of goal-orientation, self-efficacy, and explanatory style measures*. 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans.
- Bertsch, S., Wiscott, R., Hall, R., & Judge, K. (1999). *Task specific goal orientation*. Annual Convention of the American Psychological Association, Boston, MA.
- Baker, S., & Hall, R. J. (June, 1999). *Negative affectivity and procedural justice perceptions: A comparison of two grievance systems*. 11th Annual Convention of the American Psychological Society, Boulder, CO.
- Hall, R. J., Makiney, J. D., Marchioro, C. A., Tan, J. A., & Klein, K. J. (April, 1999). *Applying multilevel structural equation modeling techniques to the study of organizational behavior*. In L. J. Williams (Chair), New developments in structural equation methods for industrial organizational psychology. Symposium presentation at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Hall, R. J., & Neumann, A. (April, 1999). *P-E fit during socialization: Relationships with attitudinal and performance variables*. In J. Rentsch (Chair), Person-environment fit: Alternative conceptualizations at different phases of organizational entry. Symposium presentation at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Lord, R. G., & Hall, R. J. (April 1999). *Multi-level consequences of self-concept-based explanations of leadership perceptions*. In F. Yammarino (Chair), Frontiers of leadership: The multiple-level approaches. Symposium presentation at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Makiney, J. D., Marchioro, C. A., & Hall, R. J. (April, 1999). *Relations of leader perceptions to personality, leadership style, and self-schema*. Poster presentation at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Snell, A. F., Hall, R. J., Davies, G. M., & Keeney, M. J. (April, 1999). *The implications of secondary factors for the use of item parcels in structural equation modeling*. In L. J. Williams (Chair), New developments in structural equation methods for industrial and organizational psychology. Symposium presentation at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Tan, J. A., Hall, R. J., & Boyce, C. A. (April, 1999). *The role of attitudes and intentions in knowledge acquisition*. Poster presentation at the 14th Annual Conference of the Society for Industrial Organizational Psychology, Atlanta, GA.
- Marchioro, C. A., & Hall, R. J. (May, 1998). *The effect of leader disability on leadership perceptions*. Poster presentation at the 10th Annual Convention of the American Psychological Society, Washington, D.C.
- Baker, S., & Hall, R. J. (April, 1998). *Procedural justice perceptions of peer and managerial appeal systems*. Poster presentation at the Thirteenth Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

- Hall, R. J., Makiney, J., Marchioro, C., Lord, R. G., & Engle, E. (April, 1998). *Structural equation modeling approaches to understanding leader-member dyadic relationships*. Poster presentation at the Thirteenth Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Snell, A. F., Hall, R. J., & Foust, M. S. (August, 1997). *Are testlets created equal? Examining testlet construction strategies in structural equation modeling*. Poster presentation at annual meeting of the Academy of Management, Boston, MA. Received best paper award for Research Methods division.
- Hall, R. J., Workman, J. W., & Marchioro, C. (June, 1996). *Sex, task, and behavioral flexibility effects on leader perceptions*. Poster presentation at the American Psychological Society, San Francisco, CA.
- Hurd-Gray, J., Boyce, C., Hall, R.J., & McDaniel, M. A. (May, 1996). *Age differences in training: Less pre-training mastery or less learning?* Poster presentation at the Eleventh Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Kamin, A., Houston, S., Axton, T., & Hall, R. J. (August, 1995). *Self-efficacy and race car driver performance: A field investigation*. Presented at the 103rd Annual Convention of the American Psychological Association (Div. 14), New York, NY.
- Hepburn, E. T., Lord, R. G., Diefendorff, J. M., Quickle, J. S., Hall, R. J., & Sanders, R. E. (May, 1995). *Goal attainment and individual differences in selective attention*. Paper presented at the Tenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Giltrow, M., & Hall, R. J. (April, 1994). *Organizational factors affecting individual creativity*. Paper presented at the Ninth Annual Conference of the Society for Industrial and Organizational Psychology, Nashville.
- Rentsch, J. R., & Hall, R. J. (April, 1994). *Person-environment fit and team member schema similarity*. B. Schneider (Chair), Current thinking on person-environment fit. Symposium presented at the Ninth Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.
- Hall, R. J., Neumann, A., & Gironi, A. M., (May, 1993). *Relation of individual differences with proactivity in a socialization context*. Poster presentation at Eighth Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco.
- Rentsch, J. R., & Hall, R. J. (May, 1993). *Organizational behavior predictors of teamwork schema similarity*. Presented at Theory Symposium on Self-Managed Work Teams, Interdisciplinary Center for the Study of Work Teams, University of North Texas, Denton, TX.
- Hall, R. J., Rohrback, M., & Nordstrom, C. R. (August, 1991). *Focusing on the self in I/O Psychology: Uses of the Self-consciousness Scale*. In M. J. Gessner (Chair), An exploration of individual difference constructs in industrial-organizational psychology: Becoming "self"-conscious. Symposium presented at the meeting of the American Psychological Association, San Francisco, CA.
- Kalodner, C. R., & Hall, R. J. (August, 1991). *Warning: Smoking may be hazardous for more than your health*. Poster presented at the meeting of the American Psychological Association, San Francisco, CA.

- Nordstrom, C. R., Kahney, L. E., & Hall, R. J. (June, 1991). *Effects of self-regulatory induced cognitive load on interviewer evaluations*. Poster presentation at the Third Annual Conference of the American Psychological Society, Washington, DC.
- Rohrback, M., Hall, R. J., & Lord, R. G. (April, 1990). *Revision and confirmatory factor analysis of the self-consciousness scale*. Poster presentation at Fifth Annual Conference of the Society for Industrial and Organizational Psychology, Miami Beach, FL.
- Hall, R. J., Klein, K. J., & Dansereau, F. (April, 1989). *Analyzing multi-level data: When, why, how, and what to make of your results*. Master tutorial conducted at Fourth Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
- Klein, K. J., Schneider, B., Wandersman, A., Dansereau, F., & Hall, R. J. (August, 1988). *Level of analysis issues in organizational research*. Symposium conducted at the meeting of the American Psychological Association, New York.
- Klein, K. J., & Hall, R. J. (August, 1986). *Choices and challenges in cross-level data analysis: A view from the trenches*. In F. E. Dansereau (Chair), *Levels of Analysis in Industrial and Organizational Psychology*. Symposium conducted at the meeting of the American Psychological Association, Washington, D. C.
- Klein, K. J., & Hall, R. J. (August, 1986). *Individual correlates of employee satisfaction with ESOP employee ownership*. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.
- Hall, R. J., & Klein, K. J. (1986). *Individual level determinants of satisfaction with employee stock: Meta-analysis of a fully replicated design*. Paper presented at the meeting of the IO/OB Graduate Student Convention, Minneapolis, MN.
- Klein, K. J., & Hall, R. J. (1985). *Adapting to demographic, technological and economic change: Innovations in human resource management*. Paper presented at the University of Maryland Center for Innovation, Conference on the Future of Organizations, College Park, MD.

Invited Presentations

- Hall, R. J., Harrison, C. L., Woods, S. J., & Foster, K. E. (2010, April). University of Akron Colloquium on Family Violence Prevention.

G. Professional Activities

Research Grants Awarded

- Woods, S. J., Hall, R. J., Angott, D. M., & Sullivan, T. S. (2008). *Cardiovascular disease risk, immune function, inflammatory markers, physical and mental health in women who experienced intimate partner violence*. Awarded by Haemonetics Foundation, January 2009, \$5,000.
- Woods, S. J., Hall, R. J., Angott, D. M., & Sullivan, T. S. (2008). *Cardiovascular disease risk, immune function, inflammatory markers, physical and mental health in women who experienced intimate partner violence*. Awarded by Allstate Foundation, December 2008, \$55,000.

PTSD, cortisol, immune functioning with battering over time. (2005). NIH/National Institute of Nursing Research: R01. (PI: Stephanie Woods) (\$2,157,507 over project period: 9/15/05-7/31/10).

Lord, R. G., & Hall, R. J. (2003-2004). *Latent growth curve modeling of leadership skills.* Ohio Board of Regents Research Challenge. (Co-PI)

Hall, R. J. (2001). *Validity study of psychology department graduate student selection procedures.* Summer Teaching Fellowship (cost: \$4750 plus additional match).

Hall, R. J. (2000). *Cross-cultural study of the antecedents of organizational citizenship behaviors.* The University of Akron, Faculty Research Grant. (total cost: \$3,409)

Murphy, M., & Hall, R. (1996) Foundation for Physical Therapy: AChanges in cognitive processing for older adults after instruction in inductive reasoning: Doctoral Research Award for Janis Daly.@ Grant # 6-39469. (\$2,500)

Brickner, M., & Hall, R. J. (1989, April). *Learning the ropes: The role of information seeking in organizational socialization.* The University of Akron, Research Challenge Enhancement Grant.

Memberships in Professional Organizations

American Psychological Association, Divisions 5, 14
 Academy of Management: Research Methods division, OB division
 American Psychological Society/Association for Psychological Science

University Committees

Institutional Review Board

Member=Summer 2000-2004

Vice-Chair=2004-2006;

Chair = 2006-2007

Institutional Review Board subcommittees, Fall 2001-present

Search Committee, Pan-African Studies, Spring 1995- 2000

Advisory Board, Pan-African Studies Program, Spring 1995 - present

University Review Committee for Polymer Science, Spring, 1996

Buchtel College Council - Academic Affairs Committee, Spring, 1991

Departmental Service & Committees

Admissions, 1988-2004

Academic Policies, 1992-1993; 2005-present

Chair's Advisory Committee, 2006-present

Colloquia, 1988-1994, 2004-2005

I/O Area Chair, 2006-present

Library, 1989-1994

Statistics & Computers, 1988-1989, 1994-2005

Polsky=s Relocation Committee/Arts & Sciences Move, 1995- 2001

Service

Editorial Board, Journal of Organizational Behavior

Ad hoc reviews for: Journal of Applied Psychology, Organizational Research Methods, Academy of Management Review, Journal of Vocational Behavior, Journal of Occupational Psychology, Organizational Behavior and Human Decision Processes
Conference submission reviews for: SIOP, Academy of Management: Research Methods Division and Organizational Behavior Division

Completed Theses and Dissertations Directed

Ph.D. Dissertations Advised to Completion

- (1) Neuman (Rospotynski), A. (1991). Organizational socialization processes and outcomes: The role of individual differences and symbolic interactions.
- (2) Nordstrom, C. (1991). The effect of cognitive load on interviewer evaluations and attributions.
- (3) Boyce, C. (1995). The influence of motivation and self-regulatory variables on a training outcome.
- (4) Sherman, L. (1995) Determinants of managers' behavioral intentions toward HIV-infected employees.
- (5) Neal, S. (1995). Justice perceptions: A test of group value theory and individual difference variables.
- (6) Daly, J. (1997, joint advise with M. Murphy). Identification of cognitive processes in a fluid intelligence measure and response to training for older adults.
- (7) Marchioro, C. (2000). The effect of leader disability on leadership perceptions.
- (8) Phillips, G. M. (2000). Perceived organizational support: An expanded model of the mediating and moderating effects of self-structures.
- (9) Tan, J. A. (2001). The role of planned behavior and goal orientation theory in a training context.
- (10) Baker, S. M. (2003). Service fairness: Development and construct validation of a measure of customers= justice perceptions.
- (11) Praslova, L. N. (2003). Organizational citizenship behaviors: Influence of culture-related variables.
- (12) Shalhoop, J. (2003). Social exchange as a mediator of the relationship between organizational justice and workplace outcome.
- (13) Schlauch, C. (2004). Affect and information processing outcomes: The influence of valence and activation.
- (14) Byham, T. (2005). Factors affecting the acceptance and application of developmental feedback from an executive assessment program.
- (15) Chang, C-H. (2005). Effects of transformational leadership on followers= feedback seeking, feedback preference, and reactions to feedback through cognitive and motivational processes.
- (16) Gianvito, M. (2007). Delineating the effects of adjustment and social capital on workplace outcomes.
- (17) Sestak, N. (2008). Psychological contagion within the supervisor-subordinate dyad: An experience sampling investigation of mood and job attitude contagion at work.

- (18) Swee, H.-S. (2009). A cognitive perspective of self-other agreement: A look at outcomes and predictors of shared implicit performance.
- (19) Chang, B. (2009). Examining links between diversity and outcomes in work groups: Effects of different levels of diversity and social networks.
- (20) Harrison, C. (2010). Coping with intimate partner violence at work: An exploration of coping styles and perceived work support on family-to-work conflict in an intimate partner violence sample.
- (21) Shively, S. (2010). The impact of achievement goals on discrete emotions and coping: Preparing for anticipatory success or failure.

In progress: Dolis, Foster, Hanna*, Petkova* (*=proposal on file)

M.A. Theses and Thesis Waivers Advised

- (1) Nordstrom, C. R. (1990). Cognitive states associated with burnout: A self-discrepancy theory perspective.
- (2) Ferdico, K. M. (1990). Perspective taking processes in negotiator cognition.
- (3) Giltrow, M. (1991). Organizational factors affecting individual creativity.
- (4) Riley, J. (1991). Effects of coping strategies and feedback on performance and satisfaction.
- (5) Maisano, T. (1991). A control theory based integration of cognitive evaluation and script explanations of intrinsic motivation.
- (6) Hiebel, M. A. (1992). The effects of self-efficacy on conflict management training effectiveness.
- (7) Stanard, T. (1993). The relationship between organizational variables and self-discrepancy in nursing burnout.
- (8) Kamin, A. (1995). Self-efficacy and race car driver performance: A field investigation.
- (9) Workman, J. (1995). The role of functional flexibility, self-monitoring, and androgyny on leader emergence.
- (10) Ryan, E. (1996). Interpersonal perception effects on group performance.
- (11) Tan, J. (1996). The relationship between reactions and learning: More than meets the eye.
- (12) August, A. (1997). The effects of social support on work-family conflict.
- (13) Baker, S. (1997). Procedural justice perceptions of peer and managerial appeal systems.
- (14) Meloun, J. (1998). Antecedents and outcomes of job enrichment proactivity.
- (15) Schlauch, C. (2000). Influences of classical test theory constraints on item parcel strategies in structural equation modeling.
- (16) Shalhoop, J. (2000). Examining the relationship between individual team-member ability and group-level metacognition.
- (17) Praslova, L (August, 2000). Cross-cultural validation of goal-orientation, self-efficacy, and explanatory style measurement.
- (18) Chang, C. (2001). The effects of members' action-state orientation on their expected in-group behaviors and perceptions.
- (19) Makinnon-Slaney, I. (2004).
- (20) Gianvito, M. (2005). The role of affect and regulatory focus in newcomer socialization and work outcomes.
- (21) Shively, S. (2006). Revisiting the performance goal construct: Normative performance and

- ability performance goals.
- (22) (Usher) Perez, A. (2009). The structure and characteristics of dyadic relationships.
 - (23) Harris, M. M. (2010). A pattern approach to interpersonal perceptions of personality traits and leader emergence.