

Aaron M. Schmidt, Ph.D.

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The University of Akron
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Home:

Current Rank: Assistant Professor

Date of First Appointment: August 2003, The University of Akron

EDUCATION

Michigan State University: Ph.D. 2003

Industrial/Organizational Psychology

Self-Regulation in Concurrent Multiple-Goal Contexts: The Role of Discrepancies, Superordinate Goal Framing, and Individual Differences on Dynamic Goal Prioritization

Chair: Richard P. DeShon

Michigan State University: M.A. 2001

Industrial/Organizational Psychology

Promoting Active Learning: The Effects of Metacognitive Instruction and Trainee Characteristics on Learning Processes and Outcomes

Chair: J. Kevin Ford

Wright State University: B.S. 1998

Psychology with Honors, Magna Cum Laude

Honor's Thesis: *The Effects of Categorization Salience and Group Status on Social Identity*

PROFESSIONAL EMPLOYMENT

- Assistant Professor, Department of Psychology, The University of Akron (2003-present).
 - Instructor, Michigan State University (Summer, 2002)
 - Instructor, Michigan State University (Summer, 2000)
 - Research Assistant, Michigan State University (1998-2003).
 - Research Assistant, Wright State University (1997-1998).
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TEACHING

The University of Akron

Undergraduate: Quantitative Methods in Psychology (also serving as course coordinator for all sections)
 Undergraduate: Psychology of Small Group Behavior
 Graduate: Organizational Psychology
 Graduate: Social-Cognitive Psychology
 Graduate: Science and Ethics of Industrial Psychology (Training and Motivation modules)
 Graduate: Training (beginning Fall '08)

Michigan State University

Undergraduate: Psychological Measurement
 Undergraduate: Data Analysis in Psychological Research

THESIS AND DISSERTATION COMMITTEES

Graduate Theses

Beck, James (*chair*)
 Cox, Christie (*chair*)
 Chandler, Megan
 Dahling, Jason
 Dolis, Chad (*chair*)
 Gordon, Sarah
 Norland, Matthew
 O'Malley, Alison
 Petkova, Zhivka (*chair*)
 Ritchie, Samantha (*chair*)
 Shively, Stephanie
 Tolli, Adam (*chair*)

Undergraduate Thesis

Tedrick, Sara (*chair*)
 Brown, Jason (*co-chair*)

Dissertations

Bott, Jennifer
 Cox, Christie (*chair*)
 Chang, Boin
 Chang, Daisy
 Chau, Samantha
 Dahling, Jason
 Dolis, Chad (*chair*)
 Fishbein, Rebecca
 Johnson, Russell
 Naidoo, Loren
 Norland, Matt
 Norris-Watts, Christina
 Pogson, Corrie
 Ramakrishnan, Mano
 Ritchie, Samantha (*chair*)
 Robinson, Ryan

Dissertations (cont.)

Rosen, Christopher
 Schlauch, Carrie
 Selenta, Christopher
 Sestak, Nathan
 Shyamsunder, Aarti
 Tolli, Adam (*chair*)
 Whitaker, Brian

RESEARCH INTERESTS

Dr. Schmidt received his Ph.D. in Industrial/Organizational Psychology from Michigan State University in 2003. His research focuses upon primarily upon issues related to work motivation, individual training, and team training and performance. Dr. Schmidt has professional publications and presentations, as well as applied experience, on these topics. His publications have appeared in journals such as the Journal of Applied Psychology and Personnel Psychology. Among his recent work is research focused upon understanding and improving performance in complex multi-tasking contexts.

FUNDING ACTIVITY

- Schmidt, A. M., Gillespie, M. A., & Kotrba, L. M. (2007). *Profiles in Culture: Establishing the Link between Configurations of Organizational Culture Traits and Organizational Effectiveness*. SIOP Small Grant Award (\$1,540), **awarded** April 2007.
- Schmidt, A. M. (January, 2007). *When and Why Does Self-Efficacy Impair Performance?* National Science Foundation (\$245,454), **unfunded**.
- Schmidt, A. M. (July, 2007). *When and Why Does Self-Efficacy Impair Performance?* National Science Foundation Junior Faculty Research Incentive (\$30,000), **awarded** December 2007.
- Schmidt, A. M. (2008). *Toward an Understanding of the Within-Person Effects of Self-Efficacy on Performance*. The University of Akron, Faculty Research Fellowship (\$10,000), **awarded** February 2008.
- Schmidt, A. M. (2004). *Goal framing, impending deadlines, and relative progress in multiple goal prioritization: An individual differences perspective*. The University of Akron, Faculty Research Fellowship (\$8,000), **awarded** January 2004.
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PUBLICATIONS

- Schmidt, A. M. & Dolis, C. M. (in press). Something's got to give: The effects of dual-goal difficulty, goal progress, and expectancies on resource allocation. Manuscript provisionally accepted for publication in *Journal of Applied Psychology*.
- Schmidt, A. M., Dolis, C. M., & Tolli, A. P. (in press). A matter of time: Individual differences, contextual dynamics, and goal progress effects on multiple-goal self-regulation. Manuscript provisionally accepted for publication in *Journal of Applied Psychology*.
- Schmidt, A. M. & DeShon, R. P. (in press). Prior performance and goal progress as moderators of the relationship between self-efficacy and performance. Manuscript accepted for publication in *Human Performance*.
- Tolli, A. P. & Schmidt, A. M. (2008). The role of feedback, causal attributions, and self-efficacy in goal revision. *Journal of Applied Psychology*, *93*, 692-701.
- Schmidt, A. M. & DeShon, R. P. (2007). What to do? The effects of discrepancies, incentives, and time on dynamic goal prioritization. *Journal of Applied Psychology*, *92*, 928-941.
- Park, G., Schmidt, A. M., Scheu, C. R., & DeShon, R. P. (2007). A process model of goal orientation and feedback seeking. *Human Performance*, *20*, 119-145.
- Schmidt, A. M. (2006). Self-Regulation Theory. In S.G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*, Sage.
- DeShon, R. P., Kozlowski, S. W. J., Schmidt, A. M., Milner, K. R., & Wiechmann, D. (2004). Multiple goal feedback effects on the regulation of individual and team performance in training. *Journal of Applied Psychology*, *89*, 1035-1056.
- Carr, J. Z., Schmidt, A. M., Ford, J. K., & DeShon, R. P. (2003). Climate perceptions matter: A meta-analytic path analysis relating molar climate, cognitive and affective states, and individual level work outcomes. *Journal of Applied Psychology*, *88*, 587 - 619.

Schmidt, A. M. & Ford, J. K. (2003). Learning within a learner control training environment: The interactive effects of goal orientation and metacognitive instruction on learning outcomes. *Personnel Psychology*, 56, 405-429.

Ford, J. K. & Schmidt, A. M. (2000). Emergency preparedness training: Strategies for enhancing real-world performance. *Journal of Hazardous Materials*, 75, 195-215.

Steele-Johnson, D., Beaugard, R. S., Hoover, P., & Schmidt, A. M. (2000). Goal orientation and task complexity effects on motivation, affect, and performance. *Journal of Applied Psychology*, 85, 724-738.

MANUSCRIPT UNDER REVIEW

Schmidt, A. M. & DeShon, R. P. (Revise and Resubmit). Another look at the relationship between self-efficacy and performance: The moderating effects of task ambiguity. Under review at *Journal of Applied Psychology*.

INVITED PRESENTATIONS

Schmidt, A. M. (2005). *Investigating Resource Allocation in Multiple Goal Contexts*. Invited presentation at Michigan State University, Department of Psychology, Fall 2005.

Schmidt, A. M. (2004). *Self-Regulation and Resource Allocation: Developing Theory and Practical Applications*. Invited presentation at Bowling Green State University, Department of Psychology, Fall 2004.

Schmidt, A. M. (2004). *What to Do? Examining the Determinants of Dynamic Goal Prioritization*. Invited presentation at Wright State University, Department of Psychology, Spring 2004.

Schmidt, A. M. (2003). *Training for Adaptive Team Performance: Shifting Focus Across Levels and Time*. Invited presentation at for the 24th Annual Conference of Industrial Organizational/Organizational Behavior (IOOB), Spring 2003.

PEER-REVIEWED PRESENTATIONS

Beck, J. W., Kozlowski, S. W. J., & Schmidt, A. M. (2008). Effects of Previous Experience on Transfer of Computer Based Training. Paper to be presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Ritchie, S. A. & Schmidt, A.M. (2008). Changing the Focus of Autonomy: The Interplay of Regulatory Focus and Task Autonomy. Paper to be presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Schmidt, A. M. & Converse, P. M. (2008). Opportunity Costs and Incentive Values as Predictors of Upward Goal Revision. In G. Schmidt & R. DeShon (Chairs), *Factors that effect personal goals and self-regulation processes over time*. Symposium to be presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

- Schmidt, A. M., Northcraft, G. & Ashford, S. G. (2008). Feedback and the Rationing of Attention Among Competing Demands. In T. Sitzmann & K. Ely (Chairs), *Goals, Feedback, and Performance: A Dynamic Self-Regulation Perspective*. Symposium to be presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Schmidt, A.M., Gillespie, M. A., Kotrba, L. M., & Ritchie, S. A. (2008). Profiles of Organizational Culture: The Variable Effects of Consistency. Paper to be presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Cox, C. M. & Schmidt, A. M. (2007). Justice Perceptions in Participative Goal Setting; The Importance of Expectations. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York.
- Dolis, C. M. & Schmidt, A. M. (2006). The Role of Discrepancies and Combined Goal Expectancy on Resource Allocation and Multiple-Goal Performance. In A.M. Schmidt (Chair), *The Evolution and Utilization of Personal Resources in Self-Regulation*. Symposium presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Schmidt, A. M., Dolis, C. M., & Tolli, A. (2006). Individual Differences and Temporal Dynamics in Multiple-Goal Self-Regulation. In A.M. Schmidt (Chair), *The Evolution and Utilization of Personal Resources in Self-Regulation*. Symposium presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Tolli, A. & Schmidt, A. M. (2006). The role of discrepancies, attributions, and self-efficacy in explaining goal revision. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- DeShon, R. P., Kozlowski, S. W. K., Schmidt, A. M., Boyce, A. M., Park, G. (2005). Effect of Velocity Feedback on Individual and Team Performance. In J.M. Nowakowski & S.W.J. Kozlowski (Chairs), *Feedback Interventions and Feedback Seeking: Implications for Self-Regulation*. Symposium presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Schmidt, A. M. (2005). Reconsidering State and Trait Issues in Goal Orientation. In F.L. Oswald & A. Friede (Chairs), *Goal Orientation in Context: Advances in Theory and Research*. Symposium presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Schmidt, A. M., DeShon, R. P., Dolis, C. M., & Tolli, A. (2005). Another Look at the Relationship between Self-Efficacy and Performance: The Moderating Effects of Performance Ambiguity. In J.M. Nowakowski & S.W.J. Kozlowski (Chairs), *Feedback Interventions and Feedback Seeking: Implications for Self-Regulation*. Symposium presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- DeShon, R. P., Kozlowski, S. W. J., Schmidt, A. M., Boyce, A. S., & Chambers, B. (2004). Effects of implementation intentions on individual and team oriented behavior. In A.M. Schmidt & S.W.J. Kozlowski (Chairs), *What to Do? Multiple Goals, Resource Allocation,*

- and Self-Regulation. Symposium presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Schmidt, A. M. & DeShon, R. P. (2004). The role of discrepancies and superordinate goal framing on dynamic goal prioritization. In A.M. Schmidt & S.W.J. Kozlowski (Chairs), *What to Do? Multiple Goals, Resource Allocation, and Self-Regulation*. Symposium presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Schmidt, A. M. & DeShon, R. P. (2004). Another look at the relationship between self-efficacy and performance. In R.F. Piccolo (Chair), *Reconsidering the Outcomes of a Positive Self-Concept*. Symposium presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- DeShon, R. P., Kozlowski, S. W. J., & Schmidt, A. M. (2003). A Multiphase, Mixed-Effect Model of Team Development. In G. Chen (Chair), *The Changing Nature of Performance Revisited: New Extensions, Levels, and Directions*. Symposium presented at the annual meeting of the Academy of Management, Seattle, WA.
- Kozlowski, S. W. J., DeShon, R. D., Schmidt, A. M., & Chambers, B. A. (2003). Trait, goal, and feedback effects on individual and team regulatory processes. In B. S. Bell (Chair), *Active Learning: Critical Elements, Instructional Supports, and Learning Processes*. Symposium presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Kozlowski, S. W. J., DeShon, R. D., & Schmidt, A. M. (2003). A Multilevel model of self- and team-regulation during complex skill acquisition (2003). In H. Liao & A. Joshi (Chairs), *Through a Multilevel Perspective: Understanding Individual and Team Performance*. Symposium presented at the annual meeting of the Academy of Management, Seattle, WA.
- Park, G., Schmidt, A. M., Scheu, C. R., & DeShon, R. P. (2003). The Effects of Goal Orientation on Feedback Seeking Behavior. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Schmidt, A. M. & DeShon, R. P. (2003). Problems in the use of r_{wg} for assessing interrater agreement. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Kozlowski, S. W. J., DeShon, R. D., Schmidt, A. M., & Chambers, B. A. (2002). Effects of feedback and goal orientation on individual and team regulation, learning, and performance. In S. W. J. Kozlowski (Chair), *Advances in Training Effectiveness: Traits, States, Learning Processes, and Outcomes*. Symposium presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Vanden Bosch, K. L., Oswald, F. L., & Schmidt, A. M. (2002). How supervision and web-based testing affect social desirability. In F. L. Oswald (Chair), *Virtually Hired?: The Implications of Web Testing for Personnel Selection*. Symposium presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Schmidt, A. M. & Chambers, B. A. (2002). Moderating effects of goal orientations on reactions to performance-goal discrepancies. In S. W. J. Kozlowski (Chair), *Advances in Training*

- Effectiveness: Traits, States, Learning Processes, and Outcomes. Symposium presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Schmidt, A. M. & Ford, J. K. (2002). The role of goal orientations on metacognitive activity and learning outcomes. In J. M. Diefendorff (Chair), *New Directions in Research on Motivational Traits*. Symposium presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Carr, J. Z., Oswald, F. L., & Schmidt, A. M. (2001). The Medium and the Message: Dual Effects of Supervision and Web-Based Testing on Construct Equivalence for Ability and Personality Measures. In M. A. Donovan (Chair), *Web-Based & Virtual Reality Assessments: Emerging Technologies in I/O Psychology*. Symposium presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- DeShon, R. P. & Schmidt, A. M. (2001). Uses and abuses of the intra-class correlation in multilevel research. In J. M. Cortina (Chair), *Method to our Madness or Madness in our Methods: A Look Back*. Symposium presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- DeShon, R. P., Kozlowski, S. W. J., Schmidt, A. M., Wiechmann, D., & Milner, K. R. (2001). Developing Team Adaptability: Shifting Regulatory Focus Across Levels. In S. W. J. Kozlowski & R. P. DeShon (Co-Chairs), *Enhancing Team Performance: Emerging Theory, Instructional Strategies, and Evidence*. Symposium presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Schmidt, A. M. & DeShon, R. P. (2001). The Impact of Workplace Climates on Work Outcomes: A Meta-Analytic Perspective. In R. P. DeShon (Chair), *The impact of workplace climate on organizational outcomes: A tale of two levels*. Symposium presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Schmidt, A. M. & Ford, J. K. (2001). Promoting active learning through metacognitive instruction. In K. G. Brown (Chair), *Beyond bells and whistles: Using computer technology to stimulate active learning*. Symposium presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Schmidt, A. M., Chambers, B., Kozlowski, S. W. J., & DeShon, R. P. (2001). Can I do it and do I care? Examining the antecedents of state goal orientations. In K. A. Smith-Jentsch & L. Rhodenizer (Co-Chairs), *When Do Learning and Performance Orientations Enhance Learning Outcomes?: Interactions with Individual and Contextual Variables*. Symposium presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- DeShon, R. P., Kozlowski, S. W. J., Wiechmann, D., Milner, K. R., Davis, C. A., Schmidt, A. M. (2000). Training and developing adaptive performance in teams and individuals. In S. W. J. Kozlowski (Chair), *Developing complex adaptive skills: Individual- and team-level training strategies*. Symposium presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- DeShon, R. P., Milner, K. R., Kozlowski, S. W. J., Toney, R. J., Schmidt, A. M., Wiechman, D., & Davis, C. A. (1999). The effects of goal orientation on team and individual performance. In D. Steele-Johnson (Chair), *New directions in goal orientation research: Extending the construct, the nomological net, and analytic methods*. Symposium conducted at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Hoover, P., Steele-Johnson, D., Beauregard, R. S., & Schmidt, A. M. (1999). Learning and performance goal orientation: Interactions with dynamic task complexity. Paper presented at the 14th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Hoover, P., Steele-Johnson, D., & Schmidt, A. M. (1998a). Goal orientation and task complexity effects on motivation, affect, and performance. Paper presented at the 13th annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Hoover, P., Steele-Johnson, D., & Schmidt, A. M. (1998b). Goal orientation effects on motivation: When tasks are dynamically complex. Paper presented at the 13th annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
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TECHNICAL REPORTS

- Chambers, B.A., Schmidt, A.M., & Carr, J.Z. (2001). Proposed training program for Clerk Typist II. Report presented to the City of Ann Arbor, MI.
- Kozlowski, S. W. J., DeShon, R. P., Schmidt, A. M., Chambers, B. A., Milner, K. R., Weichmann, D., & Davis, C. A. (2001). Developing Adaptive Teams: Learning Processes, Training Strategies, and Performance Adaptability. Report presented to the Air Force Office of Scientific Research.
- Kozlowski, S. W. J., DeShon, R. P., Schmidt, A. M., Weichmann, D., & Milner, K. R. (2000). Training and Developing Adaptive Performance: Team Compilation vs. Team Building Training Strategies (Work in Progress Report prepared for United States Air Force Office of Scientific Research). Michigan State University, East Lansing.
- Schmidt, A. M., Ford, J. K., DeShon, R. P., & Carr, J. Z. (2000). A meta-analysis of antecedents and outcomes of organizational climate (Summary Report prepared for United States Air Force). Michigan State University, East Lansing.
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APPLIED EXPERIENCE

Ann Arbor Department of Human Resources / Ann Arbor, Michigan

Consultant, January 2001-June 2001

Conducted training needs analysis

Conducted job analysis

Developed training objectives for a clerk position

Created plan of instruction

Developed criteria for training evaluation and effectiveness

Ford Motor Company / Dearborn, Michigan*Consultant, July 2000-October 2000*

Developed objectives for Emergency Response Planning (ERP) training.
Provided recommendations for instructional design and training evaluation.

U.S. Air Force*Consultant, November 1999-February 2000*

Conducted meta-analytic literature review of influences and outcomes of organizational climate.
Provided recommendations for improving organizational climate.

PROFESSIONAL ACTIVITIES

Ad Hoc Reviewer for Applied Psychology: An International Review

Ad Hoc Reviewer for Human Performance

Ad Hoc Reviewer for Personnel Psychology

Ad Hoc Reviewer for Journal of Applied Psychology

Ad Hoc Reviewer for Journal of Applied Social Psychology

Ad Hoc Reviewer for Journal of Management Studies

Ad Hoc Reviewer for Journal of Occupational and Organizational Psychology

Ad Hoc Reviewer for Journal of Organizational Behavior

Ad Hoc Reviewer for Organizational Behavior and Human Decision Processes

Ad Hoc Reviewer for Organizational Science

Ad Hoc Reviewer for Society for Industrial and Organizational Psychology Conference

Member of the Society for Industrial and Organizational Psychology (1998-present)

Member of the American Psychology Association (1998-present)

Member of the American Psychology Society (2003-present)

Member of The Academy of Management (2003-present)