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Identifying Information (University Office):

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Current Rank:

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

Professional Certification:

Psychologist #3539 (Ohio)

Diplomate in Industrial/Organizational Psychology, American Board of Professional Psychology

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

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; PRADCO.

Director, Center for Organizational Research, University of Akron, 2000-present.

Clients include: Neuroscience Associates; University of Akron Law School; Future Sculpting; Timken; 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; PRADCO.

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.

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

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
Undergraduate: Industrial/Organizational Psychology

Supervision of Theses and Dissertations

Since January 2006:

Major Advisor Dissertation 3
Member Dissertation 3
Thesis Waiver Advisor 3
Thesis Waiver Member 1

Pre 2006:

The University of Akron:

Major Advisor: 15 Dissertations, 5 Theses, 11 Thesis Waivers
Committee Member: 54 Dissertations, 21 Theses, 8 Thesis Waivers

University of Nebraska at Omaha:

Committee Member: 3 Theses

D. Publications

Under Review

Lam, P. Doverspike, D., Zhao, J. Zhe, J., & Menzemer, C. (2007). Encouraging Equal Access to STEM Education for Students with Specific Learning Disabilities. Revise and resubmit to *Journal of SMET: Innovation and Research*.

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

O'Connell, M. S., Doverspike, D., & Blumental, A. (2006). Leadership and self-directed work team performance: A field study. Jon L. Pierce & John W. Newstrom (in press). *Leaders and the Leadership Process: Reading, Self-Assessments and Applications (4th 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 Landy, F. (Ed.). *Employment discrimination litigation: Behavioral, quantitative, and legal perspectives*. San Francisco, CA: Jossey-Bass, 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

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

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., & Hatrup, K. (2001). Predictors of organizational citizenship behavior among Mexican retail salespeople. *International Journal of Organizational Analysis*, 9, 272-280.
- O'Connell, M. S., Hatrup, 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.
- Sidick, J. T., Barrett, G. V., & Doverspike, D. (1994). Three-alternative multiple choice tests: An attractive option. *Personnel Psychology*, 47, 829-835.

- Kandra, J., Barrett, G. V., & Doverspike, D. (1993). Validity of a computerized information-processing-based test battery for the prediction of performance in a transport driver simulation. *Educational and Psychological Measurement, 53*, 965-971.
- Barrett, G. V., Alexander, R. A., Doverspike, D. (1992). The implications for personnel selection of apparent declines in predictive validity over time: A reply to Hulin, Henry & Noon. *Personnel Psychology, 45*, 601-618.
- Arthur, W., Jr., & Doverspike, D. (1992). Locus of control and auditory selective attention as predictors of driving accident involvement: A comparative longitudinal investigation. *Journal of Safety Research, 23*, 73-80.
- Arthur, W., Jr., & Doverspike, D. (1992). Recipients affective responses to affirmative action interventions: A cross-cultural perspective. *Behavioral Science and the Law, 10*, 229-243.
- Szmania, J. M., & Doverspike, D. (1990). A test of the differential investment hypothesis applied to the exploration of gender differences in reaction to pay. *Journal of Vocational Behavior, 37*, 239-250.
- Barrick, M. R., Barrett, G. V., Doverspike, D., Robison, S. J., & Grubs, L. L. (1990). Central tendency and its impact on three SDy procedures: A case study. *Journal of Occupational Psychology, 63*, 265-268.
- Arthur, W., Jr., Barrett, G. V., & Doverspike, D. (1990). Validation of an information processing based test battery for the prediction of handling accidents among petroleum product transport drives. *Journal of Applied Psychology, 75*, 621-628.
- Herbert, G. R., & Doverspike, D. (1990). Performance appraisal as a needs analysis technique: A review and critique. *Public Personnel Management, 19*, 253-270.
- Arthur, W., Fuentes, R., & Doverspike, D. (1990). Relationship between personnel tests, age, and job performance. *Experimental Aging Research, 16*, 11-16.
- Barrett, G. V., & Doverspike, D. (1989). Fundamental errors and erroneous beliefs in using regression analysis as a test for sex discrimination. *Law and Psychology Review, 13*, 1-24.
- Cellar, D. F., Durr, M. L., Halsell, S., & Doverspike, D. (1989). The effect of field independence, job analysis information format and sex of rater on the accuracy of job evaluation ratings. *Journal of Applied Social Psychology, 363-376*.
- Barrett, G. V., & Doverspike, D. (1989, March). Another defense of point-factor job evaluation. *Personnel, 33-36*.

- Highhouse, S., & Doverspike, D. (1987). The validity of the learning style inventory 1985 as a predictor of cognitive style and occupational preference. *Educational and Psychological Measurement, 47*, 123-126.
- Doverspike, D., Cellar, D., & Hajek, M. (1987). Relative sensitivity to performance cue effects as a criterion for comparing ratings scale formats. *Educational and Psychological Measurement, 47*, 1135-1140.
- Cooper, E. A., Doverspike, D., Barrett, G.V., & Alexander, R. A. (1987). Sex bias in job evaluation: The effect of sex on judgment of factor and level weights. *Educational and Psychological Measurement, 47*, 369-377.
- Doverspike, D., Cellar, D., & Barrett, G. V. (1986). The auditory selective attention test: A review of field and laboratory studies. *Educational and Psychological Measurement, 46*, 1095-1104.
- Barrett, G. V., Alexander, R. A., Anesgart, M. N., & Doverspike, D. (1986). Frequently encountered problems in the application of regression analysis to the investigating of sex discrimination in salaries. *Public Personnel Management Journal, 15*, 143-157.
- Doverspike, D., Barrett, G. V., & Alexander, R. A. (1985). The feasibility of traditional validation procedures for demonstrating job relatedness. *Law and Psychology Review, 9*, 35-44.
Cited by the U.S. Supreme Court in *Watson V. Fort Worth Bank & Trust*, 487 U.S. 977 (1988).
- Cooper, E. A., Doverspike, D., & Barrett, G. V. (1985). A comparison of different methods of determining the sex type of an occupation. *Psychological Reports, 57*, 747-750.
- Doverspike, D., & Barrett, G. V. (1984). An internal bias analysis of a job evaluation instrument. *Journal of Applied Psychology, 69*, 648-662.
- Hoffman, C. C., Fredricks, A., & Doverspike, D. (1984). Another look at "Do Behavioral Observation Scales Measure Observation?" *Psychological Reports, 55*, 31-34.
- Doverspike, D., Cellar, D., Barrett, G. V., & Alexander, R. A. (1984). Sex differences in short-term memory processing. *Perceptual and Motor Skills, 58*, 135-139.
- Barrett, G. V., Alexander, R. A., Cellar, D. C., Doverspike, D., & Thomas, J. C. (1983). Use of an information processing based test battery in an applied setting: Prediction of monitoring performance. *Perceptual and Motor Skills, 56*, 939-945.
- Doverspike, D., Carlisi, A. M., Barrett, G. V., & Alexander, R. A. (1983). Generalizability analysis

of a point-method job evaluation instrument. *Journal of Applied Psychology*, 68, 476-483.

Alexander, R. A., Barrett, G. V., & Doverspike, D. (1983). An explication of the concept of selection ratio and its relationship to hiring rate. *Journal of Applied Psychology*, 68, 342-344.

Cellar, D., Barrett, G. V., Alexander, R. A., Doverspike, D., Thomas, J. C., Binning, J. A., & Kroeck, G. (1982). Cognitive information processing measures as predictors of monitoring performance. *Perceptual and Motor Skills*, 54, 1299-1302.

Barrett, G. V., Alexander, R. A., Doverspike, D., Cellar, D., & Thomas, J. C. (1982). The development and application of a computerized information processing test battery. *Applied Psychological Measurement*, 6, 13-29.

Reviews, Encyclopedia Entries, Articles, and Proceedings

Doverspike, D. & Nakai, Y. (2007). The graying global workforce. *International Public Management Association for Human Resources News*, September, 23, 27.

Doverspike, D. & Vaiana, L. P. (2007). When generations collide, Part 3: Des anyone really know how old they are? *International Public Management Association for Human Resources News*, April, 6-7.

Doverspike, D. (2007). To build diversity and eliminate labor shortages, start early. *International Public Management Association for Human Resources News*, April, 25, 27.

Zhe, J., Zhao, J., Lam, P., Doverspike, D., & Menzemer, C. (2007). Fostering science, technology, engineering and math using intelligent balloon for special learning disabilities middle school students. *Proceedings of the Spring 2007 American Society for Engineering Education North Central Section Conference at West Virginia Institute of Technology (WVUTech), March 30-31 2007*.

Lam, P., Zhao, J., Doverspike, D., Zhe, J. & Menzemer, C. (2007). An Initial Assessment of the Effectiveness of the Enhancing Access and Fostering Science, Technology, Engineering and Math (STEM) NSF Summer Workshop Program. *Proceedings of the ASEE-SE 2007 Conference*.

Doverspike, D. (2007, January). So, What's New in Testing? A Look Back Over the Past 30 Years. *IPMA-HR News*, January, 27-28.

Doverspike, D. (2006, November). Principles for partnering in selection. *IPMA-HR News*, November 27-28.

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- Doverspike, D. (2006). Incentives. In Steven G. Rogelberg (Ed.). *The Encyclopedia of Industrial/Organizational Psychology*. Sage, 338-340.
- Doverspike, D. & Arthur, W., Jr., (2006, June). Organization man 2.0. Person-organization fit and diversity. *PTC Quarterly*, 2 (2), 6-7.
- Doverspike, D. (2006, June). The philosophical basis of personnel assessment. *IPMA-HR News*, June, 9-10.
- Doverspike, D. (2006). Pay-for-performance reward systems. In Greenhaus, J. H., & Callahan, G. A. (Eds.). *Encyclopedia of career development, Volume II* (pp. 618-619). Thousand Oaks, CA: Sage.
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- Doverspike, D. & O'Malley, A. (2006). When generations collide: Part 2. *International Public Management Association for Human Resources News*, March, 1, 5, 7.
- Doverspike, D. & Vaiana, L. P. (2005). The strategic use of volunteers: Staffing issues. *International Public Management Association for Human Resources News*, November, 11-12.
- Doverspike, D. (2005). Assessment as a partner in strategic HR. *International Public Management Association for Human Resources News*, November, 23, 27.
- Doverspike, D. (2005). [A review of the PhonePass Spoken English Test.] In **The mental measurements yearbook - 16th**. Lincoln, NE: Buros Institute of Mental Measurements, 710-711.
- Doverspike, D. (2005). [Review of the Object-Oriented Programmer Analyst Staff Selector.] In **The mental measurements yearbook - 16th**. Lincoln, NE: Buros Institute of Mental Measurements. 743-744.
- Doverspike, D. (2005). Utility - A matter of perceptions. *International Public Management Association for Human Resources News*, August, 30-31.

- Doverspike, D. & Chang, D. (2005). Calculating the cost-per-hire. *International Public Management Association for Human Resources News*, June, 7-8.
- Doverspike, D., & Vaiana, L. P. (2005). Shaping a public sector work ethic. *International Public Management Association for Human Resources News*, May, 23.
- Doverspike, D. (2005). Assessment for professional development: The case of the Myers-Briggs. *International Public Management Association for Human Resources News*, February, 15, 18.
- Doverspike, D. (2004). Selection for retention. The case for person-job fit. *International Public Management Association for Human Resources News*. November, 21.
- 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.
- Doverspike, D. (2003). [Structural Analysis of Social Behavior Intrex Questionnaires.] In **The mental measurements yearbook**. Lincoln, NE: Buros Institute of Mental Measurements, 763-765.
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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 24th Annual IPMAAC Conference on Professional Personnel Assessment*.

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- Doverspike, D. (December, 1996). Information processing approaches to test development and construction as evidence for test validity. *IPMA Assessment Council News*, pp. 15-16.
- Doverspike, D., & Miguel, R. F. (December, 1995) Practical aspects of arranging internships. *IPMA Assessment Council News*, pp. 21-24.
- 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.
- Doverspike, D. (1989). Report on the 3rd Annual I/O - OB Doctoral Student Consortium. *The Industrial - Organizational Psychologist*, 26, 31.
- 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*.
- Doverspike, D. (1987). [Review of *Essentials of Industrial and Organizational Psychology*]. *Personnel Psychology*, 40, 161-163.
- 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, 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. (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. (2007, May). *Understanding and assessing item bias*. MAPAC Conference, Harrisburg, PA.

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.

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 24th 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 16th 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 16th Annual SIOP Conference, San Diego, CA.
- Doverspike, D. & Miguel-Feruito, R. F. (2001, April). *Test-wisness training as a mechanism for reducing adverse impact: Effects on responses to a Reading Comprehension Test with Omitted Passages*. Paper presented at the 16th 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 I/O & OB Graduate Student Convention, College Park, MD.

G. Professional Activities

Supported Research

Mawasha, P. Ruby (PI). Wright State Design of Experiments Research Project. NSF. Not yet funded. 1 summer month/year.

Lam, P. (PD), Menzmer, C., Pachnowski, L., Zhao, J., Zhe, J., & Doverspike, D. (PI). Enhancing Access and Fostering Science, Technology, Engineering and Mathematics (STEM) Based Education for High School Students with Special Learning Disabilities. DOE. Not funded. 1 summer month/year, total \$480,000.

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).

Doverspike, D. (2007). Employee Survey Work for Linda Brown Consulting, LLC, and Summit Racing Equipment, \$2,700. In-progress.

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

Doverspike, D. (Pincipal 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, Statagic 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

Industrial-Organizational Board Member, 2005-present

Exam Appeals Committee Member (Chair), 2006

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.

APA Program Committee 1989-1998, 2003

Chair, Review E & T Guidelines Committee, 1988-1990

SIOP Program Committee, 1990-present

Division of Teaching, (2), 1984-1990

Division of Law and Psychology (41), 1986-present

Division of Evaluation, Measurement, and Statistics, (5) 1992-

Psychology of Women (35), 1992-

Military Psychology (19), 1992-

Psychology of Religion (36), 1992-

Society for the Psychological Study of Ethnic and Minority Issues (45) 1992-
 Academy of Management, 1982-1999, 2003-
 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
 Recruitment/Selection Best Practices 2000, 2002-2003
 Member, Student Paper Committee 1984, 1990, 1991, 1997-present
 Chair, University Liaison & Student Paper Committee, 1992, 1993, 1994, 1995, 1996
 Member, Research and Resources Committee, 1992, 1993, 1994
 Member, Conference Planning Committee, 1994, 1995, 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-
 Ohio Psychological Association, 2007-
 Sigma Xi, 1991-2001
 University of Akron, President
 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

Reviewer : Journal of Applied Psychology, 1988 - 1994, 1996-2000, 2001, 2002, 2003, 2004,
 2005, 2006, 2007
 Reviewer: Psychological Reports, 2004, 2006, 2007
 Reviewer: Journal Article, International Journal of Manpower, 2006, 2007
 Reviewer: Auburn University, Full Professor, 2006
 Reviewer: University of Oklahoma, Associate Professor and Tenure, 2006
 Reviewer: Book Review, Sage, 1996, 2006
 Reviewer: Book Review, Worth Publishing, 2006
 Reviewer: Journal Article, Organizational Research Methods, 2006
 Reviewer: Reviewer & Committee Member - International Personnel Management Assessment
 Council's Student Paper Competition 1984, 1990 2006
 Reviewer: International Journal of Selection and Assessment 2002, 2003, 2004, 2006
 Reviewer: Journal of Vocational Behavior, 1998, 1999, 2000, 2001, 2002, 2006. 2007

Reviewer: DePaul Psychology Department Site Visit, 2005
 Editorial Board: Organizational Analysis, 2003, 2004
 Editorial Board: Publications Advisory Board - International Personnel Management Association
 (Editorial Board for *Public Personnel Management*), 1995, 1996
 Advisory Board: Examinations Advisory Board - International Personnel Management
 Association 1996, 1997, 1998, 1999, 2000
 Reviewer: Wiley, 2004
 Reviewer: Sentient Publications, 2004
 Reviewer: North American Journal of Psychology, 2004, 2005
 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 Review, 1991
 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

Licensure and Certification

Licensed Psychologist, State of Ohio - # 3539

Diplomate in Industrial/Organizational Psychology, American Board of Professional Psychology

Related Continuing Education

American Red Cross Introduction to Disaster Services – 2003
American Red Cross Disaster Mental Health Services I - 2004

University Committees

Arts & Science, Promotion to Chair Review Committee, Associate, Chair 2006
McNair Scholars, 2000, 2001
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

Psi Chi - Faculty Advisor - 1996-2007
I/O Committee 1984-present
Academic Policies 1986-1988, 2006- present
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, 2007-present
Psychology Club - Faculty Advisor, 1997, 1998, 2000, 2001
MPA 1998, 1999

Community

APA Disaster Response Network, 2004-
Catholic Charities, 2004-
Summit County American Red Cross Disaster Mental Health Services, 2004-
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

Robinson, Ryan (2007).

Koumbis, (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, Julia 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.

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

Chair - Thesis - Waiver

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

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

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

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

Member - Completed - Dissertation

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.

- Lehman-Byham, Tacy M. (2005). An Investigation of Two Instructional Techniques for Soft-Skills Training in an Applied Setting and Individual Differences Effecting Training Success.
- Kamin-Houston, Susan (2005). Test-Wiseness Training: An Investigation of the Impact of Test-Wiseness in an Employment Setting.
- Bott-Phillips, Jennifer (2005). The Effects of a Manipulation of Recruitment Information on Applicant Motivation: Investigating Responses, Reactions, and Non-Cognitive Test Validity.
- Ramakrishnan, Manoharan (2005). Moving Beyond Traditional Warnings: Effects of Alternative Instructions on Faking and Applicant Reactions.
- Ritter, B. A. (2004). Leadership transference: The generalization of affective and motivational processes
- Brown, L. L. (2004). The effects of organizational climate on in-basket decisions using an interactionist framework.
- Shalhoop, J. (2003). Social-exchange as a mediator of the relationship between organizational justice and workplace outcomes.
- Cober, R. T. (2003). The effects of corporate employment websites on job-seeker motivation to pursue employment opportunities.
- Hanson, Eric (2001). The comparative value of rater sources in multi-rater survey assessment.
- Tan, James A. (2001). The role of planned behavior and goal orientation theory in skill acquisition.
- Haworth, Chera (May, 2001). Disentangling the etiology of climate perceptions and linking the individual and organizational outcomes: A multilevel study.
- Erker, Scott C. (2000). The importance of individual difference variables to decision making under conditions of risk.
- Ortiz, Rafael C. (2000). The influence of voice quality and rating format on ratings of an oral briefing exercise: An investigation of bias.
- Miller, Corey E. (2000). The susceptibility of personality selection tests to coaching and faking.
- McDaris, Kevin (1998). Engineering time analysis.

- Stark, Ellen (1998). Task analysis of the WAIS-R picture arrangement subtest in two different developmental populations.
- Govern, D. M. (1997). The effect of diversity awareness training on oral presentation ratings.
- Twymon, S. (1997). Does 360-degree feedback add malise to the performance appraisal process?
- Callahan, C. M. (1997). An examination of four occupational moderators of the age-job performance relationship.
- Sawyer, Thomas P. (1997). Differential prediction of cognitive ability measures by sex.
- Farrell, J. (1996) The acquisition of skill: Ackerman's (1988) model and the GATB.
- Axton, T. R. (1996). Cognitive abilities' required for problem solving in a process control task.
- Lehman, M. (1996). An examination of age-related differences in prediction of cognitive ability tests.
- Oeth, Carol (1996). Leadership in the National Football League.
- Bishop, N B. (1996). The big five and personnel selection: Factors impacting responses and criterion validities.
- Boyce, Carol (1995). The influence of motivational and self-regulatory variables on training outcomes: Testing a model in a field setting.
- Scozzaro, P. (1992). Differences among Holland types as measures by the Jackson Personality Inventory, factor structure of Holland's VPI and SDS.
- Scozzaro, M. (1992). Information processing predictors versus general cognitive ability: Prediction of performance on two firefighter simulated activities.
- Roos, G. R. (1992). Differences in the prediction validity of a specific information processing test, general cognitive ability test, and general information processing ability test at different stages of practice on a position classification task.
- Rutherford, Andrena (1992). A comparative study of training personnel interviewers with computer-based interactive video and video.

- Szmania, J. M. (1992). Development of an information processing test battery to predict performance in resource dependent and resource independent legal tasks.
- Carr, L. S. (1992). The development of a task specific information processing battery and the detection of individual differences in resource dependent and resource independent tasks.
- Nordstrom, C. (1992). The impact of self-regulation of interviewers' evaluation and attributions.
- Gussett, N. (1992). The validity of task-specific information processing measures: Predicting performance on resource dependent & resource independent clerical tasks.
- Park, R. (1991). The development and validation of information processing measures for maintenance positions.
- Herbert, G. R. (1990). The cognitive representation of job information and the selection of social comparison referents for outcome evaluations: A process model based on action identification theory.
- Forbringer, L. R. (1990). The role of the availability heuristic in biasing task description ratings of the Position Analysis Questionnaire.
- Neumann, E. G. (1990). Study of the use of magnitude estimation for the determination of level weights and monetary remuneration for a physical demand, factor of a point method job evaluation.
- Hrop, S. (1990). The effect of processing strategy, self-schema, and applicant gender on selection criteria judgments.
- Patchett, M. B. (1989). Equity theory: Predictions of discrimination against older adults applying for "younger worker jobs."
- Anesgart, M. N. (1988). Analyzing organizational compensation. The role of ordinary least squares regression in assessing pay discrimination.
- Day, D. V. (1988). Comparison of the knowledge structure of experts and novices in the machine tool industry and its link to perceived environmental uncertainty and strategic orientation: Advancing a theory of executive leadership.

Barrick, M. R. (1988). The effect of environmental content and organizational capabilities on business - level strategies.

Arthur, W. (1987). The validity of information procession measures: Prediction accidents in a simulated and real world content.

Tarulli, B. (1987). The role of causality orientations in sex differences in personal entitlement.

Prospero, G. D. (1987). The effects of accurate, non-evaluative feedback and moderately difficult, specific goals on the reliability of performance on two self-faced tasks.

DeSimone, R. (1986). Information gathering strategies in the employment interview.

DeVader, C. L. (1986). A comparison of three category types: Their applicability of I/O ratings.

Hanges, P. (1986). A catastrophe model of control theory's decision mechanism: The effects of goal difficulty, and task direction on goal commitment.

Hoy, S. L. (1986). The effects of frequent feedback and goal priority: A control theory perspective.

Carson, K. N. (1985). Contingent decision making: A test of the motivational effects of goal setting.

Cellar, D. F. (1985). Script processing and intrinsic motivation: A laboratory experiment.

Fraser, S. (1985). Effects of behavioral frequency and category availability on leader behavior perceptions: Reaction time, recognition accuracy, and frequency ratings.

Member - Completed - Thesis Waiver

Nakai, Yoshie (2007). Age differences in fairness perceptions of personnel selection.

Aarti Shyamsunder (2004). What were you thinking?! Cognitive bias in applicant responding.

Gargoline, Christopher, B. (2000). Competencies, culture and change: A case study.

Meloun, J. (1998). Socialization and antecedents and outcomes of job enrichment proactivity.

Rotenberry, P. (1998). Determination of systematic bias for an objectively scored in-basket assessment.

Davies, G. M. (1997). Effect of tokenism on promotion decisions.

McKay, P. F. (1996) A task-specific information processing test and personality: The possibility of incremental validity

Ortiz, R. (1995). The prediction of a monitoring task: Working memory and search reaction time: As valid alternative predictor to "g".

Houston, S. E. (1995). Does conscientiousness explain the validity of integrity tests.

Member - Completed - Thesis

Nordstrom, C. R. (1990). Cognitive states associated with burnout: A self-discrepancy theory perspective.

Kahney, L. (1990). The effects of dispositional self-focused attention on level of action identification, intrinsic motivation, attributions of causality, and satisfaction.

Carpenter, M. (1989). A psychometric assessment of script structure in organizational behaviors.

Kollar, L. (1989). Effects of goal difficulty and presentation sequence on performance, subjective probability of success, and self-efficacy.

Forti, J. C. (1989). A prototype analysis of function and attribute dimensions of experienced and novice workers.

Schwartz, L. S. (1989). The concomitant effect of age self-selected performance pace, and accuracy on the visual monitoring inspection task.

Kubitz, N. (1989). Post-retirement employment: Factors impacting upon employment decision and subsequent work satisfaction.

Kahle, D. R. (1988). The coding of managers' decision tasks and strategies.

Day, D. V. (1987). Individual differences in response to task performance feedback: A control theory application.

- Roos, G. (1987). Relationships between subgoal frequency and intrinsic motivation.
- Barrick, M. (1986). A quality circles' impact on attitudes, turnover, casual absenteeism, and overtime.
- Arthur, W. (1986). Predication of automobile accident involvement: A meta-analysis.
- Grubs, L. (1985). Employee involvement and its effect on productivity, absenteeism and climate.
- Mayer, A. L. (1985). Perceptual differences between supervisors and subordinates regarding the performance appraisal interview, as a function of roles and of the verbal dyad linkage.
- Innaurato, T. (1984). Acceptance of feedback. Unpublished Master's Thesis, University of Nebraska at Omaha.
- Whitemack, D. (1984). The impact of assigned, conflicting goals on task performance. Unpublished Master's Theses, University of Nebraska at Omaha.
- Louiselle, K. G. (1984). The effect of assessor task complexity on the demonstration of convergent and discriminant validity in an assessment center.