

## **Andrea F. Snell**

Master Vita  
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Current Rank: Associate Professor, Industrial/Organizational Psychology

Date of First Appointment: August, 1994, The University of Akron

### **A. Education**

Ph.D. 1995 Measurement and Human Differences.  
University of Georgia

M.S. 1990 Industrial/Organizational Psychology  
Georgia Institute of Technology

B.A. 1985  
Agnes Scott College

### **B. Professional Employment**

Assistant Professor of Psychology, The University of Akron, 1994-present

### **C. Teaching**

#### The University of Akron

601: Quantitative Methods I  
780: Multivariate Statistics  
780: Exploratory and Confirmatory Factor Analysis  
780: Advanced Structural Equation Modeling  
660: Advanced Industrial/Organizational Psychology  
752: Personnel Selection and Performance Evaluation  
410: Tests and Measures  
460: History and Systems of Psychology

#### The University of Georgia

Measurement and Individual Differences

#### Georgia Institute of Technology

Introduction to Psychology

## D. Publications

### Refereed Publications

- Snell, A. F. & Fluckinger, C. D. (2006). Understanding responses to personality selection measures: A conditional model of the applicant reasoning process. In R. L. Griffith & M. H. Peterson (Eds.), *A closer examination of applicant faking behavior* (pp. 177-206). Greenwich, CT. Information Age Publishing.
- Keeney, M. J., Snell, A. F., Robison, S. J., Svyantek, D. J., & Bott, J. (2004). Personality and situational pattern differences across three work groups: A comparative examination of worker personality and organizational climate using three pattern-extraction analyses. *Organizational Analysis, 12* (2), 183-204.
- Steelman, L. K., Levy, P. E. & Snell, A. F. (2004). The feedback environment scale (FES): Construct definition, measurement and validation. *Education and Psychological Measurement, 64*, 165-184.
- Graham, K.E., McDaniel, M. A., Douglas, E. F., & Snell, A. F. (2002). Biodata validity decay and score inflation with faking: Do item attributes explain variance across items? *Journal of Business and Psychology, 16*, 573-592.
- Snell, A. F., Sydell, E. J. & Lueke, S. B. (1999). Towards a theory of applicant faking: Integrating studies of perception. *Human Resource Management Review*.
- Svyantek, D. J. & Snell, A. F. (1999). Knowledge out of chaos: Using phase spaces for the qualitative evaluation of organizational change. In M. P. Cunha & C. A. Marques (Eds.). *Readings in organization Science: Organizational change in a changing context* (pp. 1-17).
- Toltzis, P., Stephens, R. C., Adkins, I., Lombardi, E., Swami, S. Snell, A. Cargill, V. (1999). HIV-Related Risk Taking Behaviors in Women Attending Inner City Prenatal Clinics in the Mid-West. *Journal of Perinatology, 19*, 483-487.
- Hall, R. J., Snell, A. F. & Foust, M. S. (1999). Item Parcelling Strategies in SEM: Investigating the Subtle Effects of Secondary Constructs. *Organizational Research Methods, 2*, 233-256.
- McDaniel, M. A. & Snell, A. F. (1999). Holland's theory and occupational information. *Journal of Vocational Behavior, 55*, 74-85.
- Martin, B. A., Snell, A. F. & Callahan, C. M. (1999). An examination of individual differences in the relationship of subjective goal difficulty to performance in a goal setting model. *Human Performance, 12*, 115-135.
- Tokar, D. M., Fischer, A. R., Snell, A. F. & Harik-Williams, N. (1999) Efficient assessment of the five-factor model of personality: Structural validity analyses of the NEO Five-Factor Inventory (Form S). *Measurement and Evaluation in Counseling and Development, 32*, 14-30.
- Fischer, A. R., Tokar, D. M., Good, G. E. & Snell, A. F. (1998). More on the structure of male role norms: Exploratory and multiple sample confirmatory analyses. *Psychology of Women*

*Quarterly.*

- Snell, A. F., Hall, R. J. & Foust, M. (1997). Are testlets created equal: Examining testlet construction strategies in SEM. *Proceedings of 1997 Academy of Management Association National Conference*, Boston, MA. Recognized as Best Paper of the Research Methods Division.
- Douglas, E. F, McDaniel, M. A. & Snell, A. F. (1996). The validity of non-cognitive measures decays when applicants fake. *Proceedings of 1996 Academy of Management Association National Conference*, Cincinnati, OH. Recognized as Best Paper of the Human Resources Division.
- Snell, A. F., Stokes, G. S., Sands, M. M. & McBride, J. R. (1994). Adolescent life experiences as predictors of occupational attainment. *Journal of Applied Psychology*, 79, 131-141.
- Mumford, M. D., Snell, A. F. & Reiter-Palmon, R. (1994). Personality and background data: Life history and self concepts in an ecological system. In Stokes, Mumford and Owens (Eds.), *The biodata handbook: Theory, research and use of biographical information in selection and performance prediction* (pp. 583-625). Palo Alto, CA: Consulting Psychologists Press.
- Mumford, M. D., Reiter-Palmon, R. & Snell, A. F. (1994). Background data and development: Structural issues in the application of life history measures. In Stokes, Mumford and Owens (Eds.), *The biodata handbook: Theory, research and use of biographical information in selection and performance prediction* (pp. 555-581). Palo Alto, CA: Consulting Psychologists Press.
- Stokes, G. S., Hogan, J. B. & Snell, A. F. (1993). Comparability of incumbent and applicant samples for the development of biodata keys: The influence of social desirability. *Personnel Psychology*, 46, 739-762.
- Mumford, M. D., Snell, A. F. & Hein, M. B. (1993). Varieties of religious experience: Person influences on continuity and change in religious involvement. *Journal of Personality*, 61, 265-297.

#### Proceedings

- Svyantek, D. J. & Snell, A. F. (1997). Non-linearity and organizational research. *Proceedings of the Fourth Annual International Conferences on Advances in Management*, 4, 58.
- Martin, B. A. & Snell, A. F. (1998). A conceptualization of subjective goal difficulty as an independent construct. *Proceedings of Rijeka faculty of economics: Journal of Economics and Business*, 59-69.

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

- 1998 Best Paper, International Personnel Management Association Assessment Council  
1997 Best Paper, Research Methods Division, Academy of Management  
1996 Best Paper, Human Resources Division, Academy of Management  
1992-1993 Herbert Zimmer Scholar in Psychology

1992-1993 University of Georgia research grant  
1993-1994 University of Georgia research grant

## F. Presentations

- Bott, J. P., Snell, A. F., & Dahling, J. (2005, April). Predicting within-person elevation: A comparison of individual differences and situational perceptions. Paper to be presented at the 20<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Illingworth, A. J., Snell, A. F., & Rosen, C. C. (2005, April). Effects of warnings and individual differences on the criterion-related validity of noncognitive tests. Paper to be presented at the 20<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Shyamsunder, A. & Snell, A. F. (2005, April) What were you thinking?: Cognitive bias in applicant responding. Paper to be presented at the 20<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Lueke, Sarah & Snell, A. F. (2004, April). *Perceptions of procedural justice in the employee selection process: Effects on responses to non-cognitive tests and test validity*. Paper presented at the 19<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Rofail, D., Ritter, B. A., & Snell, A. F. (2003, April). *Response enhancement as a function of discrimination perceptions*. Paper presented at the 18<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Haworth, C. L., Snell, A. F., Svyantek, D. J., & Kustis, G. A. (2003, April). *Evaluation the etiology of climate: Building understanding from multiple levels*. Paper presented at the 18<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Sydell, D. J. & Snell, A. F. (2003, April). *The influence of test-taker characteristics and perceptions on the validity of personality measures*. Paper presented at the 18<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Sloboda, Z., Stephens, R., Hawthorne, R., Tonkin, M, Snell, A. & Marquette, J. (2002). Development and implementation of National prevention program. Roundtable discussion held at the annual meeting of the Society for Prevention Research, Seattle, WA, May, 2002.
- Lueke, S.B., Snell, A. F., Illingworth, A.J. (2002, April). The Effect of Different Types of Fakers on Validity Coefficients. Paper presented at the 17<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.
- Lueke, S.B., Snell, A.F., Illingworth, A. J. & Paidas, S. M. (2001, April). An empirical test of an interactional model of faking. Paper presented at the 16<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Snell, A. F., Hall, R. J., Davies, G. M. & Keeney, M. J. (1999, April). *The implications of secondary factors for the use of item parcels in Structural Equation Modeling*. Paper

- presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Atlanta, GA.
- Snell, A. F. & Sydell, E. J. (1999, April). *Do impression management scores adequately measure intentional response distortion?* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Atlanta, GA.
- Sydell, E. J. & Snell, A. F. (1999,). *Understanding Validity Scales Used in Personnel Selection.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Atlanta, GA.
- Bernal, D. S., Snell, A. F. & Svyantek, D. J. (1999, April). *Faking out the fakers: A new technique of scale construction.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Atlanta, GA.
- Keeney, M. J., Svyantek, D. J., Snell, A. F. & Robison, S. J. (1999, April). *CART and neural network tests of Schneider's (1987) homogeneity hypothesis.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Atlanta, GA.
- Rechenberg, C., Bernal, D. S. & Snell, A. F. (1999, April). *Gender differences in mechanical comprehension: Reducing the disparity through training.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Atlanta, GA.
- Smith, K. C., Sydell, E., Snell, A. F., Haas, A. C. & McDaniel, M. A. (1999, April). *Flanagan's critical incident technique meets the faking controversy.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Atlanta, GA.
- Snell, A. F. & McDaniel, M. A. (1998, April). *Applicant faking: Getting data to answer the right questions.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Dallas, TX.
- Frei, R. L., Snell, A. F., McDaniel, M. A. & Griffith, R. L. (1998, April). *Using a within subjects design to identify differences between social desirability and faking.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Dallas, TX.
- Griffith, R. L., Snell, A. F., Frei, R. L., McDaniel, M. A. & Confer, S. (1998, April). *Modeling social desirability as a method bias effects.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Dallas, TX.
- Haworth, C. L., Snell, A. F., & Frei, R. L. (1998, April). *Expanding the criterion domain for customer service representatives.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Dallas, TX.
- Olesen, E. P., McDaniel, M. A. & Snell, A. F. (1998, April). *Construct validity of customer service measures: An examination of convergent validity evidence.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Dallas, TX.
- Snell, A. F., Rechenberg, C. & Griffith, R. L. (1998, April). *Understanding item fakability: A comparison of three methods.* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Dallas, TX.

- Griffith, R. L., Frei, R. L., Snell, A. F., Hamill, L. S. & Wheeler, J. K. (1997, April). *Warning versus no warnings: Differential effect of method bias*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, St. Louis, MI.
- Frei, R. L., Griffith, R. L., Snell, A. F. & McDaniel, M. A. (1997, April). *Faking of non-cognitive measures: Factor invariance using multiple groups LISREL*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, St. Louis, MI.
- McDaniel, M. A., Douglas, E. F. & Snell, A. F. (1997, April). *A survey of deception among job seekers*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, St. Louis, MI.
- Graham, K. E., McDaniel, M. A. & Snell, A. F. (1997, April). *Item attribute correlates of biodata validity decay with faking*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, St. Louis, MI.
- Rechenberg, C. & Snell, A. F. (1997, April). *Construct validity of a racially unbiased mechanical ability measure*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, St. Louis, MI.
- Frei, R. L., Griffith, R. L., McDaniel, M. A., Snell, A. F., Hamill, L. S. & Wheeler, J. K. (1997, April). *Building a better mousetrap: Using CART to detect response distortion*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, St. Louis, MI.
- Hardin, S. I., Subich, L. M., Tokar, D. M., Jome, L. M., Simonson, K. J. & Snell, A. F. (1997, August). *Psychometric analysis of the expectations about counseling questionnaire--brief form*. Paper presented at the annual meeting of the American Psychological Association, Chicago, IL.
- McDaniel, M. A., Douglas, E. & Snell, A. F. (1996, August). *The validity of noncognitive measures decays when applicants fake*. Paper presented at the annual meeting of the Academy of Management, Cincinnati, OH.
- Tokar, D., Snell, A. F. & Harik, N. (1996, August). *A confirmatory factor analysis of the NEO Five-Factor Inventory (Form S)*. Paper presented at the annual meeting of the American Psychological Association, Toronto, Canada.
- Martin, B. A., Callahan, C. M., & Snell, A. F. (1996, April). *An investigation of several potential moderators of the effect of goal difficulty on performance*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, San Diego, CA.
- Stokes, G. S., Boyle, B. E., Nio-Woods, P. & Snell, A. F. (1995, May). *College and post-college experiences as predictors of occupational attainment*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Orlando, Florida.

Snell, A. F. (1994, April). *Where have all the constructs gone? Comparison of biodata composites and empirical keys in selection research*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Nashville, TN.

Snell, A. F., Stokes, G. S. & Cooper, L. A. (1994, April) *Toward a taxonomy of performance: Comparison of two job families*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Nashville, TN.

Allison, I. E., Snell, A. F. & Stokes, G. S. (1992, April). *Life experiences as predictors of occupational discontinuity: A longitudinal investigation*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Montreal, Canada.

Stokes, G. S., Snell, A. F. , Gore, B. A., Allison, I. A., Weeks, A. J. & Owens, W. A. (1991, August). *Adolescent life experiences as predictors of job choice*. Paper presented at the annual meeting of the American Psychological Association, San Francisco, CA.

Snell, A. F. & Stokes, G. S. (1990, April). *Examining life history prototypes: Does crystallization make a difference?* Paper presented at the Southeastern Psychological Association, Atlanta, Georgia.

Mumford, M. D. & Snell, A. F. (1990, April). *Breaking out of the mold: Changes in developmental patterns*. Paper presented at the Southeastern Psychological Association, Atlanta, Georgia.

## **G. Professional Activities**

### Professional Organizations

American Psychological Association  
Society for Industrial and Organizational Psychologists  
Academy of Management  
Society for Prevention Research

### Reviewer

Ad hoc reviewer for the *Journal of Applied Psychology*  
Ad hoc reviewer for the *Journal of Business and Psychology*

### Departmental Committees

Admissions Co-chair, Industrial/Organizational Program  
Student Evaluation Committee  
Statistics and Computers Committee

### Dissertations Directed

Ramakrishnan, M. (2005). *Moving beyond traditional warnings: Effects of alternative instructions on faking and applicant reactions*.

- Illingworth, A. J. (2004). The effect of warnings and individual differences on the criterion-related validity of selection tests.
- Bott, J. P. (2004). The effects of a manipulation of recruitment information on application motivation: Investigating responses, reactions, and non-cognitive test validity.
- Lueke, Sarah (2003). Perceptions of procedural justice in the employee selection process: Effects on responses to non-cognitive tests and test validity.
- Gray, Jennifer (2002). Moving beyond social desirability: A practical method for recognizing faking in applied settings.
- Sydell, Eric (2001). Influences on applicant response generation: A study of the predictiveness of personality measures.
- Haworth, Chera. (Completed, 2001). Investigating the etiology of climate perceptions and the individual and organizational outcomes: A multilevel study. Co-chair.
- Rechenberg, Christine. (Completed, 2000). Understanding gender differences in mechanical performance.
- Bernal, David. (Completed, 1999). Faking out the fakers: A new technique of scale construction.
- Griffith, Richard L. (Completed, 1997). Faking of non-cognitive selection devices: Red herring is hard to swallow.
- Frei, Richard L. (Completed, 1997). Fake this test! Do you have the ability to raise your score on a service orientation inventory? Co-chair.
- Verive, Jennifer. (Completed, 1996). The role of personality in personnel psychology: Using a typology to select sales people.

#### Dissertations in Progress

Shyamsunder, A.

#### Theses Waivers Directed

- Nordlund, M. (2005). Improving criterion-related validities with instructions to applicants.
- Shyamsunder, A.(2004) What were you thinking?: Cognitive bias in applicant responding.
- Rofail, D. (2001). Response enhancement as a function of discrimination perceptions.
- Sydell, E. J. (1997). Do fakers engage in socially desirable responding?
- Rechenberg, C. (1996). Construct validity of mechanical aptitude measures: An examination of convergent validity evidence.

Gee, A. D. (1996). An examination of the construct validity of a biodata conscientiousness measure.

Arnst, S. A. (1996). A comparison of indices of homogeneity for biodata and personality constructs.

### Thesis Waivers in Progress

Fluckinger, C. D.

McConnell, N.

## **H. Grants**

*Exercise in Hard Choices.* This was \$496,750.00 grant from the Omnibus Appropriations Act through the Fund for the Improvement of Postsecondary Education. I served as the Senior Research Consultant and was responsible for designing and implementing an evaluation of 4 delivery mechanisms for the Exercise in Hard Choices. The grant provided a Spring Semester research assistantship for a 4<sup>th</sup> year I/O student and \$7,000.00 of summer salary for myself during 2004 and \$5,000 in summer salary for myself in 2005.

*Personality and Housing Choices in Later Life.* This is a \$1,700,000 grant proposal submitted to the National Institute of Aging on July 2001. The grant was not funded. We plan to resubmit March 1, 2002 to improve our funding score. Drs. Harvey Sterns and Sandy Carmela-Miller are the principal investigators. If funded, this grant would buyout 10% of my academic year salary and up to 50% of my summer salary.

*Evaluation of School-based Substance Abuse Prevention Program: Phases 3 and 4.* This is a \$13,700,000 grant proposal submitted to the Robert Wood Johnson foundation to implement a 5 year longitudinal study of the revised D.A.R.E. curriculum. The principal investigators for this project are Drs. Zili Sloboda and Richard Stephens of the Institute for Health and Social Policy. The grant was awarded on February 15, 2001. For the last two years, the grant has bought out 50% of my academic salary and almost all of my summer salary. For the duration of the grant, only 10% of my academic year salary and as much as 75% of my summer salary will be covered by this grant.

*Study of School-based Substance Abuse Prevention Interventions: Phase 1 -Planning the Research.* This was a \$400,000 grant from the Robert Wood Johnson Foundation to develop a research proposal for a four-phase project designed to study intervention effects and substance abuse outcomes of revised Drug Abuse Resistance Education (D.A.R.E.) middle school and high school curricula programs. The principal investigators for this project are Drs. Zili Sloboda and Richard Stephens of the Institute for Health and Social Policy. This grant began in January, 2000 and expired on July 15<sup>th</sup> , 2000.

*Study of School-based Substance Abuse Prevention Interventions: Phase 2 -Designing the Curriculum.* This was a grant for funding of the second phase of the four-phase study to assess an enhanced substance abuse prevention program with both a middle curriculum and a high school curriculum that will be delivered through the DARE network. This was a \$700,000 grant awarded by the Robert Wood Johnson Foundation. The principal investigators for this project are

Drs. Zili Sloboda and Richard Stephens of the Institute for Health and Social Policy. The grant has been funded and started on July 16<sup>th</sup>, 2000 and will expire on February 28<sup>th</sup>, 2001.

*Revision of the DARE K-6 Program.* This is a is a \$527,000, 16 month project which began on November 15<sup>th</sup>. 2000. It was awarded by Jack Nadel Incorporated with Dr. Richard Hawthorne as the principal investigator of the Institute for Health and Social Policy and Drs. Zili Sloboda and Richard Stephens of the Institute for Health and Social Policy co-investigators. This grant will buyout 17% of my academic year salary and 20% of my summer salary.

*Revision of the CAI-C.* This is grant that has been submitted to the Center for Substance Abuse Treatment and has been informally awarded. Dr. Peter Leahy of the Institute for Health and Social Policy has contracted to provide the technical revision of the CAI-C instrument. I will work with him on this part of the project to perform the necessary psychometric analyses and consultation for the revision. This project will buyout 12.5% of my 2002-2003 academic year and possibly some summer salary if the project is online before the 2002-2003 academic year begins.