

## VITA

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### Education:

B.S. in Applied Psychology, Georgia Institute of Technology, 1967  
M.A., University of Maryland, 1970 (General and Industrial Psychology)  
Ph.D., University of Maryland, 1971 (Major: Industrial & Organizational Psychology; Minor:  
Psychological Statistics and Measurement)

### Experience:

August, 1971 - August, 1972: Research Associate, Department of Psychology, The Pennsylvania State University, University Park, Pennsylvania. Duties included Project Director for research project concerned with performance appraisal of municipal police (funded by the Department of Justice; Dr. Frank J. Landy, Principal Investigator).

September, 1972 - present: Assistant Professor to **Professor**, Department of Psychology, The Pennsylvania State University, University Park, Pennsylvania. Duties include teaching graduate and undergraduate courses in industrial-organizational psychology and research methodology and conducting research in industrial-organizational psychology.

September, 1978 - June, 1981: Director of Graduate Training, Department of Psychology, The Pennsylvania State University.

February, 1985 - July, 1985: Visiting Research Fellow, MRC/ESRC Social and Applied Psychology Unit, University of Sheffield, U.K.

July, 1992 - November, 1992: Visiting Professor of Management, University of Western Australia, Perth, Australia.

August, 1994 - July, 1997: Interim Director, Center for Applied Behavioral Sciences, Penn State.

January, 2000 - June, 2000: Visiting Professor of Management, Chinese University of Hong Kong, Sha Tin, Hong Kong.

June-July, 2007: Guest Professor of Work & Organizational Psychology, University of Giessen. Giessen, Germany.

Honors:

Winner (with F. J. Landy and R. R. Jacobs) of the 1980 James M. Cattell Award for research design for a proposal entitled "Utility concepts in performance measurement and feedback." Presented by the Division of Industrial and Organizational Psychology of the American Psychological Association.

Winner (with F. J. Landy, E. A. Fleishman, and R. J. Vance) of the 1998 M. Scott Myers Award for Applied Research in the Workplace, presented by the Society for Industrial and Organizational Psychology, for project concerning the validity of a mandatory retirement age for public safety officers.

Winner of the 2001 Distinguished Service Award from the Society for Industrial and Organizational Psychology.

2011-2012 Distinguished Alumni Award, School of Psychology, Georgia Institute of Technology

Professional Societies:

American Psychological Association - Elected as Fellow, Division 14, 1984; Member, Council of Representatives, 1993-1996, 2002-2005

Association for Psychological Science – Charter Fellow, 1989

Society for Industrial and Organizational Psychology - Fellow, 1984; Editor, The Industrial-Organizational Psychologist, 1986-1989; Member at Large, Executive Committee, 1990-1993; Representative to APA Council, 1993-1996, 2002-2005; President-Elect, 1995-1996; President, 1996-1997; Past-President, 1997-1998.

International Association of Applied Psychology - Member, Scientific Program Committee for 1998 International Congress of Applied Psychology, San Francisco, 1994-98.

### Editorial Board Memberships and Editorships:

Editor, The Industrial-Organizational Psychologist (1986-1989)  
Editor, Human Performance (2000-2006); Editorial Board (1989-1999; 2006-present)  
Editorial Board, Organizational Behavior and Human Decision Processes (1981-98)  
Editorial Board, Journal of Applied Psychology (1984-1988)  
Editorial Board, Test Validity Yearbook (1988-1996)  
Editorial Board, Journal of Occupational and Organizational Psychology (1989-95)  
Editorial Board, Journal of Business and Psychology (2008-present)  
Editorial Board, Revista de Psicología del Trabajo y las Organizaciones (Review of Work and Organizational Psychology) (2009 – present)

### Editorial Consultant and External Reviewer:

Academy of Management Journal  
Academy of Management Review  
Administrative Science Quarterly  
Applied Psychology: An International Review  
European Journal of Work and Organizational Psychology  
Group Dynamics  
Human Factors  
Journal of Applied Psychology  
Journal of Applied Social Psychology  
Journal of Experimental Psychology: Applied  
Journal of Occupational and Organizational Psychology  
Journal of Organizational Behavior  
Journal of Personality and Social Psychology  
Organizational Behavior and Human Decision Processes  
Personnel Psychology  
Professional Psychology  
Psychological Bulletin  
Sex Roles  
National Science Foundation  
Social Sciences and Humanities Research Council of Canada  
University Research Committee, City University of Hong Kong  
International Editorial Advisory Board, Major Works on Innovation and Knowledge Management (Editors: Neil Anderson & Ana Cristina Costa), Sage Publications (2010)

### Advisory Board Membership

Member, International Scientific Advisory Panel, Behavioural Sciences Institute, Singapore Management University (2011 – present)  
Grants and Contracts:

Farr, J. L. (Principal Investigator) Contingent reward and task performance: The effects of some motivational and personality variables. National Science Foundation Institutional Grant, 1974-1975.

Farr, J. L. (Principal Investigator) Relationships Among Individuals Motivation, Work Environment, and Updating in Engineers. National Science Foundation Grant No. SED 78-21941, 1978-1980.

Farr, J. L. (Principal Investigator) Behavior Anchored Scales - A Method of Identifying Continuing Education Needs of Engineers. National Science Foundation Grant No. SED 78-21940, 1978 - 1980.

Farr, J. L. (Principal Investigator) Factors Affecting the Technical Updating of Engineers. National Science Foundation Grant No. SED 80-19680, 1980 - 1983.

Farr, J. L. (Co-Principal Investigator) Evaluation of Disciplinary Action Request System of the Pennsylvania State Police. Pennsylvania State Police, 1988 - 1993.

Farr, J. L. (Co-Principal Investigator) Supervisory Selection System at Boeing Helicopters. Boeing Helicopters, 1988 - 1993.

Farr, J. L. (Principal Investigator) Urban Technical Assistance Program: Needs Assessment and Strategic Planning. Pennsylvania Department of Transportation, 1993.

Farr, J. L. (Co-Principal Investigator) Boeing Corporate First-Level Supervisory Selection System Project. The Boeing Company, 1994 - 1995.

Farr, J. L. (Principal Investigator) First Level Management Selection Process Implementation. The Boeing Company, 1996 - 1997.

Farr, J. L. (Principal Investigator) First Level Management Selection Process Implementation II. The Boeing Company, 1997 - 1998.

Farr, J. L. (Principal Investigator) Industrial/Organizational Psychology Graduate Practicum Research. Department of Personnel, Pennsylvania State Police, 1998 - 2001; 2001-2004; 2004-2007.

Murphy, K.R. (Principal Investigator), Farr, J.L. (Co-Investigator), & Loviscky, G. (Co-Investigator). Study to Quantify the Benefits and Costs of Simulated versus Live-Fire Training at USMC Ranges, Contract M67854-05-D-5153, United States Marine Corps, 2006 – 2008.

Frese, M., Farr, J.L., et al. Creation and Implementation of Radical and Incremental Innovation: An International Comparison at Multiple Levels of Analysis. VW Foundation, Germany. 2007-2010.

## Professional Publications and Presentations:

### Theses:

Farr, J. L. Moderating the effects of heterogeneous groups in the prediction of job performance. M. A. Thesis, University of Maryland, 1970.

Farr, J. L. The effects of mode information presentation, response requirements, and order of information type and favorability upon decision making in a simulated selection interview. Ph.D. Thesis, University of Maryland, 1971.

### Books:

Landy, F. J. and Farr, J. L. The measurement of work performance: Methods, theory, and applications. Academic Press, 1983.

West, M. A. and Farr, J. L. (Eds.). Innovation and Creativity at Work: Psychological and Organizational Strategies. John Wiley, 1990.

Schuler, H., Farr, J. L., and Smith, M. (Eds.). Personnel Selection and Assessment: Individual and Organizational Perspectives, Lawrence Erlbaum, Publisher, 1993.

Farr, J.L. and Tippins, N.T. (Eds.), Handbook of Employee Selection. Routledge (Taylor & Francis Group), 2010.

### Articles and Chapters:

Farr, J. L., O'Leary, B. S., and Bartlett, C. J. Ethnic group membership as a moderator of the prediction of job performance. Personnel Psychology, 1971, 24, 609-636.

O'Leary, B. S., Farr, J. L., and Bartlett, C. J. Ethnic group membership as a moderator of job performance. Catalog of Selected Documents in Psychology, 1972, 2, (Winter), 38.

Farr, J. L. Response requirements and primacy-recency effects in a simulated selection interview. Journal of Applied Psychology, 1973, 57, 228-232.

Farr, J. L., O'Leary, B. S., and Bartlett, C. J. Effect of work sample test upon self-selection and turnover of job applicants. Journal of Applied Psychology, 1973, 58, 282-285.

Farr, J. L. and Seaver, W. B. Stress and discomfort in psychological research: Subject perceptions of experimental procedures. American Psychologist, 1975, 30, 770-773.

- Farr, J. L. and York, C. M. Amount of information and primacy-recency effects in recruitment decisions. Personnel Psychology, 1975, 28, 233-238.
- Farr, J. L. Task characteristics, reward contingency, and intrinsic motivation. Organizational Behavior and Human Performance, 1976, 16, 294-307.
- Landy, F. J. and Farr, J. L. Police performance appraisal. JSAS Catalog of Selected Documents in Psychology, 1976, 6, 83, Ms. 1315.
- Farr, J. L. Incentive schedules, productivity, and satisfaction in work groups: A laboratory study. Organizational Behavior and Human Performance, 1976, 17, 159-170.
- Landy, F. J., Farr, J. L., Saal, F. E., and Freytag, W. R. Behaviorally anchored scales for rating the performance of police officers. Journal of Applied Psychology, 1976, 61, 750-758.
- Farr, J. L. Evaluation of police officer performance: The development of peer and supervisory rating scales. In Spielberger, C. (Ed.), Proceedings of the Conference on the Selection of Law Enforcement Officers, sponsored jointly by L.E.A.A. and F.B.I., 1976.
- Farr, J. L., Vance, R., and McIntyre, R. Further examination of the relationship between reward contingency and intrinsic motivation. Organizational Behavior and Human Performance, 1977, 20, 31-53.
- Raben, C. S., Snyder, R. A., Hoffman, R. G., and Farr, J. L. An examination of the construct validity and reliability of the Ghiselli Self Description Inventory as a measure of self-esteem. Applied Psychological Measurement, 1978, 2, 73-81.
- Vance, R. J., Kuhnert, K. W., and Farr, J. L. Interview judgments: Using external criteria to compare behavioral and graphic scale ratings. Organizational Behavior and Human Performance, 1978, 22, 279-294.
- Farr, J. L. and Landy, F. J. The development and use of supervisory and peer scales for police performance appraisal. In Spielberger, C. (Ed.), Police Selection and Evaluation. New York: Hemisphere Publishing Corporation, 1979, pp. 61-75.
- McIntyre, R. and Farr, J. L. Comment on Arvey and Mossholder's "A proposed methodology for determining similarities and differences among jobs." Personnel Psychology, 1979, 32, 507-510.
- Wimperis, B. R. and Farr, J. L. The effects of task content and reward contingency upon task performance and satisfaction. Journal of Applied Social Psychology, 1979, 9, 229-249.
- Landy, F. J. and Farr, J. L. Performance rating. Psychological Bulletin, 1980, 87, 72-107. [Reprinted in Baird, L. (Ed.), The performance appraisal sourcebook. Human Resources Development Press, 1982; in Landy, F. J. (Ed.), Readings in Industrial and Organizational

Psychology. Dorsey Press, 1986; in Cooper, C. L. (Ed.), Industrial and Organizational Psychology, Vol. II. (International Library of Critical Writings in Psychology). Edward Elgar Publishing, Ltd., 1991.]

Cheloha, R. S. and Farr, J. L. Job involvement, job satisfaction, and absenteeism in an organizational setting. Journal of Applied Psychology, 1980, 65, 467-473.

Snyder, R. A., Raben, C. S., and Farr, J. L. A conceptual model for the systemic evaluation of human resource development programs. Academy of Management Review, 1980, 5, 431-444. [Reprinted in Tosi, H. L. and Hamner, H. C. (Eds.). Organizational behavior and management: A contingency approach. New York: Wiley, 1982.]

Landy, F. J., Farr, J. L., and Jacobs, R. R. Utility concepts in performance measurement. Organizational Behavior and Human Performance, 1982, 30, 15-40.

Landy, F. J., Farr, J. L., and Jacobs, R. R. The bottom line in performance evaluation. Public Productivity Review, 1982, 6, 78-92.

Zimmerman, R. A., Jacobs, R. R., and Farr, J. L. A comparison of the accuracy of four methods of clustering jobs. Applied Psychological Measurement, 1982, 6, 353-366.

Graddick, M. M. and Farr, J. L. Professionals in scientific disciplines: Sex-related differences in working life commitments. Journal of Applied Psychology, 1983, 68, 641-645.

Farr, J. L., Dubin, S. S., Ensore, E. E., Kozlowski, S. W. J., and Cleveland, J. N. Relationships among individual motivation, work environment, and updating in engineers. Psychological Documents, 1983, 13, 16, Ms. No. 2563.

Farr, J. L., Ensore, E. E., Dubin, S. S., Cleveland, J. N., and Kozlowski, S. W. J. Behavior anchored scales: A method for identifying continuing education needs of engineers. Psychological Documents, 1983, 13, 16, Ms. No. 2562.

Steiner, D. D. and Farr, J. L. Career goals, organization reward systems, and technical updating in engineers. Journal of Occupational Psychology, 1986, 59, 13-24.

Kozlowski, S. W. J. and Farr, J. L. An integrative model of updating and performance. Human Performance, 1988, 1, 5-29.

West, M. A. and Farr, J. L. Innovation at work: Psychological perspectives. Social Behaviour, 1989, 4, 15-30.

Farr, J. L. and Middlebrooks, C. L. Enhancing motivation to participate in professional development. In Willis, S. L. and Dubin, S. S. (Eds.), Maintaining Professional Competence. Jossey-Bass, 1990.

West, M. A. and Farr, J. L. Innovation at work. In West, M. A. and Farr, J. L. (Eds.). Innovation and Creativity at Work: Psychological and Organizational Strategies. John Wiley, 1990.

Farr, J. L. and Ford, C. Individual innovation. In West, M. A. and Farr, J. L. (Eds.). Innovation and Creativity at Work: Psychological and Organizational Strategies. John Wiley, 1990.

Farr, J. L. Facilitating individual role innovation. In West, M. A. and Farr, J. L. Innovation and Creativity at Work: Psychological and Organizational Strategies. John Wiley, 1990.

Mathieu, J. E. and Farr, J. L. Further evidence for the discriminant validity of measures of organizational commitment, job involvement, and job satisfaction. Journal of Applied Psychology, 1991, 76, 127-133.

Farr, J. L. Leistungsfeedback und Arbeitsverhalten. [Performance feedback and work behavior]. In H. Schuler (Ed.), Beurteilung und Forderung beruflicher Leistung (pp.57-80). Stuttgart: Verlag fur Angewandte Psychologie, 1991.

Mathieu, J. E., Hofmann, D. A., and Farr, J. L. Job perception-job satisfaction relations: An empirical comparison of three competing theories. Organizational Behavior and Human Decision Processes, 1993, 56, 370-387.

Farr, J. L. Informal performance feedback: Seeking and giving. In Schuler, H., Farr, J., and Smith, M. (Eds.), Personnel Selection and Assessment: Individual and Organizational Perspectives (pp. 163 - 180). Lawrence Erlbaum, Publisher, 1993.

Schuler, H., Farr, J. L., and Smith, M. The individual and organizational sides of personnel selection and assessment: Introduction and overview. In H. Schuler, J. L. Farr, & M. Smith (Eds.), Personnel Selection and Assessment: Individual and Organizational Perspectives (pp. 1-5). Hillsdale, NJ: Lawrence Erlbaum, 1993.

Smith, M., Farr, J. L., and Schuler, H. Individual and organizational perspectives on personnel procedures: Conclusion and horizons for future research. In H. Schuler, J. L. Farr, & M. Smith (Eds.), Personnel Selection and Assessment: Individual and Organizational Perspectives (pp. 333-351). Hillsdale, NJ: Lawrence Erlbaum, 1993.

Farr, J. L., Hofmann, D. A., and Ringenbach, K. L. (1993). Goal orientation and action control theory: Implications for industrial and organizational psychology. In C. Cooper & I. Robertson (Eds.), International Review of Industrial and Organizational Psychology, Vol. 8 (pp. 193-232). Chichester, UK: Wiley.

Kelley, P. L., Jacobs, R. R., and Farr, J. L. Effects of multiple administration of the MMPI for employee screening. Personnel Psychology, 1994, 47, 575-591.



Farr, J. L. Q: Does feedback enhance or inhibit creativity in organizations? A: Yes! In C. M. Ford & D. A. Gioia (Eds.), Creative Action in Organizations, pp. 137-141. Thousand Oaks, CA: Sage Publications, 1995.

Tesluk, P. E., Farr, J. L., Mathieu, J. E., & Vance, R. J. Generalization of employee involvement training to the job setting: Individual and situational effects. Personnel Psychology, 1995, 48, 607-632.

Tesluk, P. E., Farr, J. L., & Klein, S. R. Influences of organizational culture and climate on individual creativity. Journal of Creative Behavior (Special Issue: Creativity in the Workplace), 1997, 31, 27-41.

Farr, J. L. and Tesluk, P. E. Bruce V. Moore: First President of Division 14. Journal of Applied Psychology, 1997, 82, 478-485.

Farr, J. L. Organized I/O Psychology: Past, present, and future. (SIOP Presidential Address). The Industrial-Organizational Psychologist, 1997 (July), 35(1), 13-28.

Farr, J. L., Tesluk, P. E., & Klein, S. R. Organizational structure of the workplace and the older worker. In K. W. Schaie & C. Schooler (Eds.), Impact of Work on Older Adults. New York: Springer, 1998, pp. 143-185.

Farr, J. L. Invited reaction: Influence behaviors and managerial effectiveness in lateral relations. Human Resource Development Quarterly, 1999, 10, 35-41.

Caligiuri, P. M., Jacobs, R., & Farr, J. L. The Attitudinal and Behavioral Openness Scale: Scale development and construct validation. International Journal of Intercultural Relations, 2000, 24, 27-46.

Ringseis, E. L. & Farr, J. L. (2001). Work status and identity: Further consideration of contextual and individual factors. In K. W. Schaie & J. Hendricks (Eds.), Evolution of the Aging Self, pp. 169-181. New York: Springer.

Farr, J. L. & Newman, D. A. (2001). Rater selection: Sources of feedback. In D. W. Bracken, C. W. Timmreck, & A. H. Church (Eds.), Handbook of MultiSource Feedback, pp. 96-113. San Francisco: Jossey-Bass.

Farr, J. L. & Ringseis, E. L. (2002). The older worker in organizational context: Beyond the individual. In C. Cooper & I. Robertson (Eds.), International Review of Industrial and Organizational Psychology, Vol. 17, pp. 31-76. Chichester, UK: Wiley.

Fu, P. P., Farr, J. L., Peng, S., Wang, E., Fu, S., Li, Y., Yuo, F., Chen, Y., Yan, X., & Peng, Q. (2002). Characteristics and Processes of Top Management Teams in Chinese High Tech Firms. In Tsui, A. S. & Lau, C. M. (Eds.) The Management of Enterprises in the People's

Republic of China, pp. 375-413. Kluwer Academic Publishers.

Hausknecht, J.P., Trevor, C.O., & Farr, J.L. (2002). Relationship of selection test practice with training performance and turnover. Journal of Applied Psychology, 87, 243-254.

Farr, J.L. (2003). Introduction to the special issue: Stereotype threat effects in employment settings. Human Performance, 16, 179-180.

Farr, J.L., Sin, H.-P., & Tesluk, P.E. (2003). Knowledge management and work group innovation. In L. V. Shavinina (Ed.), International Handbook of Innovation, pp. 574-586. Amsterdam: Elsevier Science. [Reprinted in N. Anderson & A.C. Costa (Eds.), Innovation and Knowledge Management, Vol. 4 (*Knowledge Management*), pp. nnn-nnn. Sage Publications (UK), 2010.]

Newman, D. A., Kinney, T., & Farr, J. L. (2004). Job Performance Ratings. In J. C. Thomas (Ed.), Comprehensive Handbook of Psychological Assessment, Vol. 4: Industrial Organizational Assessment, pp. 373-389. New York: John Wiley & Sons.

Farr, J.L. & Levy, P.E. (2006). Performance Appraisal. In L.L. Koppes (Ed.), Historical Perspectives in Industrial and Organizational Psychology, pp. 311-327. Mahwah, NJ: Lawrence Erlbaum Associates.

Farr, J.L. & Jacobs, R. (2006). Trust Us: New Perspectives on Performance Appraisal. In W. Bennett, D. Woehr, & C. Lance (Eds.), Performance Measurement: Current Perspectives and Future Challenges, pp. 321-337. Mahwah, NJ: Lawrence Erlbaum Associates.

Farr, J.L. (2006). Performance Appraisal: Objective Indices. In Rogelberg, S. G. (Ed.), Encyclopedia of Industrial/Organizational Psychology. Pp. 598-601. Sage Publications.

Chen, T.T. & Farr, J.L. (2007). An empirical test of the glass ceiling effect for Asian Americans in science and engineering. In Burke, R. & Mattis, M.(Eds.), Women and Minorities in Science, Technology, Engineering, and Mathematics. pp. 128-156. Cheltenham, UK: Edward Elgar.

Farr, J.L. & Tran, V. (2007). Linking innovation and creativity with human resource strategies and practices: A matter of fit or flexibility? In M.D. Mumford, S.T. Hunter, & K.E. Bedell-Avers (Eds.), Multi-level Issues in Creativity and Innovation, pp. 377-392. Oxford, UK: Elsevier.

Farr, J.L. & Schwall, A.R. (2008). New employment structures: Varieties of impact on aging workers. In Schaijae, W. & Abeles, R. (Eds.), Social Structures and Aging Individuals: Continuing Challenges, pp. 213-230. New York: Springer.

Bledow, R., Frese, M., Anderson, N., Erez, M., & Farr, J. (2009). A dialectic perspective on innovation: Conflicting demands, multiple pathways, and ambidexterity. Industrial and

Organizational Psychology: Perspectives on Science and Practice, 2, 305-337.

Bledow, R., Frese, M., Anderson, N., Erez, M., & Farr, J. (2009). Extending and refining the dialectic perspective on innovation: There is nothing as practical as a good theory; nothing as theoretical as a good practice. Industrial and Organizational Psychology: Perspectives on Science and Practice, 2, 363-373.

Farr, J.L. & Tippins, N.T. (2010). Employee selection in work organizations: Introduction and overview. In Farr, J.L. and Tippins, N.T. (Eds.), Handbook of Employee Selection, pp. 1-6. New York: Routledge (Taylor & Francis Group).

Hammond, M.H., Neff, N.L., Farr, J.L., Schwall, A.R., & Zhao, X. (2011). Predictors of individual-level innovation at work: A meta-analysis. [Special issue on the psychology of creativity and innovation in the workplace.] Psychology of Aesthetics, Creativity and the Arts, 5, 90-105.

Hammond, M. H. & Farr, J.L. (2011). The role of errors in the creative and innovative process. In D. A. Hofmann, & M. Frese (Eds.), Errors in Organizations, pp. 67-96. New York: Psychology Press (Taylor & Francis Group), SIOP Frontier Series.

Farr, J.L., Johnson, J.E., Baytalskaya, N., & Sin, H-P. (2011). Feedback-Suchverhalten in Arbeitsgruppen (Feedback Seeking Behavior in Work Groups). In P. Gelléri & C. Winter (Eds.), Potenziale der Personalpsychologie: Einfluss personaldiagnostischer Massnahmen auf den Berufs- und Unternehmenserfolg, pp. 333-351. Gottingen, DE: Hogrefe Verlag.

Farr, J.L., Baytalskaya, N., & Johnson, J.E. (in press). Not everyone is above average: Providing feedback in formal job performance evaluations. In R. Sutton, M. Hornsey, & K. Douglas (Eds.), Feedback: The Handbook of Criticism, Praise, and Advice. New York: Peter Lang.

Farr, J.L., Fairchild, J., & Cassidy, S. (in preparation). Technology and performance appraisal. To appear in M. Coover & L.T. Foster (Eds.), The Psychology of Workplace Technology. New York: Psychology Press (Taylor & Francis Group), SIOP Frontier Series.

Farr, J.L. & Carlson, R.A. (in preparation). Skill decay: Looking back and looking ahead. To appear in W. Arthur, Jr., E.A. Day, W. Bennett, Jr., & A.M. Portrey (Eds.), Individual and Team Skill Decay: State of the Science and Implications for Practice. New York: Psychology Press (Taylor & Francis Group).

Rosing, K., Bledow, R., Frese, M., Baytalskaya, N., Johnson, J., & Farr, J.L. A linear recursive model of the innovation process. Manuscript submitted for publication.

Book and Test Reviews:

Farr, J. L. Review of Myers, C. A. The role of the private sector in manpower development. Personnel Psychology, 1972, 25, 608-610.

Farr, J. L. Review of Dailey, C. A. Assessment of lives. Personnel Psychology, 1972, 25, 722-725.

Farr, J. L. Review of Brethower, D. M. Behavioral analysis in business and industry: A total performance system. Personnel Psychology, 1973, 26, 306-308.

Farr, J. L. Review of Lorsch, J. and Allen, S. Managing diversity and interdependence: An organizational study of multidimensional firms. Personnel Psychology, 1973, 26, 640-644.

Farr, J. L. Review of Galbraith, J. Designing complex organizations. Personnel Psychology, 1974, 27, 331-334.

Farr, J. L. Review of Ferguson, C. R. Measuring corporate strategy. Personnel Psychology, 1975, 28, 134-136.

Farr, J. L. Review of Berk, R. A. (Ed.). Performance assessment: Methods and applications. Contemporary Psychology, 1988, 33, 240.

Farr, J. L. Review of Goldstein, I. L. (Ed.). Training and development in organizations. Contemporary Psychology, 1992, 37, 115-116.

Farr, J. L. Review of Greenberg, J. (Ed.). Organizational behavior: The state of the science. Contemporary Psychology, 1996, 41, 1185-1186.

Erdoes, G. & Farr, J. L. Review of Giotto. Review of Personality Assessment Instruments (Level B), 2<sup>nd</sup> Edition. Leicester, UK: The British Psychological Society, 2000.

#### Selected Conference and Organizational Presentations since 1980:

Farr, J. L., Kozlowski, S. W. J., Cleveland, J. N., Ensore, E. E., and Dubin, S. S. The measurement of organizational factors affecting the technical updating of engineers. Presented at the annual meeting of the Academy of Management, R & D/Technology Interest Group, Detroit, August, 1980.

Farr, J. L. Technical obsolescence and updating of engineers. Invited address to NASA/ASEE Faculty Fellows, NASA Langley Research Center, Hampton, VA, July, 1981.

Farr, J. L. The motivation to update among engineers. Invited address at the Joseph C. Wilson Center for Technology, Xerox Corporation, Rochester, NY, August, 1982.

Steiner, D. D. and Farr, J. L. Career goals and technical obsolescence of engineers. Presented at the annual convention of the American Psychological Association, Anaheim, CA, August, 1983.

Farr, J. L. Factors influencing the technical updating of engineers. Invited address at the University of Sheffield (February, 1985), the University of Munich (May, 1985), and the University of Stockholm (May, 1985).

Farr, J. L. Issues in current judgmental performance measurement research. Invited address, Occupational Psychology Section members, British Psychological Society, London School of Economic and Political Science, June, 1985.

West, M. A., Farr, J. L., and King, N. Innovation at work: Definitional and theoretical issues. Paper presented at APA Annual Convention, Washington, D. C., August, 1986.

Farr, J. L. Discussant. Symposium on Implementation of Advanced Manufacturing Technologies (S. W. J. Kozlowski, chair). American Psychological Association convention, New York City, August, 1987.

Farr, J. L. Panelist. Panel Discussion on the Role of The Industrial-Organizational Psychologist (Kenneth DeMeuse, chair). Society for Industrial and Organizational Psychology annual conference, April, 1988, Dallas.

Farr, J. L. Discussant. Symposium on Psychological Contributions to Police Selection and Assessment (Philip Ash, chair). American Psychological Association convention, Atlanta, August, 1988.

Farr, J. L. Antecedents and consequences of feedback seeking behavior. Paper presented at the Floweree Symposium on Industrial/Organizational Psychology, Tulane University, New Orleans, March, 1989.

Farr, J. L., Schwartz, A. C., Quinn, J. C., & Bittner, K. L. Consequences of feedback seeking on supervisory performance ratings and attributions. Paper presented at the Society for Industrial and Organizational Psychology annual conference, Boston, April, 1989.

Quinn, J. C. and Farr, J. L. Antecedents to the delivery of informal feedback. Paper presented at APA Annual Convention, New Orleans, August, 1989.

Farr, J. L. Discussant. Symposium on the Meaning and Effect of Job Security in the Workplace (Mary Anne Lahey, chair). APA Annual Convention, New Orleans, August, 1989.

Farr, J. L. and Mathieu, J. E. Selection of first level managers in an aerospace company. Paper presented at 22nd International Congress of Applied Psychology, Kyoto, Japan, July, 1990.

Campbell, T. L., Chen, A., and Farr, J. L. Job satisfaction, commitment, and involvement of information systems professionals. Paper presented at the 24th Hawaii International Conference on System Sciences. Koloa, Hawaii, January, 1991. (Published in Proceedings, Vol. 14, pp. 538-542).

Farr, J. L. Discussant for symposium, "German Unification: Implications for Industrial/Organizational Psychology in Europe." Presented at the annual convention of the Society for Industrial and Organizational Psychology, St. Louis, April, 1991.

Farr, J. L. Panel member for panel discussion, "Interactions Among Personal and Role Attributes in Performance Appraisal: Implications for Theory and Practice." Presented at the annual convention of the Society for Industrial and Organizational Psychology, St. Louis, April, 1991.

Chen, A., Campbell, T., and Farr, J. Perceptions of Job Characteristics, Organizational Factors, and Job Satisfaction in Information Science Professionals. Paper presented at 2nd International Conference of the Information Resources Management Association, Memphis, May, 1991. [Published in conference proceedings, Managing information technology in a global society, pp. 300-307.]

Farr, J. L. Individual innovation in organizations. Paper presented at the Second European Congress of Psychology, Budapest, Hungary, July, 1991.

Farr, J. L. Discussant, Symposium on "Transporting Managerial Assessment across Cultures" (Val Arnold, Chair). Presented at the Society for Industrial and Organizational Psychology annual conference, Montreal, May, 1992.

Vance, R. J., Caligiuri, P. M., Farr, J. L., Shankster, L. J., and Tesluk, P. E. Relationship of Job Experience to Job Ability Ratings. Presented at the Academy of Management annual meeting, Las Vegas, August, 1992.

Farr, J. L., Campion, M. A., & Palmer, S. N. Co-chairs: Open Forum for Society Members. Held at annual conference of the Society for Industrial and Organizational Psychology, San Francisco, May, 1993.

Farr, J. L., Mathieu, J. E., Shankster, L. J., & Landy, F. J. An examination of the convergence between incumbents' and managers' job analysis ratings. Presented at the annual convention of the American Psychological Association, Toronto, August, 1993.

Farr, J. L. Chair of symposium "Taking a Fresh Look at the Elephant: Inter-Cultural Research Assumptions." Presented at the annual conference of the Society for Industrial and Organizational Psychology, Nashville, April, 1994.

Farr, J. L. Chair of symposium "Gaining a Global Perspective: Human Resources." Presented at the annual conference of the Society for Industrial and Organizational Psychology, Nashville, April, 1994.

Farr, J. L. Panelist at Forum: "Revising the Testing Standards: Invited Comments from I/O Psychology." Presented at the annual conference of the Society for Industrial and Organizational Psychology, Nashville, April, 1994.

Farr, J. L., Mathieu, J. E., & Caligiuri, P. M. Multi-level factors affecting the relationship between job perceptions and satisfaction. Paper presented at the 23rd International Congress of Applied Psychology, Madrid, Spain, July, 1994.

Farr, J. L. Discussant on symposium "The Organizational Psychology of Entrepreneurship in Small and Medium-Sized Organizations" (Chaired by R. Bouwen & C. Steyaert). Presented at the 23rd International Congress of Applied Psychology, Madrid, Spain, July, 1994.

Aikin, K. J. & Farr, J. L. Computer feedback and performance attributions: The self-serving bias persists. Paper presented at the annual convention of the American Psychological Society, Washington, DC, July, 1994.

Farr, J. L., Gerras, S. J., & Mathieu, J. E. Levels of analysis and perceptions of the performance appraisal process. Paper presented at the annual convention of the American Psychological Association, Los Angeles, August, 1994.

Tesluk, P. E., Farr, J. L., Mathieu, J. E., & Vance, R. J. Transfer of employee involvement training: Individual and situational effects. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, May, 1995.

Caligiuri, P. M., Farr, J. L., & Jacobs, R. R. Expatriate performance: Beyond just "being there". Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, May, 1995.

Aikin, K. J. & Farr, J. L. Computer vs. human feedback: Feedback source effects on performance attributions. Paper presented at the annual convention of the American Psychological Association, New York City, August, 1995.

Perkins, K., Farr, J. L., Starnes, W., & Unckless, A. Development of scales to measure feedback seeking at work. Paper presented at the annual convention of the American Psychological Association, New York City, August, 1995.

Farr, J. L. Discussant. Symposium on "Fair Treatment and Stress for Women and People of Color". Presented at conference on Work, Stress, and Health '95: Creating Healthier Workplaces. Washington, D.C., September, 1995.

Farr, J. L., Tesluk, P. E., and Klein, S. R. Organizational structure of the workplace and the older worker. Paper presented at the conference on The Impact of Work on Older Individuals. University Park, PA, October, 1995.

Farr, J. L. Chair of symposium on "Contemporary Approaches to Work Motivation." Presented at the annual conference of the Society for Industrial and Organizational Psychology. San Diego, April, 1996.

Westaby, J. D., Jacobs, R., and Farr, J. L. Changing organizational behavior based on survey methodology. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology. San Diego, April, 1996.

Farr, J. L. and Tesluk, P. E. Bruce V. Moore: First President of Division 14. Paper presented at the annual convention of the American Psychological Association. Toronto, August, 1996.

Farr, J. L. Organized I/O Psychology: Past, Present, Future. Presidential address, annual conference of the Society for Industrial and Organizational Psychology. St. Louis, April, 1997.

Westaby, J. and Farr, J. L. Taking survey results one step further by testing change. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology. St. Louis, April, 1997.

Ringseis, E. L., & Farr, J. L. Choices and transitions: Intra-role work adjustment of older workers. Paper presented at Restructuring Work and the Life Course: An International Symposium, Toronto, Canada, May, 1998.

Unckless, A. L., Hess, K. P., & Farr, J. L. Contextual performance feedback seeking: Scale development and construct validation. Paper presented at the annual conference of the Society of Industrial and Organizational Psychology, Dallas, April 1998.

Farr, J. L. Reflections on I/O Psychology: A North American Perspective. Invited keynote address, International Work Psychology Conference, Institute of Work Psychology, University of Sheffield, Sheffield, UK, July, 1998.

Unckless, A. L., Hess, K. P., & Farr, J. L. Feedback seeking behavior: Individual differences in impression management. Paper presented at the International Congress of Applied Psychology, San Francisco, CA, August 1998.



Farr, J. L. & Ringseis, E. L. The effects of organizational factors on older workers. Paper presented at the International Congress of Applied Psychology, San Francisco, CA, August 1998.

Farr, J. L. Chair, Invited Symposium: Trends in practice: European and American perspectives. Presented at the annual convention of the American Psychological Association, San Francisco, August, 1998.

Farr, J. L. & Ringseis, E. L. Commentary: Work status, personal meaning systems, and identity theory. Paper presented at the Penn State Gerontology Center Conference on Societal Impact on the Aging Self, University Park, PA, October, 1998.

Farr, J. L. Discussant. In J. Barnes-Farrell, Chair, Symposium: Recent advances in knowledge about retirement decisions and behaviors. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta, May, 1999.

Farr, J. L., Ringseis, E. L., & Unckless, A. L. Seeking feedback about task and contextual performance. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta, May, 1999.

Farr, J. L. A North American perspective on industrial/organizational psychology. Presented at the congress of the European Association of Work and Organizational Psychologists, Helsinki, May, 1999.

Farr, J.L. Discussant. In Sederburg, M. & Rogelberg, S., Co-Chairs, Improving the Survey Effort: Methodological Questions and Answers. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, April 2000.

Farr, J.L. Globalization and I/O psychology: Issues affecting performance appraisal and feedback. Invited address presented at the Annual Conference of the Division of Industrial Psychology, Zhejiang University, Hangzhou, China, May 2000.

Farr, J.L. Panel member, Panel discussion of "Voodoo Science: A Creeping Menace in I-O Psychology". Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, April 2001.

Newman, D.A., Tesluk, P.E., & Farr, J.L. Aggregating Union Socialization, Commitment, and Participation: Tests of Multilevel Homology. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Toronto, April, 2002.

Farr, J.L. & Sin, H.-P. A Referent-Shift Consensus Model of Team Personality  
Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, April, 2003.

Sin, H.-P. & Farr, J.L. A Comparison of Two Team Composition Models: Does the Whole

Equal the Sum of its Parts? Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, April, 2003.

Rogelberg, S., Wall, T., Aguinis, H., Cascio, W., Farr, J. L., & Zedeck, S. How to Plan and Execute a Successful International Sabbatical Experience. Panel discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, April, 2003.

Newman, D. A. & Farr, J. L. (Co-chairs). Assumptions and conventions in data analysis: Toward new approaches. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, April 2004.

Chen, T. T. & Farr, J. L. An Empirical Test of the Glass Ceiling for Asian Americans. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, April 2005.

Sin, H.-P., Ferzandi, L.A., Buffington, J.L., Farr, J.L., Cleveland, J.N., & Tam, A. Retaking Promotion Exams: Effects on Test Performance. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, April 2005.

Schmit, M.J., Pulakos, E.D., Farr, J.L., Denning, D.L., Gutman, A., & Kirkpatrick, M. Panel Discussion: Retrospective Research in Complex Organizations for Legal Defensibility. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, April 2005.

Newman, D.A., Mayer, D.M., & Farr, J.L. Advancements in Social Exchange Theory: Mediators, Moderators, and Unit-level Effects. Paper presented at the Academy of Management Meeting, August 2005, Honolulu, Hawaii.

Farr, J.L. Panelist. D. W. Bracken, Chair, Panel Discussion on “The Evolution of 360° Feedback: What Hath We Wrought?”. Presented at the 21<sup>st</sup> Annual Conference, Society for Industrial and Organizational Psychology, Dallas, May 2006.

Farr, J.L. Chair. Symposium on “Creativity and Innovation in Work Organizations: Multilevel Approaches. Presented at the 21<sup>st</sup> Annual Conference, Society for Industrial and Organizational Psychology, Dallas, May 2006.

Lim, S.H.A., Farr, J.L., & Randall, R. Exploring the Processes of Self-Awareness. Presented at the 21<sup>st</sup> Annual Conference, Society for Industrial and Organizational Psychology, Dallas, May 2006.

Farr, J.L. The technological and work environment: Discussion. Presented at the Penn State Social Structures Conference, “Social Structures and Aging Individuals: Continuing Challenges”. University Park, PA. October 2006.

Farr, J.L. Co-Chair (with Alexander Schwall). Symposium on “Identifying Determinants of Age-Related Change: Looking Beyond Chronological Age”. Presented at the 22<sup>nd</sup> Annual Conference, Society for Industrial and Organizational Psychology, New York City, April 2007.

Farr, J.L. Developing a multi-level, multi-stage model of creativity and innovation in work organizations. Invited colloquium, Johann Wolfgang Goethe-Universität, Frankfurt, Germany, June, 2007.

Farr, J.L. Developing a multi-level, multi-stage model of creativity and innovation in work organizations. Invited presentation, SIOP Leading Edge Consortium, “Enabling Innovation in Organizations”. Kansas City, MO, October 2007.

Farr, J.L. Discussant. Symposium on “Feedback Environment and Feedback-Seeking: The Role of the Trusted Supervisor.” Presentation at the 2008 SIOP Annual Conference, San Francisco, CA. April 2008.

Farr, J.L. Chair. Panel Discussion on “Creative and Innovative Processes in Teams: Dealing with Inherent Messiness.” Presentation at the 2008 SIOP Annual Conference, San Francisco, CA. April 2008.

Farr, J.L. & Bledow, R. Co-Chairs. Symposium on “Leadership and Innovation: What We Know and Need to Know.” Presented at the 2009 SIOP Annual Conference. New Orleans: April 2009.

Bledow, R. & Farr, J.L. Leading the implementation of innovation: Is there one best way? Paper in Symposium on “Leadership and Innovation: What We Know and Need to Know.” Presented at the 2009 SIOP Annual Conference. New Orleans: April 2009.

Farr, J.L. Discussant. Symposium on “Third Party Observations of Counterproductive Work Behaviors.” Presented at the 2009 SIOP Annual Conference. New Orleans: April 2009.

Farr, J.L. Participant. Panel Discussion on “The Science-Practice Gap in I-O Psychology”. Presented at the 2010 SIOP Annual Conference. Atlanta: April 2010.

Rosing, K., Bledow, R., Farr, J.L., Baytalskaya, N., & Johnson, J. Momentum: The psychological forces underlying exploration and exploitation. Paper in Symposium on “The Challenge to Explore and Exploit: Bridging Perspectives of Different Disciplines” presented at the 2010 Annual Meeting of the Academy of Management. Montreal, Quebec, Canada: August 2010.

Rosing, K., Bledow, R., Baytalskaya, N., Johnson, J.E., & Farr, J.L. The innovation process: A linear succession of phases or chaos? Paper presented at the European Association for Work & Organizational Psychology Small Group Meeting. Chemnitz, Germany: February, 2011.

Farr, J.L. Panel member. Panel Discussion on “Has 360 Degree Feedback Evolved in the Last 10 Years?” Presented at the 2011 SIOP Annual Conference. Chicago: April 2011.

Farr, J.L. Discussant. Symposium on “Organizational Feedback: Encouraging it, Seeking it, and Using it!” Presented at the 2011 SIOP Annual Conference. Chicago: April 2011.

Rosing, K., Bledow, R., Frese, M., Baytalskaya, N., Johnson, J., & Farr, J.L. A linear chaos model of the innovation process. Paper presented at the 2011 Academy of Management Annual Meeting. San Antonio, TX: August 2011.