

James M. LeBreton
Curriculum Vitae
Department of Psychology
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EDUCATION

- Ph.D. College of Business Administration, The University of Tennessee - 2002
Major: Industrial and Organizational Psychology Minor: Statistics
- M.S. College of Liberal Arts and Sciences, Illinois State University - 1997
Major: Industrial and Organizational Psychology
- B.S. College of Liberal Arts and Sciences, Illinois State University - 1995
Major: Psychology
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EMPLOYMENT

- Pennsylvania State University
07/2013 – Present Professor, Department of Psychology
05/2019 – Present Professor, Center for Social Data Analytics
- Purdue University
08/2006 – 05/2013 Associate Professor, Department of Psychological Sciences
01/2012 – 05/2013 Associate Professor, Krannert Graduate School of Management (courtesy appointment)
07/2009 – 05/2013 Director of Graduate Studies, Department of Psychological Sciences
- Wayne State University
08/2002 – 07/2006 Assistant Professor, Department of Psychology
08/2001 – 08/2002 Instructor, Department of Psychology
- The University of Tennessee
08/1997 – 05/2001 Graduate Assistant, Department of Management
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RESEARCH INTERESTS

For the last 20 years, I have focused on developing, testing, and revising the Conditional Reasoning Theory of Personality. This theory is anchored on the basic concept of motivated reasoning. Specifically, we believe that individuals with strong personality motives (e.g., motive to aggress; motive to achieve; motive for power) develop cognitive biases (e.g., hostile attribution bias; efficacy of persistence bias; agency bias) that help facilitate the pursuit of behaviors that satisfy the underlying motives (e.g., harming others; working long hours to open a new business; pursuing positions of leadership). As part of this research program, we have developed several new measures that assess the motives to aggress, to achieve, and for power. Using these new measures, we have tested hypotheses linking personality to organizational outcomes including counterproductive work behavior, leadership, team processes & performance, and job attitudes.

In addition, I have methodological research interests spanning measurement, analysis, and inference. Specifically, my work has addressed issues related to: 1) meta-analysis, 2) relative importance analysis, 3) multilevel measurement, 4) multilevel analysis, 5) moderated multiple regression, and 5) test development & validation. Finally, I am a former editor of *Organizational Research Methods* (2014-2017) and recently co-edited the *APA Handbook on Multilevel Theory, Measurement, and Analysis* (2019).

TEACHING INTERESTS

For most of my career, my teaching has been focused on doctoral-level courses in quantitative methods such as *Multilevel Modeling*, *Multivariate Analysis*, *Psychometrics*, *Regression*, *ANOVA*, and *Research Methods*. However, I also have experience and interests related to topics such as *Human Resource Management*, *Organizational Behavior/Psychology*, *Employee Selection*, *Personality and Individual Differences*, and *Work Motivation*.

GRANT ACTIVITY

Funding Source (Mechanism)	Dates	Total Costs	Decision	Role
Spencer Foundation	2022-23	\$8,275	Under Review	PI: James M. LeBreton
• Sub-contract from Albion College				
National Science Foundation	2021-24	\$400,000	Not Funded	PI: Jean Phillips Co-PI: James M. LeBreton Co-PI: Tracy Landkilde
Army Research Institute (BAA: W911NF-13-R-0001)	2016-20	\$1,190,219	Funded	PI: James M. LeBreton Co-Investigator: Kenneth Levy
Army Research Institute (BAA: W911NF-15-R-0007)	2016-18	\$789,792	Not Funded	PI: James M. LeBreton Co-Investigator: Greg Loviscky
National Institutes of Health (U01)	2015-20	\$2,454,397	Not Funded Score: 46	PI: Stephen J. Wilson Co-Investigator: James M. LeBreton Co-Investigator: Reginald B. Adams, Jr.
Air Force Office of Scientific Research	2015-16	\$430,860	Not Funded	PI: James M. LeBreton Co-PI: Alicia A. Grandey Co-PI: John Elshaw
Croatian National Science Foundation	2014-17	\$50,000	Funded	PI: Zvonimir Galic Consultant: James M. LeBreton
National Institutes of Health (R21)	2013-15	\$411,644	Not Funded	Dual-PI: Karen Foli Dual-PI: Susan South Co-Investigator: James M. LeBreton
Purdue Research Foundation	2013-14	\$16,500	Funded	PI: James M. LeBreton
National Institute of Health (R21)	2012-14	\$399,779	Not Funded	PI: James M. LeBreton Co-PI: Donald Lynam Co-Investigator: Chris Eckhardt
Office of Naval Research (Core Funding Research Program)	2009-11	\$401,781	Not Funded	PI: James Whanger Co-PI: James LeBreton Co-PI: Don Lynam
Office of Naval Research (In-House Lab-Independent Researcher Program)	2008-10	\$288,808	Not Funded	PI: James Whanger Co-PI: James M. LeBreton
Purdue Research Foundation	2008-09	\$16,375	Funded	PI: James M. LeBreton
National Institute on Alcohol Abuse and Alcoholism (R01)	2007-09	\$1,477,796	Funded	PI: Antonia Abbey Co-Investigator: James M. LeBreton
National Institute of Drug Abuse (R21)	2007-09	\$413,875	Funded	PI: Steve Ondersma Co-Investigator: James M. LeBreton
Wayne State University (Summer Research Grant)	2005-06	\$10,000	Funded	PI: James M. LeBreton
Office of Naval Research (Core Funding Research Program)	2004-05	\$226,000	Funded	PI: Mark N. Bing Consultant: James M. LeBreton
University of Tennessee College of Business (Scholarly Research Grant Program)	2000-02	\$2,500	Funded	PI: James M. LeBreton

REFEREED PUBLICATIONS

[Google Scholar](#): citations = 11454, h-index = 39, hI,annual = 1.32

Current & Former Graduate Students in Boldface

Peer-Reviewed Articles: OBHR, Applied Psychology, & Applied Quantitative Methods

1. Galic, Z., Ruzojcic, M., Bubic, A., Trojak, N., Zeljko, L., & LeBreton, J. M. (in press). Measuring the power motive using conditional reasoning: Some preliminary findings. *European Journal of Work and Organizational Psychology*.
2. LeBreton, J. M., **Reichin, S. L.**, te Nijenhuis, J., Cremers, M., & van der Heijden-Lek, K. (in press). Validity evidence and measurement equivalence for a Dutch version of the conditional reasoning test for aggression. *Applied Psychology: An International Review*.
3. Van Iddekinge, C. H., Aguinis, H., LeBreton, J. M., Mackey, J. D., & DeOrtentiis, P. S. (in press). Assessing and interpreting interaction effects: A reply to Vancouver, Carlson, Dhanani, and Colton (2021). *Journal of Applied Psychology*.
4. Schoen, J. L., DeSimone, J. A., Meyer, R. D., Schnure, K. A., & LeBreton, J. M. (2021). Identifying, defining, and measuring justification mechanisms: The implicit biases underlying individual differences. *Journal of Management*, 47(3), 716-744.
5. Davison, H. K., LeBreton, J. M., Stewart, S. M., & Bing, M. N. (2020). Investigating curvilinear relationships of explicit and implicit aggression with work outcomes. *European Journal of Work and Organizational Psychology*, 29(4), 501-0514.
6. LeBreton, J. M., **Grimaldi, E. M.**, & Schoen, J. (2020). Conditional reasoning: Suggestions for test and development and validation. *Organizational Research Methods*, 23(1), 65-95.
7. Smith, D., **Hoffman, M. E.**, & LeBreton, J. M. (2020). Conditional reasoning: An integrated approach to item analysis. *Organizational Research Methods*, 23(1), 124-153.
8. Yuan, Z., Morgeson, F. P., & LeBreton, J. M. (2020). Maybe not so independent after all: Exploring meta-analytic assumptions about the relationship between situational moderators and criterion reliability. *Personnel Psychology*, 73, 491-516.
9. **Reichin, S. L., Grimaldi, E. M.**, & LeBreton, J.M. (2019). Critically evaluating the use of dark trait measurement in selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 163-166.
10. LeBreton, J. M., **Shiverdecker, L. K., & Grimaldi, E. M.** (2018). The dark triad and workplace behavior. *Annual Review of Organizational Psychology and Organizational Behavior*, 5, 387-414.
11. Tay, L., Parrigon, S., Huang, Q., & LeBreton, J. M. (2016). Graphical descriptives: A way to improve data transparency and methodological rigor in psychology. *Perspectives on Psychological Science*, 11(5), 692-701.
12. Kaiser, R. B., LeBreton, J. M., & Hogan, J. (2015). The dark side of personality and extreme leader behavior. *Applied Psychology: An International Review*, 64(1), 55-92.
13. Tonidandel, S., & LeBreton, J. M. (2015). RWA-Web: A free, comprehensive, web-based, and user-friendly tool for relative weight analyses. *Journal of Business and Psychology*, 30(2), 207-216.
14. **Baysinger, M., Scherer, K. T.**, & LeBreton, J. M. (2014). Exploring the disruptive effects of psychopathy and aggression on group processes and group performance. *Journal of Applied Psychology*, 99(1), 48-65.
15. Galic, Z., **Scherer, K. T.**, & LeBreton, J. M. (2014). Examining the measurement equivalence of the conditional reasoning test for aggression across U.S. and Croatian samples. *Psychological Test and Assessment Modeling*, 56, 195-216.
16. Galic, Z., **Scherer, K.T.**, & LeBreton, J. M. (2014). Validity evidence for a Croatian version of the conditional reasoning test for aggression. *International Journal of Selection and Assessment*, 22(4), 343-354.

17. LeBreton, J. M., **Scherer, K. T.** & James, L. R. (2014). Corrections for criterion unreliability in validity generalization: A false prophet in a land of suspended judgment. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7(4), 478-500. <https://doi.org/10.1111/iops.12184>
 - *Invited Focal Article*
18. Spain, S., Harms, P., & LeBreton, J.M. (2014). The dark side of personality at work. *Journal of Organizational Behavior*, 35, S41-S60.
19. **Krasikova, D. V.**, Green, S., & LeBreton, J. M. (2013). Destructive leadership: A theoretical review, integration, and future research agenda. *Journal of Management*, 39(5), 1308-1338.
20. LeBreton, J. M., Tonidandel, S., & **Krasikova, D. V.** (2013). Residualized relative importance analysis: A technique for the comprehensive decomposition of variance in higher-order regression models. *Organizational Research Methods*, 16(3), 449-473.
21. **Scherer, K. T.**, **Baysinger, M. J.**, **Zolynsky, D.**, & LeBreton, J. M. (2013). Predicting counterproductive work behaviors with sub-clinical psychopathy: Beyond the five factor model of personality. *Personality and Individual Differences*, 55(3), 300-305.
22. Tonidandel, S., & LeBreton, J. M. (2013). Beyond step down analysis: A new test for decomposing the importance of dependent variables in MANOVA. *Journal of Applied Psychology*, 98(3), 469-477.
23. Dalal, R. S., **Baysinger, M.**, Brummel, B. J., & LeBreton, J. M. (2012). The relative importance of employee engagement, other job attitudes, and trait affect as predictors of job performance. *Journal of Applied Social Psychology*, 42, E295-E325.
24. **Krasikova, D. V.**, & LeBreton, J. M (2012). Just the two of us: Misalignment of theory and methods in examining dyadic phenomena. *Journal of Applied Psychology*, 97, 739-757.
25. **Michel, J. S.**, & LeBreton, J. M. (2011). Leadership coherence: An application of personality coherence to the study of leadership. *Personality and Individual Differences*, 50, 688-694.
26. Tonidandel, S., & LeBreton, J. M. (2011). Relative importance analysis – A useful supplement to regression analyses. *Journal of Business and Psychology*, 26, 1-9. <https://doi.org/10.1007/s10869-010-9204-3>
 - * *Invited Methodologists Corner contribution*
27. **Wu, J.**, & LeBreton, J. M. (2011). Reconsidering the dispositional basis of counterproductive work behavior: The role of aberrant personality traits. *Personnel Psychology*, 64, 593-626.
28. James, L. R., & LeBreton, J. M. (2010). Assessing aggression using conditional reasoning. *Current Directions in Psychological Science*, 19, 30-35.
29. Tonidandel, S., & LeBreton, J. M. (2010). Determining the relative importance of predictors in logistic regression: An extension of relative weights analysis. *Organizational Research Methods*, 13, 767-781.
30. Binning, J. F., & LeBreton, J. M. (2009). Coherent conceptualization is useful for many things, and understanding validity is one of them. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 486-492.
31. **Michel, J. S.**, **Mitchelson, J.**, **Kotrba, L.**, LeBreton, J. M., Baltes, B. B. (2009). A comparative test of work-family conflict models and critical examination of work-family linkages. *Journal of Vocational Behavior*, 74, 199-218.
32. Tonidandel, S., LeBreton, J. M., Johnson, J. W. (2009). Statistical significance tests for relative weights. *Psychological Methods*, 14, 387-399.
33. LeBreton, J. M., & **Senter, J. L.** (2008). Answers to twenty questions about interrater reliability and interrater agreement. *Organizational Research Methods*, 11, 815-852.
 - * *Winner of ORM 2008 Best Paper Award*
34. LeBreton, J. M, Tonidandel, S. (2008). Multivariate relative importance: Extending relative weight analysis to multivariate criterion spaces. *Journal of Applied Psychology*, 93, 329-345.

35. Bing, M. N., LeBreton, J. M., Davison, H. K., Migetz, D. Z., & James, L. R. (2007). Integrating implicit and explicit social cognitions for enhanced personality assessment: A general framework for choosing measurement and statistical methods. *Organizational Research Methods, 10*, 346-389.
* Runner-up for ORM 2007 Best Paper Award
36. LeBreton, J. M., Barksdale, C. D., Robin, J. D. & James, L. R. (2007). Measurement issues associated with conditional reasoning tests of personality: Deception and faking. *Journal of Applied Psychology, 92*, 1-16.
37. LeBreton, J. M., **Hargis, M. B.**, Griepentrog, B., Oswald, F. L., & Ployhart, R. E. (2007). A multidimensional approach for evaluating variables in organizational research and practice. *Personnel Psychology, 60*, 475-498.
38. James, L. R., McIntyre, M. D., Glisson, C. A., Green, P. D., Patton, T. W., LeBreton, J. M., Frost, B. C., Russell, C. M., Sablinski, C. J., Mitchell, T. R., & Williams, L. J. (2005). A conditional reasoning measure for aggression. *Organizational Research Methods, 8*, 69-99.
39. LeBreton, J. M., James, L. R., & Lindell, M. K. (2005). Recent issues regarding r_{WG} , r^*_{WG} , $r_{WG(I)}$, and $r^*_{WG(I)}$. *Organizational Research Methods, 8*, 128-139.
40. Johnson, J. & LeBreton, J. M. (2004). History and use of relative importance indices in organizational research. *Organizational Research Methods, 7*, 238-257.
41. LeBreton, J. M., Binning, J. F., Adorno, A. J., & Melcher, K. M. (2004). Importance of personality and job-specific affect for predicting job attitudes and withdrawal behavior. *Organizational Research Methods, 7*, 300-325.
42. LeBreton, J. M., Ployhart, R. E., & Ladd, R. T. (2004). A Monte Carlo comparison of relative importance methodologies. *Organizational Research Methods, 7*, 258-282.
43. LeBreton, J. M., Burgess, J. R. D., Kaiser, R. B., Atchley, E. K. P., & James, L. R. (2003). The restriction of variance hypothesis and interrater reliability and agreement: Are ratings from multiple sources really dissimilar? *Organizational Research Methods, 6*, 80-128.

Peer-Reviewed Articles: General Psychology

44. **McDavid, L.**, McDonough, M. H., Blankenship, B. T., & LeBreton, J. M. (2017). A test of basic psychological needs theory in a physical activity-based program for underserved youth. *Journal of Sport & Exercise Psychology, 39(1)*, 29-42.
45. MacLean, R.R., Nichols, T.T., LeBreton, J.M. & Wilson, S.J. (2016). Effects of cognitive load on neural and behavioral responses to smoking cue distractors. *Cognitive, Affective, and Behavioral Neuroscience, 16(4)*, 588-600.
46. Woo, S. E., Jin, J., & LeBreton, J. M. (2015). Specificity matters: Criterion-related validity of contextualized and facet measures of conscientiousness in predicting college student performance. *Journal of Personality Assessment, 97(3)*, 301-309.
47. LeBreton, J. M., **Baysinger, M.**, Abbey, A., & **Jacques-Tiura, A. J.** (2013). The relative importance of psychopathy-related traits in predicting impersonal sex and hostile masculinity. *Personality and Individual Differences, 55(7)*, 817-822.
48. Nairne, J. S., Van Arsdall, J. E., Pandeiradal, J. N. S., Cogdill, M., & LeBreton, J. M. (2013). Adaptive memory: The Mnemonic value of animacy. *Psychological Science, 24(10)*, 2099-2105.
49. Ondersma, S. J., Svikis, D. S., LeBreton, J. M., Streiner, D. L., Grekin, E. R., Lam, P. K., & Connors-Burge, V. (2013). The Importance of indirect screening and objective gold standards: A response to Terplan (2012). *Addiction, 108(5)*, 1002.
50. Ondersma, S. J., Svikis, D. S., LeBreton, J. M., Streiner, D. L., Grekin, E. R., Lam, P. K., & Connors-Burge, V. (2012). Development and preliminary validation of an indirect screener for drug use in the perinatal period. *Addiction, 107*, 2099-2106.
51. Abbey, A., **Jacques-Tiura, A. J.**, & LeBreton, J. M. (2011). Risk factors for sexual aggression in young men: An expansion of the confluence model. *Aggressive Behavior, 37*, 450-464.

52. Grekin, E. R., Svikis, D. S., Lam, P., Connors, V., LeBreton, J. M., Streiner, D. L., Smith, C., & Ondersma, S. J. (2010). Drug use during pregnancy: Validating the Drug Abuse Screening Test against physiological measures. *Psychology of Addictive Behaviors, 24*, 719-723.
53. **Lucas, T.**, Alexander, S., Firestone, I.J., & LeBreton, J.M., (2009). Belief in a Just World, Social Influence, and Responsibility for Illness: Evidence of a Just World Boomerang Effect. *Journal of Health Psychology, 14*, 258-266.
54. **Mitchelson, J. K., Wicher, E. W.**, LeBreton, J. M., & Craig, S. B. (2009). Gender and ethnicity differences on the abridged big five circumplex (AB5C) model of personality: A differential item functioning analysis. *Educational and Psychological Measurement, 69*, 613-635.
55. **Lucas, T.**, Alexander S., Firestone, I.J., LeBreton, J.M. & (2008). Just World Beliefs, Perceived Stress, and Health Behavior: The Impact of a Procedurally Just World. *Psychology & Health, 23(7)*, 849-865.
56. **Lucas, T.**, Alexander, S., Firestone, I., & LeBreton, J. M. (2007). Development and initial validation of a procedural and distributive just world measure. *Personality and Individual Differences, 43*, 71-82.
57. Ondersma, S. J., Chaffin, M. J., Mullins, S. M., & LeBreton, J. M. (2005). A brief form of the child abuse potential inventory: Development and validation. *Journal of Clinical Child and Adolescent Psychology, 34*, 303-313.

BOOKS

1. Humphrey, S. E., & LeBreton, J. M. (Eds.) (2019). *The handbook of multilevel theory, measurement, and analysis*. Washington, D. C.: American Psychological Association.
2. James, L. R., & LeBreton, J. M. (2012). *Assessing the implicit personality through conditional reasoning*. Washington, D.C.: American Psychological Association.

CHAPTERS (CHRONOLOGICALLY) Current & Former Graduate Students in Boldface

1. **Moeller, A., Johnson, B.**, Levy, K. N., & LeBreton, J. M. (2021). Conceptualizing and measuring the implicit personality. In D. Wood, S. J. Read, P. D. Harms, & A. Slaughter (Eds.), *Measuring and modeling persons and situations* (pp. 389-426). Elsevier.
2. Humphrey, S. E., & LeBreton, J. M. (2019). Introduction. In S. E. Humphrey & J. M. LeBreton (Eds.), *Handbook of multilevel theory, measurement, and analysis* (pp. 3-8). Washington, D.C.: American Psychological Association.
3. **Krasikova, D.**, & LeBreton, J. M. (2019). Multilevel measurement: Agreement, reliability, and non-independence. In S. E. Humphrey & J. M. LeBreton (Eds.), *Handbook of multilevel theory, measurement, and analysis* (pp. 279-304). Washington, D.C.: American Psychological Association.
4. **Shiverdecker, L. K.**, & LeBreton, J. M. (2019). Antagonism and work functioning: Implicit and explicit considerations. In J. D. Miller & D. R. Lynam (Eds.), *The handbook of antagonism: Conceptualizations, assessment, consequences, and treatment of the low end of agreeableness* (pp. 281-295). Elsevier.
5. **Shiverdecker, L. K.**, & LeBreton, J. M. (2019). A primer on multilevel (random coefficient) regression modeling. In S. E. Humphrey & J. M. LeBreton (Eds.), *Handbook of multilevel theory, measurement, and analysis* (p. 389-422). Washington, D.C.: American Psychological Association.
6. LeBreton, J. M., Schoen, J. B., & James, L. R. (2017). Situational specificity, validity generalization, and the future of psychometric meta-analysis (pp. 93-114). In J. L. Farr & N. T. Tippins (Eds.), *Handbook of employee selection (2nd ed.)*. New York: Routledge.
7. Tonidandel, S., Williams, E. B., & LeBreton, J. M. (2015). Size matters...just not in the way that you think: Myths surrounding sample size requirements for statistical analyses. In C. E. Lance & R. J. Vandenberg (Eds.), *Statistical and methodological myths and urban legends (Vol. 2): Doctrine, verity, and fable in the organizational and social sciences* (pp. 162-183). New York: Routledge.

8. James, L. R., LeBreton, J. M., Mitchell, T. R., Smith, D. R., Desimone, J. A., Cookson, R., & Lee, H. J. (2013). Use of conditional reasoning to measure the power motive. In J. M. Cortina & R. S. Landis (Eds.), *Modern research methods for the study of behavior in organizations* (pp. 233-263). New York: Routledge.
9. **Krasikova, D.**, LeBreton, J. M., & Tonidandel, S. (2011). Estimating the relative importance of variables in multiple regression models. In G. P. Hodgkinson & J.K. Ford (Eds.), *International review of industrial and organizational psychology, Vol 26* (pp. 119-141). Indianapolis, IN: Wiley.
10. LeBreton, J. M., & **Wu, J.** (2009). Beyond the traits of the five factor model: Using deviant personality traits to predict deviant behavior in organizations. In Frank Columbus (Ed.), *Personality assessment: New research* (pp. 383-390). Hauppauge, NY: Nova Science Publishers.
11. LeBreton, J. M., **Wu, J.**, & Bing, M. N. (2009). The truth(s) on testing for mediation in the social and organizational sciences. In C. E. Lance & R. J. Vandenberg (Eds.), *Statistical and methodological myths and urban legends: Doctrine, verity, and fable in the organizational and social sciences* (pp. 109-144). New York: Routledge.
12. Binning, J.F., LeBreton, J.M., & Adorno, A.J. (2006). Person-environment fit and performance. In J.C. Thomas & D. Segal (Eds.), *Comprehensive handbook of personality and psychopathology, Vol. I, Personality and everyday functioning* (pp. 364-387). New York: John Wiley and Sons, Inc.
13. LeBreton, J.M., Binning, J.F., & Adorno, A.J. (2006). Subclinical psychopaths. In J.C. Thomas & D. Segal (Eds.), *Comprehensive handbook of personality and psychopathology, Vol. I, Personality and everyday functioning* (pp. 388-411). New York: John Wiley and Sons, Inc.
14. Binning, J. F., LeBreton, J. M., & Adorno, A. J. (1999). Assessing personality. In R. W. Eder & M. M. Harris (Eds.), *The employment interview handbook* (pp. 105-124). Thousand Oaks, CA: Sage Publications, Inc.

OTHER PUBLICATIONS (CHRONOLOGICALLY)

Current & Former Graduate Students in Boldface

1. LeBreton, J. M. & Schoen, J. S. (in press). Conditional reasoning. In Ricky Griffin (Ed.), *Oxford Bibliographies in Management*. New York: Oxford University Press. URL
2. **Wittmer, J.**, & LeBreton, J. (2021). Interrater agreement and interrater reliability: implications for multilevel research. In Oxford Research Encyclopedia of Business and Management. Oxford University Press. doi: <https://doi.org/10.1093/acrefore/9780190224851.013.222>
3. LeBreton, J. M. (2018). Conditional reasoning. In A. Frese (Ed.), *Oxford Bibliographies in Management*. New York: Oxford University Press.
4. DeSimone, J. A. & LeBreton, J. M. (2018). Attenuation, Correction for. In B. B. Frey (Ed.), *The SAGE encyclopedia of educational research, measurement and evaluation* (pp. 138-139). Thousand Oaks, CA: Sage.
5. LeBreton, J. M., & Schoen, J. B. (2017). Conditional reasoning. In S. G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology* (2nd ed.) (pp. 208-210). Thousand Oaks, CA: SAGE publications.

MANUSCRIPTS UNDER PEER-REVIEW

Current & Former Graduate Students in Boldface

1. **Baysinger, M. A.**, LeBreton, J. M., & Campion, M. A. (under review). Team toxicity, team climate, and dysfunctional team outcomes. *Organizational Behavior and Human Decision Processes*.
2. **Johnson, B. N.**, Kivity, Y., **Rosenstein, L. K.**, LeBreton, J. M., & Levy, K. N. (under review). How central are impairments in mentalizing to psychopathology? A meta-analysis of the reading the mind in the eyes task across psychiatric disorders. *Clinical Psychology Review*.

3. Kivity, Y., Levy, K. N., **Rosenstein, L. K., Johnson, B. N.,** & LeBreton, J. M. (under review). Mentalizing in and out of awareness: A meta-analytic review of implicit and explicit mentalizing. *Clinical Psychology Review*.
4. **Rosenstein, L.K., Johnson, B.N.,** Kivity, Y., LeBreton, J.M., & Levy, K.N. (under review). Assessment of mentalizing for psychotherapy researchers and clinicians. *Psychology and Psychotherapy*.
5. Woo, S. E., LeBreton, J. M., Keith, M., & Tay, L. (revise & resubmit). Bias, fairness, and validity in graduate admissions: A psychometric perspective. *Perspectives on Psychological Science*.

ILLUSTRATIVE EXAMPLES OF RESEARCH IN PROGRESS
Current & Former Graduate Students in Boldface

1. **Krasikova, D.,** & LeBreton, J. M. (manuscript in preparation). Two faces of destructive leadership: Leaders pursuing destructive goals and using destructive methods of influence.
2. **Krasikova, D.,** LeBreton, J. M., & Tonidandel, S. (research in progress). *An examination of the factor influencing the statistical power of dyadic analyses*. Manuscript in preparation.
3. LeBreton, J. M. (manuscript in preparation). A note on cross-level effects in multilevel research. Unpublished manuscript, Pennsylvania State University, University Park, PA.
4. LeBreton, J. M., Aguinis, H. A. & James, L. R. (manuscript in preparation). *B₃ revisited: Challenging the conventional wisdom underlying tests for continuous variable moderation in the psychological sciences*. Manuscript in preparation.
5. LeBreton, J. M., DeSimone, J., **Scherer, K.** Lee, H. J., & James, L. R. (manuscript in preparation). *How subjective decisions impact seemingly objective literature reviews: An illustration comparing the subjective decisions of Berry, Sackett, & Tobares (2010) with those of James and LeBreton (2012)*. Unpublished manuscript, Pennsylvania State University, University Park, PA.
6. LeBreton, J. M., **Scherer, K.T., Hopkins, D., Moody, M., Barksdale, C.,** & James, L. R. (manuscript in preparation). Measurement issues associated with the Conditional Reasoning Test for Aggression II: Test transparency, test coaching, and test faking. Unpublished manuscript, Pennsylvania State University, University Park, PA.
7. **Neely, B. H., Jr., Melloy, R. C.,** & LeBreton, J. M. (manuscript in preparation). Clarifying the nature of attitudes on reporting marginally significant effects in psychological science: A response to Pritschet et al. (2016). Unpublished manuscript, Pennsylvania State University, University Park, PA.
8. **Reichin, S. L.,** Wang, Y., **Theriault, C.,** Levy, K. N., & LeBreton, J. M. (in preparation). Beyond performance: A meta-analytic review of the correlates and consequences of the achievement motive. Manuscript in preparation.
9. Wang, Y., Harms, P., **Theriault, C.,** Levy, K. N., & LeBreton, J. M. (in preparation). On the nature of power motivation: A meta-analytic review. Unpublished manuscript, Pennsylvania State University, University Park, PA.

CHAired SYMPOSIA, WORKSHOPS, PANELS & DISCUSSIONS (CHRONOLOGICALLY)

1. LeBreton, J.M. (2019, August). *Current directions in climate level and climate strength research*. Discussant for symposium at the annual meeting of the Academy of Management, Boston, MA.
2. LeBreton, J.M. (2019, April). *Latest findings in conditional reasoning: A new scale, new analyses, and new samples*. Discussant for symposium at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor.
3. LeBreton, J.M., (2019, April). *Scale adaptation and reliability in I-O research: The good, the bad, and the ugly*. Discussant for symposium at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
4. LeBreton, J.M. (2018, August). *Publishing in ORM for non-methodologists or how to get your geek on*. Invited panelist for session at the annual meeting of the Academy of Management, Chicago, IL.

5. LeBreton, J.M., & Levy, K.N. (2018, May). *Moving Toward an Integrated Theory of the Implicit Personality*. Co-chair and panelist on a Symposium conducted at the 30th Association for Psychological Science Annual Convention, San Francisco, CA, USA.
6. LeBreton, J.M. (2018, April). *Latest findings in conditional reasoning: New scales, analyses, and samples*. Discussant for symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
7. LeBreton, J.M. (2018, April). *Promoting replicable, reliable, and credible research in I-O psychology*. Discussant for symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
8. LeBreton, J.M. (2017, April). *How do (and should) we make sense of our data?* Discussant for symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
9. LeBreton, J. M., & Bliese, P. (2017, August). *Publishing high impact methods papers: Insights from ORM editors*. Co-chair and panelist on an invited Symposium at the annual meeting of the Academy of Management, Atlanta, GA.
10. LeBreton, J.M. (2016, August). *Publishing in the organizational sciences*. Invited panelist for HR doctoral consortium conducted at the annual meeting of the Academy of Management, Anaheim, CA.
11. Schoen, J. L., & LeBreton, J. M. (2016, August). *Thinking about implicit personality research*. Co-presenter in professional development workshop conducted at the annual meeting of the Academy of Management, Anaheim, CA.
12. LeBreton, J. M. (2016, April). *The future of the publication process in I-O psychology*. Panelist on an invited Panel Discussion at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
13. LeBreton, J. M. (2016, April). *Toward a more flexible, real data relative importance analysis*. Discussant for symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
14. LeBreton, J. M. (2015, August). Big data: Implications for organizational research. Chaired symposium at the annual meeting of the Academy of Management, Vancouver, British Columbia.
15. LeBreton, J.M. (2015, August). Publishing in the organizational sciences. Invited panelist for HR doctoral consortium conducted at the annual meeting of the Academy of Management, Vancouver, British Columbia.
16. LeBreton, J.M. (2015, April). *Best (though not current) practices for modern research methods*. Discussant for symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
17. LeBreton, J.M. (2015, April). *Understanding big data: Emerging approaches to data interpretation*. Discussant for symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
18. LeBreton, J. M., Schoen, J. L., Gustafson, S. B., & Corbet, C. E. (2015, April). *Measuring implicit motives via conditional reasoning*. Co-chairs of a community of interest session at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
19. LeBreton, J. M., & Senter, J. L. (2014, August). *Estimating interrater agreement and interrater reliability in organizational research*. Professional Development Workshop presented at the annual meeting of the Academy of Management, Philadelphia, PA.
20. LeBreton, J. M., & Senter, J. L. (2011, August). *Estimating interrater agreement and interrater reliability in organizational research*. Professional Development Workshop presented at the annual meeting of the Academy of Management, Anaheim, CA.
21. LeBreton, J. M. & Krasikova, D. (2009, August). *New strategies for estimating the relative importance of variables in organizational research*. Professional Development Workshop presented at the annual meeting of the Academy of Management, Chicago, IL.
22. Putka, D., & LeBreton, J. M. (2009, April). *Reliability, ratings, and reality: Oh My!* Invited preconference workshop presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

23. LeBreton, J. M., & Senter, J. L. (2008, August). *Estimating interrater agreement and interrater reliability in organizational research*. Professional Development Workshop presented at the annual meeting of the Academy of Management, Anaheim, CA.
24. LeBreton, J. M. (2007, April). *Psychometric properties of conditional reasoning tests*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
25. LeBreton, J. M., & Hargis, M. B. (2006, August). *Leadership, it's all relative: Applying relative importance statistics to leadership*. Symposium presented at the annual meeting for the Academy of Management, Atlanta, Georgia.
26. LeBreton, J. M. (2006, April). *Bringing the Implicit Personality into I-O Psychology*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
27. LeBreton, J. M., & Senter, J. L. (2005, April). *Applications and extensions of relative importance statistics in organizational research*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
28. Michel, J. S., Senter, J. L., Hargis, M. B., & LeBreton, J. M. (2005, April). *Doctoral Training in I/O Psychology: Current Trends and Future Needs*. Panel discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
29. Weingarden, S. M., Burnazi, L., & LeBreton, J. M. (2003, April). *Employment law: The next generation*. Panel discussion at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
30. LeBreton, J. M., & Johnson, J. W. (2002, April). *Application of relative importance methodologies to organizational research*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
31. LeBreton, J. M., & McIntyre, M. D. (2002, April). *Incorporating implicit social cognitions into industrial and organizational psychology*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
32. LeBreton, J. M. & Johnson, J. W. (2001, April). *Use of relative importance methodologies in organizational research*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
33. LeBreton, J. M. & McIntyre, M. D. (2001, April). *Advances in personality assessment*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
34. LeBreton, J. M., & Binning, J. F. (2000, August). *Issues and innovations in personality assessment*. Chaired symposium at the annual meeting of the American Psychological Association, Washington, D.C.
35. LeBreton, J. M., & Binning, J. F. (1999, April). *New directions in personality assessment*. Chaired symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

CONFERENCE PRESENTATIONS (CHRONOLOGICALLY)

1. Wang, Y., Theriault, C., Levy, K. N., & LeBreton, J. M. (2020, August). *On the nature of power motivation: A meta-analytic review*. Paper presented at the annual meeting of the Academy of Management, Virtual Conference.
2. Wang, Y., Theriault, C., Reichin, S. L., Moeller, A., Levy, K. N., & LeBreton, J. M. (2019, April). *Implicit versus explicit power motives in relations with work outcomes: A meta-analysis*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
3. Yuan, Z., Morgeson, F. L., & LeBreton, J. M. (2018, August). *Situational moderators and criterion reliability: Independent or interdependent? And why?* In N. E. Dimotakis (Chair), *Validity considerations: Content, construct, and generalization*. Symposium conducted at the annual meeting of the Academy of Management, Chicago, IL.
4. LeBreton, J. M., & Levy, K. N. (2018, May). *A review and integration of three disparate traditions in the study of implicit personality*. In LeBreton, J. M., & Levy, K. N. (Chairs), *Moving Toward an Integrated Theory of the Implicit Personality*. Symposium conducted at the 30th Association for Psychological Science Annual Convention, San Francisco, CA, USA.

5. Kivity, Y., Rosenstein, L.K., & Levy, K.N. (2018, May). Mentalizing in and out of Awareness: A Meta-Analytic Review of Implicit and Explicit Measures of Mentalizing. In LeBreton, J.M., & Levy, K.N. (Chairs), *Moving Toward an Integrated Theory of the Implicit Personality*. Symposium conducted at the 30th Association for Psychological Science Annual Convention, San Francisco, CA, USA.
6. Wang, Y., Grimaldi, E. M., Levy, K. N., & LeBreton, J. M. (2018, May). The implicit and explicit motives to achieve: A review and comparison of different measurement methods. In LeBreton, J.M., & Levy, K.N. (Chairs), *Moving Toward an Integrated Theory of the Implicit Personality*. Symposium conducted at the 30th Association for Psychological Science Annual Convention, San Francisco, CA, USA.
7. Rosenstein, L.K., Kivity, Y., LeBreton, J.M. & Levy, K.N. (2018, April). *Mentalizing in and out of awareness: A meta-analytic review of implicit and explicit measures of mentalizing*. Paper presented at the 6th Annual Conference of the North American Society for the Study of Personality Disorders, New York, NY, USA.
8. Dul, J. & LeBreton, J. M. (2016, June). A new methodology for analyzing necessary but not sufficient conditions: Comparing NCA with OLS. In E. Bocatto (Chair), *Research methods involving multiple stakeholders*. Symposium conducted at the annual meeting of the European Academy of Management Meeting, Paris, France.
9. Grimaldi, E. M., Hoffman, M. E., & LeBreton, J. M. (2016, April). Measurement issues associated with the CRT-A: Examination of Sex DIF. In J. L. Schoen (Chair), *Latest findings in conditional reasoning: Writing JMs and new scales*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
10. LeBreton, J. M., & Grimaldi, E. M. (2015, April). Strategies and suggestions for building and validating conditional reasoning tests. In J. L. Schoen (Chair), *Latest findings in conditional reasoning: New scales and multiple motives*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
11. LeBreton, J. M. (2013, August). *Organizational research methods: Retrospective and Prospective Views*. Participated as one of three invited contributors to a panel discussion at the annual meeting of the Academy of Management, Orlando, FL.
12. LeBreton, J.M. (2013, April). *Multiple regression analysis: Guidance for the applied researcher*. Participated as one of six invited contributors to a panel discussion at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
13. Moody, M., Hopkins, D., Scherer, K., & LeBreton, J. M. (2013, April). *Examining the transparency of the conditional reasoning test of aggression*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
14. Tonidandel, S., LeBreton, J. M., & Meador, S. (2013, April). *A free comprehensive web-based user-friendly resource to compute relative importance*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
15. Tonidandel, S., Williams, E., & LeBreton, J. M. (2013, April). Myths surrounding sample size requirements for different analyses. In C. E. Lance (Chair), *Statistical and methodological myths and urban legends: Part VIII*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
16. Baysinger, M., & LeBreton, J. M. (2012, April). *The dark side of teams: Psychopathy, aversive climate, and deviance*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
17. Baysinger, M., & LeBreton, J. M. (2012, April). *The disruptive effects of psychopathy and aggression on group effectiveness*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
18. Krasikova, D., LeBreton, J.M., & Green, S. (2012). *Toward development of a destructive leadership scale*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
19. LeBreton, J. M., & James, L. R. (2012). Testing for “continuous” moderators is doomed to fail. In C. Lance (Chair), *Statistical and methodological myths and urban legends: Part VII*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

20. LeBreton, J. M. (2011, August). The use and misuse of agreement statistics in multilevel research. In M. P. Trinh (Chair), *Operationalizing team level constructs: What lies beyond aggregations?* Symposium conducted at the annual meeting of the Academy of Management, San Antonio, TX.
21. Patil, A., LeBreton, J. M., & James, L. R. (2011, August). *Use of planned comparison contrasts in the test for categorical moderators*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
22. Baysinger, M., Michel, J., & LeBreton, J. M. (2011, April). *The effects of psychopathy and workplace perceptions on CWB*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
23. LeBreton, J. M. (2011, April). *How I managed the tenure process and remained reasonably sane: Do's and don'ts as a junior faculty*. Participated as one of three invited contributors to a panel discussion during the Junior Faculty Consortium at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
24. Scherer, K., & LeBreton, J. M. (2011, April). Psychopathy: Predicting counter-productive work behaviors above and beyond the global big five. In S. E. Woo & B. S. Connelly (Co-Chairs), *Does specificity matter? Advantages of broad versus narrow traits*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
25. Wu, J., & LeBreton, J. M. (2011, April). *Aberrant personality and choice of negotiation tactics*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
26. Krasikova, D., & LeBreton, J. M. (2010, August). *Misalignment of theory and method in leader-member exchange (LMX) research: Reciprocal one-with-many designs as a recommended remedy*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
27. Krasikova, D., Green, S. G., & LeBreton, J. M. (2010, August). Destructive leadership: Definition and theoretical model. In E. P. Waples (Chair), *Abusive leadership*. Symposium conducted at the annual meeting of the Academy of Management, Montreal, Canada.
28. Krasikova, D., & LeBreton, J. M. (2010, April). *Application of dyadic analysis to leader-member exchange research*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
29. Krasikova, D., Green, S., & LeBreton, J. M. (2010, April). *Destructive leadership: Definition and clarification of the nomological network*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
30. Binning, J. F., Bradshaw, A., LeBreton, J. M., & Scherer, K. (2010, April). *Understanding turnover propensity via job-specific and identity-based emotional beliefs*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
31. Baysinger, M. & LeBreton, J.M. (2009, August). Personality, conflict, and group perceptions: The case for antisocial personality traits. In L. Parks (Chair), *Personality at Work*. Symposium presented at the annual meeting of the Academy of Management, Chicago, IL.
32. Clark, M. A., & LeBreton, J. M. (2009, August). Taking another's perspective and feeling what others feel: Empathy and organizational behavior. In R. Moorman (Chair), *The virtues: Humility, empathy, benevolence, and citizenship*. Symposium presented at the annual meeting of the Academy of Management, Chicago, IL.
33. Baysinger, M. Brummel, B., Dalal, R. S., & LeBreton, J. M. (2009, April). *Relative importance of employee engagement, other job attitudes, and affect*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
34. Bing, M. N., Davison, H. K, LeBreton, J. M., & Stewart, S. (2009, April). Dispositional Aggression and CWBs: New Findings for Affectivity and Personality. In S. Stewart & M. Gruys (co-chairs), *New directions in counterproductive work behavior research*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

35. Gentry, W., Braddy, P., Weber, T., Thompson, L. F., & LeBreton, J. M. (2009, April). *Investigating managerial performance: A relative weights analysis of derailment behaviors*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
36. LeBreton, J. M. & Tonidandel, S. (2009, April). *Estimating the relative importance of interactive and other higher-order effects*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
37. LeBreton, J. M., Wu, J., & Bing, M. N. (2009, April). Testing for mediation in social and organizational sciences. In R. J. Vandenberg & C. E. Lance (co-chairs), *Where is the kernel of truth – part quatre?* Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
38. Tonidandel, S., & LeBreton, J. M. (2009, April). Determining the relative importance of predictors in logistic regression. In J. Cortina, *Grace to help in time of need!: IO methodological developments*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
39. Bing, M. N., Davison, H. K., Stewart, S. M., & LeBreton, J. M. (2008, August). Examining the relationship between employee dispositional aggression and counterproductive workplace behaviors. In C. Resick and M. Hargis (Chairpersons), *Current perspectives on workplace deviance: Examining person-based and contextual influences*. Symposium presented at the annual meeting of the Academy of Management, Anaheim, CA.
40. Burnazi, L. & LeBreton, J. M. (2008, August). Counterproductive and prosocial responses to job dissatisfaction: Person X situation perspectives. In C. Resick and M. Hargis (Chairpersons), *Current perspectives on workplace deviance: Examining person-based and contextual influences*. Symposium presented at the annual meeting of the Academy of Management, Anaheim, CA.
41. Adorno, A. J., Binning, J. F., & LeBreton, J. M. (2008, April). Validity of inventory and interview assessments of person-job affective fit. In P. Raymark (Chair), *Alternative methods of assessing non-cognitive predictors*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
42. Kokkinou, I., Wu, J., LeBreton, J. M., & Baltes, B. B. (2008, April). *Measurement invariance of three work-family conflict scales across gender*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
43. Hargis, M.B., & LeBreton, J. M. (2007, August). Examining person- and context-based factors that influence perceptions of ethical transgressions. In M.B. Hargis, and C.J. Resick (Co-Chairs), *Current research on ethical perceptions: Person, context, and interactive perspectives*. Symposium presented at the annual meeting for the Academy of Management, Philadelphia, Pennsylvania.
44. Michel, J. S., & LeBreton, J. M. (2007, August). *Leadership coherence: A social-cognitive approach to leadership*. Paper presented at the annual meeting for the Academy of Management, Philadelphia, Pennsylvania.
45. Wicher, E. W., & LeBreton, J. M. (2007, August). *The effects of performance feedback and motive to aggress on aggressive behavior*. Paper presented at the annual meeting for the Academy of Management, Philadelphia, Pennsylvania.
46. Clark, M. B., Gramzow, A. M., Pratt, A. K., & LeBreton, J. M. (2007, April). *The impact of state negative affect on self-reported personality measures*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
47. Clark, M. B., & LeBreton, J. M. (2007, April). *A theoretical review of empathy and implications for industrial/organizational psychology*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
48. Michel, J. S., Mitchelson, J. K., Kotrba, L. M., LeBreton, J. M., & Baltes, B. B. (April, 2007). *Work-family conflict as a mediator within the work-family interface*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
49. Tonidandel, S., LeBreton, J., & Johnson, J. Determining the statistical significance of relative weights. (April, 2007). In J. Cortina (Chair), *A perfect and just weight, a perfect and just measure*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology. New York, NY.

50. Wicher, E. W., Mitchelson, J. K., LeBreton, J. M., & Craig, S. B. (2007, April). *Gender and ethnicity differences on the AB5C: A DIF analysis*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
51. Hargis, M.B., & LeBreton, J.M. (2006, August). Relative importance of transformational and transactional leadership styles in predicting leader effectiveness and subordinate job attitudes. In J.M. LeBreton & M.B. Hargis (Co-Chairs), *Leadership, it's all relative: Applying relative importance statistics to leadership*. Symposium presented at the annual meeting for the Academy of Management, Atlanta, Georgia.
52. LeBreton, J. M., & Senter, J. L (2006, August). *Answers to questions about interrater reliability & agreement: Implications for multilevel analyses*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
53. Tonidandel, S., LeBreton, J. M., & Perkins, J. M. (2006, April). Applying relative importance to multivariate analysis of variance. In J. M. Cortina (Chair), *Devoting rashly something as holy, ye must then reconsider: Revisiting methodological sacred cows*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
54. LeBreton, J. M., Ingerick, M. J., Bowler, M. C., & Ployhart, R. E. (2005, April). Relative importance of general vs. facet intelligence in predicting job performance. In J. M. LeBreton & J. L. Senter (Co-chairs). *Applications and extensions of relative importance statistics in organizational research*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
55. LeBreton, J. M., Young, L. M., & Ladd, R. T. (2005, April). Effects of specification error on estimates of predictor relative importance. In D. A. Newman & C. C. Hoffman (Co-chairs), *Personnel selection with multiple predictors: Issues and frontiers*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
56. Michel, J. S., Gramzow, A. M., Mitchelson, J. K., Young, L. M., Baltes, B. B., & LeBreton, J. M. (2005, April). *Work-family conflict: An examination of three models*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
57. Roedder, W. C., Crawford, J., LeBreton, J. M., & Michel, J. S. (2005, April). *Correcting profile similarity scores for range restriction*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
58. Tonidandel, S., & LeBreton, J. M. (2005, April). Extending relative importance to multivariate designs. In J. M. LeBreton & J. L. Senter (co-chairs). *Applications and extensions of relative importance statistics in organizational research*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
59. Bing, M. N., & LeBreton, J. M. (2004, June). *Distinguishing clinical depression from malingering: A Feasibility study*. Presentation to the Navy Research and Development Core Capabilities Program Review Panel for the Office of Naval Research and the Bureau of Medicine and Surgery.
60. Hargis, M. B., Senter, J. L., & LeBreton, J. M. (2004, April). *Examining the factor structure and nomological network of goal orientation*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
61. Hargis, M. B., Wicher, E. W., & LeBreton, J. M. (2004, April). *Cultural beliefs diversity scale: Construct validity and factor structure analysis*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
62. LeBreton, J. M., & Ladd, R. T. (2004, April). Some Monte Carlo comparisons of relative importance statistics. In D. Neuman (Chair), *New methods for research in I/O psychology*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
63. LeBreton, J. M., & McIntyre, M. D. (2004, April). Conditional reasoning: Strategies and suggestions for item development and validation. In S. B. Gustafson (Chair), *Making Conditional Reasoning Tests Work: Reports from the Frontier*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
64. Pratt, A. K., Cannon, N., June, A. O., & LeBreton, J. M. (2004, April). *Impact of state negative affect on self-reported trait negative affect*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

65. LeBreton, J. M., & James, L. R. (2003, April). *Development and initial validation of a measure of aggressive framing*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
66. Henderson, M.J., Schoeberlein, S., LeBreton, J., & Tiell, K.W. (2002, December). *The identification of gambling expectancies: Phase II of the development of the gambling expectancy rating scale*. Paper presented at the Annual Convention of the National Center for Responsible Gaming, Las Vegas, NV.
67. Baltés, B. B., & LeBreton, J. (2002, September). *Reducing racial discrimination in performance ratings: A test of a structured free recall intervention*. Paper presented at the 43rd annual meeting of the German Association for Psychology, Berlin, Germany.
68. Bing, M. N., Davison, H. K., LeBreton, D. L., & LeBreton, J. M. (2002, April). *Issues and improvements in tests of mediation*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
69. Bing, M. N., LeBreton, J. M., Migetz, D. Z., Vermillion, D. B., Davison, H. K., & James, L. R. (2002, April). Integrating implicit and explicit social cognitions associated with achievement motivation and fear of failure. In J. M. LeBreton & M. D. McIntyre, *Incorporating implicit social cognitions into industrial and organizational psychology*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
70. Binning, J. F., Gniatczyk, L. A., & LeBreton, J. M. (2002, April). The moderating effect of assessors' judgment processes on the criterion-related validity of judgmental ratings in an operational assessment center. In D. J. Schleicher & S.A. Strupeck (co-chairs), *Assessing the assessor: Implications for selection and training*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
71. Binning, J. F., LeBreton, J. M., & Adorno, A. J. (2002, April). Importance of personality and emotional labor in predicting job attitudes and behavior. In J. M. LeBreton & J. W. Johnson (Co-chairs), *Application of relative importance methodologies to organizational research*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
72. LeBreton, J. M., Griepentrog, B., Hargis, M. B., & Ployhart, R. E. (2002, April). Beyond incremental validity: Use of relative importance in personnel selection. In J. M. LeBreton & J. W. Johnson (Co-chairs), *Application of relative importance methodologies to organizational research*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
73. Schriesheim, C. A., Donovan, J. A., Zhou, X., LeBreton, J. M., Whanger, J. C., & James, L. R. (2001, August). *Use and misuse of the r_{WG} coefficient of within-group agreement: Review and suggestions for future research*. Paper presented the annual meeting of the Academy of Management, Washington, D.C.
74. James, L. R., LeBreton, J. M., McIntyre, M. D., & Ingerick, M. (2001, August). *Measuring personality via conditional reasoning*. Professional Development Workshop presented at the annual meeting of the Academy of Management, Washington, D. C.
75. Bing, M. N., LeBreton, J. M., Migetz, D. Z., Vermillion, D. B., Davison, H. K., & James, L. R. (2001, April). The integrative model of personality assessment for achievement motivation and fear of failure: Implications for the prediction of effort, attribution, and performance. In J. M. LeBreton & M. D. McIntyre. *Advances in personality assessment*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
76. LeBreton, J. M., Burgess, J. R. D., Atchley, E. K., Kaiser, R. B., & James, L. R. (2001, April). True or false?: Different sources of performance ratings disagree. In R. B. Kaiser & B. Craig (Co-chairs), *Modern analytic techniques in the study of 360-degree performance ratings*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
77. LeBreton, J. M., & McIntyre, M. D. (2001, April). Use of differential framing to measure personality. In J. M. LeBreton & M. D. McIntyre. *Advances in personality assessment*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
78. LeBreton, J. M., Ployhart, R. E., & Ladd, R. T. (2001, April). Determining relative importance via dominance analysis: A Monte Carlo simulation. In J. M. LeBreton & J. W. Johnson, *Use of relative importance methodologies in organizational research*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

79. Roedder, III, W. C., LeBreton, J. M., & Rush, M. C. (2001, April). *An examination of interrelationships among French and Raven's (1959) power bases*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
80. LeBreton, J. M. (2000, November). Measurement issues associated with Conditional Reasoning Tests: Current and future directions. In J. M. LeBreton, & L. R. James (Co-chairs), *New directions in conditional reasoning research*. Invited symposium conducted at the annual meeting of the Tennessee Psychological Association, Nashville, TN.
81. LeBreton, J. M., Burgess, J. R. D., & James, L. R. (2000, August). Measurement issues associated with Conditional Reasoning tests of personality: Deception and faking. In J. M. LeBreton & J. F. Binning (Co-Chairs), *Issues and innovations in personality assessment*. Invited symposium conducted at the annual meeting of the American Psychological Association, Washington, D.C.
82. Burroughs, S. M., LeBreton, J. M., Bing, M. N., & James, L. R. (2000, April). *Validity evidence for the Conditional Reasoning test of employee aggression*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
83. James, L. R., McIntyre, M. D., & LeBreton, J. M. (2000, April). *Innovations in selection: Use of conditional reasoning to identify reliable and achievement motivated employees*. Workshop conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
84. Binning, J. F., LeBreton, J. M., & Adorno, A. J. (1999, April). Socio-technical moderators of assessment center criterion-related validity. In D. Day & D. J. Schleicher (Chairs), *Wither assessment centers? We hardly knew ye!*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
85. Binning, J. F., LeBreton, J. M., & Adorno, A. J. (1999, April). A research agenda for assessing personality in the employment interview. In J. M. LeBreton & J. F. Binning (Chairs), *Issues and innovations in personality assessment*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
86. LeBreton, J. M., Bedwell, S. E., & Kaiser, R. B. (1999, April). *Organizational demographic diversity, competitive pay scales, and organizational attractiveness*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
87. LeBreton, J. M., Gniatczyk, L. A., & Migetz, D. Z. (1999, April). *Examining relationships between behavior checklist and judgmental assessment center ratings*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
88. LeBreton, J. M., LeBreton, D. L., & DeVille, J. (1999, April). *Clarifying Constructs: Affect and the Five-Factor Model of Personality*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
89. Gniatczyk, L. A., Zegelbone-Miget, D., & LeBreton, J. M. (1998, April). *More is not always better: A critical review of behavioral checklist length*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
90. James, L. R., LeBreton, J. M., & Monier, E. L. (1998, August). Use of conditional reasoning to measure cognitive disposition to experience anger and to act aggressively in work situations. In P. Chen, *Role of negative affectivity in reports of job stressors and strains: Measures and mechanisms*. Symposium conducted at the 24th International Congress of Applied Psychology, San Francisco, CA.
91. LeBreton, J. M., Binning, J. F., & Hesson-McInnis, M. S. (1998, August). The effects of measurement structure on the predictive validity of assessment center dimensions: The clinical-statistical debate revisited. In J. A. Lust (Chair), *Reaction to Staffing Approaches and Techniques*. Symposium conducted at the annual meeting of the Academy of Management, San Diego, CA.
92. Kaiser, R. B., LeBreton, J. M., Bedwell, S., Reynolds, S., & Van Stechelmann, H. (1997, April). *Diversity-based HR policies and organizational attractiveness: A person-organization fit study*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

93. Binning, J. F., Kaiser, R. B., Williams, K. B., & LeBreton, J. M. (1996, April). *A field study of the effects of preinterview impressions on interviewers' questioning strategies in same- and opposite-gender employment interviews*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
94. Huffaker, B. J., LeBreton, J. M., & Nordstrom, C. R. (1995, April). *The effect of disability training type, and quality of interview on the evaluation of applicants with a disability*. Paper presented at the meeting of the Midwest Academy of Management, St. Louis, MO.
95. Nordstrom, C. R., LeBreton, J. M., & Williams, K. B. (1995, April). *Pre-interview impression formation: The effect of cognitive load*. Paper presented at the meeting of the Midwest Academy of Management, St. Louis, MO.

TECHNICAL REPORTS

1. LeBreton, J. M. (2020). Test development and validation. In U. C. Kubisiak (Ed.), *Air Force Personnel Center Best Practice Guide*. Technical Report submitted to United States Air Force Research Laboratory, 711th Human Performance Wing.
2. LeBreton, J. M., & Levy, K. N. (2020). *Toward the development of an integrative theory of the implicit personality (ITIP): A review, critique, and integration of the disparate traditions in psychology*. Technical Report submitted to Gregory A. Ruark, Chief, Foundational Science Research Unit, United States Army Research Institute for the Behavioral and Social Sciences.
3. LeBreton, J. M. (1998). *An Examination of the "Society Should be Scales" from the GLOBE Project Utilizing the American Sample: A Confirmatory and Exploratory Analysis*. Technical Report submitted to Robert Kaiser at the Center for Creative Leadership.
4. LeBreton, J. M. (1998). *An Examination of the "Leader Behavior Scales" from the GLOBE Project Utilizing the American Sample: A Confirmatory and Exploratory Analysis*. Technical Report submitted to Robert Kaiser at the Center for Creative Leadership.

PLACEMENTS FOR PRIMARY ADVISEES

*Chaired or Co-Chaired Thesis **Chaired or Co-Chaired Dissertation
 ***Chaired or Co-Chaired both Thesis and Dissertation
^a Co-Chaired Dissertation

Advisee	PhD	Initial Placement	Current Organization/Position
Caroline Manning			
Sydney L. Reichin			
Amanda N. Moeller*			
Cristina Theriault*			
Levi K. Shiverdecker**	2021	Sr. Analyst & Consultant, Texas Instruments	Sr. Analyst & Consultant, Texas Instruments
Elizabeth M. Grimaldi***	2019	Associate with PricewaterhouseCoopers	Senior Associate, PricewaterhouseCoopers
Michael E. Hoffman**	2018	Senior Analyst, Johnson & Johnson	Senior Analyst, Johnson & Johnson
Kelly T. Scherer ***	2014	Consultant, Vantage Leadership Consulting	Consultant, Vantage Leadership Consulting
Stefanie K. Plemmons ^a	2012	Post-Doc, Georgia Institute of Technology	Research Scientist, Army Research Institute
Michael Baysinger ***	2011	Assessment Scientist, Kronos Inc.	Assessment Scientist, Kronos Inc.
Dina Krasikova **	2011	Post-Doc, Univ. of Nebraska	Asst. Prof., Univ. of Texas – San Antonio (2013)
Malissa Clark	2010	Asst. Prof., Auburn Univ.	Asst. Prof., Univ. of Georgia (2013)
Jane Wu **	2010	Manager, Marriott International	Senior Manager, Marriott International
Lisa Schultz-Teeter **	2009	Consultant, DDI, Inc.	Consultant, DDI, Inc.
Rustin D. Meyer ^a	2009	Assistant Professor, Georgia Tech	Assistant Professor, Pennsylvania State University
Laurela Burnazi ***	2008	Blue Cross-Blue Shield	Organizational Development Manager, Beam
Jenell Senter *	2008	Asst. Prof., Univ. of Toledo	Assc. Prof., Univ. of Toledo
Eliza Wicher *	2008	Asst. Prof., San Francisco State Univ.	Global Talent Management Project Manager, Molex
Jesse Michel ***	2007	Visiting Asst. Prof., Michigan State Univ.	Asst. Prof., Auburn Univ.
Michael Hargis ***	2006	Asst. Prof., U of Tennessee- Chattanooga	Assc. Prof. & Assc. Dean, Univ. of Central Arkansas

TEACHING EXPERIENCE
18 Total New/Distinct Course Preps
*** = New Prep**

Pennsylvania State University

Psychology 508 (Data Analysis II) *
Psychology 507 (Data Analysis I) *
Psychology 511 (Introduction to Classical and Modern Test Theory)
Psychology 535/597B (Multilevel Theory, Measurement, & Analysis)
Psychology 531/597C (Research Methods in Industrial and Organizational Psychology)

Purdue University

Psychology 47300 (Selection & Performance Appraisal) *
Psychology 68000 (Seminar in Industrial Psychology) *
Psychology 68000 (Seminar in Organizational Psychology) *
Psychology 68200 (Applied Multivariate Statistics in Organizational Research) *
Psychology 68200 (Multilevel Theory, Measurement & Analysis) *
Psychology 68200 (Introduction to Classical & Modern Test Theory) *

Wayne State University

Psychology 3500 (Theories of Personality) *
Psychology 7160 (Quantitative Methods II: Multiple Regression and Psychometrics) *
Psychology 7500 (Research Methods in Industrial and Organizational Psychology) *
Psychology 7250 (Personality) *
Psychology 7570 (Work Motivation and Morale) *
Psychology 7590 (Industrial and Organizational Psychology) *
Psychology 8150 (Multivariate Analysis) *
Psychology 8740 (Advanced Topics in Measurement and Statistics) *

The University of Tennessee

Management 203 (Introduction to Management Information Systems) *
Management 431 (Human Resource Management) *

STUDENT MENTORING
(Served on 89 graduate and 8 undergraduate committees from 2003-present)

* Denotes Committee Chair ** Denotes Committee Co-Chair

Undergraduate Honors/Senior Thesis Committees (n=7)

2007 Ryan Johnson*
 Dana Zolynsky*

2008 Samantha Sarcinella*
 Lisa Bacon*

2011 Devon Hopkins*

2012 Megan Moody*

2020 Benjamin Hauch*
 Danielle Solomon*

Master's Thesis Committees (n=43)

2003	April Boyce Angela Pratt Scott Reithel Steve Weingarden	2016	Sindes Dawood Elizabeth Grimaldi* Ben Johnson Wes Scala
2004	Swati Budavarapu Laurela Burnazi Michael Hargis*	2017	Katy Griswold Rebecca Janis Alexandra Mattern
2005	David Kuttbauer Jackie Mitchelson Jenell Senter* Lindsey Young	2018	Lia Rosenstein Jennifer Wong
2006	Emily Geehen Jesse Michel * Eliza Wicher * Danijela Zlatevski	2019	Cristina Theriault*
2008	Michael Baysinger* Dina Krasikova Tara McClure*	2020	Haruka Notsu
2012	Brett Guidry Caitlin Porter Kelly Scherer*	2021	Louis Boerman Susannah Ivory Amanda Moeller*
2013	Lauren Kuykendall (Gasque)** Meghan Thornton	In progress	Caroline Manning* Daniel Spina Qin Yin
2015	Kent Alipour Melissa Gutworth Patricia Martinez Robert Reimer		

Doctoral Dissertation Committees (n=47)

2004	Sam Amelio Cara Bauer Renee BeShears Christian Resick Kathy Tiell	2013	Heidi Baumann Nathalie Desrayaud Mahima Saxena
2005	Linda Bajdo April Boyce Todd Lucas	2014	Kelly T. Scherer*
2006	Michael Hargis* Angela Pratt	2015	Dinora Fitzgerald Matt Howard Daniel Kuyumcu Lindley McDavid
2007	Jesse Michel*	2016	Robert Cookson - Withdrew Paige Deckert Robert Reimer
2008	Eric Welch Laurela Burnazi *	2017	Melissa Gutworth
2009	Ann Hoover Rustin Meyer** Lisa Schultz-Teeter*	2018	Kent Alipour Meng Chen Michael Hoffman* Ye Ra Jeong Robert Melloy
2010	John Elshaw Jim Wirth Jane Wu*	2019	Elizabeth Grimaldi* Patricia Martinez Wes Scala
2011	Michael Baysinger* Dina Krasikova* Eric Wesselman	2020	Katy Griswold
2012	Stefanie Plemmons**	2021	Levi Shiverdecker*
		In progress	Alexandra Mattern Amanda Moeller* Sydney Reichin* Danielle Tarantino* Cristina Theriault* Kayla Walters

NATIONAL SERVICE

Editorships

Editor, *Organizational Research Methods*, 2014 - 2017
Associate Editor, *Organizational Research Methods*, 2010 - 2013

Editorial Boards

Archives of Scientific Psychology, 2016- 2018
Human Performance, 2017 – present
Journal of Applied Psychology, 2008-present
Journal of Business Psychology, 2009-2010
Journal of Management, 2009-2020
Organizational Research Methods, 2006-present

Occasional Ad Hoc Reviewing

Applied Psychology: An International Review
Assessment
Basic and Applied Social Psychology
British Journal of Mathematical and Statistical Psychology
Current Directions in Psychological Science
Human Resource Management Review
International Journal of Testing & Assessment
Journal of Abnormal Psychology
Journal of Business and Psychology
Journal of Organizational Behavior
Journal of Personality Assessment
Organizational Behavior and Human Decision Processes
Personality and Individual Differences
Personnel Psychology
Psychological Methods
Psychological Science
Psychology of Women Quarterly
Sociological Methods and Research

Academy of Management

Executive Committee (Member-at-Large), Research Methods Division, 2007-2010
Awards Committee, Research Methods Division, 2008-2010
Ralph Alexander Dissertation Award Committee, Human Resources Division, 2009
New Members Committee (Chair), Research Methods Division, 2008-2009
Program Reviewer for Human Resources Division, 2005-2007
Program Reviewer for Organizational Behavior Division, 2002-2009
Program Reviewer for Research Methods Division, 2003-2009

Academy of International Business

Advisory Board, Research Methods – Special Interest Group, 2017 – present

Society for Industrial and Organizational Psychology

Awards Sub-Committee (Distinguished Scientific Contributions Award), 2015-2018
Awards Sub-Committee (William A. Owens Scholarly Achievement Award), 2003-2004
Awards Sub-Committee (John C. Flanagan Best Student Paper Award), 2004-2005
Conference Continuing Education/Community of Interest Planning Committee Chair, 2007-2008
Conference Continuing Education/Community of Interest Planning Committee, 2006-2007
Conference Expanded Tutorials Planning Committee, 2003-2004
Conference Strategic Planning Committee, 2003-2004, 2004-2005, 2006-2007, 2007-2008
Program Reviewer, 2003-2007, 2012
Scientific Affairs Committee, 2011-2013

American Psychological Association

Conference Program Committee (Division 14), 2007-2008

DEPARTMENTAL SERVICE

Promotion and Tenure Committee, Pennsylvania State University, 2014 – present
Quantitative Methods Committee, Pennsylvania State University, 2013 – present (Chair: 2017-19)
Graduate Committee: Pennsylvania State University: 2020 – 2021
Search Committee (Chair): Open Rank Search in I-O Psychology, Pennsylvania State University, 2019 – 2020, 2020 – 2021
Search Committee (Chair): Open Rank Search in I-O Psychology, Pennsylvania State University, 2016 – 2017
Planning and Advising Committee, Pennsylvania State University, 2014 – 2016
Search Committee: Open Rank, Quantitative Methods, Pennsylvania State University, 2014-2015
Director of Graduate Studies, Purdue University, 2009 - 2013
Admissions and Awards Committee, Purdue University, 2006 – 2013 (Chair: 2007-2013)
Organized Biennial McCormick Lecture, Purdue University, 2006-2007; 2008-2009; 2010-2011; 2012-2013
Search Committee: Department Head for Psychological Sciences, Purdue University, 2008-2009
Search Committee (Chair): William C. Byham Chair in I-O Psychology, Purdue University, 2006-2011
Search Committee: Asst. Professor, Cognitive Psychology, Purdue University, 2012-2013
Search Committee: Asst. Professor, I-O Psychology, Purdue University, 2011-2012
Search Committee: Asst. Professor, I-O Psychology, Purdue University, 2007-2009
Search Committee: Social-Cognition Search, Wayne State University, 2005 – 2006
Search Committee: Psychology Clinic Director, Wayne State University, 2004-2005
Policy Advisory Committee to the Chair, Wayne State University, 2004 – 2006
Graduate Committee, Wayne State University, 2003-2005
Undergraduate Committee, Wayne State University, 2001-2003
I/O Psychology Graduate Committee, Wayne State University, 2001 – 2006
Measurement Committee, Wayne State University, 2001-2006
Steven A. Lewis Memorial Research Award Review Committee, Wayne State University, 2001-2002
Competitive Rumble Fellowship Review Committee, Wayne State University, 2001

COLLEGE & UNIVERSITY SERVICE

College Graduate Committee, College of Health and Human Sciences, Purdue University, 2010 – 2013
College Graduate Committee, College of Liberal Arts, Purdue University, 2009-2010
Constructing a Syllabus, McNair Scholars, Wayne State University, 2005
Syllabus Construction Workshop, The Graduate School, Wayne State University, 2004, 2005

INVITED COLLOQUIA & PANEL DISCUSSIONS

Academy of Management, Ask the Experts Panel, 2010, 2011, 2014
Academy of Management, Human Resources Division's Doctoral Student Consortium, 2014
Academy of Management, Research Methods Division's Doctoral Student Consortium, 2013, 2014
Auburn University, 2013
Bowling Green State University, 2009
Center for Advanced Research Methods and Analysis (CARMA), 2005; 2007, 2010-2021
Chicago Industrial and Organizational Psychologists (CIOP), 2004
George Mason University, 2020
Illinois State University, 2005a, 2005b, 2013
Michigan State University, 2001, 2004, 2008
Keynote Speaker, Meeting of the North Carolina Industrial and Organizational Psychologists, 2011
Ohio State University, 2017
Pennsylvania State University, 2012
Personnel Testing Council of Metropolitan Washington, D.C., 2015
Purdue University, 2005
Tennessee Psychological Association, 2000, 2001
University of Akron, 2017
University of Illinois, 2012
Wayne State University, 2001, 2010

PROFESSIONAL MEMBERSHIPS

Academy of Management: Human Resources, Organizational Behavior, and Research Methods Divisions
American Psychological Association (Fellow)
Association of Psychological Science (Fellow)
Society for Industrial and Organizational Psychology (Fellow)
Consortium for the Advancement of Research Methods and Analysis (Fellow)
Personnel/Human Resource Research Group (PHRRG)
Social and Professional Support research group (SAPS)

AWARDS & HONORS

Elected Fellow, Association for Psychological Science (APS), 2020
Lawrence R. James Memorial Lecture, Consortium for the Advancement of Research Methods and Analysis (Inaugural Lecture), 2014
Robert McDonald Advancement of Organizational Research Methodology Award, 2014
Elected Fellow, American Psychological Association (APA), 2013
Elected Fellow, Society for Industrial and Organizational Psychology (SIOP), 2013
Early Career Award (Inaugural Winner), Academy of Management, Research Methods Division/CARMA, 2009
Early Career Award (Nominee/Finalist), APA Division 5: Evaluation, Measurement, & Statistics, 2010
Early Career Award (Nominee/Finalist), APA Division 14: Society for Industrial and Organizational Psychology, 2009
Best Publication Award, *Organizational Research Methods*, 2008
Elected to the Personnel/Human Resource Research Group (PHRRG), an invitation only research society, 2007
Elected to the Social and Professional Support research group (SAPS), an invitation only research society, 2007
Reviewer of the Year, *Organizational Research Methods*, 2006
Elected Fellow, Consortium for the Advancement of Research Methods and Analysis (CARMA), 2005
Distinguished Alumnus of the Year (Early Career), Department of Psychology, Illinois State University, 2005
Bonham Dissertation Fellowship, College of Business Administration, The University of Tennessee
Pilot Oil Research Fellowship, Department of Management, The University of Tennessee
Graduate School Fellowship, The University of Tennessee
Magna Cum Laude, Illinois State University
University Honors Scholar, Illinois State University
Departmental Honors, Department of Psychology, Illinois State University
Beta Gamma Sigma (National Business Honors Society)
Golden Key National Honor Society
Omicron Delta Kappa (National Leadership and Scholarship Society)
Psi Chi (National Psychology Honors Society)

CONSULTING EXPERIENCE

Consultant & Founding Partner February, 2018 – Present

Stonerowe LLC

- Provide psychological testing services focused on the assessment personality – including implicit and explicit motives.

Consultant

New Tech Network July 2021 – Present

- Consulted on 1) survey design and development, 2) data collection and analysis.
- Developed customized scoring and reporting algorithms.

Consultant October, 2012 – Present

Kaiser Leadership Solutions

- Provide methodological, statistical, and psychometric counsel and services on an ad hoc basis.

Consultant October, 2007 – August, 2013

West Lafayette Police Merit Commission

- Supervised the development and administration of promotional tests for West Lafayette Police Department.

Consultant/Advisor January, 2003 – May, 2006

Applied Psychology and Organizational Research Group (APORG), Detroit, MI

- Advised and participated in a variety of field research and consulting projects.

Consultant March, 2004 – October, 2004

Geo-Centers / Naval Submarine Medical Research Laboratory

- Developed a psychological test battery for naval submariners designed to distinguish clinical depression from malingering. Conducted initial validation studies of test battery.

Assessor & Role Player January, 1998 - January, 2001

The University of Tennessee, Knoxville, TN

- Assessed the performance of Executive MBA & Physician's Executive MBA students in an assessment center context. Specifically, observed and rated executives' performance in leaderless group discussion, role-plays, and in-basket exercises. Additionally, acted as a role player in several exercises. Responsible for drafting developmental feedback reports.

Assessor & Role Player November, 1997 - October, 1999

Tennessee Assessment Center, Inc., Knoxville, TN

- Assessed the performance of managerial and executive candidates in an assessment center. Specifically, observed and rated candidates' performance in leaderless group discussion, role-plays, and in-basket exercises. Additionally, acted as a role player in several exercises. Responsible for drafting feedback reports.

Group Facilitator August, 1997 - August, 1998

Management Development Center

The University of Tennessee, Knoxville, TN

- Responsible for observing MBA team interactions and giving feedback about effective and ineffective behaviors. Used survival exercises (e.g., Cascades Survival Exercise) to facilitate the team interaction.

Role Player/Trainer January, 1998 - August, 1998

Management Development Center

The University of Tennessee, Knoxville, TN

- Role player and trainer in various sexual harassment scenarios. Conducted workshops demonstrating appropriate and inappropriate work-related behaviors for students in the MBA program.

REFERENCES

Herman Aguinis, Ph.D.
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Larry J. Williams, Ph. D.
James C. and Marguerite J. Niver Chair in Business &
Professor of Management
Director of the Consortium for the Advancement of Research
Methods and Analysis
Rawls College of Business
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