

Presentations from 2000-2002

2002

Boyd, L.G. & Collins, M. (July, 2002). Multiple Choice Test Development: From Blueprints to Scantrons. IPMAAC Convention in New Orleans, LA.

Campbell, John (2002) Panelist: The Criterion...A Review of the Last Thirty Years. Panel discussion at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Campbell, John, Ford, Laura, Campbell, Roy (2002). Job Analysis in support of a future promotion system. In D. Knapp (Chair), Understanding and Predicting Performance in Future Jobs. Symposium conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Campbell, John (2002) Presenter. In D. S. Ones (Chair), Does Classical Measurement Theory Apply to I-O Psychology? The Reliability of Job Performance Ratings. Debate conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Dugan, B.A. (2002) Co-Chair and Panelist. Exporting American I-O psychology: Lessons from abroad. Panel discussion at the 17th Annual Conference of the Society of Industrial and Organizational Psychology, Toronto, Canada.

Dugan, B.A. and Ejiogu, K.C. (2002). Overview of the International Affairs Subcommittee. In B. Dugan (Chair), Challenges and Strategies in International I-O Practice. Practitioner Forum conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Harris, C.D. & Tanney, Louise (July 2002). *Implementing, Integrating and Sustaining the Maryland Teacher Technology Standards*. Presentation to the PT3 Annual Grantee Meeting, Washington, DC.

Katkowski, D.A. & Medsker, G.J. (2002). Literature Review of "acceptable" or "just noticeably different" pay increases. Poster session at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Knapp, Deirdre (2002) Chair. Understanding and predicting performance in future jobs. Symposium conducted at the 17th Annual Conference of the Society for Industrial Organizational Psychology, Toronto, Canada.

Knapp, Deirdre (2002) Presenter. NCO21Research Program Overview. In D. Knapp (Chair) Understanding and predicting performance in future jobs. Symposium conducted at the 17th Annual Conference of the Society for Industrial Organizational Psychology, Toronto, Canada.
McCloy, Rodney A. (2002). A Silk Purse from the Sow's Ear: Retrieving Normative Information from Multidimensional Force Choice Items. In L. McFarland (Chair) Applicant Faking: New

Perspectives on an Old Issue. Symposium conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

McCloy, Rodney A. (2002) Discussant: It's New and It's Used: Applications of O*NET. Practitioner Forum conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

McCloy, R.A. & Putka, D.J. (2002). Reliability estimation in personnel research and practice: Conquering the messiness of real-world data. Workshop presented at the Personnel Testing Council of Metropolitan Washington D.C., May 8, 2002.

Putka, D.J., Waugh, G.A., & Sager, C.E. (2002). Pay grade differences in the functioning of the Situational Judgment Test. Paper presented as part of the symposium: *U.S. Army Non-Commissioned Officer of the Future: Building a Leadership Assessment Tool* (G.A. Waugh, Chair). 44th Annual Conference of the International Military Testing Association, October 2002, Ottawa, Canada.

Roth, P. L., Van Iddekinge, C. H., Huffcutt, A. I., Eidson, C. E., Jr., & Schmit, M. J. (2002). *Personality saturation in structured interviews: Less than we thought?* In J. M. Werner (Chair), *Issues in employment interviewing*. Symposium conducted at the 17th Annual Conference of the Academy of Management, Denver.

Sager, C.E., Putka, D.J., & Burnfield, J.L. (2002). Validating Predictors of Current and Future Job Performance. In D. Knapp (Chair) *Understanding and Predicting Performance in Future Jobs*. Symposium conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology Conference. Toronto, Canada.

Sager, C.E., Putka, D.J., & Knapp, D.J. (2002). Measuring and predicting current and future NCO performance. Paper presented as part of the symposium: *U.S. Army Non-Commissioned Officer of the Future: Building a Leadership Assessment Tool* (T.S. Heffner, Chair). 44th Annual Conference of the International Military Testing Association, October 2002, Ottawa, Canada.

Sun, Shaobang (2002). Individualism-Collectivism: A Predictor of Job Satisfaction and OCB (represented by Doug Brown and Art Paddock). Poster session conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Tsacoumis, Suzanne (2002) Co-Host: Grassroots I-O Psychology: Challenges and Opportunities for Local I-O Organizations. Symposium conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Van Iddekinge, C. H., & Donsbach, J. S. (2002). *Behavioral versus situational interviews: Is one better than the other?* Paper to be presented at the 25th Annual International Personnel Management Association Assessment Council (IPMAAC) Conference on Professional Personnel Assessment, New Orleans.

Van Iddekinge, C.H., Raymark, P.H., & Roth, P.L. (2002). Using a structured selection interview to minimize response distortion on big five personality dimensions. In L. McFarland (Chair), *Applicant faking: New perspectives on an old issue*. Symposium conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto.

Waugh, G.W. (2002) Presenter. Developing a situational judgment test. In D. Knapp (Chair) Understanding and predicting performance in future jobs. Symposium conducted at the 17th Annual Conference of the Society for Industrial Organizational Psychology, Toronto, Canada.

Waugh, G.A., Sager, C.E., & Putka, D.J. (2002). Development and validation of a U.S. Army Situational Judgment Test. Paper presented as part of the symposium: *Tailoring a Situational Judgment Test to Different Pay Grades* (G.A. Waugh, Chair). 44th Annual Conference of the International Military Testing Association, October 2002, Ottawa, Canada.

2001

Brown, D. G. (2001) *Internet Versus Mail Work and Family Surveys: Comparing Demographics*. Poster session conducted at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA, April 2001.

Campbell, J. P. (2001) *Task, Citizenship, and Counterproductive Performance: The Determination of Organizational Rewards*. Symposium conducted at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA, April 2001.

Deatz, Richard C. & Campbell, C.H. (2001). *Application of Cognitive Principles in Distributed Computer-Based Training*. Presented at the 2001 Interservice/Industry Training, Simulation and Education Conference (I/ITSEC), Orlando, Florida, November 26-29, 2001.

Dugan, B. A. (2001) *Service Quality in Business-to-Business Relationships*. Symposium conducted at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA, April 2001.

Knapp, D.J. (Chair) (April, 2001). *Voodoo Science: A Creeping Menace in I/O Psychology*. Panel discussion at the annual conference of the Society of Industrial/Organizational Psychology. San Diego, CA.

Knapp, D.J. (November, 2001). *Certification Examinations*. Presented at the National Conference on Law Enforcement Testing and Measurement. Columbia, SC.

Knapp, D.J. (August, 2001). *Certifying Competence*. Presented at the Empowering Human Performance HumRRO 50th Anniversary Conference. Alexandria, VA: Human Resources Research Organization.

McCloy, R. A. (2001) *Advances in the Application of Synthetic Validation*. Symposium conducted at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA, April 2001.

Putka, D.J. & Vancouver, J.B. (2001). *The relative reliability of three measures of group OCB engagement*. Paper presented at the 16th Annual Society for Industrial and Organizational Psychology Conference, San Diego, CA, April 2001.

Throne, M.H. & Holden, Jr., W.T. (2001). *Prototype Automated Performance Measures for Future Battle Staffs*. Presented at the 2001 Interservice/Industry Training, Simulation and Education Conference (I/ITSEC), Orlando, Florida, November 26-29, 2001.

Tsacoumis, S. & Ployhart, R. (2001) *Strategies for Reducing Adverse Impact* Workshop conducted for the Personnel Testing Council/Metropolitan. Washington, DC, February 2001.

Tsacoumis, S. (2001) *Preparing Test Items*. National Conference on Law Enforcement Testing and Measurement. Washington, DC, November 2001.

Van Iddekinge, C. H., Raymark, P. H., & Eidson, C. E., Jr. (2001). *What do structured employment interviews? Examining the construct validity of a behavior description interview*. Paper presented at the 16th Annual Conference of the Academy of Management, Washington, DC, August 2001. Awarded Best Paper for the Human Resources Division of the conference.

Van Iddekinge, C. H., Roth, P. L., Huffcutt, A. I., & Eidson, C. E., Jr. (2001). *Structured interview ethnic group differences: Greater than we once thought?* Paper presented at the 16th Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA, April 2001.

Van Iddekinge, C. H., & Switzer, F. S. (2001). *Do raters use the availability heuristic when evaluating worker performance?* Paper presented at the 16th Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA, April 2001.

Van Iddekinge, C. H., Taylor, M. A., & Eidson, C. E., Jr. (2001). *Investigating the validity of integrity sub-facets: A criterion-related study of an overt integrity test*. Paper presented at the 16th Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA, April 2001.

Van Iddekinge, C. H. (November, 2001). *Assessing personality with a structured interview: The effect of faking and interview type on interviewer ratings*. Dissertation Defense, Clemson University.

Waugh, G. W. (presenting for Robert A. Ramos, Representative of Award Recipients) (2001) M. Scott Myers Award for *Applied Research in the Workplace: Air Traffic Selection and Training (AT-SAT)*. Award presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA, April 2001.

Wise, L. L. (2001) *Building a Selection Test Battery: Validity, Fairness, and other Tradeoffs*. Presentation to the Personnel Testing Council/Metropolitan Washington. Washington, DC, March 2001.

2000

Ramos, R. SIOP 2000 M. Scott Myers Award for Applied Research in the Workplace for the Air Traffic Selection and Training project.

Medsker, G.J., Burnfield, J.L., Knapp, D.J., & Legree, P.J. (2000). Individual and situational predictors of accident involvement and severity: Two studies of vehicle operators in the U.S. Army. In T. Ludwig (Chair), Predicting safe occupational driving. Symposium at the annual convention of the Society for Industrial and Organizational Psychology, New Orleans.

Katz, B.D., Lightfoot, M.A., Diaz, T.E. (2000). An Application of Lightfoot's Cross-Validation and Internal Validation (CV*IV) Procedure. Poster session conducted at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Campbell, J.P., McCloy, R.A., & Hubbard, M. (2000). Revisions to O*NET instrumentation. In P.R. Jeanneret (Chair), Practical applications and advances of the O*NET database. Symposium conducted at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., New Orleans, LA.

McCloy, R.A., Waugh, G.W., & Medsker, G.J. (2000). Development of two measures of work values. In R.C. Page (Chair), The Occupational Information Network: Applications for organizations. Symposium conducted at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., New Orleans, LA.