

# Stephanie M. Merritt

Formerly Stephanie Drzakowski

Curriculum Vita

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## Contact:

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## EDUCATION

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Ph.D. in Psychology (Industrial/Organizational). Michigan State University.  
East Lansing, Michigan (2007)

Dissertation: Person-environment perceptions as predictors of dynamic goal commitment:  
Perceived met expectations and perceived person-organization fit.

Advisor: Dr. Neal Schmitt

M.A. in Psychology (Industrial/Organizational). Michigan State University.  
East Lansing, Michigan (2005)

Thesis: Person factors in automation use and monitoring: An integrated model.

Advisor: Dr. Daniel R. Ilgen

B.A. & B.S. in Psychology. Truman State University.

Kirksville, Missouri (2002)

Graduated summa cum laude.

## PUBLICATIONS & MANUSCRIPTS

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Ford, J. K., Kraiger, K., & Merritt, S. M. (2007). An updated review of the multidimensionality of training outcomes: New directions for training evaluation research. To appear in S. W. J. Kozlowski & E. Salas (Eds.), *Learning, Training, and Development in Organizations*. SIOP Frontiers Book Series, Mahwah, NJ: LEA.

Schmitt, N., Oswald, F. L., Friede, A., Imus, A., & Merritt, S. (in press). Perceived fit with an academic environment: Attitudinal and behavioral outcomes. *Journal of Vocational Behavior*.

Schmitt, N. W., Oswald, F. L., Kim, B. H., Imus, A. L., Merritt, S. M., Friede, A. J., & Shivpuri, S. (2007). The use of background and ability profiles to predict college student outcomes. *Journal of Applied Psychology*, 92, 165-179.

Friede, A. J., Oswald, F., Schmitt, N., Merritt, S. M., Kim, B. H., Imus, A. L., & Shivpuri, S. (2007). Trait and situational variance in a situational judgment measure of goal orientation. Manuscript submitted for publication.

Imus, A., Schmitt, N., Kim, B., Oswald, F., Merritt, S., & Friede, A. (2007). Differential item functioning in biodata: Opportunity access as an explanation of gender- and race-related DIF. Manuscript submitted for publication.

Kim, B. H., Gillespie, M. A., Ramsay, L. J., Schmitt, N., Oswald, F. L., Drzakowski, S. M., & Friede, A. J. (2007) Another look at elaborated biographical data: Efforts to reduce score inflation. Manuscript submitted for publication.

Merritt, S. M., & Ilgen, D. R. (2007). Not all trust is created equal: Dispositional and history-based trust in human-computer interaction. Manuscript submitted for publication.

Merritt, S. M., Schmitt, N., Friede, A. J., Imus, A. L., Oswald, F. L., & Kim, B. H. (2007). Self-environment perceptions as predictors of dynamic goal commitment: Perceived met expectations and perceived person-organization fit. Manuscript submitted for publication.

Merritt, S. M., Sinha, R., Curran, P., & Ilgen, D. R. (2007). Comparing trust in humans and machines: Development of a measure. Manuscript submitted for publication.

## CONFERENCE PRESENTATIONS

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Merritt, S. M., Schmitt, N., Friede, A. J., Imus, A. L., Oswald, F., & Kim, B. (2007). Self-environment perceptions as predictors of dynamic goal commitment: Perceived met expectations and perceived person-organization fit. In C. Parsons (Chair), *Current Directions in Person-Organization Fit*. Symposium presented at the 67th Annual Meeting of the Academy of Management. Philadelphia, PA.

Oswald, F. L., Friede, A., Schmitt, N. W., Drzakowski, S. M., Imus, A. L., & Shivpuri, S. (2006). Trait and situational variance in a situational judgment measure of goal orientation. In G. Waugh (chair), *Advances in Research in Situational Judgment Tests: Content and Constructs*. 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.

Drzakowski, S.M. (2006). Person factors in automation use and monitoring. In M. S. Taylor (facilitator), *Person Level Antecedents and Consequences of Information Technology* (Interactive Paper Session). 66th Academy of Management Annual Meeting. Atlanta, GA.

Drzakowski, S. M., Ryan, A. M., Mack, M., Leeds, P., & Schmitt, N. (2006). Using latent growth modeling to understand trends in survey data. In A. M. Ryan (chair), *Trends and Trend-Busters: Understanding Change in Employee Attitudes Over Time*. 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.

Drzakowski, S. M., Schmitt, N., Friede, A. J., Imus, A. L., Oswald, F., & Kim, B. H. (2006). Withdrawal behaviors at ten U.S. colleges and universities. In F. Oswald and S. Drzakowski

(co-chairs), *Adaptation, Withdrawal, and Turnover: Current Issues and Directions*. 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.

Friede, A. J., Drzakowski, S. M., Imus, A. L., Schmitt, N., Oswald, F., & Kim, B. (2006). Organizational justice, physical and psychological health, and well-being. In P. Chen (chair), *Organizational Justice*. 6th International Conference on Occupational Stress and Health. Miami, FL.

Friede, A. J., Oswald, F. L., Drzakowski, S. M., & Schmitt, N. W. (2005). A situational judgment measure of goal orientation. In F. Oswald and A. Friede (co-chairs), *Goal orientation in context: Advances in theory and research*. 20th Annual Conference of the Society for Industrial and Organizational Psychology. Los Angeles, CA.

Friede, A. J., Oswald, F., Schmitt, N., Drzakowski, S. M., Kim, B. H., Imus, A. L., & Shivpuri, S. Trait and situational variance in a situational judgment measure of goal orientation.

Drzakowski, S. M. (2005). Toward a dynamic theory of crisis leadership emergence: A beginning. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology. Los Angeles, California.

Ilgen, D. R., Merritt, S. M., & Johnson, J. (2003). Individual and team rewards in interdependent teams: Managing the tensions. 5th Australian Industrial & Organizational Psychology Conference. Melbourne, Australia.

Misale, J. M., Heckman, A., Hart, H., Kammerer, T., & Merritt, S. M. (2000). Preferences and expectations regarding domestic duties as a function of gender roles. 77th Annual Conference of the Midwestern Psychological Association. Chicago, Illinois.

## GRANTS RECEIVED

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### **Non-cognitive college student outcomes: Satisfaction and persistence.**

The College Board, New York, NY

\$25,000

2004-2005

### **Person factors in human-computer interaction.**

Michigan State University Graduate School, East Lansing, MI

\$500

2003

## MANUSCRIPTS IN PREPARATION

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Kim, B., Schmitt, N., Oswald, F. L., & Merritt, S. M. (2007). Diversity outcomes in homogeneous environments: The case of historically black colleges and universities.

Merritt, S. M., & Ilgen, D. R. (2007). The role of choice in reactions to automated technology.

Merritt, S. M., Ryan, A. M., Leeds, P. L., Mack, M., & Schmitt, N. (2007). A social identity perspective on perceptions of organizational favoritism.

Sinha, R., Curran, P., Merritt, S., & Ilgen, D. R. (2007). Who do you trust? When and why we trust people more than machines.

## TECHNICAL REPORTS

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Drzakowski, S., Friede, A., Imus, A., Kim, B., Oswald, F., Schmitt, N., & Shivpuri, S. (Aug. 2005). Validation of the Assessment of Life Experiences Questionnaire (ALEQ) Biodata and the Life Events Assessment and Development (LEAD) Situational Judgment Inventory. New York NY: The College Board.

Drzakowski, S., Friede, A., Imus, A., & Shivpuri, S. (July 2005). Non-cognitive criteria for college student success: Satisfaction and persistence. New York, NY: The College Board.

Drzakowski, S., Friede, A., Imus, A., Kim, B., Oswald, F., Schmitt, N., & Shivpuri, S. (Jun. 2005). Assessment of life experiences questionnaire (ALEQ) biodata measure and life events assessment and development (LEAD) situational judgment inventory: Results of an expanded data collection across ten U.S. colleges and universities. New York, NY: The College Board.

Drzakowski, S., Friede, A., Imus, A., Kim, B., Oswald, F., Schmitt, N., & Shivpuri, S. (Feb. 2005). Assessment of life experiences questionnaire (ALEQ) biodata measure and life events assessment and development (LEAD) situational judgment inventory: Results of an expanded data collection across ten U.S. colleges and universities. New York, NY: The College Board.

Drzakowski, S., Friede, A., Imus, A., & Shivpuri, S. (Jan. 2005). Non-cognitive criteria for college student success: Satisfaction and persistence. New York, NY: The College Board.

Drzakowski, S., Friede, A., Imus, A., & Shivpuri, S. (2004). Non-Cognitive Criteria for College Student Success: Satisfaction and Persistence. New York, NY: The College Board

Drzakowski, S., Friede, A., Imus, A., Kim, B., Oswald, F., Schmitt, N., & Shivpuri, S. (2004). Further development of the assessment of life experiences (ALEQ) biodata measure and life events assessment and development (LEAD) situational judgment inventory: Investigating differences across gender, ethnic and institutional subgroups. New York, NY: The College Board.

Kim, B. Shivpuri, S., & Drzakowski, S. (2004). Outcomes assessment: A needs assessment for U.S. colleges and an investigation of potentially useful methods. New York, NY: The College Board.

## TEACHING EXPERIENCE

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### University of Missouri – St. Louis

*Introduction to Industrial & Organizational Psychology* (undergraduate level)

This course introduces the student to psychological research and theories pertaining to human behavior in the work setting. Topics covered include: selection, performance appraisal, training, leadership, motivation, job satisfaction, and organizational design.  
Fall (2007)

*Seminar: Organizational Psychology* (graduate level)

An analysis of theories and research in organizational psychology. Topics include theories of motivation, leadership, job design, group process decision making, organizational effectiveness, and the relation between organizations and their environment.

Fall (2007)

### Michigan State University

*Introduction to Industrial & Organizational Psychology* (undergraduate level)

Recruitment, selection, and training of personnel. Performance appraisal, leader behavior, worker attitudes and behavior, communication, group organization, and processes in the workplace.

Summer (2006)

## APPLIED EXPERIENCE

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### Great Lakes Industries, Inc. (Jackson, MI)

Training/Quality Consultant

Consulting provided independently

January 2005 – May 2007

- Revise outdated culture orientation training program & facilitate training
- Create training programs for machine setup specialists
- Create leadership training program (goal setting, motivation, feedback, etc.)
- Assist with generation of ISO-compatible quality work instructions and procedures
- Design quality-related training programs (control of nonconforming product, SPC, etc.)

### The College Board (New York, NY)

Dr. Neal Schmitt and Dr. Frederick Oswald, faculty advisors

August 2003 – January 2006

- Design and conduct research studies
- Project management and coordination
- Analyze and interpret data
- Present results in written and oral format to College Board executives

### **Michigan Police Training Program Development (East Lansing, MI)**

“Leadership for Challenging Times”

Dr. J. Kevin Ford, faculty advisor

December 2003 – October 2004

- Coordinate with police executive officers
- Research crisis leadership & design related training content
- Facilitate training course

### **Michigan Department of State (Lansing, MI)**

Consultant

Consulting provided independently

September 2003 – September 2004

- Advise regarding new technology implementation
- Customer satisfaction survey construction and data analysis
- Creation of a behaviorally-anchored rating scale for performance assessment
- General data analysis
- Present results in written format

## **PROFESSIONAL MEMBERSHIPS**

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- Society for Industrial & Organizational Psychology (2002-current)
- The Academy of Management (2006-current)

## **PROFESSIONAL SERVICE**

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- Reviewer for the Society of Industrial & Organizational Psychology Annual Conference (2007, 2008)