

Thomas D. Fletcher

Assistant Professor
Industrial/Organizational Psychology
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Department of Psychology
University of Missouri – St. Louis
One University Boulevard
St. Louis, MO 63121

EDUCATION

Doctor of Philosophy, Industrial/Organizational Psychology

Old Dominion University, May 2005

Dissertation: *The Effects of Parcels and Latent Variable Scores on the Detection of Interactions in Structural Equation Modeling*

Co-Chair: Terry L. Dickinson

Co-Chair: Debra A. Major

Master of Science, Psychology

Old Dominion University, December 2002

Thesis: *The Effects of Communication Modality on Teamwork Processes*

Advisor: Debra A. Major

Bachelor of Science, Psychology; minor: Political Science

Georgia State University, December 1999

Magna Cum Laude

HONORS/ASSOCIATIONS

Phi Kappa Phi

Academy of Management

American Psychological Association

Association for Psychological Science

Society for Industrial and Organizational Psychology

RESEARCH INTERESTS

Behavioral and psychological measurement

Citizenship behavior/contextual performance

Competitive climate

Group/team processes and performance

Person by situation fit (climate * personality interactions)

Quantitative Research Methods

TEACHING INTERESTS

Motivation

Statistics

Psychometrics

Organizational behavior including macro and micro organizational psychology

Advanced statistics (multivariate; structural equation modeling; multilevel modeling)

TEACHING POSITIONS

Assistant Professor

University of Missouri - St. Louis 8/05 – Present
Motivation Theory (undergraduate)
Topics in Organizational Psychology
Psychometric Theory
Quantitative Methods II
Quantitative Methods III

Instructor

Old Dominion University 8/04 – 5/05
Motivation (undergraduate)
Advanced Personnel Psychology II – (co-instructor)

Adjunct lecturer

Christopher Newport University 8/03 – 5/04
Tests & Measurements (undergraduate)
Tests & Measurements lab

GRANTS

Development of a measure of competitive climate. University of Missouri, Research Board. June 2006 – May 2007. Principal Investigator.

Developmental leave, AY 2006-2007. University of Missouri - St. Louis, Office of Academic Affairs. August 2006 – May 2007.

Small Grants Fund. University of Missouri - St. Louis, Office of Research Administration. April 2007.

SOFTWARE DEVELOPED

Fletcher, T. D. (2006). psychometric: Applied Psychometric Theory. R package version 0.1.2. Available from the Comprehensive R Archive Network (www.r-project.org).

Fletcher, T. D. (2007). QuantPsyc: Quantitative Psychology Tools. R package version 1.0. Available from the Comprehensive R Archive Network (www.r-project.org).

PUBLICATIONS

Fletcher, T. D. & Nusbaum, D. N. (in press) Trait competitiveness as a composite variable: Linkages with facets of the Big Five. *Personality and Individual Differences*.

Fletcher, T. D., Cunningham, J., Calsyn, R. J., Morse, G. A., & Klinkenberg, W. D. (in press) Evaluation of treatment programs for dual disorder individuals: Analyses of longitudinal and mediation effects. *Administration and Policy in Mental Health and Mental Health Services Research*.

Fletcher, T. D., Major, D. M., & Davis, D. D. (in press). The interactive relationship of competitive climate and trait competitiveness with workplace attitudes, stress and performance. *Journal of Organizational Behavior*.

Major, D. A., **Fletcher, T. D.**, Davis, D. D., & Germano, L. M. (in press). The influence of work-family culture and workplace relationships on work interference with family: A multilevel model. *Journal of Organizational Behavior*.

Major, D. A., Davis, D. D., Germano, L. M., **Fletcher, T. D.**, Sanchez-Hucles, J. & Mann, J. (2007). Managing human resources in information technology: High performing supervisors' best practices. *Human Resource Management*, 46, 411-427.

- Fletcher, T. D.** (2006). Factor analysis. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (pp. 243-246). Thousand Oaks: Sage.
- Major, D. A., Turner, J. E., & **Fletcher, T. D.** (2006). Personality predictors of motivation to learn: An Examination of the Big Five and Proactive Personality. *Journal of Applied Psychology, 91*, 927-935.
- Fletcher, T. D.**, & Major, D. A. (2006). The effects of communication modality on performance and self-ratings of teamwork components. *Journal of Computer-Mediated Communication, 11*(2), article 9. <http://jcmc.indiana.edu/vol11/issue2/fletcher.html>
- Fletcher, T. D.** & Major, D. A. (2004). Medical students motivations' to volunteer: Examining the nature of gender differences. *Sex Roles, 51*, 109-114.
- Ehler, M. L., Major, D. A., & **Fletcher, T. D.** (2003). Applying I-O to medicine: Making the case that it can be done and should be done. *The Industrial-Organizational Psychologist, 41*, 50-54.

MANUSCRIPTS UNDER REVIEW

- Fletcher, T. D.**, & Nusbaum, D. N. Development of the Competitive Work Environment Scale: A multidimensional climate construct. Under first review *Educational & Psychological Measurement*.
- Fletcher, T. D.**, Selgrade, K. A., & Germano, L. M. On the use of partial covariances in structural equation modeling: A method for using control variables. Under first review *Measurement*.
- Major, D. A., **Fletcher, T. D.**, & Sanchez-Hucles, J. One is the loneliest number: A relational demography approach to comparing ethnic minority solos and nonsolos at work. Under first review *Cultural Diversity and Ethnic Minority Psychology*.

MANUSCRIPTS IN PREPARATION

- Fletcher, T. D.**, Major, D. A., & Nusbaum, D. N. Demographic differences in competition at work: Implications on person-environment fit.
- Fletcher, T. D.**, Dickinson, T. L., & Major, D. M. Latent variable interactions: Utilizing parcels and latent variable scores to improve estimation.
- Fletcher, T. D.** & Perry, K. M. A new method to parcel items in structural equation modeling: A comparison of parceling strategies.
- Fletcher, T. D.** Targets of citizenship: A multilevel review and synthesis with extensions.
- Fletcher, T. D.** Distal mediation: Generalizing methods and approaches.
- Fletcher, T. D.** & Taylor, M. J. An attributional model of responses to microaggressions: Implications for individuals and organizations.

CONFERENCE/WORKSHOPS/COLLOQUIA PRESENTATIONS

- Fletcher, T. D.** (2008, August). *Contrasting Latent Variable Scores from Factor Scores: Illustrating Their Uses, Differences, and Practical Concerns*. In L. J. Williams (chair). Current issues with latent variables and organizational research. Symposium to be presented at the 68th annual meeting of the Academy of Management, Anaheim, CA.
- Taylor, M. J. & **Fletcher, T. D.** (2008, June). *An attributional model of responses to microaggressions: Implications for individuals and organizations*. Paper to be presented at the 8th International conference on Diversity in Organizations, Communities, & Nations, Montreal, Canada.

- Fletcher, T. D.** (2007, August). *Moderated structural equation models: A simulation study parcels and latent variable scores*. Paper presented at the 67th annual meeting of the Academy of Management, Philadelphia, PA. (Nominated for William H. Newman award by Research Methods Division).
- Fletcher, T. D.**, & Nusbaum, D. N. (2007, August). *Competitiveness and the Five-Factor Model: An issue of bandwidth or something else?* Paper presented at the 67th annual meeting of the Academy of Management, Philadelphia, PA.
- Fletcher, T. D.**, Major, D. A., & Nusbaum, D. N. (2007, May). *Demographic differences in competition at work: Implications on person-environment fit*. Poster presented at the 19th Annual Convention of the Association for Psychological Science, Washington, D.C.
- Fletcher, T. D.** & Perry, K. M. (2007, April). *A comparison of parceling strategies in structural equation modeling*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Major, D. A., Davis, D. D., **Fletcher, T. D.** (2007, April). *Antecedents and consequences of inclusive climate*. In D. A. Major (chair). *Advancing diversity research: Understanding inclusion and exclusion in organizations*. Symposium presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Fletcher, T. D.** (2007, January). *Beating a dead horse: competitiveness and the factor structure of personality*. Workshop presented as part of Friday Seminar in the Department of Psychology, University of Missouri-St. Louis.
- Foutch, B. K & **Fletcher, T. D.** (2006, December). *The effect of gender and eye dominance on reaction times to color contrast stimuli*. Poster presented at the American Academy of Optometry, Denver, CO.
- Fletcher, T. D.** (2006, August). *Methods and approaches to assessing distal mediation*. Paper presented at the 66th annual meeting of the Academy of Management, Atlanta, GA.
- Major, D. A., Davis, D. D., **Fletcher, T. D.**, & Germano, L. M. (2006, August). *Inclusion in human resource theory and practice: An integrative approach*. Paper presented at the 66th annual meeting of the Academy of Management, Atlanta, GA.
- Fletcher, T. D.**, Germano, L. M., & Selgrade, K. A. (2006, May). *On the use of partial covariances in structural equation modeling*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Major, D. M., Germano, L. M., Davis, D. D., **Fletcher, T. D.**, & Sanchez-Hucles, J. (2006, March). *Alleviating stress in the information technology workforce: Supervisor best practices*. Paper presented at the Work, Stress and Health 2006: Making a Difference in the Workplace conference, Miami, FL.
- Fletcher, T. D.** (2005). *The Effects of Parcels and Latent Variable Scores on the Detection of Interactions in Structural Equation Modeling*. Workshop presented as part of Friday Seminar in the Department of Psychology, 11/4/05, University of Missouri-St. Louis.
- Fletcher, T. D.** (2005). *A skimpy introduction to R/S/S-Plus*. Workshop presented 5/25/05, Old Dominion University.
- Major, D. A., **Fletcher, T. D.**, Davis, D. D., & Germano, L. M. (2005, April). *The influence of climate and workplace relationships on work-family conflict: A multilevel model of mediated effects*. In D. A. Major & L. M. Germano (Chairs), *Understanding Organizational Support and Its Influence on Work-Family Outcomes*. Symposium presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Aufenanger, S., Major, D. A., **Fletcher, T. D.**, & Davis, D. D. (2005, April). *Workplace inclusion: The validation of a measure of inclusion in the workplace*. Paper presented at the spring meeting of the Virginia Psychological Association, Williamsburg, VA.

- Fletcher, T. D.** (2004, August). *Beneficiaries of individual citizenship performance: A multilevel perspective*. Paper presented at the 64th annual meeting of the Academy of Management, New Orleans, LA.
- Fletcher, T. D.** & Major, D. A., & Davis, D. D. (2004, August). *Congruence in personality and climate perceptions of competitiveness in the workplace*. Paper presented at the 64th annual meeting of the Academy of Management, New Orleans, LA.
- Major, D. A., **Fletcher, T. D.**, & Sanchez-Hucles, J. (2004, August). *The experience of tokenism in the information technology workforce*. Paper presented at the 1st annual Old Dominion University Research Day, Norfolk, VA.
- Major, D. A., **Fletcher, T. D.**, & Sanchez-Hucles, J. (2004, August). *The experience of tokenism in the information technology workforce*. Paper presented at the 112th Convention of the American Psychological Association, Honolulu, HI.
- Turner, J. E., Major, D. A., & **Fletcher, T. D.** (2004, August). *Personality predictors of motivation to learn*. Paper presented at the 112th Convention of the American Psychological Association, Honolulu, HI.
- Fletcher, T. D.** & Major, D. A. (2004, April). *Motivating medical students to volunteer: Implications for recruitment and training*. In R. P. Tett (Chair), *IO psychology in medicine: Some recent empirical applications*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Major, D. A., **Fletcher, T. D.**, Cardenas, R. A., Clarke, S. M., & Davis, D. D. (2004, April). *Creating inclusion for men and women: Gender differences and similarities*. In D. A. Major (Chair), *Managing Diversity and Creating Inclusion*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Major, D. A., **Fletcher, T. D.** & Miller, T. A. (2004, April). *Understanding the Work-Life Interface: Why Race Matters*. In L. T. Eby & S. C. Evans (Co-Chairs), *Coming of Age: The New Era of Work-Family Research*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Sanchez-Hucles, J., Major, D. A., & **Fletcher, T. D.** (2004, February). *Values, barriers, and strategies in work teams: Gender makes a difference*. Invited presentation given nationwide to Keane's Women's Initiative Network via webcast.
- Wilson, J., Pescosolido, A., **Fletcher, T. D.**, & Major, D. A. (2003, August). *Emergent leaders in virtual groups*. In A. Pescosolido & J. Wilson (Chairs) *Leadership in a virtual environment*. Symposium conducted at the 63rd annual meeting of the Academy of Management, Seattle, WA.
- Fletcher, T. D.** (2003, May). *Demonstrating group equivalence: A technique for researchers*. Paper presented at the 15th annual meeting of the American Psychological Society, Atlanta, GA.
- Germano, L. M., Major, D. A., **Fletcher, T. D.**, Clarke, S. M., & Cardenas, R. A. (2003, May). *Belonging and contributing: Validation of an inclusion measure*. Presented at the 81st Annual Meeting of the Virginia Academy of Science, Charlottesville, VA.
- Fletcher, T. D.** & Major, D. A. (2003, April). *The effects of communication modality on teamwork processes*. In T. Nielsen (Chair), *Virtual Teams: Exploring new frontiers in research and practice*. Symposium conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Fletcher, T. D.**, Major, D. A., & Gowen, C. W. (2001, April). *Understanding volunteerism: Medical students' motivations to volunteer*. Paper presented at the spring meeting of the Virginia Psychological Association, Roanoke, VA.

TECHNICAL REPORTS

- Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J., Germano, L. M., & **Fletcher, T. D.** (2006). Final Report: Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT. Technical Report prepared for National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University.
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J., Germano, L. M., & **Fletcher, T. D.** (2005). *Annual Report (Year 3): Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT.* Technical Report prepared for National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University.
- Major, D. A., Germano, L. M., Sanchez-Hucles, J. V., **Fletcher, T. D.**, Davis, D. D., & Mann, J. E. (2005). *Information technology workforce survey feedback report for second assessment: Company B.* Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Germano, L. M., Sanchez-Hucles, J. V., **Fletcher, T. D.**, Davis, D. D., & Mann, J. E. (2005). *Information technology workforce survey feedback report for second assessment: Company C.* Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Davis, D. D., Germano, L. M., **Fletcher, T. D.**, Sanchez-Hucles, J. V., & Mann, J. E. (2005). *Information technology workforce survey feedback report for second assessment: Company D.* Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., **Fletcher, T. D.**, Germano, L. M., Davis, D. D., Sanchez-Hucles, J. V., & Mann, J. E. (2005). *Information technology workforce survey feedback report for second assessment: Company F.* Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Sanchez-Hucles, J. V., Davis, D. D., **Fletcher, T. D.**, Germano, L. M., & Mann, J. E. (2005). *Information technology workforce survey feedback report for second assessment: Company J.* Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Germano, L. M., **Fletcher, T. D.**, Davis, D. D., Sanchez-Hucles, J. V., & Mann, J. E. (2005). *Information technology workforce survey feedback report for second assessment: Company K.* Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J., Clarke, S. M., Cardenas, R. A., **Fletcher, T. D.**, & Germano, L. M. (2004). *Annual Report (Year 2): Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT.* Technical Report prepared for National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University.
- Major, D. A., Cardenas, R. A., Davis, D. D., **Fletcher, T. D.**, Clarke, S. M., Germano, L. M., Sanchez-Hucles, J. V., & Mann, J. E., (2004). *Information technology workforce survey: Feedback report for company K.* Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

- Major, D. A., **Fletcher, T. D.**, Germano, L. M., Davis, D. D., & Sanchez-Hucles, J. V. (2004). *Information technology workforce survey feedback report for second assessment: Company E*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Davis, D. D., **Fletcher, T. D.**, Germano, L. M., & Sanchez-Hucles, J. V., (2004). *Information technology workforce survey feedback report for second assessment: Company H*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J., Clarke, S. M., Cardenas, R. A., **Fletcher, T. D.**, & Germano, L. M., (2003). *Annual Report (Year 1): Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT*. Technical Report prepared for National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University.
- Major, D. A., Clarke, S. M., **Fletcher, T. D.**, Davis, D. D., Cardenas, R. A., Germano, L. M., Mann, J. E., & Sanchez-Hucles, J. V. (2003). *Information technology workforce survey: Feedback report for company A*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Clarke, S. M., Davis, D. D., Sanchez-Hucles, J. V., **Fletcher, T. D.**, Cardenas, R. A., Germano, L. M., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company B*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Cardenas, R. A., Clarke, S. M., Sanchez-Hucles, J. V., **Fletcher, T. D.**, Davis, D. D., Germano, L. M., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company C*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., **Fletcher, T. D.**, Sanchez-Hucles, J. V., Clarke, S. M., Davis, D. D., Cardenas, R. A., Mann, J. E., & Germano, L. M. (2003). *Information technology workforce survey: Feedback report for company D*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., **Fletcher, T. D.**, Davis, D. D., Clarke, S. M., Cardenas, R. A., Germano, L. M., Mann, J. E., & Sanchez-Hucles, J. V. (2003). *Information technology workforce survey: Feedback report for company E*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Davis, D. D., Clarke, S. M., **Fletcher, T. D.**, Cardenas, R. A., Sanchez-Hucles, J. V., Germano, L. M., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company F*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Davis, D. D., **Fletcher, T. D.**, Cardenas, R. A., Clarke, S. M., Mann, J. E., Sanchez-Hucles, J. V., & Germano, L. M. (2003). *Information technology workforce survey: Feedback report for company G*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

- Major, D. A., Cardenas, R. A., Davis, D. D., **Fletcher, T. D.**, Clarke, S. M., Germano, L. M., Sanchez-Hucles, J. V., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company H*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Davis, D. D., Clarke, S. M., **Fletcher, T. D.**, Cardenas, R. A., Mann, J. E., Germano, L. M., & Sanchez-Hucles, J. V., (2003). *Information technology workforce survey: Feedback report for company J*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Fletcher, T. D.** & Major, D. A. (2002). *Development and assessment of an engineering team process model in a distributed collaborative environment: The case of ISAT*. Prepared for National Aeronautics and Space Administration, Langley, VA.
- Fletcher, T. D.** (2001). *Critical incidents of ISAT during the August 2001 workshop as viewed from LaRC*. Prepared for National Aeronautics & Space Administration, Langley, VA.
- Fletcher, T. D.** & Major, D. A. (2001). *A review of key team performance processes: Implications for engineering in distributed collaborative environments*. Prepared for National Aeronautics and Space Administration, Langley, VA.
- Fletcher, T. D.** & Major, D. A. (2001). *Team task analysis of ISAT during the August 2001 workshop as viewed from LaRC*. Prepared for National Aeronautics & Space Administration, Langley, VA.

SERVICE ACTIVITIES

- Director of Human Subjects Pool, 8/05 – present*, Department of Psychology, University of Missouri-St. Louis. Developed protocols for the use of the undergraduate subject pool. Instituted and policed policies. Developed workshop to disseminate policies. Created and supervised position for subject pool administrator.
- Ad hoc Reviewer: Journal of Organizational Behavior, Sex Roles, Organizational Research Methods, Marketing Science*
- Reviewer, 22nd Annual Conference of the Society for Industrial and Organizational Psychology, 2007*
- Reviewer, 21st Annual Conference of the Society for Industrial and Organizational Psychology, 2006*
- Reviewer, 65th Annual Conference of the Academy of Management, OB Division*
- Reviewer, 20th Annual Conference of the Society for Industrial and Organizational Psychology, 2005*
- Departmental Research Consultant, 2005 – present*, Department of Psychology, University of Missouri – St. Louis. Assisted numerous faculty and students with statistical issues related to their research.
- Departmental Research Consultant, 2001 – 2005*, Department of Psychology, Old Dominion University. Assisted numerous faculty and students with statistical issues related to their research.

MEDIA COVERAGE

- Lommano, K. (2003, August 25). Competition can crimp worker ambition. *Inside Business: The Hampton Roads Business Journal*, 9, p. 4.
- Nery, M. (2003, August 22). Researcher studies effects of intrafirm competition. *The Courier: News for Faculty, Staff, Students & Friends*, p. 5.
- Sommers, N. (2003, August 4). Workplace rivalry may hurt morale. *Daily Press*, p. C6.
- Swofford, B. (2005, January 31). Competition may not improve job performance, psychologist tells UMSL. *The Current: The University of Missouri-St. Louis Student Newspaper*.

MANAGEMENT EXPERIENCE

- 12/98 – 8/00 Operations Manager, Justus Transport, Inc.

Operated a \$2,000,000 a year trucking firm. Recruited, hired, dispatched, and terminated drivers. Obtained freight contracts, scheduled deliveries, coordinated routes, ensured customer contracts were met. Conducted performance evaluations. Maintained accounts receivable.

PROFESSIONAL DEVELOPMENT ACTIVITIES

New Faculty Teaching Scholars Program, University of Missouri, 2006-2007

Winning UM Research Board Awards: Guidelines & Advice (2005, September), St. Louis, MO.

Meeting the quality and rigor challenge & retaining students (2005, September), St. Louis, MO.

New Faculty Orientation (2005, August), St. Louis, MO.

Academy of Management Doctoral Student Consortium, OB Division (2004, August), New Orleans, LA.

Presenting data and information: A one-day course taught by Edward Tufte (2004, January), Norfolk, VA.

Academy of Management Doctoral Student Consortium, HR Division (2003, August), Seattle, WA.

Center for the Advancement of Research Methods and Analysis, summer short course on "Multi-level Methods" (2002, May). Richmond, VA.

Center for the Advancement of Research Methods and Analysis 5th annual mini-conference (2002, May). Richmond, VA.

Academy of Management New Doctoral Student Consortium (2001, August), Washington, D.C.

STATISTICAL/SOFTWARE SKILLS

Demonstrated proficiency using the following statistical packages:

- ARC
- MS EXCEL
- HLM
- LISREL
- MULTILOG
- R
- S-PLUS
- SAS
- SPSS
- VBA