

VITA

JAMES A. BREAUGH

Professor of Management
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EDUCATIONAL HISTORY

Boston College, Chestnut Hill, Massachusetts: B.A., Psychology, 1972.
Ohio State University, Columbus, Ohio: M.A., Psychology, 1975, Ph.D., Psychology, 1977.

ACADEMIC EXPERIENCE

Assistant Professor of Management, University of Missouri - Saint Louis, 1977-1983.
Associate Professor of Management, University of Missouri - Saint Louis, 1983-1993.
Area Coordinator/Management Department Chair, University of Missouri - Saint Louis, 1983-2015.
Professor of Management, University of Missouri - Saint Louis, 1993-present.

PROFESSIONAL RECOGNITION

Elected a Fellow of the Society for Industrial and Organizational Psychology (1996).
Elected a Fellow of the American Psychological Association (1997).
Elected a Fellow of the Association for Psychological Science (1998).
Associate Editor, *Journal of Applied Psychology* (1996-2002).
Editorial Board Member, *Personnel Psychology* (1985-1996, 2010- present).
Editorial Board Member, *Journal of Applied Psychology* (1992-1996, 2008 - present).
Editorial Board Member, *Academy of Management Review* (1991-1996).
Program Chair, Industrial & Organizational Psychology Division, American Psychological Association Convention (New York City, 1987).
Program Chair, Society for Industrial and Organizational Psychology Conference (Dallas, 1988).
Program Chair, Human Resources Division, Academy of Management Conference (Vancouver, 1995).
Division Chair, Human Resources Division, Academy of Management (1996-1997).
Chair, Scientific Affairs Committee, Society for Industrial and Organizational Psychology (1995-97).
Outside Reviewer for 28 tenure and/or promotion cases.
Invited author, SHRM Foundation's Effective Practice Guidelines Series – “Recruiting and Attracting Talent” (2009).
Invited author, *Annual Review of Psychology* (#1 outlet in psychology in terms of citations), chapter on employee recruitment (2013).
Invited chapter author, *Handbook of Employee Recruitment* (Eds., Yu & Cable). Oxford University Press, (2013). “Establishing Recruitment Objectives.”
Invited author, SHRM Foundation's Effective Practice Guidelines Series – “Talent Acquisition” (2016).
5,391 citations of my research according to Google Scholar as of 1/24/18 (h-index = 30, i10-index = 37).
I am among the top 2% of researchers with regard to my research being cited in industrial and organizational psychology textbooks (see <http://www.hermanaguinis.com/pubs.html>).

PROFESSIONAL MEMBERSHIPS

American Psychological Association (Fellow).
Academy of Management.
Society for Industrial and Organizational Psychology (Fellow).
Association for Psychological Science (Fellow).

ARTICLES

- Breaugh, J. A. & Klimoski, R. J. (1977). The Choice of a Group Spokesman in Bargaining: Member or Outsider? *Organizational Behavior and Human Performance*, 19, pp. 325-336.
- Billings, R. S., Klimoski, R. J., & Breaugh, J. A. (1977). The Impact of a Change in Technology on Job Characteristics: A Quasi-Experiment. *Administrative Science Quarterly*, 22, pp. 318-339.
- Klimoski, R. J. & Breaugh, J. A. (1977). When Performance Doesn't Count: A Constituency Looks at Its Spokesman. *Organizational Behavior and Human Performance*, 20, pp. 301-311.
- Breaugh, J. A. (1980). A Comparative Investigation of Three Measures of Role Ambiguity. *Journal of Applied Psychology*, 65, pp. 584-589.
- Breaugh, J. A., Klimoski, R. J. & Shapiro, M. B. (1980). Third-Party Characteristics and Intergroup Conflict Resolution. *Psychological Reports*, 47, pp. 447-451.
- Breaugh, J. A., DiMarco, N., & Houser, H. (1980). Sex Differences in the Work Attitudes of Professional Engineers. *ISA Transactions*, 19, pp. 43-47.
- DiMarco, N., Breaugh, J. A., & Houser, H. (1980). Worker Motivation: Age Differences in Engineers. *ISA Transactions*, 19, pp. 37-42.
- Breaugh, J. A. (1981). Relationships between Recruiting Sources and Employee Performance, Absenteeism, and Work Attitudes. *Academy of Management Journal*, 24, pp. 142-147.
- Breaugh, J. A. & Mann, R. B. (1981). The Utility of Discriminant Analysis for Predicting Graduation from a Master of Business Administration Program. *Educational and Psychological Measurement*, 41, pp. 495-501.
- Breaugh, J. A. & Klimoski, R. J. (1981). Social Forces in Negotiation Simulations. *Personality and Social Psychology Bulletin*, 7, pp. 290-295.
- Breaugh, J. A. (1981). Predicting Absenteeism from Past Absenteeism and Work Attitudes. *Journal of Applied Psychology*, 66, pp. 555-560.
- Breaugh, J. A. (1983). The 12-Hour Work Day: Differing Employee Reactions. *Personnel Psychology*, 36, pp. 277-288.
- Breaugh, J. A. (1983). Realistic Job Previews: A Critical Appraisal and Future Research Directions. *Academy of Management Review*, 8, pp. 612-619.

ARTICLES (cont.)

- Breaugh, J. A. & Mann, R. B. (1984). Recruiting Source Effects: A Test of Two Alternative Explanations. *Journal of Occupational Psychology*, 57, pp. 261-267.
- Breaugh, J. A. (1985). The Measurement of Work Autonomy. *Human Relations*, 38, pp. 551-570.
- Suszko, M. & Breaugh, J. A. (1986). The Effects of Realistic Job Previews on Applicant Self-Selection, Employee Turnover, Satisfaction, and Coping Ability. *Journal of Management*, 12, pp. 513-523.
- Breaugh, J. A. & Becker, A. S. (1987). Further Examination of the Work Autonomy Scales: Three Studies. *Human Relations*, 40, pp. 381-400.
- Breaugh, J. A. & Billings, R. S. (1988). The Realistic Job Preview: Five Key Elements and their Importance for Research and Practice. *Journal of Business and Psychology*, 2, pp. 291-305.
- Breaugh, J. A. & Dossett, D. L. (1989). Rethinking the Use of Personal History Information: The Value of Theory-Based Biodata for Predicting Turnover. *Journal of Business and Psychology*, 3, pp. 371-385.
- Breaugh, J. A. (1989). The Work Autonomy Scales: Additional Validity Evidence. *Human Relations*, 42, pp. 1033-1056.
- Breaugh, J. A. & Colihan, J. (1994). Measuring Job Ambiguity Facets: Construct Validity Evidence. *Journal of Applied Psychology*, 79, pp. 191-202.
- Breaugh, J. A. (1998). The Development of a New Measure of Global Work Autonomy. *Educational and Psychological Measurement*, 58, pp. 119-128.
- Breaugh, J. A. (1999). Further Investigation of the Work Autonomy Scales: Two Studies. *Journal of Business and Psychology*, 13, pp. 357-373.
- Breaugh, J. A. & Starke, M. (2000). Research on Employee Recruitment: So Many Studies, So Many Remaining Questions. *Journal of Management*, 26, pp. 405-434.
- Breaugh, J. A. (2003). Effect Size Estimation: Factors to Consider and Mistakes to Avoid. *Journal of Management*, 29, pp. 79-97.
- Breaugh, J. A., Greising, L. A., Taggart, J. W., & Chen, H. (2003). The Relationship of Recruiting Sources and Pre-hire Outcomes: An Examination of Yield Ratios and Applicant Quality. *Journal of Applied Social Psychology*, 33, pp. 2267-2287,
- Frye, K. & Breaugh, J. A. (2004). Family-Friendly Policies, Supervisor Support, Work-Family Conflict, Family-Work Conflict, and Satisfaction. *Journal of Business and Psychology*, 19, pp. 197-220.
- Breaugh, J. A. (2004). Recruitment. *Encyclopedia of Applied Psychology*. Elsevier Inc. pp. 243-247.
- Breaugh, J. A. (2006). Rethinking the Control of Nuisance Variables in Theory Testing. *Journal of Business and Psychology*, 20, pp. 429-443.

ARTICLES (cont.)

- Breaugh, J. A. & Frye, K. (2007). An Examination of the Antecedents and Consequences of the Use of Family-Friendly Benefits. *Journal of Managerial Issues*, *XIX*, pp. 35-52.
- Breaugh, J. A. & Arnold, J. (2007). Controlling Nuisance Variables by Using a Matched-groups Design. *Organizational Research Methods*, *10*, pp. 523-541.
- Breaugh, J. A. & Frye, K. (2008). Work-Family Conflict: The Importance of Family-Friendly Employment Practices and Family-Supportive Supervisors. *Journal of Business and Psychology*, *22*, pp. 345-353.
- Breaugh, J. A. (2008). Important Considerations in Using Statistical Procedures to Control for Nuisance Variables in Non-Experimental Studies. *Human Resource Management Review*, *18*, pp. 282-293.
- Breaugh, J. A. (2008). Employee Recruitment: Current Knowledge and Important Areas for Future Research. *Human Resource Management Review*, *18*, pp. 103-118.
- Breaugh, J. A. (2009). Employee Selection at the Beginning of the 21st Century. *Human Resource Management Review*, *19*, pp. 167-168.
- Breaugh, J. A. (2009). The Use of Biodata for Employee Selection: Past Research and Future Directions. *Human Resource Management Review*, *19*, pp. 219-231.
- Breaugh, J. A. (2011). Modeling the Employee Promotion Decision Making Process. *Journal of Managerial Psychology*, *26*, pp. 264-277.
- Macan, T., Konczak, L., & Breaugh, J. A. (2013). At Your Service: Blending Science and Practice to Develop a Customer Service Assessment Tool. *Applied HRM Research*, *13*(1), pp. 24-36.
- Breaugh, J. A. (2013). Employee Recruitment. *Annual Review of Psychology*, *64*, pp. 389-416.
- Breaugh, J. A., Labrador, J., Frye, K., Lee, D., Lammers, V., & Cox, J. (2014). The Value of Biodata for Selecting Employees: Comparable Results for Job Incumbent and Job Applicant Samples? *Journal of Organizational Psychology*, *14*, pp. 40-51.
- Breaugh, J. A. (2014). Predicting Voluntary Turnover from Job Applicant Biodata and Other Applicant Information. *International Journal of Selection and Assessment*, *22*, 321-332.
- Becker, T. E., Atinc, G., Breaugh, J. A., Carlson, K. D., Edwards, J. R., & Spector, P. E. (2016). Statistical Control in Correlational Studies: 10 Essential Recommendations for Organizational Researchers. *Journal of Organizational Behavior*, *37*, 157-167.

REPRINTED ARTICLES

- Breaugh, J. A. (1981). Relationships between Recruiting Sources and Employee Performance, Absenteeism, and Work Attitudes. *Academy of Management Journal*, 24, pp. 142-147. Reprinted in Heneman, H. and Schwab, D., (Eds.) *Perspectives on Personnel/Human Resource Management*, Homewood, IL: Irwin, 1982. (Reprinted again in 1986 Edition).
- Breaugh, J. A. (1983). Realistic Job Previews: A Critical Appraisal and Future Research Directions. *Academy of Management Review*, 1983, 8, pp. 612-619. Reprinted in Rynes, S. and Milkovich, G., Current Issues in Human Resource Management. Plano, TX: Business Publications, 1986.

BOOK CHAPTERS, EXERCISES, PUBLISHED REPORTS, ETC.

- Breaugh, J. A. & Decker, P. J. (1985). Controlling Absenteeism and Turnover. In E. Sullivan and P. Decker (Eds.), *Nursing Management*, Menlo Park, CA: Addison-Wesley, pp. 343-358.
- Breaugh, J. A. (1985). Performance Appraisal. In E. Sullivan and P. Decker (Eds.), *Nursing Management*, Menlo Park, CA: Addison-Wesley, pp. 311-341 (also appears in 1988 edition).
- Breaugh, J. A. (1988). Effectively Managing Withdrawal Behaviors. In E. Sullivan and P. Decker (Eds.), *Nursing Management* (2nd Edition), Menlo Park, CA: Addison-Wesley, pp. 387-410.
- Breaugh, J. A. (1991). Realistic Job Previews. In J. Jones, B. Steffy, and D. Bray (Eds.) *Applying Psychology to Business: The Manager's Handbook*, New York: Lexington Books, pp. 203-212.
- Hughes, T. & Breaugh, J. A. (1992). Managing Problem Employees. In P. Decker and E. Sullivan's (Eds.) *Nursing Administration*. Norwalk, CT: Appleton & Lange, pp. 359-385.
- Breaugh, J. A. (1992). Performance Evaluation and Appraisal. In E. Sullivan and P. Decker's (Eds.) *Effective Management in Nursing*. Redwood City, CA: Addison-Wesley, pp. 349-371. This is a revision of 1985 chapter.
- Breaugh, J. A. & Colihan, J. (1992). Understanding and Managing Nurse Absenteeism and Turnover. In E. Sullivan and P. Decker's (Eds.) *Effective Management in Nursing*. Redwood City, CA: Addison-Wesley, pp. 372-390.
- Breaugh, J. A. (1993). Ewing Oil Supply Company. In H. J. Bernardin and J. C. Russell's (Eds.) *Human Resource Management: An Experiential Approach*, New York: McGraw-Hill, pp. 475-477. An exercise designed to give students experience in making compensation decisions.
- Breaugh, J. A. (1993). Hiring a Plant Manager at Dynamo Industries. In H. J. Bernardin and J. C. Russell's (Eds.) *Human Resource Management: An Experiential Approach*, New York: McGraw-Hill, pp. 257-261. An experiential exercise designed to give students experience in making selection decisions.
- Breaugh, J. A. (1997). Wrote five entries on topic of employee recruitment (approximately 2,000 words) for *The Blackwell Dictionary of Human Resource Management*, (L. H. Peters, S. A. Youngblood, and C. R. Greer, Eds.), Oxford, UK: Blackwell Publishers.

BOOK CHAPTERS, EXERCISES, ETC. (cont.)

- Breaugh, J. A. (1998). Wrote entry on recruiting for the *Encyclopedia of Management* (C. L. Cooper & C. Argyris, Eds.), Oxford, UK: Blackwell Publishers. Updated: 2014.
- Breaugh, J. A., Macan, T. H., & Grambow, D. M. (2008). Employee Recruitment: Current Knowledge and Directions for Future Research. In G. P. Hodgkinson & J. K. Ford (Eds.). *International Review of Industrial and Organizational Psychology* (vol. 23, pp. 45-82), New York: John Wiley.
- Breaugh, J. A. (2008, September 23). Podcast – Conversation on Realistic Job Previews. U. of Missouri – Columbia, School of Information Science and Learning Technologies.
- Breaugh, J. A. (2009) Invited author, SHRM Foundation’s Effective Practice Guidelines Series – Recruiting and Attracting Talent: A Guide to Understanding and Managing the Recruitment Process.
- Breaugh, J. A. (2010). Improving Employee Retention Through the Use of Realistic Job Previews. Chapter in R. Watkins & D. Leigh (Eds.). *Handbook of Performance Interventions* (pp. 203-220). San Francisco: Wiley-Jossey/Bass. Awarded a 2011 ISPI (International Society for Performance Improvement) Award of Excellence.
- Breaugh, J. A. (2012). Employee Recruitment: Current Knowledge and Suggestions for Future Research. *The Oxford Handbook of Personnel Assessment and Selection*, Neal Schmitt – Editor. New York: Oxford University Press, pp. 68-87.
- Breaugh, J. A. & Farabee, A. (2012). Telecommuting and Flexible Work Hours: Alternative Work Arrangements that Can Improve the Quality of Work Life. *Work and Quality of Life: Ethical Practices in Organizations*. M. J. Sirgy, N. P. Reilly, & C. A. Gorman – Editors. New York: Springer Science+Business, pp. 251-274.
- Breaugh, J. A. (2013). Setting Recruitment Objectives and Recruitment Strategy Development. *The Oxford Handbook of Recruitment*. T. Yu & D. Cable (Eds.). New York: Oxford University Press, pp. 361-381.
- Breaugh, J. A. (2014). Employee Recruitment: A Communication Perspective. V. D. Miller & M. E. Gordon (Eds.) *Meeting the Challenges of Human Resource Management: A Communication Perspective*. New York: Routledge, pp. 29-39.
- Breaugh, J. A. (2016) Invited author, SHRM Foundation’s Effective Practice Guidelines Series – Talent Acquisition.
- Breaugh, J. A. (2016). Recruitment. R. Griffin (Ed.). *Oxford Bibliographies in Management*.
- Breaugh, J. A. (2017). The Contribution of Job Analysis to Recruitment. H. Goldstein, E. Pulakos, J. Passmore, & C. Semedo (Eds.). *Handbook of the Psychology of Recruitment, Selection, and Retention*. New York: Wiley-Blackwell, pp.12-28.
- Breaugh, J. A. (under contract). Talent Acquisition: A Critical First Step for Talent Management. *A Companion to Talent Management*. Routledge

BOOKS

Breaugh, J. A. (1992). *Employee Recruitment: Theory and Practice*. Boston: PWS-Kent Publishing. 384 pages.

BOOK REVIEWS

Breaugh, J. A. (1978). Review of Cascio's *Applied Psychology in Personnel Management* (Reston, VA: Reston Publishing, Inc., 1978). *Academy of Management Review*, 3, pp. 929-931.

Breaugh, J. A. (1988). Review of Phillips' *Recruiting, Training, and Retaining New Employees* (San Francisco: Jossey-Bass Publishers, 1987). *Industrial and Labor Relations Review*, 42, p. 132.

Breaugh, J. A. (2004). Review of London's *Job-Feedback* (Mahway, NJ: LEA Press). *Academy of Management Review*, 29, pp. 512-514.

CONVENTION PROCEEDINGS

Breaugh, J. A. (1979). Referral Source as a Predictor of Employee Behavior and Attitudes. *Southern Management Association Proceedings*, 107-109.

Breaugh, J. A. (1979). A Comparative Investigation of Three Measures of Role Ambiguity. *Southern Management Association Proceedings*, 101-103.

Breaugh, J. A. and Mann, R., (1981), "Race and Sex Differences in Employee Perceptions of Equal Employment Opportunity." Paper presented at the Southern Management Association Meetings, Atlanta, GA, November, *Proceedings*, pp. 302-304.

Breaugh, J. A., (1982). "The 12-Hour Work Day: Differing Employee Reactions." Paper presented at the Academy of Management Convention, New York, NY, *Proceedings*, pp. 277-281.

Breaugh, J. A. and Billings, R. S., (1986). "The Realistic Job Preview: Five Key Elements and their Importance for Research and Practice." Paper presented at the Academy of Management Convention, Chicago, IL. Also published in *Best Paper Proceedings*, pp. 240-244.

CONVENTION PRESENTATIONS AND PARTICIPATION

Klimoski, R. J., Shapiro, M. B. and Breaugh, J. A., "Third Party Characteristics and Intergroup Conflict Resolution." Paper presented at the American Psychological Association Convention, Chicago, IL, August, 1975.

Klimoski, R. J. and Breaugh, J. A., "The Attribution Dynamics in Conflict Situations." Paper presented at the Greensboro Conference on Negotiations, Center for Creative Leadership, Greensboro, NC, July, 1975.

Breaugh, J. A. and Klimoski, R. J., "When Performance Doesn't Count: Prejudice in Evaluating the Group's Negotiator." Paper presented at the American Psychological Association Convention, San Francisco, CA, September, 1977.

CONVENTION PRESENTATIONS AND PARTICIPATION (cont.)

- Breaugh, J. A., "Age Differences in the Rated Desirability of Job Outcomes." Paper presented at the American Psychological Association Convention, New York, NY, September, 1979.
- Breaugh, J. A., "A Comparative Investigation of Three Measures of Role Ambiguity." Paper presented at the Southern Management Association Meetings, Atlanta, GA, October, 1979. *Proceedings*, pp. 101-103.
- Breaugh, J. A., Chairperson and presenter, seminar ("Aging in the Workplace: Research and Practice") presented at the Midwest Academy of Management Meeting, Cincinnati, OH, April, 1980. *Proceedings*, pp. 453-457.
- Breaugh, J. A., Chairperson, Paper session on Job Characteristics, Job Satisfaction and Life Satisfaction, Academy of Management Convention, Detroit, MI, August, 1980.
- Breaugh, J. A., "Source of Recruitment as a Predictor of Employee Performance, Absenteeism and Work Attitudes." Paper presented at the Academy of Management Convention, Detroit, MI, August, 1980.
- Breaugh, J. A., "Relationships between Recruiting Sources and Employee Performance, Absenteeism, and Work Attitudes." Paper presented at the American Psychological Association Convention, Montreal, September, 1980.
- Breaugh, J. A. and DiMarco, N., "The Rated Desirability of Job Attributes - Age Difference and Similarities." Paper presented at the American Psychological Association Convention, Montreal, September, 1980.
- Breaugh, J. A., DiMarco, N. and Houser, H., "Sex Differences and Similarities in the Rated Desirability of Job Attributes." Paper presented at the Academy of Management Convention, Detroit, MI, August, 1980.
- Breaugh, J. A. Invited Participant, Conference on Innovations in Research Methodology. Center for Creative Leadership, Greensboro, NC, March, 1981.
- Breaugh, J. A., "Predicting Absenteeism from Past Absenteeism." Paper presented at the Academy of Management Convention, San Diego, CA, August, 1981.
- Breaugh, J. A., "Realistic Job Previews: A Critical Appraisal and Future Research Directions." Paper presented at the Academy of Management Convention, Dallas, TX, August, 1983.
- Breaugh, J. A., "The Measurement of Job Ambiguity." Paper presented at the Academy of Management Convention, Dallas, TX, August, 1983.
- Breaugh, J. A. and Mann, R. B., "Recruiting Source Effects." Paper presented at the American Psychological Association Convention, Toronto, August, 1984.
- Breaugh, J. A., Co-developer and Co-chair - Panel Discussion on Validity Generalization. Presented at the American Psychological Association Convention, Toronto, August, 1984.

CONVENTION PRESENTATIONS AND PARTICIPATION (cont.)

- Breaugh, J. A., Chairperson - conversation with *1984 Annual Review of Psychology* chapter author (Ben Schneider). American Psychological Association Convention, Toronto, August, 1984.
- Breaugh, J. A., Discussant. Session on Organizational Behavior Perspectives on Turnover. Academy of Management Convention, San Diego, CA, August, 1985.
- Suszko, M. and Breaugh, J. A., "Effects of Realistic Job Previews." Paper presented at the Academy of Management Convention, San Diego, CA, August, 1985.
- Breaugh, J. A., "The Measurement of Job Ambiguity: Additional Validity Evidence." Paper presented at the Academy of Management Convention, Chicago, IL, 1986.
- Breaugh, J. A., Chairperson--Invited address by Robert Sternberg. American Psychological Association Convention, Washington, D.C., August, 1986.
- Breaugh, J. A. and Dossett, D. L., "The Effectiveness of Biodata for Predicting Turnover." Paper presented at the Academy of Management Convention, New Orleans, LA, August, 1987.
- Breaugh, J. A., Chairperson--conversation hour with Gary P. Latham, *Annual Review of Psychology*, Chapter Author, American Psychological Association Convention, New York City, NY, August, 1987.
- Breaugh, J. A., Discussant--Session on Employee Layoffs, Academy of Management Convention, New Orleans, LA, August, 1987.
- Breaugh, J. A. Co-chair and presenter. Symposium: Organizational Recruitment Research: Taking Stock and Setting Future Directions. Academy of Management Convention, Washington, D. C., August, 1989.
- Breaugh, J. A., Discussant on paper session, Personnel/Human Resources Division, Academy of Management National Convention, San Francisco, August, 1990.
- Becker, A., Breaugh, J. & Dossett, D. Paper presented in a Poster Session ("Effects of Reducing Assessor Roles on Assessment Center Ratings") at the Society for Industrial and Organizational Psychology Conference, St. Louis, 1991.
- Breaugh, J. A., Discussant - Session on "Perceived Control at Work", Society for Industrial and Organizational Psychology Conference, St. Louis, 1991.
- Breaugh, J. A., Discussant on paper session, Personnel/Human Resources Division, Academy of Management National Convention, Miami, August, 1991.
- Breaugh, J. A., Discussant on paper session, Personnel/Human Resources Division, Academy of Management National Convention, Las Vegas, August, 1992.
- Breaugh, J. A., Discussant on paper session, Human Resources Division, Academy of Management National Convention, Dallas, August, 1994.

CONVENTION PRESENTATIONS AND PARTICIPATION (cont.)

- Breaugh, J. A., Discussant on paper session, Human Resources Division, Academy of Management National Convention, Vancouver, August, 1995.
- Breaugh, J. A. Panel discussion member, Standards for Educational and Psychological Testing, Society for Industrial and Organizational Psychology Conference, San Diego, April, 1996.
- Breaugh, J. A. Chairperson, paper session, Human Resources Division, Academy of Management National Convention, Cincinnati, August, 1996.
- Breaugh, J. A. Gave talk on the Future of Industrial/Organizational Psychology to Doctoral Student Consortium at the Society for Industrial and Organizational Psychology Conference, Dallas, April, 1998.
- Breaugh, J. A. Panel Discussion of Journal Editors, Doctoral Student Consortium, Academy of Management Convention, San Diego, August, 1998.
- Breaugh, J. A. Presenter, Human Resource Division, Doctoral Student Consortium, Academy of Management Convention, Toronto, 2000.
- Breaugh, J. A. Presenter, Careers Division, Doctoral Student Consortium, Academy of Management Convention, Toronto, 2000.
- Breaugh, J. A. Discussant, paper session on recruiting, Human Resource Division, Academy of Management, Washington, D.C., 2001.
- Breaugh, J. A. Discussant, paper session on recruitment, Society for Industrial and Organizational Psychology Conference, San Diego, 2001.
- Matchen, J. & Breaugh, J. A., Poster session presentation on performance feedback, Society for Industrial and Organizational Psychology Conference, Toronto, 2002.
- Breaugh, J. A. Discussant, paper session on employee turnover. Academy of Management, Denver, 2002.
- Frye, K. & Breaugh, J. A. Poster session presentation on work-family conflict. Academy of Management, Seattle, 2003.
- Breaugh, J. A. & Frye, K. Presented paper – “Work-Family Conflict: The Importance of Family-friendly practices and Supportive Supervisors” (won Best Applied Paper Award), Academy of Management Convention, Honolulu, Hawaii, 2005.
- Breaugh, J. A. Presented paper – “Controlling Nuisance Variables by Using a Matched-Groups Design”, Academy of Management Convention, Honolulu, Hawaii, 2005.
- Breaugh, J. A. & Frye, K. Paper presented – “Family-Supportive Supervisors and the Use of Family-Friendly Benefits”, Society for Industrial and Organizational Psychology Conference, Dallas, Texas, 2006.

CONVENTION PRESENTATIONS AND PARTICIPATION (cont.)

- Breaugh, J. A. Paper presented - "The Statistical Control of Nuisance Variables: The Neglected Issue of Construct Validity," Academy of Management Convention, Atlanta, Georgia, 2006.
- Breaugh, J. A. Discussant, symposium presented - "Recruitment in the Information Age: An Examination of Emerging Issues in the Recruitment Domain", Academy of Management Convention, Atlanta, Georgia, 2006.
- Breaugh, J. A. Paper presented – “Regression Toward the Mean and the Control of Nuisance Variables,” Society for Industrial and Organizational Psychology Conference, New York, 2007.
- Breaugh, J. A. Paper presented – “The Use of Statistical Control in Non-experimental Studies.” Academy of Management Conference, Philadelphia, 2007.
- Breaugh, J. A. Paper presented – “The Usefulness of Application Blank Information for Predicting Voluntary and Involuntary Turnover,” Society for Industrial and Organizational Psychology Conference, San Francisco, 2008.
- Breaugh, J. A. Presenter – “Employee Recruitment: Current Knowledge and Directions for Future Research,” Society for Industrial and Organizational Psychology Conference, San Francisco, 2008.
- Macan, T. H, Konczak, L. & Breaugh, J. A. Paper presented - “Blending Science and Practice in Developing an Assessment Instrument,” Society for Industrial and Organizational Psychology Conference, San Francisco, 2008.
- Farabee, A., & Breaugh, J. A. Paper presented – “Web-based Recruitment: Judging Person-Job Fit and Organizational Attraction.” Society for Industrial and Organizational Psychology Conference, Atlanta, 2009.
- Breaugh, J. A. Paper presented – “The Promotion Decision Process”. Society for Industrial and Organizational Psychology Conference, New Orleans, 2010.
- Breaugh, J. A., Labrador, J. R., Frye, K., Lee, D., Lammers, V. M., & Cox, J. C. Paper presented – “The Value of Biodata for Selecting Employees”. Society for Industrial and Organizational Psychology Conference, Chicago, 2011.
- Cox, J. C, Lammers, V., Lee, D., & Breaugh, J.A. Paper presented – “Trust, Supportive Leadership, and Organizational Commitment: A Multi-Level Analysis.” Society for Industrial and Organizational Psychology Conference, Chicago, 2011.
- Breaugh, J. A. Paper presented – “Predicting Employee Turnover from Prehire Information.” Society for Industrial and Organizational Conference, San Diego, 2012.
- Farabee, A., & Breaugh, J. Paper presented – “Person-Organization Fit as a Barrier to Employee Creativity.” Society for Industrial and Organizational Conference, San Diego, 2012.
- Lammers, V, Lee, D., Cox, J., Frye, K. Labrador, J., & Breaugh, J. A. Paper presented – “Differential Importance of Performance Dimensions: A Relative Weight Analysis.” Society for Industrial and Organizational Conference, San Diego, 2012.

CONVENTION PRESENTATIONS AND PARTICIPATION (cont.)

- Breaugh, J. A. Paper presented – “Predicting Voluntary Turnover and Job Performance from Biodata.” Society for Industrial and Organizational Conference, Houston, 2013.
- Cox, J, & Breaugh, J. A. Paper presented – “Validity of Selection Tests: An Applicant Versus Job Incumbent Comparison.” Society for Industrial and Organizational Conference, Houston, 2013.
- Breaugh, J. A. Paper - “Predicting Voluntary Turnover from Job Applicant Biodata and Other Applicant Information.” Academy of Management Conference, Philadelphia, 2014.
- Breaugh, J. A. & Fischer, J. Paper presented - “The Hiring Manager as a Neglected Variable in the Recruitment Process.” Part of a symposium: Strategizing and Planning Recruitment: New Issues for Organizational Decision Makers. Academy of Management Conference, Philadelphia, 2014.
- Breaugh, J. A. Paper presented in a panel discussion entitled: "Statistical Control in Organizational Research: An Update, Analysis, & Discussion of Next Steps", Academy of Management Conference, Philadelphia, 2014.
- Breaugh, J. A. Paper presented - “Construct-Oriented Biodata as a Predictor of Job Performance”. Part of a symposium on the use of biodata. Society for Industrial and Organizational Conference, Philadelphia, 2015.
- Spilker, M. A., & Breaugh, J. A. paper presented - “Telework Intensity: Its Effects on Work Outcomes and Psychological Variables.” Society for Industrial and Organizational Psychology, Anaheim, 2016.

EDITORIAL BOARD MEMBERSHIPS

- Associate Editor, *Journal of Applied Psychology*, 1996-2002.
- Member of the Editorial Board, *Personnel Psychology*, 1984-1996, 2010-present (re-appointed 1987, 1990, 1993, 2010, 2013, 2016).
- Member of the Editorial Board, *Academy of Management Review*, 1990-1996 (reappointed 1993).
- Member of the Editorial Board, *Journal of Applied Psychology*, 1992-1996, 2008- present (reappointed 1995, 2008, 2013, 2015)
- Member of the Editorial Board, *Human Resource Management Review*, 1997-2013.
- Member of the Editorial Board, *Journal of Managerial Psychology*, 2008- 2013. In 2013, won award for reviewing excellence.

GRANT REVIEWING

- Social Science and Humanities Research Council of Canada, 1983, 1985, 2005, 2007, 2009, 2015.
- National Science Foundation - Small Business Innovation Research, 1991.
- Research Grants Council’s General Research Fund – Hong Kong Institute of Education, 2009.
- Research Foundation – Belgium, 2013.

GRANT ACTIVITY

Co-PI (with T. Macan, M. Patterson, & J. Meriac): Effects of Message Modality on Health-Related Attitude and Behavioral Changes. UMSL Provost's Consumer Behavior Social Science Research Grant, 12/2011, \$38,082 funded.

MANUSCRIPT REVIEWING

Personnel Psychology, 1978, 1982-1984, 2007, 2008, 2009.
Academy of Management Review, 1983, 1984, 1988, 1989, 1997-2004.
Journal of Applied Psychology, 1984, 1985, 1987-91, 2003-2007.
Journal of Management, 1988, 1989.
Organizational Research Methods, 2005, 2006, 2010.
Organizational Behavior and Human Decision Processes, 1988, 1989, 2003, 2005, 2007.
Journal of Organizational Behavior, 1989, 2002.
Academy of Management Journal, 1992-1997, 1999-2004.
Human Resource Management Journal, 2001, 2004, 2005, 2009.
International Journal of Selection and Assessment, 2001, 2004, 2005, 2006.

OUTSIDE REVIEWER FOR TENURE AND/OR PROMOTION CASES

Behrend College, Pennsylvania State University System (1985).
Oakland University (1986).
University of Colorado - Denver (1987).
University at Albany - State University of New York (1991).
University of Binghamton - State University of New York (1991).
University of Iowa (1993).
University of Notre Dame (1993).
Michigan State University (1994).
University of Maryland (1997).
University of Texas - Arlington (1998).
Wayne State University (1998).
University of Minnesota (1999).
Ohio State University (1999).
Chapman University (2000).
University of Central Florida (2000).
University of Missouri-Columbia (2000).
Penn State University - Great Valley (2001).
University of Toronto (2002).
Ohio State University, (2002) - fourth year review of a faculty member's progress toward tenure.
University of Idaho (2003).
Florida International University (2004).
Cornell University (2005).
Rutgers University (2007).
University of Akron (2009).
University of Idaho (2010).
Temple University (2013).
Nanyang Technological University (2014).
Rutgers University (2014).

OTHER PROFESSIONAL ACTIVITIES

Reviewed papers for Organizational Behavior Division, Academy of Management Convention, 1980, 1981, 1985, 2001, 2002, 2003, 2004, 2005-2008.

Reviewed papers for Personnel/Human Resources Division, Academy of Management Convention, New York, NY, 1982, 1987, 1990-1993, 1994, 1996-2005, 2007.

American Psychological Association Program Committee member (Division 14, Industrial and Organizational Psychology). Duties included developing convention activities and reviewing manuscripts for 1984 APA convention, Toronto, Canada, 1984.

American Psychological Association Program Committee member (Division 14, Industrial and Organizational Psychology). Duties included developing convention activities and reviewing manuscripts for 1985 APA convention, Los Angeles, CA, 1985.

State of Missouri Membership Chairman - Personnel/Human Resources Division - Academy of Management, 1979-1983.

Research on recruiting employees reviewed in *Psychology Today*, December, 1981.

Served as an expert witness in a racial discrimination case, *Easily v. Anheuser-Busch*, U.S. District Court, Eastern Missouri, 1983. Published in *Fair Employment Practices*, 34, *FEP*, 82-1316C (3) 8-30-83.

Judge for 1983 American Institute for Decision Science Doctoral Dissertation Competition.

Invited speaker, U.S. Office of Personnel Management ("Coaching and Counseling Employees"), 1983.

Elected President of Industrial/Organizational Psychology Division of the Missouri Psychological Association, 1984.

Served as expert witness for Equal Employment Opportunity Commission, 1983.

Invited Co-presenter of a pre-convention workshop on Equal Employment Opportunity, American Psychological Association Convention, Los Angeles, CA, 1985.

Faculty Advisor of Student Project (Ms. Alene Becker). Voted best graduate student research project--1985--Industrial and Organizational Psychology Division of the American Psychological Association.

Faculty Advisor of Student Project (Ms. Pollie Sengstake) voted best graduate student research paper--1988--Industrial and Organizational Psychology Division of the American Psychological Association.

Published Invited Column on employee recruitment for *St. Louis County Star-Journal* (November, 16, 1988). Reprinted in *St. Louis North & Northwest Journal* (November 30, 1988).

Co-Coordinator of Doctoral Student and New Faculty Consortium held prior to Academy of Management Convention, Miami, August, 1991.

OTHER PROFESSIONAL ACTIVITIES (cont.)

Local Arrangements Chair, Society for Industrial and Organizational Psychology Conference, St. Louis, April, 1991.

Elected to Executive Committee of Personnel/Human Resources Division of the Academy of Management, 1991 (three-year term).

Co-Coordinator of Doctoral Student and New Faculty Consortium held prior to Academy of Management Convention, Las Vegas, 1992.

Member of Academy of Management Task Force to Evaluate Journal Operations, 1992.

Chair of the Awards Committee of the Human Resources Division of the Academy of Management 1993-1994.

Chairperson, Scientific Affairs Committee, Society for Industrial and Organizational Psychology, 1995-1997.

Chairperson, Elections Committee of the Human Resources Division of the Academy of Management, 1998-99.

Fellowship Committee Member, Society for Industrial and Organizational Psychology, 1998-2001.

Member, Awards Committee, Human Resources Division, Academy of Management, 2001, 2003, 2004.

Paper Reviewer, Society for Industrial and Organizational Psychology Conference, 2001-2011, 2015.

Member, Society for Industrial and Organizational Psychology Distinguished Service Contributions Committee, 2004-05.

Appointed to Advisor Board of *Research in Human Resource Management* (Dianna Stone and James H. Dulebohn, Editors).

INTERVIEWED BY:

St. Louis Magazine (Performance Appraisal).

St. Louis Business Journal (Performance Appraisal).

National Business Employment Weekly (Recruiting).

KMOX Radio (Drug Testing, Job Hunting), KMOX Television (Selection Testing).

St. Louis Post-Dispatch (Executive Decision-making, Job Loss, Handwriting Analysis, Employee Recruitment, Family Leaves, Sexual Harassment, Workplace Diversity, Work Place Sharing, Top Workplaces).

Easi-Consult (conducting a selection audit). Interview appeared in their newsletter.

Chick-fil-A: focus on recruiting top quality employees.

GRADUATE STUDENT ADVISING AND COMMITTEE MEMBERSHIPS: DEPARTMENT OF PSYCHOLOGY

Dissertation Chair: Rebecca Mann (1982), Alene Becker (1990), Lee Konzak (1991), Lynn Kalnbach (2005), Kathleen Frye (2008), Jessalyn Arnold (2010), Angela Farabee (2011), Jacob Fischer (2013), Maria Spilker (2014), Tracy Mulderig (in progress).

Member of dissertation committees, Susan Reidhead (1984), Kevin Louiselle (1989), Mary Suszko (1990), Donna Boehne (1998), Jill Haueter (1999), Joel Winter (2000), Lisa Roberts (2004), Mary Starke (2005), (Brian Bonness, 2007), Cathy Houdek (2007), Jim Matchen (2007), Dana Grambow (2008), Shirley Ashauer (2008), Melanie Blunt (2009), Jennie Cunningham (2010), Daniel Hawthorne (2015), Breanne Wexler (2017), Lauren Labat (in progress).

Master's Thesis Chair, Mary Suszko (1987), Kathleen Frye (2004), Jessalyn Arnold (2005), Angela Farabee (2007), Shannon Albright (2011), Jenna Cox (2012).

UNIVERSITY SERVICE - MAJOR COMMITTEE ASSIGNMENTS

Management Area Coordinator/Department Chair, 1983-2015.
School of Business Policy Committee, 1977-1979.
School of Business Graduate Studies Committee, 1979-1981, Chair (1979-1980).
School of Business Library Coordinator, 1979-1986.
University Senate Library Committee, 1979-1983, Chair (1981-1982).
University Senate, 1981-1984, 2000-2003.
Secretary of the Faculty, 1981-1982.
Senate Committee on Campus Governance, 1982-1984.
Senate Research Committee, 1980-1981, 1983-1986, Chair (1983), 1990-92, 2000-2002.
Chancellor's Search Committee, 1985-1986.
School of Business Administration's Dean's Advisory Committee, 1983-2015.
Vice Chancellor for Administrative Services Search Committee, 1986-1987.
Campus Committee for Assessment of Educational Outcomes, 1986-1988.
Legislative Leadership Committee, 1988-1989.
Doctoral Faculty Selection Committee, 1988-1990, Chair (1989-1990).
Senate Ad Hoc Committee on Employee Assistance Plans, 1989-1990.
Campus Faculty Grievance Panel, 1988-1989, 1990-present (participated in 6 grievance hearings).
Chancellor's Program Review Committee, 1991-1993 (reviewed Dept. of Communication, 1992).
School of Business Administration Travel Committee, 1991-92, Chair (1991-1992).
Senate Committee on Appointments, Tenure, and Promotions, 1994-96. 2004-2013, 2015-present.
Chancellor's Committee on the Oversight of the Health Insurance Plan, 1994-95.
School of Business Administration Dean Search Committee, 1996.
School of Business Advisory Committee, 1997-2015.
Graduate Admissions & Scholarship Committee, 1999-2000.
Five-Year Program Review Committee - Continuing Education (2004).
College of Business Administration Strategic Planning Committee (2004, 2008).
College of Business Administration Instruction Committee (Chair, 2003, 2004).
Presented Workshop to Graduate Teaching Assistants on Maintaining Classroom Authority (2002, 2003, 2004, 2005).
Active Participant in Industrial and Organizational Psychology Ph.D. Program, 1983-present.
Member, Therese Macan's Ad Personam Committee, 2012.

OTHER ACTIVITIES

Nominated for Amoco Faculty Teaching Award, 1980, 1983.

Finalist - Burlington Northern Foundation Faculty Achievement Award, 1985.

Nominated for UM Presidential Teaching Award, 1991.

Nominated for UM-St. Louis Teaching Award, 1991.

Recipient - Faculty Summer Research Fellowship - 1982, 1983.

Recipient - Research Leave - 1987, 1989.

Gave a talk to the Gateway Industrial and Organizational Psychology Group on the topic of current issues in human resources (1993).

Presented workshops on seeking performance feedback and on conducting performance appraisal to UM St. Louis Staff (1996).

Panelist: session on 360-degree feedback at a meeting of the Gateway Industrial and Organizational Psychology Group (1999).

Gave talk to Gateway Industrial and Organizational Psychology Group on topic of Web-Based Recruiting. (2002).

SELECTED CONSULTING EXPERIENCES

Monsanto Company - developed a "mini-survey" for assessing employee attitudes in several areas (e.g., compensation, climate, safety).

Facts and Comparisons, Inc. - supervised a job evaluation study of office personnel. A point method system was used.

Comprehensive Care Corporation - provided expertise on (a) updating the existing wage and salary policy and (b) developing an individual incentive system.

Monsanto Company - assisted in the development and administration of a "work schedules survey". In addition, I analyzed the results of the study and assisted in providing feedback.

St. Louis County Department of Human Resources - directed a large scale study concerned with improving job performance, lessening employee absenteeism, and reducing employee turnover. The project involved both current employees and ex-employees.

Equal Employment Opportunity Commission - served as an outside consultant in 2 employment discrimination cases.

Laclede Gas - conducted test validation analyses for two entry level positions.

City of Bridgeton - conducted a job evaluation study of all city positions.

Farm Credit Banks - developed a new performance appraisal system.

Monsanto - conducted an evaluation (using surveys and interviews) of their early retirement program.

Visiting Nurses Association - developed a new performance appraisal system.

Busch Entertainment Corporation – job analysis and selection instrument development (“Personnel Screen”).

Anheuser-Busch Companies – provided statistical expertise on an arbitration case concerning job transfers.

Busch Entertainment Corporation – job analysis and selection instrument development (“Cash Handling Test”).

Express Scripts – created realistic job previews for jobs of Patient Care Advocate and Front-End Pharmacist.

Express Scripts – research project to develop biodata selection instruments for jobs of Patient Care Advocate and Front-End Pharmacist.

TheLadders – projects focused on effective placement of corporate executives.

In addition to the 2 EEOC cases, I have been involved (expert testimony; statistical analyses, etc.) in 9 other fair employment practice cases. I have worked for both defendants and plaintiffs. I have served as an expert witness in a labor arbitration.

SELECTED TRAINING PROGRAMS

Barnes Hospital; Lutheran Medical Center; Memorial Hospital (Belleville); St. Louis University Hospital; St. Elizabeth Medical Center, Incarnate Word Hospital, St. Elizabeth Hospital, Deaconess Hospital, and Central Medical Center - programs involved training head nurses and other management personnel how to be more effective managers. Topics addressed included conducting performance appraisals, day-to-day coaching, motivating employees, effective discipline, and selection interviewing.

Metro Banks - training involved the areas of performance evaluation, nonfinancial motivational techniques, and career development.

Monsanto - program involved training in how to accurately assess performance and give constructive performance feedback.

American Institute of Banking - workshops focused on performance appraisal, day-to-day coaching, and interpersonal skills.

St. Louis County Department of Human Resources - program covered the topics of performance reviews, motivation and on-the-job coaching.

Edison Brothers - workshops focused on employee motivation.

American Airlines - conducted quality circle training sessions.

Hospital Association of Metropolitan St. Louis: conducted workshops on selection interviewing, the performance appraisal process, and on-the-job coaching.

Visiting Nurse Association - conducted a series of two-day programs that covered: communication, motivation, and organizational change.

University of Missouri-St. Louis Business Extension Programs - The university runs a number of on-campus programs which are offered to the entire community. I have offered workshops on such topics as selection interviewing, performance appraisal, on-the-job coaching, motivation, and interpersonal skills improvement. Participants in these programs come from a cross-section of industry (e.g., fire captains, shop stewards, foremen, nurses, affirmative action officers, etc.).

Co-developer of Personnel Officer Certificate Training Program. (Offered through the College of Business Administration Extension Office).

Central Association of College and University Business Officers (CACUBO): have presented 25 talks at annual meeting over a 15 year period.

***Most of the training programs listed above utilized numerous training techniques (films, lecture, handouts, role playing, group discussion).

Updated 1/24/2018