

# Stephanie M. Merritt

## CURRICULUM VITA

Updated 09-28-2020

### Professional Experience

- 2020-Present: Professor  
Department of Global Leadership & Management  
University of Missouri – St. Louis
- 2013-2020: Associate Professor  
Department of Psychological Sciences  
University of Missouri-St. Louis
- 2007-2013: Assistant Professor  
Department of Psychological Sciences  
University of Missouri – St. Louis

### Education

- Ph.D. in Psychology (Industrial/Organizational). Michigan State University.  
East Lansing, Michigan (2007)
- M.A. in Psychology (Industrial/Organizational). Michigan State University.  
East Lansing, Michigan (2005)
- B.S. in Psychology. Truman State University.  
Kirksville, Missouri (2002)

### Selected Publications & Scholarly Works

#### TRUST IN AUTOMATION

- Merritt, S. M., & Ilgen, D. R. (2008). Not all trust is created equal: Dispositional and history-based trust in human-automation interactions. *Human Factors*, 50(2), 194-210.
- Merritt, S. M. (2011). Affective processes in human-automation interactions. *Human Factors*, 53, 356-370.

Merritt, S. M., Heimbaugh, H., LaChapell, J., & Lee, D. (2013). Effects of implicit attitudes toward automation on trust in an automated system. *Human Factors, 55*, 520-534.

Merritt, S. M., Lee, D., Unnerstall, J., & Huber, K. (2015). Are well-calibrated users effective users? Associations between calibration of trust and performance on an automation-aided task. *Human Factors, 57*, 34-47.

Merritt, S. M., Unnerstall, J., Lee, D., & Huber, K. (2015). Measuring individual differences in the perfect automation schema. *Human Factors, 57*, 740-753.

Merritt, S. M., Ako-Brew, A., Bryant, W. J., Staley, A., McKenna, M., Leone, A., & Shirase, L. (2019). Automation-Induced Complacency Potential: Development and Validation of a New Scale. *Frontiers in Psychology, 10*.

### **DIVERSITY AND INCLUSION**

Merritt, S. M., Ryan, A. M., Leeds, P. L., Mack, M., & Schmitt, N. (2010). Perceived In-Group and Out-Group Preference: A Longitudinal Causal Investigation. *Personnel Psychology, 63*, 845-879.

Macan, T., & Merritt, S. (2011). Actions speak too: Uncovering possible implicit and explicit discrimination in the employment interview process. In G. P. Hodgkinson and J. K. Ford (Eds.), *International Review of Industrial and Organizational Psychology, 26* (pp. 293-337). West Sussex, UK: Wiley-Blackwell.

Merritt, S. M., Rottman, C., Wexler, B., Huber, K., Staley, A., & Banister, C. (2018). Imagine Me and You, I Do: Effects of Imagined Intergroup Contact on Anti-Fat Bias in the Context of Job Interviews. *Journal of Applied Social Psychology, 48*, 80-89.

### **SELECTED OTHER OB / HR TOPICS**

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.

Bryant, W., & Merritt, S. M. (2019). The influence of interpersonal justice and leader-member exchange on unethical pro-organizational behaviors. *Journal of Business Ethics*. (online first publication)

Merritt, S., Huber, K., & Bartkoski, T.J. (2019). Application of signature strengths at work: A dual-level analysis. *The Journal of Positive Psychology, 14*(1), 113-124.

Merritt, S. M. (2012). The two-factor solution to Allen and Meyer's (1990) Affective Commitment Scale: Effects of negatively worded items. *Journal of Business and Psychology, 27*, 421-436.

Ford, J. K., Kraiger, K., & Merritt, S. M. (2009). An updated review of the multidimensionality of training outcomes: New directions for training evaluation research. In S. W. J. Kozlowski & E. Salas (Eds.), *Learning, Training, and Development in Organizations* (pp. 135-168). SIOP Frontiers Book Series, Mahwah, NJ: LEA.

## **Selected Conference Presentations**

Bell, C. M., Goldman, A., Vogus, C., Zhang, I. & Merritt, S. M. (Sept. 2020). Don't Shoot the Messenger: A Grounded Theory Study of Manager Performance Appraisal Anxiety. Educated Management Scholarship Conference. Cleveland, OH.

Boyle, E., Johnson, C., Merritt, S., Neimann, P., & Parsley, S. (Sept. 2019). Blinded by the Pain: A Grounded Theory of Myopia During Job Transition. Educated Management Scholarship Conference. Antwerp, Belgium.

Butler, W., Decker, G., Peters, J., Thomas, A., & Merritt, S. M. (Sept. 2019). Positive Organizational Politics: A Grounded Theory Study. Educated Management Scholarship Conference. Antwerp, Belgium.

Zimmerman, H., Goodwin-Sak, C., Wieck, M., McClain-Mpofu, C., & Merritt, S. Courageous Cultures Embrace Automation: A Grounded Theory Study of Individual Willingness to Adopt Automation in the Workplace. Educated Management Scholarship Conference. Antwerp, Belgium.

Merritt, S. M., McKenna, M., & Kim, B. (April, 2018). Can Respondents Fake Having No Bias on an Implicit Association Test? Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.

Gardner, C., Wexler, B., Huber, K., Merritt, S. M., Holmes, C., & Miller, A. (April, 2017). Using imagined intergroup contact to reduce interview bias. Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology. Orlando, FL.

Herrmann, E., & Merritt, S. M. (April, 2017). Effects of Weight Bias on Leader Categorization and Evaluation. Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology. Orlando, FL.

- Merritt, S. M., & Smajic, A. (April, 2017). Development of a valence-balanced measure of implicit conscientiousness. In Gorman, et al. "Does the Format Matter? Advancements in Rating Format Research". Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology. Orlando, FL.
- Wexler, B., & Merritt, S. (April, 2016). The benefits of beauty: Mediators of attractiveness bias in interviews. Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology. Anaheim, CA.
- Lee, D. & Merritt, S. (May, 2014). Was that racist? Perceptions of racial microaggressions. Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Merritt, S. M., Lee, D., Unnerstall, J., & Huber, K. (May, 2014). Calibration of trust: Is it overrated? Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Unnerstall, J., & Merritt, S. M. (May, 2014). New perspectives on implicit processes in organizations. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Unnerstall, J., & Merritt, S. (May, 2014). Implicit satisfaction: Relationships with OCB and reactions to manipulation attempts. In Unnerstall & Merritt (Chairs), *New perspectives on implicit processes in organizations*. Presented at the Annual Meeting of the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Merritt, S. M. (April, 2012). Panelist. In T. Macan (Chair), *Implicit processes in organizational behavior: Research and practice*. Panel discussion conducted at the Annual Meeting of the Society for Industrial and Organizational Psychology. San Diego, CA.
- Merritt, S. M. (September, 2011). Affective Processes in Human-Automation Interaction. Lecture presentation at the 55<sup>th</sup> Annual Meeting of the Human Factors and Ergonomics Society. Las Vegas, NV.
- Merritt, S. M., Sinha, R., Curran, P<sup>1</sup>., & Ilgen, D. R. (September, 2011). Comparing trust in humans and machines: Development of a measure. Poster presentation at the 55<sup>th</sup> Annual Meeting of the Human Factors and Ergonomics Society. Las Vegas, NV.

Kim, B., Schmitt, N., Oswald, F., & Merritt, S. (2008). Diversity outcomes in homogeneous environments: The case of Historically Black colleges and universities. In *Person-Organization Fit and Performance: Symposium presented at the 49<sup>th</sup> Annual Meeting of the Western Academy of Management*. Oakland, CA.

Merritt, S. M., Sinha, R., Curran, P., & Ilgen, D. R. (2007). Comparing trust in humans and machines: Development of a measure. Poster presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology. New York, NY.

## **INVITED PRESENTATIONS**

Merritt, S. M. (Nov., 2018). Can respondents fake neutral on an implicit association test? Washington University Social-Personality Psychology Brown Bag. St. Louis, MO.

Merritt, S. M. (Feb., 2018). Psychological research on trust in automation. Edward Jones. St. Louis, MO

Merritt, S. M., Taylor, M., & Casad, B. (September, 2017). Implicit bias: What emerging leaders need to know. St. Louis, MO

Merritt, S. M., (June, 2015). The Leadership Labyrinth: Challenges of Gender-Based Stereotypes and Bias. Columbia, MO.

Merritt, S. M. (Feb, 2015). Strangers to Ourselves: An Introduction to Unconscious Bias. University of Missouri Faculty Scholars. Jefferson City, MO.

Merritt, S. M. (March, 2014). Continuous calibration of trust in automated systems. Air Force Research Lab. Dayton, OH.

Merritt, S. M. (November, 2009). Psychological variables in human-automation interaction. *Trust and Trust-Based Vulnerabilities Workshop* (Air Force Research Lab). Dayton, OH.

## **AWARDS**

Finalist, Human Factors and Ergonomics Society Annual Prize (2014). Topic: Human-automation interaction. S. M. Merritt, J. Unnerstall, D. Lee, & K. Huber, "Are well-calibrated users effective users?"

Jerome H. Ely *Human Factors* Best Article Award (2008). Human Factors and Ergonomics Society. Awarded October, 2009. Presented to S. M. Merritt and D. R. Ilgen for "Not All Trust is Created Equal: Dispositional and history-based trust in human-computer interaction."

Michigan Association of Industrial/Organizational Psychologists: Best Graduate Student Paper. Awarded 2008. Presented to R. Sinha, P. Curran<sup>1</sup>, S. Merritt, and D. Ilgen for "Role of Trust in Decision Making: Human-Human versus Human-Machine."

## **STUDENTS' AWARDS**

April (2018). University of Missouri – St. Louis Graduate Research Fair "Best Paper" award. First place, Social Sciences, Humanities, and Business. Jimmy Mundell. S.M. Merritt, Advisor.

April (2018). University of Missouri – St. Louis Graduate Research Fair "Best Paper" award. First place, Social Sciences, Humanities, and Business (MA division). Michael McKenna. S.M. Merritt, Advisor.

University of Missouri – St. Louis Graduate Research Fair. "Best Paper" award. Debbie Lee. S.M. Merritt, Advisor.

University of Missouri – St. Louis Graduate Research Fair. Sigma Xi award. Debbie Lee. S.M. Merritt, Advisor.

University of Missouri – St. Louis Undergraduate Research Symposium "Best Paper" Award (2011). Presented to A. Smajic<sup>1</sup>, S. M. Merritt, C. Banister<sup>1</sup>, and A. Blinebry<sup>1</sup> for "The red effect: An investigation into color perception and performance in college students." S.M. Merritt, Advisor.

## **SELECTED GRANTS**

Air Force Research Lab / SRA  
Merritt, S. M. (2010-2014). Calibration of Trust in Automated Systems.

UM Research Board  
Merritt, S.M., & Taylor, M. J. (2018-2020). Was that Racist? Identifying Racial Microaggressions.

UMSL College of Arts & Sciences  
Merritt, S. M. (2017-2018). The X-Ray Screening Task.

UMSL Research Award

Merritt, S. M. (2008-2009). Mood and Human-Automation Interaction.

## **COURSES TAUGHT**

UNIVERSITY OF MISSOURI – ST. LOUIS

- MGMT 3600: Organizational Behavior
- MGMT 3623: Introduction to Industrial & Organizational Psychology
- BUSAD 7102: Qualitative Methods I
- PSYCH 3390: Directed Studies
- PSYCH 4250: Stereotyping, Prejudice, and Discrimination
- PSYCH 4365: Psychological Testing & Assessment
- PSYCH 4455: Advanced Organizational Psychology
- PSYCH 7455: Seminar: Organizational Psychology
- PSYCH 7422: Quantitative Methods II
- PSYCH 7429: Psychometric Theory
- PSYCH 7449: Research Methods and Project Development
- PSYCH 7458: Seminar: Special Topics in Organizational Psychology
- PSYCH 7465: Applied Issues in Organizational Psychology

## **CONSULTING**

MISSOURI ACADEMIC-PRACTICE PARTNERSHIP: URBAN & RURAL ADVANCED  
NURSING EDUCATION

Rick Zimmerman, PI

Research Consultant on Implicit Measurement

April 2016-July 2016

GREAT LAKES INDUSTRIES, INC. (JACKSON, MI)

Training/Quality Consultant

January 2005 – May 2007

THE COLLEGE BOARD (NEW YORK, NY)

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

August 2003 – January 2006

MICHIGAN POLICE TRAINING PROGRAM DEVELOPMENT (EAST LANSING, MI)

“Leadership for Challenging Times”

Dr. J. Kevin Ford, faculty advisor

December 2003 – October 2004

MICHIGAN DEPARTMENT OF STATE (LANSING, MI)  
Consultant  
September 2003 – September 2004

CONSULTING – DATA ANALYTIC

MISSOURI INSTITUTE OF MENTAL HEALTH  
Jodi Woodruff, PI  
2018-2019

CHILD ADVOCACY CENTER  
Joel Epstein, PI  
2019-2020

## **PROFESSIONAL SERVICE**

REVIEWER: GRANTS  
Air Force Office of Scientific Research Grant Proposals,  
University of Missouri Research Board

REVIEWER: JOURNALS  
*Applied Ergonomics,*  
*Cognitive Research: Principles & Implications,*  
*Ergonomics,*  
*Frontiers,*  
*Human Factors,*  
*IEEE Transactions on Human-Machine Systems,*  
*Journal of Applied Psychology,*  
*Journal of Cognitive Engineering and Decision Making,*  
*Journal of Experimental Psychology: Applied,*  
*Journal of Organizational Behavior,*  
*Organizational Behavior and Human Decision Processes,*  
*Personnel Review,*  
*Theoretical Issues in Ergonomics Science*

EXPERT COMMENTARY

- Corkery, M. (2020, Feb. 26). Should Robots Have a Face? *New York Times*. (uncredited source)
- Denney, A. (2009, November 13). 'Excessive Force' often a matter of perception. *Columbia Missourian*.