

Therese Macan

University of Missouri - St. Louis
Department of Psychology
One University Boulevard, St. Louis, MO 63121-4499
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EDUCATION

- 1989 Ph.D., Rice University, Department of Psychology, Houston, TX
- 1986 M.A., Rice University, Department of Psychology, Houston, TX
- 1982 B.A., Creighton University, Department of Psychology, Omaha, NE

ACADEMIC EMPLOYMENT

- 2004- present I/O PROGRAM DIRECTOR
Manage the operation of the 30-35 student master's and doctoral programs in Industrial/Organizational psychology
- Chaired three new I/O position searches
 - Initiated continual improvement of curriculum and program policies
 - Initiated Endowed Burger Graduate Student scholarship
- 1997-2000 I/O PROGRAM DIRECTOR
- Secured Graduate School recruitment fellowships valued at \$72,000 over 3 years
 - Increased diversity of graduate students recruited
 - Increased average GRE scores of graduate students recruited
- 1996-present ASSOCIATE PROFESSOR
University of Missouri - St. Louis, Department of Psychology
- Teach core graduate seminars and undergraduate courses in Personnel psychology that include: Employment Interviews, Professional Issues and Ethics, Survey of Industrial/Organizational Psychology, Personnel Assessment
 - Supervise(d) 25 master's theses, 14 doctoral dissertations and numerous undergraduates who work in my research lab

- 2004–present I/O PRACTICUM/INTERNSHIP COORDINATOR
- 1991-1996 Arrange for practical experiences for our graduate students.
- Have placed over 53 students in internship or practicum experiences with Fortune 500 companies and consulting firms
 - Established new internship and practicum opportunities
- 1988-1996 ASSISTANT PROFESSOR
University of Missouri - St. Louis, Department of Psychology

PUBLICATIONS

- Dipboye, R.L. & Macan, T.M. (1988). A process view of the selection/recruitment interview. In R.S. Schuler, S.A. Youngblood and V.L. Huber (Eds.), *Readings in Personnel and Human Resource Management*, MN: West Publishing Co.
- Macan, T.H. & Dipboye, R. L. (1988). The effects of interviewers' initial impressions on information gathering. *Organizational Behavior and Human Decision Processes*, 42, 364-387.
- Wheeler, G.R., Macan, T.H., Hissong, R.V. & Slusher, M.P. (1989). The effects of probation service fees on case management strategy and sanctions. *Journal of Criminal Justice*, 17, 15-24.
- Wheeler, G.R., Hissong, R.V. & Slusher, M.P. & Macan, T.M. (1990). Economic sanctions in criminal justice: Dilemma for Human Service? *The Justice System Journal*, 14, 63-77.
- Macan, T.H. & Dipboye, R.L. (1990). The relationship of interviewers' preinterview impressions to selection and recruitment outcomes. *Personnel Psychology*, 43, 745-768.
- Macan, T.H., Shahani, C., Dipboye, R.L. & Phillips, A.P. (1990). College students' time management: Correlations with academic performance and stress. *Journal of Educational Psychology*, 82, 760-768.
- Macan, T.H. & *Highhouse, S. (1994). Communicating the utility of human resource activities: A survey of I/O and HR professionals. *Journal of Business and Psychology*, 8, 425-436.
- Macan, T.H. & Dipboye, R.L. (1994). The effects of the application on processing of information from the employment interview. *Journal of Applied Social Psychology*, 24, 1291-1314.

*Indicates a current or former UMSL student working in my research lab

- Macan, T.H., *Detjen, J. & *Dickey, K. (1994). Measures of job perceptions: Gender and age of current incumbents, suitability, and job attributes. *Sex Roles, 30*, 55-67.
- Macan, T.H. (1994). Time management: Test of a process model. *Journal of Applied Psychology, 79*, 381-391.
- Macan, T.H., Avedon, M., *Paese, M., & Smith, D.E. (1994). The effects of applicants' reactions to cognitive ability tests and an assessment center. *Personnel Psychology, 47*, 715-738.
- *Trusty, M. & Macan, T.H. (1995). Personal control: Effects of reward contingency and locus of control. *Journal of Social Behavior and Personality, 10*, 201-214.
- Macan, T.H. & Hayes, T.L. (1995). Both sides of the employment interview interaction: Perceptions of interviewers and applicants with disabilities. *Rehabilitation Psychology, 40*, 231-245.
- Macan, T.H., *Trusty, M.L., & *Trimble, S.K. (1996). Spector's (1988) work locus of control scale: Dimensionality and validity evidence. *Educational and Psychological Measurement, 56*, 349-357.
- Macan, T.H. (1996). Time management training: Effects of time behaviors, attitudes, and job performance. *Journal of Psychology, 130*, 229-236.
- Hayes, T.L. & Macan, T.H. (1997). Comparison of the factors influencing interviewer hiring decisions for applicants with and those without disabilities. *Journal of Business and Psychology, 11*, 357-371.
- *Middendorf, C. & Macan, T.H. (2002). Note-taking in the employment interview: Effects on recall and judgments. *Journal of Applied Psychology, 87*, 293-303.
- *Foster, J. & Macan, T.H. (2002). Attentional advice: Effects on immediate, delayed, and transfer task performance. *Human Performance, 15*, 367-380.
- *Haueter, J., Macan, T.H., & *Winter, J. (2003). Measurement of newcomer socialization: Construct validation of a multidimensional measure. *Journal of Vocational Behavior, 63*, 20-39.
- *Roberts, L., Konzack, L. & Macan, T.H. (2004). Effects of data collection method on organizational climate survey results. *Applied Human Resource Measurement Research, 9(1)*, 13-26.
- Macan, T.H. & *Foster, J. (2004). Managers' reactions to utility analysis and perceptions of what influences their decisions. *Journal of Business and Psychology, 19*, 241-253.

- Bartels, L., Macan, T.H., *Gutting, B., *Lemming, M. & McCrea, R. (2005). Education and training in I/O psychology: Teaching the practitioner side of the scientist-practitioner model. *The Industrial-Organizational Psychologist*, 42(3), 59-64.
- *Madigan, J. & Macan, T.H. (2005). Improving applicant reactions by altering test administration. *Applied H.R.M. Research*, 10(2), 73-88.
- *Roberts, L. & Macan, T.H. (2006). Disability disclosure effects on employment interview ratings of applicants with non-visible disabilities. *Rehabilitation Psychology*, 51(3), 239-246.
- Macan, T.H. (2007). Optimism and pessimism. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*. Thousand Oaks: Sage.
- *Cunningham, J. & Macan, T.H. (2007). Effects of applicant pregnancy on hiring decisions and ratings of applicants. *Sex Roles*, 57, 497-508.
- Breaugh, J A., Macan, T.H, & Grambow, D. (2008). Employee Recruitment: Current knowledge and directions for future research. In G. Hodgkinson & J. Kevin Ford (Eds.). *International Review of Industrial and Organizational Psychology*. NY: John Wiley & Sons.
- Adler, S., Macan, T., Konczak, L., Muchinsky, P., Grubb, A. & Hurd, J. (2008). I meets O: Implementing new selection systems as change management. *The Industrial-Organizational Psychologist*, 45(3), 21-26.
- Macan, T.H., *Cunningham, J., *Lemming, M. & Calsyn, R. (2008). Outreach and case management: Similarities and difference in worker tasks. *Care Management Journals*, 9(2), 51-62
- *Hilliard, T. & Macan, T. (2009). Can Mock Interviewers' Own Personality Influence Their Personality Ratings of Applicants? *Journal of Psychology: Interdisciplinary and Applied*, 143(2), 161-174.
- Macan, T. (2009). The employment interview: A review of current studies and directions for future research. *Human Resource Management Review*, 19, 203-218.
- Macan, T.H., Gibson, J., & *Cunningham, J. (2010). Will you remember to read this article later when you have time? The relationship between prospective memory and time management. *Personality and Individual Differences*, 48(6), 725-730.
- Gibson, J., Macan, T., Potter, K., & *Cunningham, J. (2010). In an idea world self-report scales predict memory experimental data. *Cognitive Technology*, 15(2), 44-60.

- Macan, T. & Merritt, S. (2011). Actions Speak Too: Uncovering Possible Implicit and Explicit Discrimination in the Employment Interview Process. *International Review of Industrial and Organizational Psychology*, 26, 293-337.
- Macan, T., *Mehner, K., *Havill, L., *Roberts, L., *Heft, L. & Meriac, J. (2011). Two for the Price of One: Assessment Center Training to Focus on Behaviors Can Transfer to Performance Appraisals. *Human Performance*, 24, 443-457.
- Dipboye, R.L., Macan, T., & Shahani-Deming, C. (2012). The selection interview from the interviewer and applicant perspectives: Can't have one without the other. N. Schmitt (Ed.) *The Oxford Handbook of Personnel Assessment and Selection*. New York: Oxford University Press.
- Macan, T.H., *Lemming, M R., *Foster, J. (2013). Utility analysis: Do estimates and format matter. *Personnel Review*, 42, 105-126.
- *Ashauer, S., & Macan, T. (2013). How can we make it safe to learn in teams? Effects of assigned team goals. *Journal of Psychology: Interdisciplinary and Applied*.
- Macan, T., Konczak, L. & Breugh, J. (in press) At Your Service: Blending Science and Practice to Develop a Customer Service Assessment Tool. *Applied HRM Research*.
- Macan, T., Kandola, B., Meriac, J., & Merritt, S. (in press). Learning from others: Expanding Diversity and inclusion across our borders. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Macan, T. (in press). Selection Interviewing: Current issues and future directions. *Wiley Encyclopedia of Human Resource Management*.

MANUSCRIPTS UNDER REVIEW:

- *Ashauer, S. & Macan, T. Why do raters tend to inflate instead of feeding back ratings straight? Under review.
- *Heimbaugh, H. & Macan, T. Examining both sides: Effect of interviewer experience and applicant timing of disability disclosure on ratings. Under review.

MANUSCRIPTS IN PROGRESS:

- Macan, T., *Cunningham, J. & *Mulderig, T. Pregnant and interviewing: Should you talk about it or not?

Merritt, S.M., *Freeman, M, *Ingalls, E, & Macan, T. Women's hair style as an expression of gender role adherence and perceived leadership potential.

Patterson, M.P., Macan, T, Meriac, J.M., Breaugh, J. & Synovec, R. Effects of message modality on health-related attitudinal and behavioral changes.

*Cunningham, J. & Macan, T. Pregnant job applicants and employment interviews: Stigmatization or absenteeism?

*Fischer, J., *Roberts, L. & Macan, T. Interviewer Training: Its Effects on Interview Approach, Beliefs, and Attitudes

GRANTS

External: Co-PI: Minding our Humility: The Identity, Measurement, and Benefits of "Intellectual Humility." John Templeton Foundation, Letter of Intent accepted, 8/2012, \$246,855, Full Proposal submitted 1/2013, pending.

Internal: Co-PI: Targeted Health Messages in Facilitating Attitude Change and Behavioral Compliance. UMSL Provost's Consumer Behavior Social Science Research Grant, Proposal submitted 1/2013, \$174,589, pending.

Internal: Co-PI: Effects of Message Modality on Health-Related Attitude and Behavioral Changes. UMSL Provost's Consumer Behavior Social Science Research Grant, 12/2011-12/2012, \$38,082, Funded.

External: Co-PI: Performance Management Training: Assessing Current Organizational Practices. Society for Human Resource Management Foundation, 10/2011, \$134,706, Not funded.

Internal: Recipient: College of Arts & Sciences/Psychology Department Professional Travel Grant, 2011.

Internal: Co-PI: Inquisit by Millisecond Software: Expanding our Capabilities, UM Research Board, \$13,500, 5/2011, Funded.

Internal: Recipient: College of Arts & Sciences/Psychology Department Professional Travel Grant, 2010.

Internal: PI: Employment Interview Strategy for Applicants with Visible Disabilities: To Acknowledge or Not? UMSL Research Award, \$5096, 11/08-12/09, Funded.

Internal: PI: Uncovering Interviewers' Nonverbal Behaviors when Interviewing Applicants with Disabilities. UM Research Board, \$9095, 6/04-5/05, Funded.

Internal: Co-PI: Developing a Taxonomy of Mental Health Outreach: Worker Tasks. UMSL Research Awards, \$12,500, 6/1/04-5/31/05, Funded.

External: PI: Missouri Department of Elementary and Secondary Education, "Evaluation of Current Data Collection and Performance Feedback Systems for ABE Program in Missouri." \$53,037, 5/99-4/00, Funded.

Internal: PI: Employment interviewers' judgments of disabled persons: How disabilities affect hiring. UMSL Weldon Spring Grant, \$10,750, 5/91, Not funded.

Internal: PI: The effects of applicant age on interviewers' questioning techniques in the employment interview. UMSL Summer Research Fund, \$4,500, 5/90, Not funded.

Internal: PI: The effects of the application on processing of information from the employment interview. UMSL Summer Research Fund, \$4,000, 5/89, Funded.

CONFERENCE PRESENTATIONS

Macan, T. (2013). Symposium/Roundtable chair. Pay it Forward: Enhancing student learning and service through Wikipedia. Society for Industrial and Organizational Psychology, Houston, TX.

Macan, T., Mulderig, T. & Sloan, T. (August, 2012). Symposium presenter. I Found You Online: Research Considerations Regarding Social Networking Sites. American Psychological Association Convention, Orlando, FL.

Macan, T. (April, 2012). Symposium chair. Implicit Processes in Organizational Behavior: Research Practice and Next Steps. Society for Industrial and Organizational Psychology, San Diego, CA.

Macan, T. (April, 2012). Panel/symposium presenter. I-O needs OD: HR Interventions as Change Management. Society for Industrial and Organizational Psychology, San Diego, CA.

Heimbaugh, H. & Macan, T. (April, 2012). Not My Fault: Effects of Disability Responsibility on Interview Ratings. Society for Industrial and Organizational Psychology, San Diego, CA.

Fischer, J., Roberts, L. & Macan, T. (April, 2012). Interviewer Training: Its Effects on Interview Approach, Beliefs, and Attitudes. Society for Industrial and Organizational Psychology, San Diego, CA.

Macan, T. (April, 2011). Panel/symposium presenter. Employment interview research: Where Macan, T. (April, 2011). Symposium presenter. Employment interview research: Where do we go next? Society for Industrial and Organizational Psychology, Chicago, IL.

Macan, T. (April, 2011). Symposium presenter. Preparing for the Workplace – the Virtual Workplace. Society for Industrial and Organizational Psychology, Chicago, IL.

- Ashauer, S. & Macan, T. (April, 2011). Feeding Back Performance Ratings: Why didn't you tell me the truth? Society for Industrial and Organizational Psychology, Chicago, IL.
- Cunningham, J. & Macan, T. (April, 2011). Pregnant job applicants and employment interviews: Stigmatization or absenteeism? Society for Industrial and Organizational Psychology, Chicago, IL.
- Cunningham, J. & Macan, T. (April, 2011). Pregnant and interviewing: Should you talk about it or not? Society for Industrial and Organizational Psychology, Chicago, IL.
- Hanley, K., Farabee, A., & Macan, T. (April, 2010). Generation Y Hide Your Secrets? The e.Impression and Interview Ratings. Society for Industrial and Organizational Psychology, Atlanta, GA.
- Wohler, G. & Macan, T. (April, 2010). Applicant Acknowledgement of Visible Physical Disabilities in Employment Interviews. Society for Industrial and Organizational Psychology, Atlanta, GA.
- Ashauer, S., & Macan, T. (April, 2009). Goal orientation's influence on team psychological safety and team learning. Society for Industrial and Organizational Psychology, New Orleans, LA.
- Lemming, M., & Macan, T. (April, 2009). Adjustment and restructuring effects of UA information on managerial acceptance. Society for Industrial and Organizational Psychology, New Orleans, LA.
- Deslauriers, J. & Macan, T. (August, 2008). Comparing web versus paper personality tests: Psychometrics across two samples. American Psychological Association, Boston, MA.
- Macan, T., Konczak, L. & Breugh, J. (April, 2008). Blending science and practice in developing an assessment instrument. Society for Industrial and Organizational Psychology, San Francisco, CA.
- Macan, T., Mehner, K., Havill, L., Roberts, L. & Heft, L. (April, 2008). Can assessor behavioral training transfer to performance appraisal ratings? Society for Industrial and Organizational Psychology, San Francisco, CA.
- Middendorf, C. & Macan, T. (April, 2008). Applicant reactions to employment interviewer note-taking. Society for Industrial and Organizational Psychology, San Francisco, CA.
- Bonness, B. & Macan, T. (April, 2008). Using structured employment interviews to predict task and contextual performance. Society for Industrial and Organizational Psychology, San Francisco, CA.

- Macan, T., Adler, S., Grubb, A., Konczak, L. & Muchinsky, P. (April, 2007). I meets O: Implementing new selection systems as change management. Society for Industrial and Organizational Psychology, New York, NY.
- Cunningham, J., Macan, T., & Gibson, J. (April, 2007). Is there a link between time management and prospective memory? Society for Industrial and Organizational Psychology, New York, NY.
- Cunningham, J. & Macan, T. (April, 2007). Effects of applicant pregnancy on hiring decisions and interview ratings. Society for Industrial and Organizational Psychology, New York, NY.
- Gibson, J., Macan, T.H., & Cunningham, J. (November, 2006). Linking prospective memory and time management. Psychonomic Society Annual Conference, Houston, TX.
- Macan, T.H. & Foster, J. (May, 2006). The use of interactions between personality variables to predict performance. Society for Industrial and Organizational Psychology, Dallas, TX.
- Macan, T.H. (May, 2006). Challenging the Scientist-Practitioner Model: Questions and Alternatives. Symposium presenter. Society for Industrial and Organizational Psychology, Dallas, TX.
- Bonness, B., & Macan, T.H. (May, 2006). Reactions to the performance appraisal process: Effects of self-appraisals. Society for Industrial and Organizational Psychology, Dallas, TX.
- Macan, T.H., Heft, L., & Roberts, L. (April, 2005). Optimism and Pessimism: Predictors of success in the workplace? Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Madigan, J. & Macan, T.H. (April, 2005). The importance of test administration characteristics in forming applicant reactions. Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Macan, T.H., Heft, L., & Roberts, L. (December, 2004). Optimism and Pessimism: Useful predictors of job performance in selection? Gateway Industrial and Organizational Psychologists Conference, St. Louis, MO.
- Roberts, L., Macan, T.H., & Konczak, L. (May, 2004). Effects of data collection method on organizational climate survey results. American Psychological Society Conference, Chicago, IL.
- Foster, J. & Macan, T.H. (April, 2004). The grouping method: An investigation of statistical alternatives for identifying between personality variables and job performance. Society for Industrial and Organizational Psychology, Chicago, IL.

- Bartels, L. & Macan, T.H. (April, 2003). Teaching the practitioner side of the scientist-practitioner model. Society for Industrial and Organizational Psychology, Orlando, FL.
- Macan, T.H. (November, 2002). Redesigning the term paper: One example of how to engage students. Focus on Teaching and Technology Conference, St. Louis, MO.
- Foster, J. & Macan, T.H. (April, 2002). Attentional advice: Effects on immediate, delayed and transfer task performance. Society for Industrial and Organizational Psychology, Toronto, Canada.
- Foster, J. & Macan, T.H. (April, 2002). An investigation of how managers respond to utility analysis information. Society for Industrial and Organizational Psychology, Toronto, Canada.
- Roberts, L. & Macan, T.H. (April, 2001). Effects of timing of disability disclosure on ratings of interviewees with visible and non-visible disabilities. Society for Industrial and Organizational Psychology, San Diego, CA.
- Haueter, J. & Macan, T.H. (April, 2000). Measurement of newcomer socialization: Construct validation of a multi-dimensional scale. Society for Industrial and Organizational Psychology, New Orleans, LA.
- Chen, H. & Macan, T.H. (May, 1999). Relationships among face validity, test-taking motivation, test performance and criterion-related validity of personality tests. The American Psychological Association and The University of Tulsa Scientific Conference, Tulsa, OK.
- Salzhauer, E. & Macan, T.H. (August, 1997). Applicant reactions to different structuring of the selection interview. Symposium. Academy of Management Convention, Boston, MA.
- Houdek, C. & Macan, T.H. (April, 1997). The effects of note-taking on interviewers' recall and decision-making in the employment interview. Society for Industrial and Organizational Psychology, St. Louis, MO.
- Macan, T.H., Trusty, M.L., & Trimble, S.K. (June, 1995). Spector's (1988) work locus of control scale: Dimensionality and validity evidence. American Psychological Society, New York, NY.
- Macan, T.H. & Hayes, T.L. (May, 1995). Both sides of the interview: Interviewers' and disabled applicants' perceptions. Society for Industrial and Organizational Psychology, Orlando, FL.

- Hayes, T.L. & Macan, T.H. (August, 1994). Toward a common framework of interviewer decision processes for applicants with and those without disabilities. American Psychological Association, Los Angeles, CA.
- Macan, T.H., Avedon, M., & Paese, M. (April, 1994). The effects of applicants' reactions to selection procedures. Society for Industrial and Organizational Psychology, Nashville, TN.
- Trusty, M. & Macan, T.H. (June, 1993). Reward contingency moderates the relationship between locus of control and task control desired. American Psychological Society, Chicago, IL.
- Macan, T.H. & Highhouse, S. (April, 1993). Communicating the utility of human resource activities: A survey of I/O and HR professionals. Society for Industrial and Organizational Psychology, San Francisco, CA.
- Hayes, T.L., Macan, T.H., & Speroff, L. (April, 1992). An empirical cross-validation of two interview process models. Society for Industrial and Organizational Psychology, Montreal, Canada.
- Macan, T.H., Detjen, J. & Dickey, K. (August, 1991). An examination of age and sex perceptions of occupations. American Psychological Association Convention (APA), San Francisco, CA.
- Macan, T.H. & Dipboye, R.L. (August, 1990). Symposium presenter. The relationship of the interviewer's preinterview impressions to interview outcomes. American Psychological Association Convention (APA), Boston, MA.
- Macan, T.H. (April, 1990). Symposium presenter. Interview judgment processes: Edward Webster's vision and current research efforts. Society for Industrial and Organizational Psychology, Miami, FL.
- Macan, T.H. (August, 1989). An examination of time control. Paper presented at American Psychological Association Convention (APA), New Orleans, LA.
- Macan, T.M. & Dipboye, R.L. (April, 1987). The effects of interviewers' initial impressions on information gathering. Paper presented at Southwestern Psychological Association Convention (SWPA), New Orleans, LA.
- Hayes, T.L., Harvey, R.J., Macan, T.M. & Blair, C.D. (April, 1987). Confirmatory factor analysis of the job element inventory's structure. Paper presented by first author at Southwestern Psychological Association Convention (SWPA), New Orleans, LA.
- Macan, T.M., Dipboye, R.L. & Butler, S.K. (April, 1986). Biases in interviewers' processing of information from employment interviews. Paper presented at Southwestern Psychological Association Convention (SWPA), Fort Worth, TX.

Macan, T.M. (November, 1985). A test of the social process model of the employment interview. Paper presented at Texas Psychological Association Convention (TPA), Houston, TX.

ADVISING

Doctoral Dissertation Committees

Gary Allen (Chair)	Wanyi Ma
Jessalyn Arnold	Catherine Middendorf (Chair)
Shirley Ashauer (Chair)	Lisa Roberts (Chair)
Christina Banister	Ann Marie Schreiber
Brian Bonness (Chair)	Polly Sengstake
Joe Colihan	Spencer Stang
Jennie Cunningham (Chair)	Mary Starke (Chair)
Jessica Deslauriers (Chair)	Damian Stelly
Jacob Fischer	Heidi Linger Styrk (Education)
Jeff Foster (Chair)	Marcia Tennill (Education)
Kathleen Frye	Katie Thenhaus
Amit Geva	Sheila Trimble
Dana Grambow (Chair)	Todd Van Nest
Jill Haueter (Chair)	Craig Waddell (Education)
Laura Heft	Joel Winter (Chair)
Heather Heimbaugh (Chair)	
Vanessa Lammers (Chair)	
Jamie Madigan (Chair)	

Master's Thesis Committees

Shannon Albright	Jeff Foster (Chair)
Maha Alul	Katherine Figueroa (Chair)
Matt Bales	Kathleen Frye
Terri Bironas	Dan Hawthorne (Chair)
Brian Bonness (Chair)	Heather Heimbaugh (Chair)
Anne Brady (Chair)	Tom Hilliard (Chair)
Jose Cantt	Catherine Houdek (Chair)
Denise Champagne (Chair)	Kevin Hupp
Helen Chen (Chair)	Emily Ingalls
Jenna Cox	Emily Lane (Chair)
Jennie Cunningham (Chair)	Jenna LaChapell
Laura DeRigne	Matt Lemming (Chair)
Jessica Deslauriers (Chair)	Wanyi Ma
Angela Farabee	Jamie Madigan (Chair)
Michael Feuer	Jim Matchen
Jacob Fischer	

Katie Mehner (Chair)
 Aaron Mensinger (Chair)
 Tracy Mulderig (Chair)
 Matt Paese
 Kim Perry
 Lisa Roberts (Chair)
 Anne Marie Schreiber
 Tori Sloan (Chair)

Maria Spilker
 Damian Stelly
 Mike Trusty (Chair)
 Lisa Veldman (Chair)
 Amy Wessel
 Joel Winter (Chair)
 Graham Wohler (Chair)
 Eva Salzhauer (Chair)

SERVICE

Department Service

Director, Industrial/Organizational Psychology Master's and Doctoral Programs (2004-present)
 Mentor, to Assistant Professor, Dr. Stephanie Merritt (2007-present)
 Mentor, to Assistant Professor, Dr. John Meriac (2008-present)
 Member, Faculty Quantitative Assessment Committee (2010-present)
 Chair, Ad Personam Committee, Dr. Stephanie Merritt (2012 –present)
 Member, Ad hoc Committee, Department Five-Year Review (2011-2012)
 Member, Faculty Search Committee, Position in Behavioral Neuroscience, Affirmative Action Designee (2011-2012)
 Liaison, Computer Center Teaching Labs (2009-2011)
 Chair, Faculty Search Committee, Position in I/O Psychology (2007-2008)
 Chair, Faculty Search Committee, Position in I/O Psychology (2006-2007)
 Mentor, to Assistant Professor, Dr. Thomas Fletcher, (2005-2008)
 Chair, Faculty Search Committee, Position in I/O Psychology (2004-2005) Chair, Human Subjects Committee, Department of Psychology (2000-2005) Director, Industrial/Organizational Master's and Doctoral Programs (1997-2000) Member, Psychology Undergraduate Curriculum Committee (1991-1997)

College/Campus/University Service

Member, UMSL Faculty Senate (2011- 2014)
 Member, University Assembly Administrator Evaluation Committee (2012-2014)
 Chair, University Assembly Administrator Evaluation Committee (2011-2012)
 Member, Committee on Committees (2012-2013)
 Judge, Graduate Student Research Fair (2012)
 Reviewer, UM Research Board (2012)
 Member, Committee on Committees (2011-2012)
 Member, University Assembly Administrator Evaluation Committee (2010-2011)
 Chair, Five-Year Review Committee, Gender Studies Program (2011)
 Member, Ad Personam Committee, Dr. Ekin Pellegrini, College of Business (2011)
 Reviewer, UM Research Board (2008-2009)

Member, Express Scripts/UMSL Collaboration Task Force (2005-2007)
 Vicechairperson & Member, University of Missouri-St. Louis Graduate Council
 (2003-2005)
 Member, Campus Institutional Review Board (2000-2005)
 Member, Graduate Council's Admission and Scholarship Committee (2004-2005)
 Member, Ad Personam committee, Dr. Michael Stevens, College of Business (2004)
 Reviewer, UM Research Board (2002)
 Reviewer, UM Research Board (1999)
 Member, University of Missouri-St. Louis Faculty Council (1999-2000)
 Member, Chancellor's Committee on Review (1997-1998)
 Reviewer, UM Research Board (1992-1995; 1997)

Professional Service

Editorial Board, *Journal of Business and Psychology*, 2012 – present
 Editorial Board, *Journal of Organizational Behavior*, 2007 – present
 Editorial Board, *Journal of Applied Psychology*, 1999-2002
 Editorial Board, *Rehabilitation Psychology*, 1995-1998

Book Review Advisory Panel, *Personnel Psychology*, 2010 – present

Ad hoc Reviewer, *Academy of Management Journal*
 Ad hoc Reviewer, *Applied Psychology: An International Review*
 Ad hoc Reviewer, *British Journal of Management*
 Ad hoc Reviewer, *Journal of Educational Psychology*
 Ad hoc Reviewer, *Human Performance*
 Ad hoc Reviewer, *Human Resource Management Journal*
 Ad hoc Reviewer, *Human Resource Management Review*
 Ad hoc Reviewer, *Journal of Applied Psychology*
 Ad hoc Reviewer, *Journal of Cognitive Psychology*
 Ad hoc Reviewer, *Journal of Occupational and Organizational Psychology*
 Ad hoc Reviewer, *Journal of Personality and Social Psychology*
 Ad hoc Reviewer, *Journal of Psychology: Interdisciplinary and Applied*
 Ad hoc Reviewer, *MIS Quarterly*
 Ad hoc Reviewer, *Personality and Social Psychology Bulletin*
 Ad hoc Reviewer, *Personnel Psychology*
 Ad hoc Reviewer, *Personnel Review*
 Ad hoc Reviewer, *Rehabilitation Psychology*
 Ad hoc Reviewer, *Sex Roles*

Member, Society for Industrial/Organizational Psychologists (SIOP; Division 14
 of APA)
 Member, SIOP Teaching Awards Committee (2010-present)
 Reviewer, SIOP Program Committee for Annual Conference (1990 -present)
 Member, SIOP International Affairs Committee (2009 – 2011)
 Member, SIOP State Affairs Committee (1987-1992)

Member, Academy of Management (1988-2006)

Reviewer, Program Committee for Annual Conference (1995-2003)

Member, American Psychological Association (1986 – present)

Department Liaison, APA Science Directorate (1990-1999)

Member, American Psychological Society (1990-2000)

Member, Gateway Industrial/Organizational Psychologists (1989 – present)

Executive Board Member (1996 & 2002)

Job Placement Coordinator (1995-1997)

External Reviewer, Tenure and Promotion Candidate, Southern Illinois University
Edwardsville (2007)

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