

Eric D. Heggstad, Ph.D.

Department of Psychological Science
Organizational Science Doctoral Program

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BIOGRAPHICAL SKETCH

I am a Professor of Psychological Science and Organizational Science at the University of North Carolina at Charlotte. I received my PhD in psychology in 1997 from the University of Minnesota under the direction and mentorship of Drs. Ruth Kanfer and Phillip L. Ackerman. My research focuses on the application of psychological measurement to emerging problems in organizational science and practice (e.g., the use of personality tests; evaluating assessments for hiring and leadership development), the role of social skills in organizational contexts, and understanding leadership and how to develop leadership skills.

I have published more than 45 peer-reviewed articles which have appeared in top journals in Industrial and Organizational Psychology (e.g., *Journal of Applied Psychology*, *Journal of Management*, *Personnel Psychology*) and in psychology more generally (e.g., *Journal of Personality and Social Psychology*, *Psychological Bulletin*). My work has been cited more than 8,000 times. I have been awarded over \$1.8M in grant and support (as PI or Co-PI) from a variety of national agencies (e.g., Army Research Institute; National Science Foundation), and have been awarded additional funding through contracts with several organizations (e.g., Human Resources Research Organization; Society for Human Resources Management). I have also engaged in consulting relationships with numerous companies (e.g., SPX, Balfour Beatty, Insight Venture Capital), non-profits (e.g., the National Center for State Courts), and government agencies (e.g., U.S. Army, U.S. Navy). I have served on a number of editorial boards (e.g., *Journal of Applied Psychology*, *Journal of Management*) and am currently serving as an Associate Editor at *Journal of Business and Psychology*.

I served as the Chair of the Department of Psychological Sciences at University of North Carolina at Charlotte (2017-2022) and as the Director of the Industrial and Organizational Psychology MA Program (2008-2017). I have held two elected leadership roles within the Society of Industrial and Organizational Psychology (SIOP; Membership Services Officer and Financial Officer) and numerous non-elected positions, including Chair of the Education and Training Committee, Chair of the Conference Evaluation Committee, and as member of Planning Committee for the 2019 Leading Edge Consortium. I am a Fellow of the Society of Industrial and Organizational Psychology.

EDUCATION

Ph.D., October 1997; Personality Research Psychology
University of Minnesota, Minneapolis, MN
Doctoral Advisors: Dr. Ruth Kanfer and Dr. Phillip L. Ackerman

M.A., June 1995, Personality Research Psychology
University of Minnesota, Minneapolis, MN
Thesis Advisors: Dr. Ruth Kanfer and Dr. Phillip L. Ackerman

B.A., June 1993; Psychology; Minor in Statistics; magna cum laude
St. Olaf College, Northfield, MN

ACADEMIC & PROFESSIONAL POSITIONS

University of North Carolina at Charlotte

<i>2020-Present</i>	Professor of Psychology
<i>2019-2022</i>	Chair, Department of Psychological Science
<i>2017-2019</i>	Interim Chair, Department of Psychological Science
<i>2008-2020</i>	Associate Professor of Psychology
<i>2008-2017</i>	Director, I/O Psychology Master's Degree Program
<i>2006-Present</i>	Member, Organizational Science Doctoral Program Faculty
<i>2005-2008</i>	Assistant Professor of Psychology

Colorado State University

<i>2000-2005</i>	Assistant Professor of Psychology
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Human Resources Research Organization

<i>1998-2000</i>	Research Scientist
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Air Force Research Lab, Human Resources Directorate

<i>1997-1998</i>	Personnel Research Psychologist
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HONORS, RECOGNITION & AWARDS

- Named Fellow of the Society of Industrial and Organizational Psychology (2019)
- Best paper, Careers Track, Meeting of the Academy of Management (2018)
- Best Reviewer, Human Resources and Research Methods Track at the meeting of the Southern Management Association (2014)
- Jenneret Award for Excellence in the Study of Individual or Group Assessment (SIOP 2013)
- Associate Editor, Journal of Business and Psychology (2009-Present)
- Selected as "Professor of the Semester" by Psi Chi (Spring 2008)

- Selected to the US Air Force Palace Knight Program (1995-1997)
Affiliated with the United States Air Force, Palace Knight is a training (fellowship) program designed to increase the number of civilian doctoral scientists working for the Air Force.
- Awarded Eva O. Miller Fellowship; University of Minnesota (1995)
- Selected to the *National Science Foundation's Summer Undergraduate Research Opportunities Program*; University of Minnesota (1992)

GRANTS & CONTRACTS

FUNDED GRANTS - EXTERNAL

Army Research Institute (2023). *Enhancing Leader and Team, Effectiveness in an Online Environment*. George C. Banks (Lead PI), WenWen Dou (Co-PI), **Eric D. Heggestad** (Co-PI), & Scott Tonidandel (Co-PI). Total Funding \$692,881 (*project awarded notification on 9/13; should be formally awarded by the end of the year*)

National Science Foundation (2019). *Optimizing Long-term Human Performance in Future Work*. Benjamin Clegg (Lead PI, Colorado State University), Anne M. Cleary (Co-PI, Colorado State University), **Eric D. Heggestad** (Co-PI, UNC Charlotte), Francisco Ortega (Co-PI, Colorado State University), & Matt Rhodes (Co-PI, Colorado State University). Total funding \$149,998 (\$12,516 as a subcontract to UNCC).

Army Research Institute (2019). *Interpersonal Skills: Clarifying a Proliferated Construct Space and Proposing a Theoretical Framework*. **Eric D. Heggestad** (Lead PI) & George Banks (Co-PI). Total funding \$978,400.

State Justice Institute (2015). *A Model for Excellence: Developing a Model Framework to Support a Holistic System of Professional Development for State Court Judges*. Jennifer Elek (PI) & **Eric D. Heggestad** (Consultant). Total funding \$124,757.

In the consultant role, I chaired the Technical Advisory Panel (TAP) for this project. The TAP was tasked with designing the data collection procedures, overseeing the analysis of the data, making recommendations based on the data, and reviewing all reports and project documentation.

Army Research Office, Multi-university Research Initiative (MURI) (2005). *Training Knowledge and Skills for the Networked Battlefield*. Alice Healy (Lead PI, University of Colorado), Lyle Bourne (Co-PI, University of Colorado), Benjamin A. Clegg (Co-I, Colorado State University), Bengt Fornberg (Co-I, University of Colorado), Cleotilde Gonzalez (Co-I, Carnegie Mellon University), **E. D. Heggestad** (Co-I, UNC Charlotte), & Robert Proctor (Co-I, Purdue University). Total funding: \$5,000,000.

FUNDED GRANTS - INTERNAL

UNC Charlotte IGNITE. Funding to establish The Center for Leadership Science (2023). Janaki Gooty and George Banks, Directors. Jill Yavorsky, Nicole Strah, **Eric D. Heggestad**,

Steven Rogelberg, Scott Tonidandel & Wenwen Dou (contributing faculty). *Funded*: \$94,507.

Truist Business Research and Innovation Program (Belk College of Business) (2023). *Gendered Interactions and Inclusive Leadership*. Janaki Gooty, Jill Yavorsky, Nicole Strah & **Eric D. Heggstad** (co-PIs). Total Funding: \$45,000.

Charlotte Project Mosaic (2014). *Justice Implications for Managing Hispanics at Work*. Linda Shanock, **Eric D. Heggstad** & Shawn Long (Co-PIs). Total funding \$1,500.

UNC Charlotte, Research Enhancement Funding (2014). *Psychometric Evaluation and Scoring Standardization of the Nursing Culture Assessment Tool and Evaluation of Workplace Relationships Affecting Culture*. Susan Kennerly (Lead PI, Dept. of Nursing), Tracey L. Yap (Co-PI, Dept. of Nursing, Duke University) & **Eric D. Heggstad** (statistician/psychometrician). Total funding \$3,867.

UNC Charlotte Faculty Development Research Grant (2006). *Exploring the Notion of Trait Variability*. **Eric D. Heggstad** (PI). Total funding \$5,000.

Human Resources Research Organization (2001). *Measurement Characteristics of Forced-choice Personality Measures II*. Rodney A. McCloy, **E. D. Heggstad**, & Charlie L. Reeve (Co-PIs). Total funding \$83,640.

Human Resources Research Organization (2001). *Measurement Characteristics of Forced-choice Personality Measures*. Rodney A. McCloy & **E. D. Heggstad** (Co-PIs). Total funding \$62,000.

FUNDED CONTRACTS

SPX Corporation (2013). *Development of a Leadership Competency Model*. **Eric D. Heggstad** (PI). Total funding \$25,500 (included summer funding for a graduate student).

Society for Human Resources Management Foundation (2012). *Linking HR Competence to Key Performance Indicators: A Criterion Validation Program*. **Eric D. Heggstad** & Linda R. Shanock (PIs). Total funding \$15,000.

Balfour Beatty (2007). *Succession Planning at Balfour Beatty*. **Eric D. Heggstad** & John Kello (Davidson College) (PIs). Total funding \$21,750 (included summer funding for a graduate student).

Balfour Beatty (2007). *Leadership Planning and Development*. **Eric D. Heggstad** & John Kello (Davidson College) (PIs). Total funding \$6,000.

Bank of America Corporation (2007). *Leadership and Retirement among High-Level Executives*. **Eric D. Heggstad**, Linda R. Shanock & Douglas Pugh (PIs). Total funding \$21,600 (included a full time GA position).

ADP Selection and Screening Services (2006). *Development of a Competency-Based Personality Inventory*. **Eric D. Heggstad** & Charlie L. Reeve (PIs). Total funding \$24,000 (included a 1/8th time GA position).

Navy Personnel Research, Studies and Technology (through Battelle) (2002). *Timesharing: Its Future Implications for the Navy*. **Eric D. Heggstad**, Benjamin A. Clegg, & Edward L. DeLosh (PIs). Total funding \$7,475 (Included \$5,465 in funding for two graduate students).

Sun Microsystems (2001). *Development of Situational Judgment Test Proficiency Measures for Hiring Java Programmers and Systems Administrators*. **Eric D. Heggstad** & G. C. Thornton III (PIs). Total Funding: \$26,200 (included \$6,990 in funding for four graduate students).

ADP Selection and Screening Services (2001). *Development and Evaluation of the Job Fit Assessment*. **Eric D. Heggstad** (PI). Total Funding: \$25,300 (included \$18,607 in funding for six graduate students).

PROPOSALS UNDER REVIEW

UNFUNDED PROPOSALS

Army Research Institute (2023). *The Costs of Team Development: A Research Agenda for Team Development Motivation*. **Eric D. Heggstad** (Lead PI) & David Woehr (Co-PI). Total Funding \$693,509

Army Research Institute (2023). *Leadership Reimagined: A Dynamic, Inclusive Leader Behaviors Framework*. Janaki Gooty (Lead PI), **Eric D. Heggstad** (Co-PI), Jill Yavorsky (Co-PI), & Nichole Strah (Co-PI). Total Funding \$711,022

Army Research Laboratory (2019). *Dynamic Degree of Artificial Intelligence to Individualize Support for Effective Teamwork*. Benjamin A. Clegg (Lead PI, Colorado State University), Chris D. Wickens (Co-PI, Colorado State University), **Eric D. Heggstad** (Co-PI, UNC Charlotte), Marissa L. Shuffler (Co-PI, Clemson University) & Robert S. Gutzwiller (Co-PI, Arizona State University). Total funding \$97,186.

Society for the Advancement of Management Studies (2015). *Organizational Science Emerging Scholars Program*. Steven Rogelberg, **Eric D. Heggstad** & Shawn Long (Co-PIs). Total funding \$13,500

Society for Human Resources Management Foundation (2014, revised and resubmitted in 2015). *Implications for Managing a Diverse Workforce: Justice, Microaggressions, and Inclusion*. Linda Shanock & **Eric D. Heggstad** (Co-PIs). Total funding \$109,806.

Army Research Institute (2010, revised and resubmitted in 2011). *The Role of Automation and Aptitude in Effective Training of Complex Tasks*. Benjamin A. Clegg (Lead PI, Colorado State University), **Eric D. Heggestad** (Co-PI, UNC Charlotte), & John Blitch (I, Colorado State University). Total funding \$736,518.

Army Research Institute (2010). *Developing Leaders Through Self-Awareness of Transformational Leadership*. **Eric D. Heggestad** & Linda Shanock (Co-PIs). Total funding \$406,265.

Society of Human Resources Management (2008). *Inspiring Others to Learn: Affect and Motivation as Mediators of the Relationship Between Trainer Behaviors and Training Outcomes*. Annette Towler (Co-PI, Roosevelt University), Ken G. Brown (Co-PI, University of Iowa), **Eric D. Heggestad** (Co-PI, UNC Charlotte) & Megan Gerhardt (Co-PI, University of Iowa). Total funding \$18,970.

Army Research Office, Multi-university Research Initiative (MURI) (2008). *Training Knowledge and Skills for the Networked Battlefield: Add on*. Alice Healy (Lead PI, University of Colorado), Lyle Bourne (Co-PI, University of Colorado), Benjamin A. Clegg (Co-I, Colorado State University), Bengt Fornberg (Co-I, University of Colorado), Cleotilde Gonzalez (Co-I, Carnegie Mellon University), **Eric D. Heggestad** (Co-I, UNC Charlotte), & Robert Proctor (Co-I, Purdue University). Total funding: \$1,200,000.

Army Research Institute, Small Business Innovative Research (2004). *Multi-tasking for personnel selection and development*. Doug Rosenthal (Co-PI, JPS), **Eric D. Heggestad** (Co-PI, UNC Charlotte), Benjamin A. Clegg (Co-PI, Colorado State University), & Rodney A. McCloy (Co-PI, HumRRO). Total funding \$70,000

Society for Industrial and Organizational Psychology, Small Grants Program (2008). *Inspiring Others to Learn: Affect and Motivation as Mediators of the Relationship Between Trainer Behaviors and Training Outcomes*. Annette Towler (Co-PI, Roosevelt University), **Eric D. Heggestad** (Co-PI, UNC Charlotte), Ken G. Brown (Co-PI, University of Iowa), & Megan Gerhardt (Co-PI, University of Iowa). Total funding \$5,000.

Federal Aviation Administration (2003). *Traits and Motivation Interventions for Improving Vigilance*. **Eric D. Heggestad**, Benjamin A. Clegg, Peter Y. Chen, & Keith. James (Co-PIs, Colorado State University). Total funding \$976,253.

PUBLICATIONS

* denotes graduate student under my supervision

† denotes undergraduate student under my supervision

REFEREED JOURNAL ARTICLES

1. **Heggstad, E. D.**, *Voss, E. N., Toth, A. A., Ross, R., Banks, G. C. & Canevello, A. (2023). Two meanings of "Social Skills": Proposing an Integrative Social Skills Framework. *Group and Organization Management*, 48 (2), 361-404.
2. Scheaf, D., Loignon, A. C., Webb, J. & **Heggstad, E. D.** (2023). Non-Response bias in survey-based entrepreneurship research: A review, investigation, and recommendations. *Strategic Entrepreneurship Journal*, 17, 291-321.
3. **Heggstad, E. D.**, Kreamer, L., *Hausfeld, M., Patel, C., & Rogelberg, S. G. (2022). Recommendations for reporting sample and measurement information in experience sampling studies. *British Journal of Management* 33 (2), 553-570.
4. *Uhrich, B., **Heggstad, E. D.**, Shanock, L. R. (2021). Smarts or trait emotional intelligence? The role of trait emotional intelligence in enhancing the relationship between cognitive ability and performance. *The Psychologist-Manager Journal*, 24, 23-47.
5. *Woznyj, H., Shanock, L. R., **Heggstad, E. D.**, & Banks, G. (2021). The role of events and affect in perceived organizational support: A within-person approach. *Journal of Managerial Psychology*, 36 (6), 520-532.
6. Cortina, J. M., Sheng, Z., List, S. K., Keeler, K. R., Kattell, L. A., Schmitt, N., Tonidandel, S, Sommerville, K., **Heggstad, E. D.**, & Banks, G. (2020). From alpha to omega and beyond: A look at the past, present, and (possible) future of reliability assessment in the Journal of Applied Psychology [monograph]. *Journal of Applied Psychology*, 105(12), 1351-1381. <http://dx.doi.org/10.1037/apl0000815>
7. *Ross, R. & **Heggstad, E. D.** (2020). An empirical exploration of reviewers' and editors' roles in fostering high-quality research during peer review. *Industrial and Organizational Psychology Perspectives on Science and Practice*, 13, 32-36.
8. *Sheaf, D., Loignon, A. C., **Heggstad, E. D.**, Webb, J. & Wood, M. (2020). Measuring opportunity evaluation: Conceptual synthesis and scale validation. *Journal of Business Venturing*, 35, 1-25.
9. *Frear, K. A., Paustian-Underdahl, S., **Heggstad, E. D.**, & Walker, L. (2019). Gender and Career Success: A Typology and Analysis of Dual Paradigms. *Journal of Organizational Behavior*, 40(4), 400-416.
10. **Heggstad, E. D.**, *Sheaf, D., Banks, G., *Hausfeld, M., Tonidandel, S. & *Williams, E. (2019). Scale adaptation in organizational sciences research: A review and best-practice recommendations. *Journal of Management*, 45 (6), 2596-2627.
11. Shanock, L. R., Eisenberger, R., **Heggstad, E. D.**, Malone, G., Clark, L., Dunn, A. M., Kirkland, J., & Woznyj, H. M. (2019). Treating employees well: The value of

Organizational Support theory in Human Resources Management. *Consulting Psychology Journal*, 22, 168-191.

12. *Woznyj, H. M., **Heggstad, E. D.**, Kennerly, S., & Yap, T. (2019). Climate and organizational performance in long-term care facilities: The role of affective commitment. *Journal of Occupational and Organizational Psychology*, 92(1), 122-143.
13. Banks, G. C., *Woznyj, H.M., Wesslen, R. S., Frear, K. A., Berka, G., **Heggstad, E. D.**, & Gordon, H. L. (2019). Strategic recruitment across borders: An investigation of multinational enterprises. *Journal of Management*, 45(2), 476-509.
14. Small, E., Bergman, S., Doll, J., & **Heggstad, E. D.** (2018). Brown & Smith Communication Solutions: A staffing system simulation. *Management Teaching Review*, 3(1), 37-45.
15. *Dunn, A., **Heggstad, E. D.**, Shanock, L. R., & †Thielgard, N. (2018). Intra-individual response variability as an indicator of insufficient effort responding: Comparison to other indicators and relationships with individual differences. *Journal of Business and Psychology*, 33(1), 105-121.
16. *Woznyj, H. M., *Dunn, A. M., Shanock, L. R., **Heggstad, E. D.**, *Ordonez, Z. & *Uhrich, B. (2017). How far can support go?: Supported supervisor's performance and subordinate dedication. *Journal of Business and Psychology*, 32(6), 627-639.
17. *Woznyj, H. M., Shanock, L. R., **Heggstad, E. D.**, & Long, S. (2017). What did you mean by that? Microaggressions and discrepancies in communication style preference as related to Hispanics' interpersonal and informational justice. *Journal of Latina/o Psychology*, 5(3), 195-212.
18. **Heggstad, E. D.**, Rogelberg, S., *Goh, A., & Oswald, F. (2015). Considering the effects of nonresponse on correlations between surveyed variables: A simulation study to provide context to evaluate survey results. *Journal of Personnel Psychology*, 14 (2), 91-103.
19. Kennerly, S., **Heggstad, E. D.**, *Meyers, H. & Yap, T. (2015). Using the Nursing Culture Assessment Tool (NCAT) in long-term care: An update on psychometrics and scoring standardization. *Healthcare*, 3 (3), 637-647.
20. McAnulty, R., McAnulty, D. P., Sipp, J. E., Demakis, G. J. & **Heggstad, E. D.** (2014). Predictive validity of the MMPI-2 among female offenders. *Journal of Personality Assessment*, 96, 604-609.
21. Rogelberg, S. G., Justice, L., Braddy, P. W., Paustian-Underdahl, S. C., **Heggstad, E. D.**, Shanock, L., Baran, B. E., Beck, T., Long, S., Andrew, A., Altman, D.G., Fleenor, J.W. (2013). The executive mind: Leader self-talk, effectiveness, and strain. *Journal of Managerial Psychology*, 28(2), 183-201.

22. Ellingson, J. E. & **Heggestad, E. D.**, & Makarius, E. E. (2012). Personality retest effects and intentional distortion: Understanding how guilty feelings lead to more honest responses. *Journal of Personality and Social Psychology*, *102*, 1603-1076.
(The first two authors contributed equally to the development of this research. This paper won the SIOP 2013 Jeanerette Award for Excellence in the Study of Individual or Group Assessment)
23. *Carson, M. A., Shanock, L. R., **Heggestad, E. D.**, *Andrew, A. M, Pugh, D., & Walter, M. (2012). The relationship between dysfunctional interpersonal tendencies, derailment potential behavior, and turnover. *Journal of Business and Psychology*, *27*, 291-304.
24. Shanock, L. R., Baran, B. E., Gentry, W. A., Pattison, S. C., & **Heggestad, E. D.** (2010). Polynomial regression and response surface analysis: A powerful approach for examining moderation and overcoming limitations of difference scores. *Journal of Business and Psychology*, *25*, 543-554.
25. Shanock, L. R., Rogelberg, S. G., & **Heggestad, E. D.** (2010). A view into the future of organizational psychology? Our experiences with an interdisciplinary approach to graduate education. *Industrial and Organizational Psychology Perspectives on Science and Practice*, *3*, 272-276.
26. Aguinis, H., *Mazurkewicz, M., & **Heggestad, E. D.** (2009). Influence of rater personality on personality-based job analysis: Can training reduce the correlation? *Personnel Psychology*, *62*, 405-438.
27. Smith, C. A. P., Clegg, B. A., **Heggestad, E. D.**, & *Hopp, P. J. (2009). Interruption management: A comparison of auditory and tactile cues for both alerting and orienting. *International Journal of Human-Computer Studies*, *67*, 777-786.
28. Reeve, C. L., **Heggestad, E. D.**, Lievens, F. (2009) Modeling the impact of test anxiety and test familiarity on the criterion-related validity of cognitive ability tests. *Intelligence*, *37*, 34-41.
29. **Heggestad, E. D.** & *Gordon, H. L. (2008). An argument for context-specific personality assessments. *Industrial and Organizational Psychology Perspectives on Science and Practice*, *1*, 320-322.
30. **Heggestad, E. D.**, & Morrison, M. (2008). Defining the social effectiveness construct space: A step forward. *Journal of Personality*, *76*, 839-874.
31. Lievens, F., Reeve, C. L. & **Heggestad, E. D.** (2007). An examination of psychometric bias due to retesting in selection settings. *Journal of Applied Psychology*, *92*, 1672-1682.
32. **Heggestad, E. D.**, *George, E., & Reeve, C. L. (2006). Transient error in personality scores: Considering faking and honest responses. *Personality and Individual Differences*,

40, 1201-1211.

33. **Heggstad, E. D.**, *Morrison, M., Reeve, C. L. & McCloy, R. A. (2006). Forced-choice assessments of personality for selection: Evaluating issues of normative assessment and faking resistance. *Journal of Applied Psychology*, *91*, 9-24.
34. *Hopp, P. J., Clegg, B. A., Smith, C. A. P., & **Heggstad, E. D.** (2006). Tactile interruption management: Tactile cues as task-switching reminders. *Cognition, Technology and Work*, *8*, 137-145.
35. Kraus, D. E., Kersting, M., **Heggstad, E. D.**, & Thornton, G. C. (2006). Incremental validity of assessment center ratings over cognitive ability tests: A study at the executive management level. *International Journal of Selection and Assessment*, *14*, 360-371.
36. *Mueller-Hanson, R., **Heggstad, E. D.**, & Thornton, G. C. III. (2006). Impression management strategy and faking behavior. *Psychology Science*, *48*, 288-312.
37. **Heggstad, E. D.**, & Kanfer, R. (2005). The predictive validity of self-efficacy in training performance: Little more than past performance. *Journal of Experimental Psychology: Applied*, *11*, 84-97.
38. *Hopp, P. J., Smith, C. A. P., Clegg, B. A., & **Heggstad, E. D.** (2005). Interruption management: The use of attention-directing tactile cues. *Human Factors*, *47*, 1-11.
39. McCloy, R. A., **Heggstad, E. D.**, & Reeve, C. L. (2005). A silk purse from the sow's ear: Retrieving normative information from multidimensional forced-choice items. *Organizational Research Methods*, *8*, 222-248.
(All authors contributed equally to the development of this paper)
40. Reeve, C. L., **Heggstad, E. D.**, & *George, E. (2005). Estimation of transient error in cognitive ability scales. *International Journal of Selection and Assessment*, *13*, 316-320.
41. Reeve, C. L., & **Heggstad, E. D.** (2004). Gravitation, job complexity and vocational interests: The influence of general cognitive ability on the achievement of interest-job fit. *Journal of Occupational and Organizational Psychology*, *77*, 385-402.
42. *Mueller-Hanson, R., **Heggstad, E. D.**, & Thornton, G. C., III. (2003). Faking and selection: Considering the use of personality from select-in and select-out perspectives. *Journal of Applied Psychology*, *88*, 348-355.
43. **Heggstad, E. D.**, & Kanfer, R. (2000). Individual differences in trait motivation: Development of the Motivational Trait Questionnaire. *International Journal of Educational Research*, *33*, 751-777.
44. Ackerman, P. L., & **Heggstad, E. D.** (1997). Intelligence, personality and interests: Evidence for overlapping traits. *Psychological Bulletin*, *121*, 219-245.

45. Kanfer, R., & **Heggstad, E. D.** (1997). Motivational traits and skills: A person-centered approach to work motivation. *Research in Organizational Behavior*, 19, 1-56. Greenwich, CT: JAI Press, Inc.
46. Kanfer, R., Ackerman, P. L., & **Heggstad, E. D.** (1996). Motivational skills and self-regulation for learning: A trait perspective. *Learning and Individual Differences*, 8, 185-209.

BOOK CHAPTERS

1. Ness, A. M., Foley, K. O., & Heggstad, E. D. (in press). Intra-individual variability in personality: A methodological review. In D. Wood, S. J. Read, P. D. Harms, & A. Slaughter (Eds.), *Emerging approaches to measuring and modeling the person and situation*.
2. Donovan, J., Bateman, T., & **Heggstad, E. D.** (2013). Individual differences in work motivation: Current directions and future needs: To appear in N. D. Christiansen & R. Tett (Eds.), *Handbook of personality at work* (pp. 100-128). Psychology Press.
3. **Heggstad, E. D.**, Clegg, B. A., *Goh, A., & Gutzwiller, R. S. (2012). How automation-based training aides and learner cognitive abilities impact training effectiveness. In A. Healy and L. Bourne (Eds.), *Training cognition: Optimizing efficiency, durability, and generalizability* (pp. 112-133). New York, NY: Taylor & Francis.
4. **Heggstad, E. D.**, & *Andrew, A. M. (2012). Aging, personality and work attitudes. In J. W. Hedge & W. C. Borman (Eds.), *Oxford handbook of work and aging* (pp. 256-279). pp. 256-279.
5. **Heggstad, E. D.** (2011). A conceptual representation of faking: Putting the horse back in front of the cart. In M. Zeigler, C. McCann, & R. D. Roberts, (Eds.), *New perspectives on faking in personality assessments* (pp. 87-101). New York, NY: Oxford University Press.
6. Kanfer, R., & **Heggstad, E. D.** (1998). Individual differences in motivation: Traits and self-regulatory skills. In P. L. Ackerman, P. C. Kyllonen, & R. D. Roberts (Eds.), *The future of learning and individual differences research: Processes, traits and content* (pp. 293-313). Washington, D.C.: American Psychological Association.

ENCYCLOPEDIA ENTRIES

1. *Davidson, A. L., **Heggstad, E. D.**, & Woznyj, H. M. (in press). Personality and educational outcomes. In B. J. Carducci (Editor-in-Chief) & J. S. Mio & R. E. Riggio (Vol. Eds.), *Wiley-Blackwell encyclopedia of personality and individual differences: Vol. IV. Clinical, applied, and cross-cultural research*. Hoboken, NJ: John Wiley & Sons.

2. **Heggstad, E. D.** (2017). Big Five taxonomy of personality. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (Vol.1, pp. 117-120). Thousand Oaks, CA: Sage.
3. **Heggstad, E. D., & Hough, L. M.** (2017). Faking and intentional distortion. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (Vol.2, pp. 483-487). Thousand Oaks, CA: Sage.
4. **Heggstad, E. D.** (2017). Personality. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (Vol.3, pp. 1185-1190). Thousand Oaks, CA: Sage.
5. **Heggstad, E. D.** (2017). Personality assessment. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (Vol.3, pp. 1190-1194). Thousand Oaks, CA: Sage.
6. **Heggstad, E. D.** (2007). Big Five taxonomy of personality. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (Vol.1, pp. 52-56). Thousand Oaks, CA: Sage.
7. **Heggstad, E. D.** (2007). Personality. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*. (Vol. 2, pp. 607-611). Thousand Oaks, CA: Sage.
8. **Heggstad, E. D.** (2007). Personality assessment. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*. (Vol. 2, pp. 612-615). Thousand Oaks, CA: Sage.
9. **Heggstad, E. D., & Hough, L. M.** (2007). Impression management. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*. (Vol. 1, pp. 335-338). Thousand Oaks, CA: Sage.

OTHER PUBLICATIONS

1. **Heggstad, E. D.** (2011). Translating the magic data: An I/O psychology fable. *The Industrial-Organizational Psychologist*, 49, 66-68.
2. **Heggstad, E. D., & Finkelstein, L. M.** (2011). Practitioners and academics at the SIOP conference: What we do and what we think about it. *The Industrial-Organizational Psychologist*, 48, 39-44.
3. Olson-Buchanan, J. & **Heggstad, E. D.** (2010). Feedback about your feedback on the SIOP conference. *The Industrial-Organizational Psychologist*, 47, 139-142.
4. **Heggstad, E. D.** (2008). A really big picture view of social intelligence. *Journal of Personality Assessment*, 90, 102-104.

PAPERS UNDER PEER-REVIEW

1. Kiger, T. Kuncel, N. R., Goncharuk, N., & **Heggstad, E. D.** Specific abilities in work domains: A meta-analysis of the Bennett Mechanical Comprehension Test. *Journal of Intelligence*. (Revision requested)
2. Ross, R. L., Toth, A. A., **Heggstad, E. D.**, & Banks, G. C. Trimming the fat: Identifying 15 underlying concepts from 26 in the social skills domain. *Journal of Organizational Behavior* (under initial review)
3. Toth, A. A., Sandoval, R. **Heggstad, E. D.**, Banks, G. C. & Stetyick, A. What is socially effective behavior? Unpacking the missing link in the social competence literature. *European Journal of Social Psychology*. (Under initial review)

PRESENTATIONS

* denotes graduate student under my supervision

† denotes undergraduate student under my supervision

CONFERENCE PRESENTATIONS

1. Albritton, E. H., Tonidandel, S., Banks, G. C., & **Heggstad, E. D.** (October, 2022). Leveraging latent semantic analysis to resolve interpersonal skills scale redundancy in leadership research. Paper presented at the Annual Meeting of the Southern Management Association, Little Rock, AR.
2. Kuncel, N. R., Kiger, T., Goncharuk, & **Heggstad, E. D.** (April, 2022). Using Abilities and Interests to Identify Talent: The Case for Spatial Ability, Paper presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
3. **Heggstad, E. D.** (April, 2021). Talent Management in Elite Sports: Using an I/O Lens. Session Chair at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference.
4. Ross, R.*, Toth, A. A.*, **Heggstad, E. D.** & Banks, G. (October, 2020). *Construct Redundancy in the Interpersonal Skills Literature: An Inductive Evaluation of 26 Constructs*. Paper presented at the Annual Meeting of the Southern Management Association, St. Petersburg Beach, FL.
Selected as the Best Overall Doctoral Student Paper of the 2020 SMA Annual Meeting
5. Hausfeld*, M., Kreamer*, L., **Heggstad, E. D.**, & Patel, C. (April, 2020). *Experience Sampling Methodologies: How do Expert Recommendations Compare to Actual Author Practices?* Paper presented at the 35th Annual Conference of the Society for Industrial

- and Organizational Psychology, Austin, TX. (Conference canceled; Presented in virtual conference)
6. Loignon, A. C., Scheaf, D., **Heggstad, E. D.**, & Webb, J. (October, 2019). *Hearing All of the Voices in the Crowd: A Study of Non-Response Bias and Guidance for Survey-based Crowdfunding Research*. Paper presented at the Annual Meeting of the Southern Management Association, Norfolk, VA.
 7. **Heggstad, E. D.**, *Sheaf, D., Banks, G., *Hausfeld, M., Tonidandel, S. & *Williams, E. (May, 2019). *Scale Adaptation in Organizational Sciences Research: A Review and Best-Practice Recommendations*. Paper presented at the 20th Congress of the European Association of Work and Organizational Psychology, Turin, Italy.
 8. Toth, A., Banks, G. C. & **Heggstad, E. D.** (May, 2019). *Interpersonal skills: Clarifying a proliferated construct space and proposing a theoretical framework*. Poster presented at the 20th Congress of the European Association of Work and Organizational Psychology, Turin, Italy.
 9. Tonidandel, S., Darby, M., Banks, G., **Heggstad, E. D.**, & Scheaf, D. (2019, April). *A pareto optimization approach for shortening a validated scale*. Paper presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
 10. Frear, K.A., Wang, C., Speights, S., & **Heggstad, E.D.** (2018, August). How I See It, How Everyone Else Sees It: Personal and Social Schemas of Career Success. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
Selected as best paper in track and nominated as Careers Division 2018 Best Overall Paper.
 11. Frear, K. A., Paustian-Underdahl, S. C., & **Heggstad, E. D.** (2018, April). A Typology of Gender and Career Success: Unequal Inputs and Unequal Effects. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
 12. *Dunn, A.M., Shanock, L. R., **Heggstad, E. D.**, & Banks, G. C. (2017, October). *There are two sides to every story: The veteran's perspective on socialization*. Paper presented at the Annual Meeting of the Southern Management Association, St. Petersburg Beach, FL.
 13. *Woznyj, H., Shanock, L. R., **Heggstad, E. D.** Banks, G. C., (2017, October). *The role of events and affect in perceived organizational support: a within-person approach*. Paper presented at the Annual Meeting of the Southern Management Association, St. Petersburg Beach, FL.
 14. *Dunn, A. M. & **Heggstad, E. D.** (2017, April). *Influence of insufficient effort responding on measurement quality*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

15. **Heggstad, E. D.**, Loignon, A. C., Woehr, D. J., & Frear, K. (2016, April). *The role of context in contextualized personality assessment*. Poster presented at 31st Annual Conference of the Society of Industrial and Organizational Psychology, Anaheim, CA.
16. *Dunn, A. M., Shanock, L. R., **Heggstad, E. D.**, Walker, L. (2015, August). *Negative effects of the situation and neuroticism on the conscientiousness-performance relationship*. Paper presented at the 75th Annual Academy of Management Conference, Vancouver, BC.
Selected as one of top 10% best papers at the conference.
17. *Myers, H., Shanock, L., **Heggstad, E. D.**, Long, S. & Ordonez, Z. (2015, April). *Hispanics interactions with supervisors: Implications for interpersonal justice*. Poster presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
18. Kennerly, S., **Heggstad E. D.**, *Meyers H., & Yap, T. (2015, April). *Psychometric Evaluation & Scoring Standardization of the Nursing Culture Assessment Tool (NCAT) for Use in Long-term Care*. Poster presented at the 36th Annual Meeting of the Southern Gerontological Society (SGS), Williamsburg, VA.
19. Kay, K., Moses, M., Hansen, D., *Williams, L., Shanock, L., & **Heggstad, E. D.** (2015, February). *Intrinsic motivation and flow*. Poster presented at the SPSP Annual Convention. Long Beach, California.
20. *Dunn, A., **Heggstad, E. D.**, Shanock, L. R., & *Schmidt, P. B. (2014, November). *Who I am affects how I respond: Validating a new metric of survey response quality*. Paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA.
21. †Thielgard, N. & **Heggstad, E. D.** (2014, November). *Response styles and scale response formats: Investigating the interaction between number of response options, social status, and race*. Poster presented at the Annual Meeting of the Southern Management Association, Savannah, GA.
22. *Uhrich, B., **Heggstad, E. D.**, Shanock, L. R. & †Barry, L. (2014, November). *The moderating effect of emotional intelligence on the relationship between cognitive ability and performance*. Paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA.
23. Shanock, L. R., *Myers, H., *Dunn, A., **Heggstad, E. D.**, & *Ordonez, Z. (2014, August). *Trickle down effects of supervisor perceived organizational support*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
24. †Macera, B. M., *Frear, K., A., **Heggstad, E. D.**, & Shanock, L. R. (2014, June). *Perceptions of career success when parenting a child with special needs*. Paper presented at Work and Family Researchers Network Conference, New York, NY.

25. *Myers, H., **Heggstad, E. D.**, & Ellingson, J. E. (2014, May). The workplace IPIP: *A contextualized measure of personality*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
26. *Dunn, A., *Schmidt, P. B., Shanock, L. R., **Heggstad, E. D.**, *Myers, H., †Theilgard, N. & †Eatman, C. (2014, May). *Boring surveys: How interactions between individual differences affect response variability*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
27. *Schmidt, P. B., Shanock, L. R., **Heggstad, E. D.**, Rogelberg, S. G., Braddy, P. W., & †Macera, B. M. (2013, November). *The silent killer in the boardroom: Executive leaders' health habits and their relationship with metabolic syndrome, energy, and effectiveness*. Paper presented at the annual conference of the Southern Management Association, New Orleans, LA.
28. *Frear, K. A., Paustian-Underdahl, S. C., **Heggstad, E. D.**, & Walker, L. S. (2013, April). *Gender differences in career success: Distinguishing moderated versus mediated effects*. Poster presented at the annual conference for the Society of Industrial-Organizational Psychology, Houston, TX.
29. **Heggstad, E. D.**, Rogelberg, S., *Goh, A., & Oswald, F. (2012, November). *Does survey nonresponse bias correlations among measured variables?: A simulation study*. Paper presented at the Annual Meeting of the Southern Management Association, Ft. Lauderdale, FL.
30. Justice, L., Rogelberg, S. G., Braddy, P. W., Paustian-Underdahl, S., **Heggstad, E. D.**, Shanock, L., Baran, B. E., Beck, T., Long, S., Andrew, A., Altman, D. G., & Fleenor, J. W. (2012, April). *An examination of top leaders' self-talk, effectiveness, and job strain*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
31. **Heggstad, E. D.** (2011, April). *Translating the magic data: An I/O psychology fable*. Ignite session at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
32. Clegg, B. A., **Heggstad, E. D.**, & Blalock, L. D. (2010, October). *The influences of automation and trainee aptitude on training effectiveness*. Paper presented at the 54th Annual Meeting of the Human Factors and Ergonomics Society, San Francisco, CA.
33. Clegg, B. A., **Heggstad, E. D.**, Blalock, L. D., & Blich, J. (2010, April). *Levels of automation, aptitude, and the effectiveness of training*. Paper presented in the Ellis-Battig Memorial Symposium of the 80th Annual Meeting of the Rocky Mountain Psychological Association, Denver, CO.
34. *Adelman, M., Shanock, L., **Heggstad, E. D.**, *Andrew, A., Walter, M., & Pugh, S. D. (2009, April). *The relationship between 'Dark Side' dispositions, derailment, and*

- turnover*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
35. *Andrew, A., **Heggstad, E. D.**, Shanock, L. Walter, M., & Pugh, S. D. (2009, April). *The moderating role of gender in the personality-performance relationship*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
 36. **Heggstad, E. D.** (2009, April). *Faking is a measurement issue: Let's start with psychometric theory*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
 37. **Heggstad, E. D.**, *Gordon, H., & Reeve, C. L. (2009, April). *Do contextualized personality measures predict personality in context?* Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
 38. Kiger, T., Kuncel, N., & **Heggstad, E. D.** (2009, April). *A meta-analysis of the Bennett Mechanical Comprehension Test*. Poster presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
 39. Coyne, E. E., Ellingson, J. E., & **Heggstad, E. D.** (2007, August). *Personality retest effects: Guilt as the underlying mechanism in generating honest scores*. Paper presented at the Meetings of the Academy of Management, Philadelphia, PA.
 40. **Heggstad, E. D.**, Kersting, M., Krause, D. E., & Thornton, G. C. III. (2006, September). Kognitive Fähigkeitstests und Assessment Center Ratings: Eine Untersuchung zur inkrementellen Validität beider Methoden am Beispiel von Führungskräften [*Cognitive ability tests and assessment center ratings: An examination of the incremental validity of both methods for executives*]. Paper presented at the 45th Congress of the German Society of Psychology, Nürnberg, Germany.
 41. *Mazurkiewicz, M., **Heggstad, E. D.**, & Aguinis, H. (2006, May). *The effect of web-based training on personality-based job analysis responses*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
 42. *Morrison, M. J., & **Heggstad, E. D.** (2006, May). *Seeking an adequate framework: Exploring the comprehensiveness of the Social Competence Inventory*. Symposium paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
 43. Reeve, C. L., & **Heggstad, E. D.** (2006, May). *The influence of g, education and person-vocation fit on income*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

44. *Hopp, P. J., Smith, C. A. P., Clegg, B. A., & **Heggstad, E. D.** (2005, April). *Tactile interruption management: A resource-efficient method for managing multiple tasks.* Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
45. *Morrison, M. & **Heggstad, E. D.** (2005, April). *A comparison and self- and peer ratings of social competence.* Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
46. Krauss, D., Kersting, M., **Heggstad, E. D.**, & Thornton, G. C., III. (2005, April). *Criterion validity of cognitive ability tests and assessment centers.* Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
47. Meyer, R. D., Reeve, C. L., **Heggstad, E. D.**, & McCloy, R. A. (2005, April). *Cognitive mapping strategies of responses to multidimensional forced-choice personality items.* Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
48. White, L. A. Young, M. C., **Heggstad, E. D.**, Stark, S., Drasgow, F. Piskator, G. (2005, January). *Development of a non-high school diploma graduate pre-enlistment screening model to enhance the future force.* Paper presented at the Annual Army Science Conference, Orlando, FL.
49. Young, M. C., White, L. A., **Heggstad, E. D.**, & Barnes, J. D. (2004, August). *Operational validation of the Army's new pre-enlistment attrition screening measure.* Paper presented at the Annual Meeting of the American Psychological Association, Honolulu, HI.
50. *Hopp, P. J., Smith, C. A. P., Clegg, B. A., & **Heggstad, E. D.** (2004, April). *Managing multiple workplace tasks: Tactile cues and task switching performance.* Poster presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
51. *Ward, J. R. & **Heggstad, E. D.** (2004, April). *What is goal orientation anyway?: Disentangling goals, traits and situations.* Poster presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
52. Ellingson, J. E., & **Heggstad, E. D.** (2003, April). *The viability of retesting and warnings for controlling faking tendencies.* Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
53. *Hastey, K. C., **Heggstad, E. D.**, & Chen, P. Y. (2003, April). *Differential effects of faking on the validity of noncognitive measures.* Poster presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

54. *Morrison, M., **Heggstad, E. D.**, Reeve, C. L., & McCloy, R. A. (2003, April). *Do multidimensional forced-choice measures provide normative data?* Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
55. *Mueller-Hanson, R., **Heggstad, E. D.**, & Thornton, G. C., III. (2003, April). *Individual differences in impression management strategy: The role of willingness and opportunity.* Poster presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
56. Reeve, C. L., & **Heggstad, E. D.** (2003, April). *Influence of general cognitive ability on interest-job fit.* Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
57. McCloy, R. A., **Heggstad, E. D.**, & Reeve, C. L. (2002, April). *Silk purse from the sow's ear: Retrieving normative information from multidimensional forced-choice items.* Paper presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.
58. *Mueller-Hanson, R., **Heggstad, E. D.**, & Thornton, G. C., III. (2002, April). *The impact of faking on selection decisions.* Poster presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.
59. Schneider, R. J., Roberts, R. D., & **Heggstad E. D.** (2002, April). *Exploring the structure and construct validity of a self-report social competence inventory.* Paper presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.
60. Young, M. C., White, L. A., & **Heggstad, E. D.** (2001, August). *Faking resistance of the Army's new non-cognitive selection measure: AIM.* Paper presented at the Annual Meeting of the American Psychological Association, San Francisco, CA.
61. Young, M. C., **Heggstad, E. D.**, Rumsey, M. G., & White, L. A. (2000, August). *Army pre-implementation research findings on the Assessment of Individual Motivation.* Paper presented at the Annual Meeting of the American Psychological Association, Washington, DC.
62. **Heggstad, E. D.**, & Kanfer, R. (2000, April). *Motivational traits and skills: Linking personality to performance.* Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
63. Watson, S. E., **Heggstad, E. D.**, & Alderton, D. L. (1999, November). *General timesharing ability: Non-existent or just rare?* Paper presented at the 41st Annual Conference of the International Military Testing Association, Monterey, CA.
64. Young, M. C., **Heggstad, E. D.**, & Nason, E. (1999, September). *Assessment of*

Individual Motivation (AIM) pre-implementation research and implementation plans.
Paper presented at the meeting of the Military Operations Research Society, Alexandria, VA.

65. **Heggstad, E. D., & Kanfer, R.** (1999, April). *Individual differences in trait motivation: Development of the Motivational Trait Questionnaire.* Poster presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
66. **Heggstad, E. D., & Kanfer, R.** (1997, October). *Individual differences in trait motivation: The development of a measure from an integrated personality-motivation perspective.* Poster presented at the Conference on the Future of Learning and Individual Differences Research: Process, Traits, and Content, Minneapolis, MN.
67. Kanfer, R., & **Heggstad, E. D.** (1997, July). *Motivational traits and skills: A personality-oriented perspective.* Paper presented at the conference of the International Society for the Study of Individual Differences, Aarhus, Denmark.
68. Kanfer, R., & **Heggstad, E. D.** (1996, November). *Motivational trait complexes and skill acquisition.* Paper presented at the 37th annual meeting of the Psychonomic Society, Chicago, IL.

DISCUSSANT, CHAIR, PANELIST

1. Reynolds, D., Scott, J., Kantrowitz, T., Oswald, F., Heggstad, E. D., & Collins, L. G. (April, 2020). *SIOP's Leading Edge Consortium: Highlights and Lessons from the 2019 LEC.* Panel discussion at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
2. **Heggstad, E. D.** (2014, February). *Career paths in I/O psychology: A discussion for students.* Panelist in a session at North Carolina Industrial and Organizational Psychology Group, Center For Creative Leadership, Greensboro, NC
3. **Heggstad, E. D.** (2011, April). *Can faking ever be overcome in high-stake testing?: Discussant comments.* Debate at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
4. **Heggstad, E. D.** (2011, April). *I/O psychology for dummies: How to explain what we do.* Panelist in a Symposium at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
5. **Heggstad, E. D.** (2010, April). *The addition of context to personality measures: Discussant comments.* Symposium at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
6. **Heggstad, E. D.,** Goldstein, I. L., Goldberg, E. L., Donovan, M. A., & Carr, L. S.

- (2007, April). *How best to prepare students to be effective I/O practitioners*. Panel discussion at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
7. Powaser, P. R., Stuhlmacher, A. F., Bott, J. P. & **Heggstad, E. D.** (2007, April). *Building the network: A working session for undergraduate I/O programs*. Special working session at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
 8. **Heggstad, E. D.** (2006, May). *Empirical investigations of unproctored personality measures used for employee selection: Discussant comments*. Symposium at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
 9. **Heggstad, E. D.** (2005, April). *Thinking about faking: Discussant comments*. Symposium at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
 10. **Heggstad, E. D.** (2003, April). *Practical considerations for implementing personality testing in organizations*. Session chair. Symposium at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
 11. **Heggstad, E. D.**, & *Hastey, K. C. (2003, April). *Faking as more than error: Causes, consequences, and identification*. Session co-chair. Symposium at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
 12. **Heggstad, E. D.** (2002, April). *Defining the motivational trait nomological network: Discussant comments*. Symposium at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.
 13. **Heggstad, E. D.** (2000, April). *Understanding why specificity matters: Discussant comments*. Symposium at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

INVITED PRESENTATIONS

1. **Heggstad, E. D.** (February, 2022). Panelist for the Scale Development and Validation Topic Interest Group hosted by the Consortium for the Advancement of Research Methods and Analysis, Lubbock, TX.
2. **Heggstad, E. D.** (February, 2020). Scale adaptation in the Organizational Sciences. Presentation given at the Consortium for the Advancement of Research Methods and Analysis, Lubbock, TX.
3. **Heggstad, E.D.** (October, 2019). The practice of scale adaptation in Organizational science research: We can do better. Presentation given at Georgia Tech, Department of Psychology, Atlanta, GA.

4. **Heggestad, E. D.,** McFarland, L., & Goff, M. (2018, April). Glimpses of personality everywhere: Looking beyond self-report assessments. Workshop given at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
5. **Heggestad, E. D.** (2016, April). *Why you need SIOP and why SIOP needs you.* Presentation given at the Society of Industrial and Organizational Psychology Master's Degree Consortium, Anaheim, CA.
6. **Heggestad, E. D.** (2016, April). *Getting tenure.* Panelist in a session at the Society of Industrial and Organizational Psychology Junior Faculty Consortium, Anaheim, CA.
7. **Heggestad, E. D.** (June 2014). *Evidence-based decision making: Spotlight on the long-term unemployed.* Presentation to the Workforce Readiness group of the Charlotte Chapter of the Society for Human Resources Management, Charlotte, NC.
8. **Heggestad, E. D.** (2013, September). *Getting your paper published: A panel discussion with journal editors.* Panelist in a session at North Carolina Industrial and Organizational Psychology Group, Center For Creative Leadership, Greensboro, NC.
9. **Heggestad, E. D.** (2013, March). *Personality testing for pre-employment decision making: Why aren't the relationships stronger?* Presentation given at Wake Forest University, Department of Psychology, Winston, NC.
10. **Heggestad, E. D.** (2010, October). *I'm awesome (no you're not dude): Faking and personality assessment for personnel selection.* Presentation given at Clemson University, Department of Psychology, Clemson, SC.
11. **Heggestad, E. D.** (2008, March). *I'm cool, you're not, na na na boo boo: Thinking about socially competent behavior in organizations.* Presentation given at the 29th annual I/O OB Conference, Denver, CO.
12. **Heggestad, E. D.** (2008, March). *Painting a house on fire: Considering ways to deal with faking on personality assessments.* Presentation given at Colorado State University, Department of Psychology, Fort Collins, CO.
13. **Heggestad, E. D.** (2006, October). *"If I fake, what are you gonna' do about it": Dealing with faking on personality tests.* Presentation given at Virginia Tech, Department of Psychology, Blacksburg, VA.

14. **Heggstad, E. D.** (2006, October). *Faking in personnel selection: Does it matter and what we can do about it.* Presentation given at Educational Testing Services, Princeton, NJ.
15. Ellingson, J. E., & **Heggstad, E. D.** (2006, October). *Personality retest effects: Guilt as a mechanism for managing response distortion.* Presentation given at Educational Testing Services, Princeton, NJ.
16. **Heggstad, E. D.** (2005, February). "If I fake, what are you gonna' do about it": *Dealing with faking on personality tests.* Presentation given at the University of Akron, Department of Psychology, Akron, OH.
17. **Heggstad, E. D.** (2005, February). "If I fake, what are you gonna' do about it": *Dealing with faking on personality tests.* Presentation given at the University of Minnesota, Carlson School of Management, Department of Human Resources and Industrial Relations, Minneapolis, MN.
18. **Heggstad, E. D.** (2003, October). *Personality in selection: Answering questions about faking.* Presentation given at Wayne State University, Department of Psychology, Detroit, MI.
19. **Heggstad, E. D.** (2003, May). *Personality in selection: Answering questions about faking.* Presentation given at Human Resources Research Organization, Alexandria, VA.

TECHNICAL REPORTS

* denotes graduate student under my supervision

1. **Heggstad, E. D.**, Shanock, L., Dunn, A. & Myers, H. (2014). *Linking HR competence to key performance indicators: A criterion validation program.* Report for the SHRM Foundation #157.
2. Clegg, B. A., & **Heggstad, E. D.** (2010). *Automation and effective training.* Colorado State University Technical Report for Army Research Office Grant W911NF-05-1-015.
3. Healy, A. F., Bourne, L. E., Jr., Clegg, B. A., Fornberg, B., Gonzalez, C., **Heggstad, E. D.**, & Proctor, R. W. (2009). *Training knowledge and skills for the networked battlefield.* Annual Technical Report for U.S. Army Research Office, MURI Grant W911NF-05-1-015.
4. Healy, A. F., Bourne, L. E., Jr., Clegg, B. A., Fornberg, B., Gonzalez, C., **Heggstad, E. D.**, & Proctor, R. W. (2008). *Training knowledge and skills for the networked battlefield.* Annual Technical Report for U.S. Army Research Office, MURI Grant W911NF-05-1-015.

5. Healy, A. F., Bourne, L. E., Jr., Clegg, B. A., Fornberg, B., Gonzalez, C., **Heggestad, E. D.**, Laughery, R., & Proctor, R. W. (2007). *Training knowledge and skills for the networked battlefield*. Annual Technical Report for U.S. Army Research Office, MURI Grant W911NF-05-1-015.
6. Healy, A. F., Bourne, L. E., Jr., Clegg, B. A., Fornberg, B., Gonzalez, C., **Heggestad, E. D.**, Laughery, R., & Proctor, R. W. (2006). *Training knowledge and skills for the networked battlefield*. Annual Technical Report for U.S. Army Research Office, MURI Grant W911NF-05-1-015.
7. Knapp, D.J., Waters, B. K., & **Heggestad, E. D.** (2003). *Understanding and improving the Assessment of Individual Motivation (AIM) in the Army's GED Plus Program* (DASW01-98-D-0047). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
8. *Mueller-Hanson, R., *Hastey, K., & **Heggestad, E. D.** (2003, June). *Technical report: Development of an integrity assessment*. Fort Collins, CO: Avert, Inc.
9. *Hastey, K., *Mueller-Hanson, R., & **Heggestad, E. D.** (2003, June). *Technical and administrative manual for the Work Values Questionnaire*. Fort Collins, CO: Avert, Inc.
10. *Anderson, L., *Rupp, D., **Heggestad, E. D.**, & Thornton, G. C., III. (2002, November). *Development of proficiency measures for Sun Microsystems, Inc.: Problem solving and decision making and adaptability/flexibility*. Broomfield, CO: Sun Microsystems.
11. **Heggestad, E. D.**, *Carpenter, S., *O'Shea, W. G., DeLosh, E., & Clegg, B. (2002, February). *Timesharing: Its future implications for the Navy*. Research Triangle Park, NC: Battelle.
12. *Hastey, K., **Heggestad, E. D.**, *Mueller-Hanson, R., & *Lahti, K. (2001, December). *Phase 3: Large scale reliability and construct validity study*. Fort Collins, CO: ADP Screening and Selection Services from Avert.
13. *Lahti, K., *Mueller-Hanson, R., **Heggestad, E. D.**, & *Hastey, K. (2001, December). *Technical and administrative manual for the KeyPoint Cognitive Assessment*. Fort Collins, CO: ADP Screening and Selection Services from Avert.
14. *Mueller-Hanson, R., **Heggestad, E. D.**, *Lahti, K., & *Hastey, K. (2001, December). *Technical and administrative manual for the KeyPoint Cognitive Assessment*. Fort Collins, CO: ADP Screening and Selection Services from Avert.
15. Barnes, J. D., & **Heggestad, E. D.** (2001, November). Chapter 2: Overview of AIM databases. In D. J. Knapp, B. K. Waters & **E. D. Heggestad** (Eds.), *Addressing Operational Issues in Support of the Institutionalization of the Assessment of Individual Motivation (AIM)*. (FR-WATSD-01-75). Alexandria, VA: Human Resources Research Organization.

16. *Lahti, K., *Mueller-Hanson, R., **Heggstad, E. D.**, & *Hastey, K. (2001, October). *Phase 1B: Development and initial evaluation of the KeyPoint Job Fit Assessment*. Fort Collins, CO: Avert, Inc.
17. *Mueller-Hanson, R. & **Heggstad, E. D.** (2001, July). *Phase 1A: Initial evaluation of the KeyPoint Cognitive Assessment*. Fort Collins, CO: Avert, Inc.
18. **Heggstad, E. D.** (2000, June). *General timesharing ability: A Pilot study and a proposed methodology* (FR-WATSD-00-23). Alexandria, VA: Human Resources Research Organization.
19. Handy, K., **Heggstad, E. D.**, & Sticha, P. J. (2000, April). *Review of the effects of continuing education on recruiting, performance, and turnover*. (FR-WATSD-00-21). Alexandria, VA: Human Resources Research Organization.
20. **Heggstad, E. D.**, Young, M. C., Strickland, W. G., & Rumsey, M. G. (1999, December). *The Assessment of Individual Motivation: Evaluation of validity and development of alternate forms*. (FR-WATSD-99-66). Alexandria, VA: Human Resources Research Organization.
21. **Heggstad, E. D.** (1999, November). *Time-sharing ability: Model analysis*. (FR-WATSD-99-58). Alexandria, VA: Human Resources Research Organization.
22. **Heggstad, E. D.**, Lightfoot, M. A., & Waters, B. K. (1999, June). *Pre-implementation research on the Assessment of Individual Motivation (AIM) Phase I: Item development* (FR-WATSD-99-22). Alexandria, VA: Human Resources Research Organization.
23. Lightfoot, M. A., Diaz, T. E., **Heggstad, E. D.**, Darby, M. M., & Alley, W. E. (1999, April). *New Air Force classification composites for USAF/DPX* (FR-WATSD-99-17). Alexandria, VA: Human Resources Research Organization.
24. Lightfoot, M. A., McBride, J. A., **Heggstad, E. D.**, Alley, W. A., Harmon, L. W., & Rounds, J. (1999, March). *Navy interest inventory: Approach development* (FR-WATSD-99-13). Alexandria, VA: Human Resources Research Organization.

COURSES TAUGHT

CSU = Colorado State University; all other courses were taught at UNC Charlotte

UNDERGRADUATE COURSES

PSYC 2104	Critical Thinking about Research
PSYC 3001	Topics – Getting into Graduate School
PSYC 3172	Personnel Psychology
PSYC 4630	Senior Seminar
PY440	Industrial Psychology (CSU)

PY441 Industrial Psychology Laboratory (CSU)

GRADUATE COURSES

PSYC 6135 Psychology of Personality
PSYC 6171 Introduction to IO Psychology
PSYC 6177 Personnel II
PSYC 6205 Lab & Field Quant Research Methods
PSYC 6207 Assessment in Organizations
OS 8610 Micro I
OS 8630 Organizational Measurement
PY600I Introduction to Personality (CSU)
PY600K Psychological Measurement (CSU)
PY655 Research Methods (CSU)
PY792 Seminar: Work Motivation (CSU)

STUDENT COMMITTEES

CSU = Colorado State University; all other courses were taught at UNC Charlotte

DISSERTATION COMMITTEES CHAIRED/CO-CHAIR

Nicole Voss. Ongoing. UNC Charlotte

Amber Davidson. Ongoing. UNC Charlotte.

Kelcie Grenier. Ongoing. UNC Charlotte.

Tarya Bardwell, Ongoing, UNC Charlotte.

Austin Valvo, Ongoing, UNC Charlotte.

Dr. Zoa Ordoñez. 2017. *Antecedents of expatriate organizational embeddedness: the role of cultural distance and host country national support.* UNC Charlotte.

Dr. Kate Frear. 2014. *A Grounded Theory Study of the Meaning of Career Success.* UNC Charlotte.

Dr. Marisa Adelman Carson. 2011. *Antecedents of effective leadership: The relationships between social skills, transformational leadership, leader effectiveness, and trust in the leader.* UNC Charlotte. (Co-Chair).

Dr. Heather Gordon. 2010. *Understanding executive turnover: Executive performance and economic changes.* UNC Charlotte.

- Dr. Pamela Hopp-Levine. 2006. *Substandard job performance: Development of a model and the examination of poor organizational performers*. Colorado State University.
- Dr. Elisa George. 2006. *Interviewer accuracy across levels of structure in the employment interview*. Colorado State University.
- Dr. Morgan Morrison. 2005. *The nature of the social competence construct*. Colorado State University.
- Dr. Kelly S. McIntyre. 2005. *Understanding climate for customer service*. Colorado State University.
- Dr. J. Ragan Ward-Neilson. 2005. *Cognition, dispositions and affect in motivation: Linking them back together*. Colorado State University.
- Dr. Kimberly Hastey. 2003. *Would-do, could-do, and should-do: Comparisons among typical, maximal, and faking patterns of personality responding*. Colorado State University.
- Dr. Rose Mueller-Hanson. 2002. *Impression management strategy and faking behavior*. Colorado State University.

DISSERTATION COMMITTEE MEMBERSHIP

George Stock	Ongoing	Organizational Science
Betsy Albritton	Ongoing	Organizational Science
Mary Hausfeld	2022	Organizational Science
Wendy Long	2022	Organizational Science
Elizabeth Clayton	2022	Organizational Science
Bob Bickmeier	2022	Organizational Science
Roxanne Ross	2021	Organizational Science
Claire Mansfield	2021	Organizational Science
LaDonna McFarland	2020	Nursing Practice
David Scheaf	2018	Organizational Science
Alex Dunn	2017	Organizational Science
Haley Woznyj	2017	Organizational Science
Mallory Fiery	2016	Health Psychology
Benjamin Uhrich	2016	Organizational Science
Erin Carroll	2013	Computer Science
Patricia Linton	2011	Education
Autumn Krauss	2005	I/O (CSU)
Joe McGonagle	2005	Counseling (CSU)
Phoebe Titus	2005	Counseling (CSU)
Nicholas Perrine	2005	Social Psychology (CSU)
Lori Anderson	2004	I/O (CSU)
Ken Lahti	2003	I/O (CSU)

Gregory Shaffer 2003 I/O (CSU)

THESIS COMMITTEES CHAIRED/CO-CHAIRED

Nicole Voss. 2022. *Social skills at first acquaintance: Moderators of the relationship between self- and other-ratings of social skills*. UNC Charlotte.

Steven Alexander. 2020. *Self- efficacy, perceived utility and supervisor support’s relationship with motivation to transfer training*. UNC Charlotte.

Amber Davidson. 2018. *Situation type and the positive within-person correlation between state neuroticism and state conscientiousness*. UNC Charlotte.

David Scheaf. 2016. *How perceptions of inclusion relate to work group attraction*. UNC Charlotte. (Co-Chair).

Anne-Marie Winter. 2015. *Does the configurable approach to personality testing impact measurement characteristics?: A measurement equivalence/invariance analysis*. UNC Charlotte.

Mara Mudd. 2010. *The relationship between personality and self-awareness among high-level leaders*. UNC Charlotte.

Cameron Clyne. 2008. *Generic inventories beware: The development of a highly contextualized personality measure*. UNC Charlotte.

Heather Gordon. 2008. *Understanding changes in contextualized personality measures: Examining the change from the alpha, beta, and gamma perspective*. UNC Charlotte.

Mark Mazurkiewicz. 2005. *The effect of web-based training on responses to a personality-based job analysis Questionnaire*. Colorado State University.

Pamela Hopp. 2003. *A strategy of interruption management: Tactile cues and task switching performance*. Colorado State University.

Geoffrey Burcaw. 2003. *The self-efficacy—performance relationship over time*. Colorado State University.

THESIS COMMITTEE MEMBERSHIP

Paul Amari	2023	I/O, Organizational Science
Austin Valvo	2022	I/O, Organizational Science
Jake Roach	2022	I/O
Betsy Albritton	2021	I/O, Organizational Science
George Stock	2020	I/O, Organizational Science

Mary Monroe	2019	I/O, Organizational Science
Michelle Flynn	2019	I/O; Clemson University
Roxanne Ross	2018	I/O, Organizational Science
Elizabeth Clayton	2018	I/O, Organizational Science
Miles Moffit	2018	I/O, Organizational Science
Lea Williams	2016	I/O, Organizational Science
Nicole Thurmond	2016	I/O, Organizational Science
Melissa Medaugh	2016	I/O, Organizational Science
Chelsea Beveridge	2016	I/O, Organizational Science
Haley Myers	2014	I/O, Organizational Science
Alexandra Dunn	2014	I/O, Organizational Science
Paul Schmidt	2013	I/O, Organizational Science
Zoa Ordonez	2012	I/O, Organizational Science
Logan Justice	2012	I/O, Organizational Science
Marisa Adelman	2008	Organizational Science
Heather Bixby	2008	Clinical and Community
Joe Allen	2007	I/O, Organizational Science
Jessica Thornton	2007	I/O
Nikki Blacksmith	2007	I/O
Cary Bailey-Findley	2006	I/O
Jennifer Buckley	2006	Clinical and Community
Monica Rosales	2006	Counseling (CSU)
Rachel Maxwell	2005	I/O (CSU)
Jenny Daly	2005	Counseling (CSU)
Heidi Bemowski	2005	Counseling (CSU)
Mikael Potemra	2005	I/O (CSU)
Jeff Foley	2004	Education (CSU)
Tasha Eurich	2004	I/O (CSU)
Autumn Krauss	2003	I/O (CSU)

UNDERGRADUATE HONORS THESES SUPERVISED

Jessica Grenia	2016
Nels Thielgard	2014
Ann-Marie Winter	2009
Kenli Tyrell	2004
Laura Kietzmann	2002

PROFESSIONAL TEACHING ACTIVITIES

Panelist; *Teaching*; Panel discussion for the Human Resources Division doctoral consortium held at the Meetings of the Academy of Management, Atlanta, GA, August, 2006.

Panelist; *Teaching Activities for Undergraduate Courses in Industrial/Organizational Psychology*; Panel discussion at the 18th Annual Conference of the Society for Industrial

and Organizational Psychology, Orlando, FL, 2003.

Invited lecturer in the Seminar for College Teaching. *Testing and grading*. Colorado State University: Fall 2001; Spring 2002; Fall 2002; Spring 2003; Fall 2003; Fall 2004

PROFESSIONAL SERVICE

ADVISORY POSITIONS

- 2018-Present Advisory Council, Work Science Center, Georgia Institute of Technology
- 2015-2017 Chair, Science Advisory committee serving the National Center for State Courts to provide guidance on grant funded work to develop a competency model for state court judges that will serve as the foundation for a professional development program.
- 2006-2007 Member, Technical advisory panel on faking and non-cognitive assessment, Education Testing Service, Princeton, NJ.
- 2005 Consortium Research Fellow for the U.S. Army Research Institute, Selection and Assignment Research Unit
Conducted analyses and supported the Army's preliminary evaluation of the Army's Tier Two Attrition Screen (TTAS).
- 2004 Consortium Research Fellow for the U.S. Army Research Institute, Selection and Assignment Research Unit
Served on a technical advisory panel overseeing the Army's Study to Support the Development and Implementation of Screening Tools for Reducing Attrition among Non-High School Graduate Enlisted Accessions
- 2000-2003 Consortium Research Fellow for the U.S. Army Research Institute, Selection and Assignment Research Unit
Served on a Technical Advisory Panel overseeing the Army's Assessment of Individual Motivation Pre-Implementation research program

SOCIETY FOR INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY (SIOP)

- 2021-2024 Member SIOP Executive Board (an elected position), Financial Services Officer
- 2019 Member Conference Committee for the SIOP Leading Edge Consortium
- 2012-2015 Member SIOP Executive Board (an elected position), Membership Services Officer
- 2008-2010 Chair Conference Evaluation Committee

2006-2008	Chair	Education and Training Committee
2005-2006	Chair	Program Chair of the I/O track of the American Psychological Society Convention
2005	Chair	Subcommittee (Awards Committee) for the Flanagan Award for best student paper
2005	Member	Subcommittee (Awards Committee) for the S. Raines Wallace Best Dissertation Award
2004	Member	Subcommittee (Awards Committee) for the I/O Teaching Award
2003-2004	Member	Subcommittee (Program Committee) for strategic program planning

SOUTHERN MANAGEMENT ASSOCIATION (SMA)

2016	Member	Best Doctoral Student Paper Award Committee – Southern Management Association
2014	Member	Best Paper in the in the Human Resources/Research Methods track

REVIEWING AND EDITING SERVICE

Associate Editorships

2009-Present Journal of Business and Psychology

Editorial Boards

2023-Present Leadership Quarterly
 2015-Present Human Performance
 2008-2013 Journal of Applied Psychology
 2004-2008 Military Psychology
 2003-2008 Journal of Management

Ad Hoc Reviewing

Academy of Management Learning and Education
 Academy of Management Journal
 European Journal of Personality
 International Journal of Selection and Assessment
 Journal of Experimental Psychology: Applied
 Journal of Occupational and Organizational Psychology
 Organizational Research Methods
 Personnel Psychology
 Personality and Individual Differences

Psychological Bulletin

SERVICE FOR THE UNIVERSITY COMMUNITY

CSU = Colorado State University; all other activities were for UNC Charlotte

UNIVERSITY SERVICE

2020-2021	Member	Comprehensive Review Committee: Dr. David Bellar, Chair, Department of Kinesiology
2017	Member	Comprehensive Evaluation Committee, Chair of Management
2017	Member	Outstanding GTA Award Committee <i>(also 2014-2016)</i>
2015-2017	Member	Faculty Competitive Grants Committee
2014-2015	Judge	Graduate Research Fair
2013-2014	Mentor	Charlotte Research Scholars Program
2010	Member	Internal Grant Evaluation Committee – Belk College of Business
2001-2004	Speaker	Gave a symposium on testing and grading as part of the University-wide program for training new teaching assistants <i>(CSU)</i>

COLLEGE SERVICE

2020-2021	Member	Comprehensive Review Committee: Dr. Michael Turner, Chair, Department of Criminal Justice and Criminology
2019-2020	Member	Comprehensive Review Committee: Dr. Nancy Gutierrez, Dean College of Liberal Arts and Sciences
2018-2019	Member	Search Committee: Chair, Department of Sociology
2018-2019	Member	CLAS Retreat Planning Group (with Dr. Joan Mullin & Dr. Bernadette Donovan-Merkert)
2017-2018	Member	Comprehensive Review Committee: Dr. Dave Woehr, Chair, Department of Management
2015-2016	Member	CLAS committee to evaluate the Charlotte Teachers Institute
2012-2013	Member	CLAS Committee to redesign Teaching Evaluations
2012-2013	Member	CLAS Representative on the Apply Yourself Replacement Team
2002-2004	Member	Research and Graduate Education Committee <i>(CSU)</i>

DEPARTMENT SERVICE

2023-Current	Member	Curriculum Revision Team
2019-2022	Chair	Department of Psychological Science
2017-2019	Interim Chair	Department of Psychological Science
2016-2017	Member	Executive Departmental Review Committee <i>(also in 2010-2011)</i>
2015-2017	Chair	Excite & Engage, Department Colloquium Series
2015-2016	Chair	Search Committee, Assistant Professor in I/O psychology <i>(also in 2012-2013; 2006-2007)</i>

2015	Member	Department Strategic Planning Committee
2014-2016	Chair	Executive Departmental Review Committee (also in 2011-2012)
2010-2011	Member	Search Committee, Assistant Professor in Social Psychology
2009-2010	Member	Search Committee, Department Chair (also in 2008-2009)
2010-2011	Member	Graduate curriculum committee (also in 2006-2007; 2005-2006)
2005-2006	Member	Search Committee, Department Lecturer
2005-2006	Member	Search Committee, Administrative Assistant I
2003-2005	Advisor	Psi Chi, National Honor Society in Psychology (CSU)
2002-2003	Chair	Department Colloquium Series Committee (CSU)
2002-2003	Member	Committee to Examine Department Hiring Plan (CSU)
2001-2002	Member	Colloquium Series Committee (CSU)

GRADUATE PROGRAM SERVICE

2023-2024	Member	Organizational Science Advisory (also 2015-2016, 2011-2013)
2017	Member	Organizational Science Admission Committee (also in 2011, 2008)
2016	Chair	I/O MA Program Admissions Committee (also in 2014, 2007, 2006)
2016	Chair	I/O MA Program Comprehensive Examination Committee
2012	Mentor	Organizational Science Summer Institute
2008-2017	Director	IO MA Program
2008-2009	Chair	Committee for incentivizing student research (OS Program)
2006-2007	Member	Committee for the Evaluation of the OS Director
2003	Chair	I/O Program Graduate Admissions Committee (CSU) (also 2002)
2003	Chair	I/O program recruitment weekend (CSU) (also 2002)

MEDIA COVERAGE

- Was quoted in an article appearing in Business News Journal 4/30/2014
 - *Quote was about the use of personality tests to evaluate workers*
- Was quoted in an article appearing in Business News Journal 5/30/2014
 - *Quote was about the use of personality tests to evaluate workers*

PROFESSIONAL MEMBERSHIPS

Society for Industrial and Organizational Psychology, Fellow (SIOP)
 American Psychological Association (APA)
 Phi Beta Kappa
 Phi Kappa Phi
 Psi Chi