

Curriculum Vitae  
**Scott Tonidandel**

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Department of Management  
Belk College of Business  
University of North Carolina at Charlotte  
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Charlotte, NC 28223-001

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Clemmons, NC 27012  
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**Education**

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Rice University, Houston, TX  
    PhD. in Industrial/Organizational Psychology, 2001  
    M.A. in Psychology, 1999  
Davidson College, Davidson, NC  
    B.A. with Honors in Psychology, *cum laude*, 1996  
London School of Economics, London, England  
    Summer Program, 1994

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**Employment**

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Program Director, Organizational Science, University of North Carolina-Charlotte, 2022-present  
Professor of Management & Data Science, University of North Carolina-Charlotte, 2018-present  
Associate Director, Organizational Science, UNC-Charlotte, 2019-2022  
Wayne M. and Carolyn A. Watson Professor, Davidson College, 2015-2018  
Associate Professor, Davidson College, 2008-2015  
Assistant Professor, Davidson College, 2002-2008  
Visiting Scholar, Rice University, 2001-2002  
Lecturer, University of Texas – Houston, Health Sciences Center, 2001-2002  
Senior Research Scientist, University of Texas – Houston, Health Sciences Center, 1999-2001

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**Honors and Awards**

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Belk College of Business, Dean's Award for Diversity, Equity, and Inclusion  
Fellow, American Psychological Association  
Fellow, Association for Psychological Science  
Fellow, Society of Industrial and Organizational Psychology, Division 14 of the American Psychological Association  
Journal of Applied Psychology, Monograph, 2020 – Coauthored article “alpha to omega and beyond! A look at the past, present, and (possible) future of psychometric soundness in the Journal of Applied Psychology”  
Organizational Research Methods, Best Paper Award, 2018, Runner-up – First authored article “Big data methods: Leveraging modern data analytic techniques to build organizational science.”  
Boswell Fellowship, 2017-2018. Provides funding for a full year sabbatical.  
Organizational Research Methods, Best Paper Award, 2016, Runner-up – Coauthored article “Getting through the gate: Statistical and methodological issues raised in the reviewing process”

- Journal of Business and Psychology, 2015 Editor's commendation for best paper – First authored article “RWA-Web: A free, comprehensive, web-based, and user-friendly tool for relative weight analysis”
- Personnel Psychology, Best Paper Award, 2012, Finalist – Coauthored article “Is there a method to the madness: Examining how Racioethnic Matching Influences Retail Productivity” Best Paper Award, 2011 – First authored article, “The Relative Importance of Managerial Skills for Predicting Leader Effectiveness.” Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL
- Best Empirical Paper Award, 2009 – Coauthored article, “Demographic representativeness: Extending the business case for diversity.” Presented at the Hospitality Industry Workplace Diversity Meeting in Houston, TX
- John D. and Katherine T. MacArthur Pre-tenure Professorship, 2007-2009.
- HR Division of the Academy of Management Scholarly Achievement Award, 2007 – Coauthored article, "Racial Differences in Employee Retention: Are Diversity Climate Perceptions the Key?" was selected as one of the three most significant HR publications in 2007.
- Lodieska Stockbridge Vaughan Dissertation Fellowship, Rice University, 2000-2001 – Awarded to two graduate students in the social sciences who display evidence of “outstanding achievement and promise.”
- Rice University Graduate Fellowship, 1996-1999.
- National Science Foundation Graduate Fellowship, Honorable Mention, 1997.
- Phi Beta Kappa, Academic Honor Society, 1996.
- William Gatewood Workman Psychology Award, Davidson College, 1996 – Award given to the Psychology major who exhibited extraordinary levels of scholarship, character, and service to the department.
- Outstanding Undergraduate Research Award, North Carolina Sigma Xi Society, 1996.

## **Publications**

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### **Books**

- Tonidandel, S., King, E. B., & Cortina, J. (2016). *Big data at work: The data science revolution and organizational psychology*. Taylor Francis.

### **Journal Publications**

64. Koenig, N., Tonidandel, S., Thompson, I., Albritton, B., Koohifar, F., Yankov, S., Speer, A., Hardy, J., Gibson, C., Frost, C., Liu, M., McNeney, D., Capman, J. F., Lowery, S. B., Kitching, M., Nimbkar, A., Boyce, A., Sun, T., Guo, F., Min, H., Zhang, B., Lebanoff, L., & Newton, C. (in press). Improving measurement and prediction in personnel selection through the application of machine learning. *Personnel Psychology*.
63. Thompson, I., Koenig, N., Mracek, D., & Tonidandel, S. (2023). Deep learning in employee selection: Evaluation of algorithms to automate the scoring of open-ended assessments. *Journal of Business and Psychology*, 38, 509–527. <https://doi.org/10.1007/s10869-023-09874-y>
62. Banks, G. C., Ross, R., Toth, A. A., Tonidandel, S., Goloujeh, A. M., Duo, W. W., &

- Wesslyn, R. (2022). The triangulation of ethical leader signals using qualitative, experimental, and data science methods. *The Leadership Quarterly*, <https://doi.org/10.1016/j.leaqua.2022.101658>
61. Stock, G., Banks, G. C., Voss, E. N., Tonidandel, S., & Woznyj, H. (2022). Putting leader (follower) behavior back into transformational leadership: A theoretical and empirical course correction. *The Leadership Quarterly*, <https://doi.org/10.1016/j.leaqua.2022.101632>.
60. Multhaup, K. S., Smith, D., Hunter, A., Boyd, M. M., & Tonidandel, S. (2022). The ethics of psychology professors' behaviors: Perceptions from both sides of the podium. *Teaching of Psychology*, 00986283221095045.
59. Tonidandel, S., Summerville, K.M., Gentry, W.A., Young, S. (2022). Using structural topic modeling to gain insight into challenges faced by leaders. *The Leadership Quarterly*, <https://doi.org/10.1016/j.leaqua.2021.101576>
58. Kreamer, L. M., Albritton, B. H., Tonidandel, S., & Rogelberg, S. G. (2021). The use and misuse of organizational research methods 'best practice' articles. *Organizational Research Methods*, 10944281211060706.
57. Cortina, J. M., Sheng, Z., Keener, S. K., Keeler, K. R., Grubb, L. K., Schmitt, N., Tonidandel, S., Summerville, K. M., Heggestad, E. D., & Banks, G. C. (2020). From alpha to omega and beyond! A look at the past, present, and (possible) future of psychometric soundness in the Journal of Applied Psychology. *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/ap10000815>  
\*Awarded monograph status by the JAP Senior Editorial Team
56. Albritton, B. H., & Tonidandel, S. (2020). How can big data science transform the psychological sciences? *The Spanish Journal of Psychology*, 23. e44.  
Doi:10.1017/SJP.2020.45
55. Gooty, J., Banks, G. C., Loignon, A. C., Tonidandel, S., Williams, C. E. (2021). Meta-Analyses as a Multi-Level Model. *Organizational Research Methods*, 24(2), 389-411.  
<https://doi.org/10.1177/1094428119857471>
54. David, E., Avery, D., Witt, L., Tonidandel, S., McKay, P., Brown, L., & Crepeau, L. (2019). Helping misfits to commit: How justice climate attenuates the effects of personality dissimilarity on organizational commitment. *Journal of Business and Psychology*, 34, 503-517. doi: 10.1007/s10869-018-9556-7
53. Heggestad, E., Scheaf, D., Banks, G., Monroe, M., Tonidandel, S., & Williams, E. (2019). Scale adaptation in organizational science research: A review and best-practice recommendations. *Journal of Management*, 45, 2596-2627.

52. Grand, J. A., Rogelberg, S. G., Banks, G. C., Landis, R. S., & Tonidandel, S. (2018). From outcome to process focus: Fostering a more robust psychological science through registered reports and results-blind reviewing. *Perspectives on Psychological Science, 13*, 448-456.
51. Tonidandel, S., King, E. B., & Cortina, J. M. (2018). Big data methods: Leveraging modern data analytic techniques to build organizational science. *Organizational Research Methods, 21*, 525-547. doi: 10.1177/1094428116677299  
\* Best Paper Award, Runner-up
50. Grand, J. A., Rogelberg, S. G., Allen, T. D., Landis, R. S., Reynolds, D. H., Scott, J. C., Tonidandel, S., Truxillo, D. M. (2018). A systems-based approach to fostering robust science in Industrial-Organizational psychology. *Industrial and Organizational Psychology, 11*, 4-42. doi:10.1017/iop.2017.55
49. Robinson, A. M., Fronk, G.E., Zhang, H., Tonidandel, S., & Smith, M.A. (2017). The effects of social contact on cocaine intake in female rats. *Drug and Alcohol Dependence, 177*, 48-53. doi: 10.1016/j.drugalcdep.2017.03.027
48. Potisek, M., Dean, L., Harris, L., Tonidandel, S., & Tonidandel, A. (2017). Maternal benefits of early skin-to-skin following cesarean delivery. *Wake Forest Journal of Science and Medicine, 3*, 74-79.
47. Green, J., Tonidandel, S., & Cortina, J. M. (2016). Getting through the gate: Statistical and methodological issues raised in the reviewing process. *Organizational Research Methods, 19*, 402-432. doi: 10.1177/1094428116631417  
\*Best Paper Award, Runner-up
46. Hernandez, M., Avery, D. R., Tonidandel, S., Hebl, M. R., Smith, A. N., & McKay, P. F. (2016). The role of proximal social contexts: Assessing stigma-by-association effects on leader appraisals. *Journal of Applied Psychology, 101*, 68-85. doi: 10.1037/apl0000030
45. Guzzo, R. A., Fink, A. A., King, E., Tonidandel, S., & Landis, R. S. (2015). Big data recommendations for industrial-organizational psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 8*, 491-508.
44. Tonidandel, S. LeBreton, J. M. (2015). RWA-Web: A free, comprehensive, web-based, and user-friendly tool for relative weight analysis. *Journal of Business and Psychology, 30*, 207-216. doi: 10.1007/s10869-014-9351-z  
\*Editor's commendation for best paper
43. Volpone, S. D., Tonidandel, S., Avery, D. R., & Castel, S. (2015). Exploring the use of credit scores in selection processes: Beware of adverse impact. *Journal of Business & Psychology, 30*, 357-372. DOI: 10.1007/s10869-014-9366-5  
\*Profiled on *Psychologicalscience.org*

42. Tonidandel, A., Booth, J., D'Angelo, R., Harris, L., & Tonidandel, S. (2014). Anesthetic and obstetric outcomes in morbidly obese parturients: A 20-year follow-up retrospective cohort study. *International Journal of Obstetric Anesthesia*, *23*, 357-364. doi: 10.1016/j.ijoa.2014.05.004
41. Tonidandel, S., Bryan, L. K., & Morgan, W. B. (2014). Educating I-O psychologists: Perspectives from SIOP's Education and Training Committee. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *7*, 58-61.
40. Gentry, W. A., Cullen, K. L., Sosik, J. J., Chun, J. U., Leupold, C. R., & Tonidandel, S. (2013). Integrity's place among the character strengths of middle-level managers and top-level executives. *The Leadership Quarterly*, *24*, 395-404. doi: 10.1016/j.leaqua.2012.11.009
39. LeBreton, J. M., Tonidandel, S., & Krasikova, D. (2013). Residualized relative importance analysis: A technique for the comprehensive decomposition of variance in higher-order effects regression models. *Organizational Research Methods*, *16*, 449-473. doi:10.1177/1094428113481065
38. Smith, M.A., Peitz, G.W., Strickland, J.C., Pitts, E.G., Tonidandel, S., & Foley, M. (2013). Peer influences on drug self-administration: An econometric analysis in socially housed rats. *Behavioral Pharmacology*, *24*, 114-123. doi: 10.1097/FBP.0b013e32835f1719.
37. Snell, S. J., Tonidandel, S., Braddy, P., & Fleenor, J. (2013). The relative importance of political skill dimensions for predicting managerial effectiveness. *European Journal of Work and Organizational Psychology*. doi:10.1080/1359432X.2013.817557
36. Tonidandel, S. & LeBreton, J. M. (2013). Beyond step-down analysis: A new test for decomposing the importance of dependent variables in MANOVA. *Journal of Applied Psychology*, *98*, 469-477. doi: 10.1037/a0032001
35. Avery, D. R., McKay, P. F., Tonidandel, S., Volpone, S. D., & Morris, M. A. (2012). Is there a method to the madness: Examining how racioethnic matching influences retail productivity. *Personnel Psychology*, *65*, 167-199. doi: 10.1111/j.1744-6570.2011.01241.x  
\*Best Paper Award, Runner-up
34. Hebl, M. R., Tonidandel, S. & Ruggs, E. N. (2012). The impact of like-mentors for gay and lesbian employees. *Human Performance*, *25*, 52-71. doi: 10.1080/08959285.2011.631645
33. Tonidandel, S., Braddy, P.W., Fleenor, J.W. (2012). Relative importance of managerial skills for predicting effectiveness, *Journal of Managerial Psychology*, *27*, 636 – 655. doi: 10.1108/02683941211252464

32. Pearson, B., Snell, S., Bye-Nagel, K., Tonidandel, S., Heyer, L. J. & Campbell, A. M. (2011). Word selection affects perceptions of synthetic biology. *Journal of Biological Engineering*, 5, doi:10.1186/1754-1611-5-9
31. Tonidandel, S. & LeBreton, J. M. (2011). Relative importance analyses: A useful supplement to multiple regression analyses. *Journal of Business and Psychology*, 26, 1-9. doi:10.1007/s10869-010-9204-3
30. Overall, J. E. & Tonidandel, S. (2010). The case for use of simple difference scores to test the significance of differences in mean rates of change in controlled repeated measurements designs. *Multivariate Behavioral Research*, 45, 806-827. doi: 10.1080/00273171.2010.519266
29. Avery, D. R., Tonidandel, S., Volpone, S. D., & Raghuram, A. (2010). Overworked in America? The interactive effects of work hours, immigrant status, and interpersonal justice on perceived work overload. *Journal of Managerial Psychology*, 25, 133-147. doi: 10.1108/02683941011019348
28. Meade, A. W. & Tonidandel, S. (2010). Not seeing clearly with Cleary: What test bias analyses do and do not tell us. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 192-205. doi: 10.1111/j.1754-9434.2010.01223
27. Meade, A. W. & Tonidandel, S. (2010). Final thoughts on measurement bias and differential prediction. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 232-237. doi: 10.1111/j.1754-9434.2010.01230
26. Tonidandel, S. & LeBreton, J. M. (2010). Determining the relative importance of predictors in logistic regression: An extension of relative weights analysis. *Organizational Research Methods*, 13, 767-781. doi: 10.1177/1094428109341993
25. Overall, J. E., Tonidandel, S., & Starbuck, R. R. (2009). Last-Observation-Carried-Forward (LOCF) and tests for difference in mean rates of change in controlled repeated measurements designs with dropouts. *Social Science Research*, 38, 492-503. doi: 10.1016/j.ssresearch.2009.01.004
24. Overall, J. E., Tonidandel, S., Schmitz, J. M. (2009). Testing the significance of difference in average rates of change in controlled longitudinal studies with high dropout rates. *Methodology*, 5, 46-54. doi: 10.1027/1614-2241.5.2.46
23. Ramirez, J. J. & Tonidandel, S. (2009). SOMAS-URM: The evolution of a mentoring and summer research program. *The Journal of Undergraduate Neuroscience Education (JUNE)*, 8, 69-72.
22. Tonidandel, S., LeBreton, J. M., & Johnson, J. W. (2009). Determining the statistical significance of relative weights. *Psychological Methods*, 14, 387-399. doi: 10.1037/a0017735

21. Avery, D. R., Tonidandel, S., & Phillips, M. G. (2008). Similarity on sports sidelines: How mentor-protégé sex similarity affects mentoring. *Sex Roles*, 72-80. doi: 10.1007/s11199-007-9321-2
20. LeBreton, J. M. & Tonidandel, S. (2008). Multivariate relative importance: Extending relative weight analysis to multivariate criterion spaces. *Journal of Applied Psychology*, 93, 329-345. doi:10.1037/0021-9010.93.2.329
19. Tonidandel, S., Avery, D. R., Bucholtz, B. E., & McKay, P. F. (2008). An alternative explanation for the asymmetrical effects in relational demography research. *Personnel Psychology*, 61, 617-633. doi: 10.1111/j.1744-6570.2008.00124
18. Avery, D. R., McKay, P. F., Wilson, D., & Tonidandel, S. (2007). Unequal attendance: The relationships between race, organizational diversity cues, and absenteeism. *Personnel Psychology*, 60, 875-902. doi: 10.1111/j.1744-6570.2007.00094
17. Avery, D. R., Tonidandel, S., Thomas, K. M., Johnson, C. D., & Mack, D. A. (2007). Assessing the multigroup ethnic identity measure for measurement equivalence across racial and ethnic group. *Educational and Psychological Measurement*, 67, 877-888. doi: 10.1177/0013164406299105
16. Campbell, A.M., Ledbetter, M. S., Hoopes, L. L., Eckdahl, T. T., Heyer, L. J., Rosenwald, A., Fowlks, E., Tonidandel, S., Bucholtz, B. E., Gottfried, G. (2007). Genome consortium for active teaching (GCAT): Meeting the goals of BIO2010. *CBE—Life Sciences Education*, 6, 109-118. doi: 10.1187/cbe.06-10-0196
15. McKay, P. F., Avery, D. R., Tonidandel, S., Morris, M., Hernandez, M., & Hebl, M. R. (2007). Racial differences in employee retention: Are diversity climate perceptions the key? *Personnel Psychology*, 60, 35-62. doi: :10.1111/j.1744-6570.2007.00064  
\*Academy of Management HR Division Scholarly Achievement Award
14. Overall, J. E. & Tonidandel, S. (2007). Analysis of data from a controlled repeated measurements design with baseline-dependent dropouts. *Methodology*, 3, 58-66. doi: 10.1027/1614-2241.3.2.58
13. Tonidandel, S., Avery, D. R., & Phillips, M. G. (2007). Maximizing returns on mentoring: Factors affecting subsequent protégé performance. *Journal of Organizational Behavior*, 28, 89-110. doi: 10.1002/job.418
12. Overall, J. E., Tonidandel, S., & Starbuck, R. R. (2006). Rule-of-thumb adjustment of sample sizes to accommodate dropouts in a two-stage analysis of repeated measurements. *International Journal of Methods in Psychiatric Research*, 15, 1-11. doi: 10.1002/mpr.23
11. Overall, J. E. & Tonidandel, S. (2006). A two-stage analysis of repeated measurements with dropouts and/or intermittent missing data. *Journal of Clinical Psychology*, 62, 285-291. doi: 10.1002/jclp.20217

10. Tonidandel, S. & Overall, J. E. (2004). Determining the number of clusters in a hierarchical cluster analysis using sampling with replacement. *Psychological Methods*, 9, 238-249. doi: 10.1037/1082-989X.9.2.238
9. Tonidandel, S., Overall, J. E., & Smith, F. (2004). Use of resampling to select among alternative error structure specifications for GLMM analyses of repeated measurements. *International Journal of Methods in Psychiatric Research*, 13, 24-33. doi: 10.1002/mpr.161
8. Overall, J. E. & Tonidandel, S. (2004). Robustness of the generalized estimating equation test for differences in mean rates of change. *Biometrical Journal*, 46, 203-213. doi: 10.1002/bimj.200210017
7. Avery, D. R., Tonidandel, S., Griffith, K. H., & Quiñones, M. A. (2003). The impact of multiple measures of leader experience on leader effectiveness: New insights for leader selection. *Journal of Business Research*, 56, 673-679. doi: 10.1016/S0148-2963(01)00312-5
6. Smith, D. B. & Tonidandel, S. (2003). Taking account of time: The application of event history analysis to leadership research. *Leadership Quarterly*, 14, 241-256. doi: 10.1016/S1048-9843(03)00010-9
5. Tonidandel, S., Quiñones, M. A., & Adams, A. A. (2002). Computer adaptive testing: The impact of test characteristics on perceived performance and test takers' reactions. *Journal of Applied Psychology*, 87, 320-332. doi: 10.1037/0021-9010.87.2.320
4. Overall, J. E. & Tonidandel, S. (2002). Measuring change in controlled longitudinal studies. *British Journal of Mathematical and Statistical Psychology*, 55, 109-124. doi: 10.1348/000711002159725
3. Ahn, C., Overall, J. E., & Tonidandel, S. (2001). Sample size and power in repeated measurement analysis. *Computer Methods and Programs in Biomedicine*, 64, 121-124. doi: 10.1016/S0169-2607(00)00095-X
2. Tonidandel, S. & Quiñones, M. A. (2000). Psychological reactions to adaptive testing. *International Journal of Selection & Assessment*, 8, 7-15. doi: 10.1111/1468-2389.00126
1. Ahn, C., Tonidandel, S., & Overall, J. E. (2000). Issues in the use of PROC.MIXED to test the significance of treatment effects in controlled clinical trials. *Journal of Biopharmaceutical Statistics*, 10, 265-286. doi: 10.1081/BIP-100101026

***Book Chapters, Encyclopedia Entries, and non-Peer Reviewed Publications***

25. Gooty, J., Ruggs, E. N., Aguinis, H., Bergeron, D. M., Eby, L. T., van Knippenberg, D., Post, C., Rupp, D. E., Thatcher, S. M. B., Tonidandel, S., & Yammarino, F. J. (2023). Stronger



Together: A Call for Gender-Inclusive Leadership in Business Schools. *Journal of Management*. <https://doi.org/10.1177/01492063231178792>

24. Tonidandel, S., Albritton, B. H. (2023). Transforming Leadership Assessment using Natural Language Processing. In Eds. T. Kantrowitz, D. Reynolds, & J. Scott (Eds.), *Talent Assessment: Innovations and Trends*
23. McCune, E., Solberg, E., Mitchell, T., Weiss, K., Randall, J., Tonidandel, S. (2019). A look ahead to the SIOP 2020 Conference. *The Industrial-Organizational Psychologist*, 57(2).
22. Tonidandel, S. & McCune, E. (2019). Peering behind the curtain of the SIOP program building process. *The Industrial-Organizational Psychologist*.
21. Landis, R. S., King, E., & Tonidandel, S. (2017). Big Data in Organizations. In R. Griffin (Ed), *Oxford Bibliographies in Management*. New York: Oxford University Press, doi: 10.1093/OBO/9780199846740-0118.
20. Tonidandel, S. & Jennings, R. (2017). Computer-/Web-Based Assessment/Computer Adaptive Testing (CAT). In S. Rogelberg (Ed), *The SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd edition*. Thousand Oaks, CA: Sage.
19. Tonidandel, S. (2016). 2016 Conference Program. *The Industrial-Organizational Psychologist*, 3, 151-155.
18. Tonidandel, S. & King, E. B. (2016). Anaheim conference highlights. *The Industrial-Organizational Psychologist*, 4, 139-140.
17. King, E. B., Tonidandel, S., Cortina, J. M., & Fink, A. A. (2016) building understanding of the data science revolution and IO psychology. S. Tonidandel, E. B. King & J. M. Cortina (Eds.) *Big data at work: The data science revolution and organizational psychology*. Taylor Francis.
16. Tonidandel, S. & King, E. (2015). SIOP Program 2016: Anaheim. *The Industrial-Organizational Psychologist*, 53(1), 161.
15. Tonidandel, S. & King, E. (2015). SIOP Program 2016: Anaheim. *The Industrial-Organizational Psychologist*, 53(2), 178-182.
14. Gentry, W. A., Logan, P., & Tonidandel, S. (2014). *Understanding the leadership challenges of first-time managers: Strengthening your leadership pipeline* [White Paper]. Greensboro, NC: Center for Creative Leadership.  
<http://www.ccl.org/leadership/pdf/research/UnderstandingLeadershipChallenges.pdf>  
\*Profiled in the *Harvard Business Review*

13. Tett, R. P., Walser, B., Brown, C., Tonidandel, S., & Simonet, D. V. (2014). The 2011 SIOP I-O psychology graduate program benchmarking survey part 6: Assistantships, fellowships, and resources. *The Industrial-Organizational Psychologist*, 51(3). 54-73
12. Tonidandel, S. Williams, E. B., & LeBreton, J. M. (2014). Size matters...just not in the way that you think: Myths surrounding sample size requirements for statistical analyses. In C. E. Lance & R. J. Vandenberg (Eds.), *More statistical and methodological myths and urban legends* (pp. 162-183). New York, NY: Routledge.
11. Allen, J. A., Bulger, C., Cunningham, C., Kath, L., Horvath, M., Mullins, M., & Tonidandel, S. (2013). Materials for incorporating I/O into an introductory psychology course. *Office of Teaching Resources in Psychology Online*. Retrieved from <http://digitalcommons.unomaha.edu/psychfacpub/79>
10. Tett, R. P., Brown, C. Walser, B., & Tonidandel, S. (2013) The 2011 SIOP I-O psychology graduate program benchmarking survey part 4: Internships. *The Industrial-Organizational Psychologist*, 51 (1), 40-52. Retrieved from <http://www.siop.org/tip/July2013/issue1/>
9. Tett, R. P., Brown, C. Walser, B., Tonidandel, S., & Simonet, D. V. (2013) The 2011 SIOP I-O psychology graduate program benchmarking survey part 5: Comprehensive exams. *The Industrial-Organizational Psychologist*, 51, 57-70. Retrieved from <http://www.siop.org/tip/oct13/512tip/512/>
8. Tett, R. P., Walser, B., Brown, C. Simonet, D. V., & Tonidandel, S. (2013) The 2011 SIOP I-O psychology graduate program benchmarking survey part 2: Admissions standards and processes. *The Industrial-Organizational Psychologist*, 50 (3). [http://www.siop.org/tip/Jan13/03\\_tett.aspx](http://www.siop.org/tip/Jan13/03_tett.aspx)
7. Tett, R. P., Walser, B., Brown, C. Simonet, D. V., & Tonidandel, S. (2013) The 2011 SIOP I-O psychology graduate program benchmarking survey part 3: Curriculum and competencies. *The Industrial-Organizational Psychologist*, 50 (4). Retrieved from [http://www.siop.org/tip/Apr13/10\\_Tett.aspx](http://www.siop.org/tip/Apr13/10_Tett.aspx)
6. Tett, R. P., Brown, C. Walser, B., Simonet, D. V., Davis, J. B., Tonidandel, S., & Hebl, M. R. (2012). The 2011 SIOP I-O psychology graduate program benchmarking survey: Overview and selected norms. *The Industrial-Organizational Psychologist*, 50 (2), 25-37.
5. Krasikova, D., LeBreton, J. M., & Tonidandel, S. (2011). Estimating the relative importance of variables in multiple regression models. In G. P. Hodgkinson & J.K. Ford (Eds.), *International review of industrial and organizational psychology*. Indianapolis, IN: Wiley. doi: 10.1002/9781119992592.ch4
4. Ault, R. L., Munger, M. P., Tonidandel, S., Barton, C., & Multhaup, K. S. (2007). Hands-on labs in content area methods courses. In D. S. Dunn, R. A. Smith, & B. Beins (Eds.), *Best practices for teaching statistics and research methods in the behavioral sciences*. (pp. 125-142). Mahwah, NJ: Erlbaum.

3. Tonidandel, S. (2007). Computer assessment. In S. Rogelberg (Ed), *Encyclopedia of Industrial/Organizational Psychology*. (pp. 89-91). Thousand Oaks, CA: Sage. doi: 10.4135/9781412952651.n38
2. Halverson, S. K., Tonidandel, S., Barlow, C. B., & Dipboye, R. L. (2005). Self-other agreement on a 360-degree leadership evaluation. In S. Reddy (Ed), *Multi-source performance assessment: Perspective and insights* (pp. 125-144). Hyderabad, India: ICFAI University Press.
1. Quiñones, M. A. & Tonidandel, S. (2003). Conducting training evaluation. In J. E. Edwards, J. C. Scott, & N. S. Raju (Eds), *The Human Resources Program Evaluation Handbook* (pp. 225-243). Thousand Oaks, CA: Sage.

### **Conference Presentations**

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93. Kreamer, L., McBride, A. G., Stock, G., Gooty, J., Tonidandel, S. (2023). Unpacking Crisis Leader Behaviors: Exploring the Boundaries of Leader Effectiveness during Crises. [Paper presentation]. Academy of Management Annual Conference, Boston, MA, United States.
92. McBride, A.G., Kreamer, L., Gooty, J., Tonidandel, S. (2023). Leader Behavior in Crisis: Casting off the Heroic (Masculine) Aura. Paper presentation included in Understanding the Grand Challenge of Gender Inequality in Pandemic and Post-pandemic Worlds symposium at The Academy of Management Annual Conference, Boston, MA, United States.
91. Albritton, B. H., Tonidandel, S., & Thompson, I. (2023). Topic modeling 2.0: An introduction and evaluation of word embedding topic modeling approaches. Paper to be presented at the 2023 SIOP Annual Conference. Boston, MA.
90. Albritton, B.H., Heggstad, E., Banks, G. C., & Tonidandel, S. (2022). Leveraging latent semantic analysis to resolve interpersonal skills scale redundancy in leadership research. Paper presented at the 2022 SMA Annual Conference. Little Rock, AR.
89. Albritton, B. H., Koenig, N., Tonidandel, S., Thompson, I., & Koohifar, F. (2022). Algorithmic generalizability: Scoring novel prompts with deep learning (Poster). Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
88. Banks, G. C., Ross, R., Toth, A. A., Tonidandel, S., Duo, W., Goloujeh, A. M., Academy of Management, "A Signaling Theory Approach to Ethical Leadership Behaviors." (August 2021).  
\*Published in the Academy of Management Proceedings  
\*Finalist, SIM Best Business Ethics Paper Award, Academy of Management. (August 2021).

87. Tonidandel, S. (Panelist), Annual meeting of the Society for Industrial and Organizational Psychology, "Machine learning for I-O 3.0," SIOP, New Orleans, LA. (April 2021).
86. Tonidandel, S. (Panelist), Annual meeting of the Society for Industrial and Organizational Psychology, "ML and AI in Personnel Selection: A Call to Practitioners and Academics," SIOP, New Orleans, LA. (April 2021).
85. Bilotta, I., Liaw, W., Taylor, A., Tonidandel, S., King, E. B., Tao, C., Thanby, J., Xiang, Y., Annual meeting of the Society for Industrial and Organizational Psychology, "Physician Racial Bias in Electronic Health Records: A Sentiment Analysis Approach," SIOP, New Orleans, LA. (April 2021).
84. Bilotta, I., Hansen, M., Liaw, W., Xiang, Y., Tonidandel, S., 2020 NAPCRG Annual Meeting, "A Natural Language Processing Approach to Examining Subtle Bias Towards Patients in Electronic Health Records." (November 2020).
83. Tonidandel, S., Thompson, I., Mracek, D., Koenig, N., Annual meeting of the Society for Industrial and Organizational Psychology, "Automating subject matter expertise used to evaluate candidate work samples," SIOP, Austin, TX. (April 2020).
82. Bilotta, I., King, E., Tonidandel, S., Corrington, A., King, D., Hebl, M., Annual meeting of the Society for Industrial and Organizational Psychology, "Minority students' resilience in STEM," SIOP, Austin, TX. (April 2020).
81. Tonidandel, S. (Discussant), Annual meeting of the Society for Industrial and Organizational Psychology, "Scale Development, Adaptation and Other Measurement Issues in I/O Psychology," SIOP, Austin, TX. (April 2020).
80. Bilotta, I., Corrington, A., King, E., Hebl, M., Tonidandel, S., Annual meeting of the Society for Industrial and Organizational Psychology, "The presence and role of allies for minority undergraduate students in STEM," SIOP, Austin, TX. (April 2020).
79. Tonidandel, S., Invited Talk, "The Intersection of Organizational Science and Big Data," Clemson University. (February 2020).
78. Tonidandel, S., Summerville, K., Banks, G., Heggstad, E., Scheaf, D., Society for Industrial-Organizational Psychology, "A pareto optimization approach for shortening a validated scale," Society for Industrial-Organizational Psychology, United States. (2019).
77. Multhaup, K., Tonidandel, S., Hunter, A., Clancy, E., Boyd, M., International Convention of Psychological Science, "Ethics of Teaching: Perceptions of U.S. Undergraduates and Professors at Colleges and Universities," International Convention of Psychological Science, Paris, France. (2019).

76. Tonidandel, S., Society for Industrial-Organizational Psychology, "I/O Hot Topics Debate," Society for Industrial-Organizational Psychology, Baltimore Harbor, MD, United States. (2019).
75. Tonidandel, S., Analytics Frontiers, "Talent Analytics: Using Data Science to Drive People Decisions and Business Impact," Analytics Frontiers, Charlotte, NC, United States. (2019).
74. Tonidandel, S., Summerville, K., Young, S., Gentry, W., Society for Industrial-Organizational Psychology, "Using Natural Language Processing to Understand Leader Challenges," Society for Industrial-Organizational Psychology, National Harbor, MD, United States. (2019).
73. Tonidandel, S., Leading Edge Consortium, "Deriving meaning from unstructured text: Assessing leader challenges using structural topic models," SIOP, Atlanta, GA. (October 2019).
72. Heggestad, E. D., Scheaf, D. J., Banks, G. C., Monroe, M., Tonidandel, S., Williams, E., EAWOP, "Scale Adaptation in Organizational Sciences Research: A Review and Best-Practice Recommendations," EAWOP, Turin, Italy. (June 2019).
71. Tonidandel, S. (August, 2018) Opportunities and Challenges in Big Data Research: The Path Forward. *Panel presented at the Annual Meeting of the Academy of Management. Chicago, IL.*
70. Tonidandel, S. (August, 2018) Publishing in ORM for Non-Methodologists or How to Get Your Geek on. *Panel presented at the Annual Meeting of the Academy of Management. Chicago, IL.*
69. Tonidandel, S., King, E., Guzzo, R., & Park, M. (April, 2018). When team faultlines give rise to disintegrated network dynamics. *Paper presented at the 33<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.*
69. Tonidandel, S. (August, 2017). Publishing High Impact Methods Papers: Insights from ORM Editors. *Panel at the Annual Meeting of the Academy of Management.*
68. Jennings, R., Zhu, E., Tonidandel, S., Gentry, W. A., & Young, S. F. (April, 2017). Using artificial neural networks to predict leadership effectiveness. *Paper presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology. Orlando, FL.*
67. Landis, R. & Tonidandel, S. (April, 2017). Introducing random projection – Teaching big data methods in I-O graduate curriculum: A primer. *Paper presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology. Orlando, FL.*

66. Membere, A. A., King, E. B., Tonidandel, S., Lindsey, A. P., Cheung, H. K., & Jennings, R. (April, 2017). When team diversity facilitates performance: Understanding fractured behavioral patterns. *Paper presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology. Orlando, FL.*
65. Smith, M. A., Robinson, A. M., Fronk, G. E., Zhang, H. & Tonidandel, S. (2017). The effects of social influence on cocaine self-administration in female rats. *Paper presented at the 75<sup>th</sup> annual meeting of the College on Problems of Drug Dependence annual meeting. Montreal, Quebec.*
64. Tonidandel, S. (April, 2017). Panel + breakout combo session: Sense making of wearable sensors. *Symposium presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology. Orlando, FL.*
63. Tonidandel, S. (April, 2017). Big data, big responsibility: Enabling users through policy and practice. *Panel presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology. Orlando, FL.*
62. Tonidandel, S. (October, 2016). The good, the bad, and the ugly - Questionable research practices. *Panel participant at the annual meeting of the Southern Management Association. Charlotte, NC.*
61. Putka, D. J., Strickland, J. C., & Tonidandel, S. (April, 2016). Estimating relative weights in the face of model selection uncertainty. *Paper presented at the 31<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology. Anaheim, CA.*
60. Tonidandel, S. (April, 2016) New strategies for driving visibility and impact through SIOP publications. *Panel presented at the 31<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology. Anaheim, CA.*
59. Cucina, J. & Tonidandel, S. (April, 2015). Methods, madness, and truth: tensions among publishing, theory, and replication. *Symposium presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA.*
58. King, E. B. & Tonidandel, S. (April, 2015). Understanding big data: Emerging approaches to data interpretation. *Symposium presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA.*
57. Tonidandel, S. (April, 2015). Going forward by going back: “Ignite” our basic stats! *Symposium presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA.*
56. Tonidandel, S. (May, 2015). Data mining and big data for inductive-deductive research process. *Paper presented at the 30<sup>th</sup> annual meeting of the Association of Psychological Science. New York, NY.*

55. Tonidandel, S. (May, 2015). Opportunities and challenges for industrial-organizational psychology at undergraduate-focused and other small/medium-sized educational institutions. *Panel presented at the 30<sup>th</sup> annual meeting of the Association of Psychological Science. New York, NY.*
54. Tonidandel, S. (August, 2015). Dealing with lots of measurements in a Big Data world: An introduction to random projections. *Paper presented at the 75<sup>th</sup> annual meeting of the Academy of Management. Vancouver, BC, Canada.*
53. Avery, D. A., Rubino, C., Tonidandel, S., & McKay, P. F. (May, 2014). Putting diversity in context: The role of racioethnic representativeness *Paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, HA.*
52. Hanrahan, K. N., & Tonidandel, S. (April, 2014). A cautionary note on the interpretation of regression results in applied psychology. Paper presented at the annual Carolinas Psychology Conference, Raleigh, NC.
51. Murray, L., Multhaup, K. S., & Tonidandel, S. (May, 2014). The influence of shot distance and streak type on the perceptions of a hot hand in basketball. *Paper presented at the Midwestern Psychological Association Annual Meeting, Chicago, IL.*
50. Tonidandel, S. (May, 2014). The promise and perils of Big Data in I-O psychology. *Roundtable discussion at the 29th annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, HA.*
49. Booth, J., Tonidandel, A., D'Angelo, R., Tonidandel, S., & Harris, L. (April, 2013). Anesthetic and obstetric outcome in morbidly obese parturients: A twenty year update. *Paper presented at the annual conference for the Society for Obstetric Anesthesia and Perinatology. San Juan, Puerto Rico. doi: 10.4103/0970-9185.101895*
48. Castel, S., Volpone, S. D., Tonidandel, S., & Avery, D. R. (April, 2013). Credit scores in selection processes: Beware adverse impact. *Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology. Houston, TX.*
47. Cullen, K. L., Gentry, W. A., Sosik, J. J., Chun, J. U., Leupold, C. R., & Tonidandel, S. (April, 2013). Differences in self-other rating agreement of integrity across managerial levels. *Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology. Houston, TX.*
46. David, R., Brown, L., Avery, D. R., McKay, P. F., Tonidandel, S., Crepeau, L. J., van Driel, M., McDonalds, D. P. (April, 2013). Deep-level dissimilarity and emotional exhaustion: Exploring potential moderator variables. *Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology. Houston, TX.*
45. Gentry, W. A., Cullen, K. L., Sosik, J. J., Chun, J. U., Leupold, C. R., & Tonidandel, S. (April, 2013). Integrity's place in middle- and top-level managerial performance. *Paper*

- presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology.* Houston, TX. doi: 10.1016/j.leaqua.2012.11.009
44. Green, J. P. & Tonidandel, S. (April, 2013). Statistical and methodological issues raised in the reviewing process. *Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology.* Houston, TX.
  43. Tonidandel, S., LeBreton, J. M., & Meador, S. (April, 2013). A free comprehensive web-based user-friendly resource to compute relative importance. *Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology.* Houston, TX.
  42. Tonidandel, S., Williams, E.B., & LeBreton, J. M. (April, 2013). Myths surrounding sample size requirements for different analyses. *Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology.* Houston, TX.
  41. Williams, E. B., Tonidandel, S. (2012, November 17). Evaluating educational interventions using propensity scoring. Poster presented at the 9<sup>th</sup> annual *State of North Carolina Undergraduate Research and Creativity Symposium*, Raleigh, NC.
  40. Ramirez, J. J. and Tonidandel, S. (October, 2012). The SOMAS program: Using mentoring and undergraduate summer research to prepare the next generation of neuroscientists. *Presented at the 42<sup>nd</sup> Annual Meeting of the Society for Neuroscience.* New Orleans, LA.
  39. Smith, M.A., Peitz, G.W., Strickland, J.C., Pitts, E.G., Tonidandel, S., & Foley, M. (October, 2012). Peer influences on drug self-administration: An econometric analysis in socially housed rats. *Presented at the 42<sup>nd</sup> Annual Meeting of the Society for Neuroscience.* New Orleans, LA. doi: 10.1097/FBP.0b013e32835f1719
  38. Dickson, M, Hebl, M. R., & Tonidandel, S. (April, 2012). Undergraduates matter, too! Promoting bachelor's-level I-O education. *Presentation at the 27th annual meeting of the Society for Industrial and Organizational Psychology.* San Diego, CA.
  37. McCausland, T. C., Tonidandel, S, & Kello, J. E. (April, 2011). Making work and family fit: Do workplace supports help Employees? *Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology.* Chicago, IL.
  36. Ramirez, J. J. and Tonidandel, S. (May, 2011). Invited Presenters on behalf of the American Psychological Association, presented *The Science of Psychology: Mentoring the Next Generation of Behavioral Neuroscientists*, STEM Research and Education: Underpinning American Innovation, Coalition for National Science Funding, 17<sup>th</sup> Annual Exhibition and Reception, Rayburn House Office Building, Capitol Hill, Washington, D.C.
  35. Snell, S. J., Tonidandel, S., Braddy, P., Fleenor, J. (April, 2011). The importance of political skill for predicting managerial effectiveness. *Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology.* Chicago, IL.



34. Tonidandel, A. M., Levintow, S., and Tonidandel, S (April, 2011). The effectiveness of high-fidelity simulation in the training of anesthesia providers: A meta-analysis of prospective trials. *Paper presented at the 43rd annual meeting for the Society for Obstetric Anesthesia and Perinatology*. Las Vegas, NV.
33. Tonidandel, S., Braddy, P., & Fleenor, J. (April, 2011). The relative importance of managerial skills for predicting leader effectiveness. *Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology*. Chicago, IL.
32. Raghuram, A., Roy, R., Avery, D. R. & Tonidandel, S. (April, 2010). Dissatisfied and overworked: Effects of structural integration on racioethnic minorities. *Paper presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology*. Atlanta, GA.
31. Volpone, S. D. Armendariz, V. M., Avery, D. R. & Tonidandel, S. (April, 2010). Did you see what i saw? Men and womens' differing reactions to discrimination. *Paper presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology*. Atlanta, GA.
30. Avery, D. R., McKay, P. F., Tonidandel, S., Volpone, S. D., & Morris, M. A. (June, 2009). Demographic representativeness: Extending the business case for diversity. *Paper presented at the Hospitality Industry Workplace Diversity Meeting*. Houston, TX.
29. Avery, D. R., McKay, P. F., Tonidandel, S., Volpone, S. D., & Morris, M. A. (August, 2009). Demographic representativeness: Extending the business case for diversity. *Paper presented at the 2009 Academy of Management Meeting*. Chicago, IL.
28. Avery, D. R., Tonidandel, S., Volpone, S. D., & Raghuram, A. (April, 2009). Do long hours indicate workplace bullying? Not necessarily. *Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology*. New Orleans, LA.
27. LeBreton, J. M. & Tonidandel, S. (April, 2009). Estimating relative importance of interactive and other higher-order effects. *Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology*. New Orleans, LA.
26. McKinney, S. & Tonidandel, S. (April, 2009). The impact of follower's race on an observer's perception of leadership: A study of implicit attitudes. *Paper presented at the Carolinas Psychology Conference*. Raleigh, North Carolina.
25. Snell, S., Tonidandel, S, & Campbell, A. M. (October, 2009). Human practices. *Paper presented as part of the "The rolling clones: I can't get no SATisfaction" during the annual conference of the International Genetically Engineered Machine competition*. Cambridge, MA.

24. Tonidandel, S. & LeBreton, J. M. (April, 2009). Determining the statistical significance of relative weights. In J. Cortina (Chair), Find grace to help in time of need: I/O methodological developments. *Symposium presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology*. New Orleans, LA.
23. Devoy, K., Paradise, C., & Tonidandel S. (2008) The effect of greenway establishment on human and ecological communities. *Paper presented at the 36<sup>th</sup> annual conference of the Southern Regional Honors Council*, Birmingham, Alabama, March 27-29.
22. Tonidandel, S., Bucholtz, B. E., Avery, D. R., & McKay, P. F. (April, 2007) How far off is Euclidean distance? Artifacts in relational demography. *Paper presented at the 22<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology*. New York, New York.
21. Tonidandel, S., LeBreton, J., & Johnson, J. (April, 2007). Determining the statistical significance of relative weights. In J. Cortina (Chair), A perfect and just weight, a perfect and just measure. *Symposium conducted at the 22<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology*. New York, New York
20. Devoy, K, Paradise, C., & Tonidandel, S. (2007). The effect of greenway establishment on environmental attitudes and stream health. *Paper presented at the 14<sup>th</sup> Annual Interdisciplinary Environmental Association meeting*. Portland, ME.
19. Becker, T., Tonidandel, S., & Vandenberg, C. (April, 2006). A closer look at reactions to computer adaptive testing: Item difficulty, level of explanation, and motivational predictors. *Paper presented at the 21<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology*. Dallas, Texas.
18. Tonidandel, S., LeBreton, J., & Perkins, J. (April, 2006) Applying relative importance to multivariate analysis of variance. In J. Cortina (Chair), Devoting rashly something as holy, ye must then reconsider: Revisiting methodological sacred cows. *Symposium conducted at the 21<sup>st</sup> Annual Meeting of the Society for Industrial and Organizational Psychology*. Dallas, Texas.
17. Mah, N.A., Feor, R., Penev, T., Molinek, D., Muchane, M., Tonidandel, S., Smith, M.A., and Ramirez, J.J. (2005). The neuron connection 3: Modeling Parkinson's disease. *Society for Neuroscience Abstracts* 31:20.8. (presented at the 35<sup>th</sup> annual meeting of the Society for Neuroscience in Washington, DC)
16. Woods, K. D., Schmidt, K., Multhaup, K. S., & Tonidandel, S. (2005). Physician-Patient Relationships: What Do Older Adults Expect? *Paper presented at the annual meeting of the Southeastern Psychological Association*, Memphis, TN.
15. Tonidandel, S & LeBreton, J. M. (April, 2005). Applications and extensions of relative importance statistics in organizational research. In J. M. LeBreton & J. L. Senter (Chairs), Applications and Extensions of Relative Importance Statistics in Organizational

Research. *Symposium conducted at the 20<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology*. Los Angeles, California.

14. Tonidandel, S., Avery, D. R., & Gruelle, M. T. (April, 2005). Making mentoring meaningful: the role of similarity and mentor leadership. *Paper presented at the 20<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology*. Los Angeles, California.
13. Daniell, S. L. & Tonidandel, S. (April, 2005). Critical components of pretest explanations for novel selection instruments. *Paper presented at the 20<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology*. Los Angeles, California.
12. Tonidandel, S. (2004). Industrial/Organizational: Teaching methods in applied settings. In R. L. Ault (Chair), Hands-on labs in content-area methods courses. *Symposium conducted at the Finding out: Best practices in teaching research methods & statistics in psychology conference*, Atlanta, GA.
11. Paul, C.A., Ramirez, J.J., Johnson, B.R., Tonidandel, S. (October, 2004). The neuron connection. *Paper presented at the 34<sup>th</sup> annual meeting of the Society for Neuroscience*, San Diego, CA.
10. Tonidandel, S. (April, 2004). Putting I/O back in I/O: Integrating I/O applications in an undergraduate survey course. In G. M. Pereira (Chair), Undergraduate I-O psychology: Teaching for engaged and enhanced learning experience. *Symposium conducted at the 19<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology*. Chicago, Illinois.
9. Tonidandel, S., & Quiñones, M. A. (April, 2003). Differential reactions to computer adaptive testing. In M. E. Paronto & T. N. Bauer (Chairs), Applicant reactions to high-tech recruitment and selection methods. *Symposium conducted at the 18<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology*. Orlando, Florida.
8. Lin, J., Hebl, M. R., Tonidandel, S., & Knight, J. L. (April, 2003). Super models: The impact of like-mentors for homosexual employees. *Paper presented at the 18<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology*. Orlando, Florida.
7. Tonidandel, S., & Quiñones, M. A. (April, 2002). Reactions to adaptive testing: Effects of test length and explanation. *Paper presented at the 17<sup>th</sup> annual Mmeeting of the Society for Industrial and Organizational Psychology*. Toronto, Canada.
6. Halverson, S. K., Tonidandel, S., Barlow, C. B., & Dipboye, R. L. (April, 2002). Self-other agreement on a 360-degree leadership evaluation. *Paper presented at the 18th annual meeting of the Society for Industrial and Organizational Psychology*. Toronto, Canada.
5. Tonidandel, S., Quiñones, M. A., & Adams, A. A. (April, 2001). Computer adaptive test characteristics and test takers' reactions. *Paper presented at the 16<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology*. San Diego, California.

4. Tonidandel, S. & Dipboye, R. L. (April, 2000). Goal orientation as a moderator of the feedback-performance relationship. *Paper presented at the 15<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology*. New Orleans, Louisiana.
3. Avery, D. R., Tonidandel, S., Griffith, K. H., & Quiñones, M. A. (2000). Is all experience created equal? The impact of experience type on leader effectiveness. *Paper presented at the annual meeting of the Academy of Management*. Toronto, Canada.
2. Tonidandel, S. & Quiñones, M. A. (April, 1999). Psychological reactions to adaptive testing. *Paper presented at the 14<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology*. Atlanta, Georgia.
1. Tonidandel, S. & Dipboye, R. L. (April, 1999). The effects of goal-orientation on performance: Feedback acceptance and social process as mediators. *Paper presented at the 14th annual meeting of the Society for Industrial and Organizational Psychology*. Atlanta, Georgia.

## **Grants**

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- Faculty Fellow, \$94,507 *UNC Charlotte IGNITE*-The Center for Leadership Science, 2023-2025
- Co-PI, \$150,000 one-year planning grant from the National Science Foundation titled “Collaborative Research: Artificial Intelligence-Supported Development of Future Organizational Leaders”, 2021-2022.
- Co-PI, \$475,000 three-year grant from the National Science Foundation titled “When Team Diversity Facilitates Performance: Understanding and Overcoming Fractured Behavioral Patterns”, 2015-18.
- Co-PI, \$1.38 million five-year grant from the National Institute of Drug Abuse titled “Social Influences on Drug-Seeking Behavior”, 2012-2016.
- Co-PI, \$10,000 grant from the UNCC School of Data Science, 2021
- Co-PI, \$10,000 grant from the UNCC School of Data Science, 2020
- Co-PI, \$36,500 grant from the Race and Anti-Racism Research Fund titled: “Assessing Subtle Racism against Black and Hispanic Patients to Reduce Health Disparities”, 2020-2021.

## **Teaching Experience**

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- University of North Carolina - Charlotte, Charlotte, NC
- Instructor, Management and Organizational Behavior.
  - Instructor, Research Design & Quantitative Methods II.
- Davidson College, Davidson, NC
- Instructor, Selection & Training in Organizations.
  - Instructor, Psychological Research – Design & Analysis.
  - Instructor, Research Methods in Industrial/Organizational Psychology.
  - Instructor, Issues in Psychology (senior capstone seminar).
  - Instructor, Introduction to Industrial-Organizational Psychology.
- Rice University, Houston, TX
- Instructor, Introduction to Psychology.

Instructor, Psychological Testing.  
Instructor, Introduction to Industrial-Organizational Psychology.  
Teaching Assistant, Statistical Methods.  
University of Texas – Houston, Houston, TX  
Lecturer, Research Design and Statistical Analysis.

## **Reviewer Experience**

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### Editorial Experience

Associate Editor, *Journal of Business and Psychology*, 2010-present  
Associate Editor, *Organizational Research Methods*, 2013-2017  
Associate Editor, Rogelberg, S. G. (2<sup>nd</sup> Ed.) (2016). *The Encyclopaedia of Industrial and Organizational Psychology*, Thousand Oaks, California: Sage Publishing.

### Editorial Board Member

*Human Performance*  
*Journal of Applied Psychology*  
*Journal of Business and Psychology*  
*Organizational Research Methods*  
*Personnel Psychology*

## **Committees**

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### Society of Industrial and Organizational Psychology

Executive Board, Conferences & Programs Portfolio Officer, 2020-2023  
Conference Chair, 2018-2020  
Task Force on Robust and Reliable Research, 2017-2018.  
Leading Edge Consortium Program Committee, 2016  
Annual Conference Program Chair, 2014-2017  
Scientific Affairs, Big Data Subcommittee, 2013-2016  
Education and Training Committee, 2009-2014, Chair 2012-2014  
Careers Study Steering Committee, 2012-2014  
Brand Enhancement Taskforce, 2012-2014  
SIOP Program, Friday Seminar Committee, 2007-2008.

### North Carolina Industrial-Organizational Psychologists

Executive Committee Member, 2007-2014, Vice Chair, 2008-2009, Chair 2009-2010.

### UNC-Charlotte

Summer Research Grants Committee, Belk College of Business, 2020-2023  
Undergraduate Curriculum Committee, School of Data Science, 2020-present  
Summer Research Grants Committee, School of Data Science, 2020-present  
Belk College of Business Sports Analytics Club, Faculty Advisor, 2018-2021

### Davidson College

Faculty Athletic Representative to the NCAA, 2015-2018.  
Student Conduct Council, 2015-2017  
Alumni Association Board, 2013-2015  
Athletic Advisory Committee, 2009-2018.

Academic Computing Committee, 2008-2014. Chair 2012-2014.  
Strategic Planning Assessment Team, 2009-2011  
Human Subjects IRB, 2002-2008. Vice Chair, 2003-2006, Chair 2006-2008.  
Professional Affairs Committee, Subcommittee on Course Evaluations, 2006-2007.  
Graduate Scholarships and Fellowships Committee, 2005-2008.  
SACS Transitions Committee, 2005.  
Student Conduct Council Committee, 2003-2004.

Rice University

Office of Research & Graduate Studies – Teaching Committee, 2000-2001.  
Department of Psychology Colloquium Committee, 2000-2001.  
Department of Psychology Human Subjects Committee, 1997-1998.

**Professional Membership**

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Academy of Management (1999-present)  
Academy of Management: Research Methods Division (1999-present)  
Academy of Management: Human Resources Division (1999-present)  
American Psychological Association (2001-present)  
Association of Psychological Science (1998-present)  
Society for Industrial and Organizational Psychology (1998-present)