

MASTER PROFESSIONAL VITA  
**Dennis Doverspike, Ph.D., ABPP**  
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*Principled Progress Through People Science*

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**Winfred Arthur, Jr. Consulting:**  
Chief Consultant  
College Station, TX 77845-4850  
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**University of Akron:**  
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**George Mason:**  
[ddoversp@gmu.edu](mailto:ddoversp@gmu.edu)

**Professional Certification:**

Psychologist #3539 (1985, Ohio)  
Board Certified (Specialist) in Industrial/Organizational Psychology, American Board of Professional Psychology (1997); Organizational and Business Consulting Psychology, American Board of Professional Psychology (1997)

**Other Current Major Positions**

Executive Vice President, Barrett & Associates, Inc. <https://barrett-associates.com/>  
Psychology Consultant, [Poly-Tech Associates](#)  
Chair, Fraternal/Executive Committee, '72-4U (St. Ignatius High School)  
Adjunct Faculty, George Mason University, <https://io.gmu.edu/people/ddoversp>

**Major Social Media Platforms - Find and Follow Me At:**

LinkedIn <https://www.linkedin.com/in/drdennisdoverspike/>  
Twitter <https://twitter.com/ddoverspike>  
Facebook <https://www.facebook.com/dennis.doverspike>  
Facebook Job Page <https://www.facebook.com/groups/ddoverspikejobpage>  
Amazon <https://amazon.com/author/dennisdoverspike>  
Google <https://scholar.google.com/citations?user=rX1mCNAAAAAJ&hl=en&oi=ao>  
YouTube Channel [https://www.youtube.com/channel/UCKzN3L0Ce\\_5yTG3UjwMvX0g](https://www.youtube.com/channel/UCKzN3L0Ce_5yTG3UjwMvX0g)

## **Short Bio:**

Dennis Doverspike, Ph.D., ABPP, is President of Doverspike Consulting LLC, also doing business as HR Litehouse, and also serves as Chief Consultant for Winfred Arthur, Jr., Consulting. A People Scientist, Dennis Doverspike is certified as a specialist in Industrial-Organizational Psychology and in Organizational and Business Consulting Psychology by the American Board of Professional Psychology (ABPP), and is a licensed psychologist in the State of Ohio. Dr. Doverspike has over forty years of academic experience and also over forty years of experience working with public and private sector organizations.

## **Long Bio**

Dennis Doverspike, Ph.D., ABPP, is President of Doverspike Consulting LLC, also doing business as HR Litehouse, and also serves as Chief Consultant for Winfred Arthur, Jr., Consulting. Licensed as a psychologist in the State of Ohio, he is also certified as a specialist in Industrial-Organizational Psychology and in Organizational and Business Consulting by the American Board of Professional Psychology (ABPP), and is a fellow of the Society for Industrial and Organizational Psychology (SIOP) and of the American Psychological Society (APS).

Currently, his academic appointment is with George Mason University, where he serves as an Adjunct Professor with the Master's in Professional Studies (MPS) in I/O Psychology. He formerly held the title of Full Professor of Psychology at the University of Akron, Senior Fellow of the Institute for Life-Span Development and Gerontology, and Director of the Center for Organizational Research. Main areas of research include testing and psychometrics, personnel selection, legal issues in the workplace, and the psychology of emerging technologies.

Dr. Doverspike has over forty years of experience working with consulting firms and with public and private sector organizations. Services provided include individual assessments, statistical analysis, development of large-scale assessment systems, job evaluation and job analysis, expert witness services, and survey development, administration, and reporting.

He is the author of 4 books and over 200 other professional publications. He has served as an expert witness in 21 court cases and assisted with the preparation of expert testimony in over 75 additional cases.

Dennis Doverspike received his Ph.D. in Psychology in 1983 from the University of Akron. His M.S. in Psychology is from the University of Wisconsin-Oshkosh and his B.S. is from John Carroll University. He has taught courses at both the graduate and undergraduate levels, and directed dissertations, theses and practica.

## **A. Education**

Ph.D., Psychology, The University of Akron, 1983

Dissertation: A statistical analysis of internal sex bias in a job evaluation instrument.  
*Dissertation Abstracts International*, 43, 3063B.

M.S., Psychology, University of Wisconsin-Oshkosh, 1979

Thesis: Effect of gender and name style on personnel manager's responses to a resume.

B.S., Psychology, John Carroll University, 1976

## **B. Professional Employment**

### **Academic**

Adjunct Faculty: George Mason University, Psychology, 2021 -

Adjunct Professor: DePaul University, Psychology, 2020 - 2021

Professor (Currently Emeritus): The University of Akron, 1984 – 2020

Assistant Professor: University of Nebraska at Omaha, 1982 - 1984

Research/Teaching Assistant: The University of Akron, 1978 - 1982

### **Consulting and Applied**

Doverspike Consulting LLC & Independent Practice, 1978-

Clients include: American Ambulance Association (AAA), Attorney Christopher Dasti; Attorney Mark Hanni; Avatar; AvatarFleet; Avesta Systems; Americhem; Barrett & Associates, Inc.; Bayer Corp.; Caliber Associates (Veterans Administration); Carol Boyce (USDA); Checkster; City of Columbus, Civil Service Commission; Denise J. Knecht & Associates Co; Detroit Diesel; Douglas Brown, LLC; Empire Wholesale Lumber; Hallcrest & Craver; HRChally; IPMA-HR Assessment Services; John Carroll University; Kastner, Westman, & Wilkins, LLC; Kator, Parks, Weiser, & Harris; Leonard Lybarger; Mark Lewis & Associates; Med-Tox; National EMS Association; Onshift; Partners for Organizational Success; PepsiCo; PolyTech; PRADCO; Rockland County, NY; Swagelok; Thinkwise Inc.; Winfred Arthur Jr. Consulting.

Executive Vice President, Barrett and Associates, Inc., Akron, OH, 1984-1999, 2012-present.

Served as project manager on large consulting projects, including job analysis, test development, and compensation. Conducted research to develop new products, processes, and solutions to technical problems. Conducted statistical analyses and wrote technical reports in support of expert witness work for court cases and in response to government inquiries. Clients included federal government agencies, city and state governments, law firms, and large and small private firms.

Director, Center for Organizational Research, University of Akron, 2001 - 2020.

Clients include: Akron Bar Association; Avatar; Avesta; Baldwin-Wallace College; Center for Organizational Development (Ohio DOT project); Chesterfield; Children's Concert Society; Cleveland Community College (Tri-C) Corporate College; Creative Action, Inc.; Defense Personnel Security Research Center (DoD - PERSEREC) and The International Association of Chiefs of Police (IACP); Edge Learning; ERC; Fathers & Sons; Frederick Post; Future Sculpting; General Electric Lighting; GOJO; Hospice of Wadsworth; Jewish Federation; JoAnn Fabrics; Johnson & Johnson; Kellogg; LeaderAmp; Linda Brown, Ph.D., LLC; Manpower; Mercy Health Medical; National Registry of Emergency Medical Technicians; Neurology and Neuroscience Associates; Novo Nordisk; OMNOVA; OnShift; Organizational Effectiveness Strategies; Oriana House; Parker Hannifin; PolyTech; PRADCO; Right Management; Silverwood Consulting; Shearer's; Stark County, DJFS; Stark County MRDD; Summit County DJFS (County of Summit Department of Job and Family Services); Summit Racing, T. Rowe Price; Timken; TimkenSteel; Work Skills First; University of Akron Law School; University of Akron University College; Vertex; Visual Marking Systems; Watterson & Associates; Youngstown LEAD.

Avesta Systems, Lead Industrial Organizational Consultant, 2013-2020.

Blogger for IPMA-HR Assessment Services, 2014-2017.

Creator and Lead Blogger, with L. Pamela Vaiana, for *HRLighthouse: A Human Resource Management Blog*, [www.ohioverticals.com/blogs/hrlite](http://www.ohioverticals.com/blogs/hrlite), 2008-2012.

Senior Consultant, Hallcrest & Craver, Alexandria, VA, 1983-1990.

Provided technical support and statistical analyses for job evaluation, comparable worth and equal pay studies. Clients included state and local governments.

Consultant and Advisor, Center for Applied Psychological Services, University of Nebraska at Omaha, 1982-1984.

Supervised student projects. Clients included local government agencies and area private firms.

Clinical Intern, Winnebago State Mental Hospital, Oshkosh, WI, 1978.

Clinical Practicum, Waushara County Community Mental Health Center, Wautoma, WI, 1977-1978.

Clinical Practicum, Fond du Lac Community Mental Health Center, WI, 1976-1977.

Caseworker, Bellefaire Residential Treatment Center, University Heights, OH, 1975-1976.

## **C. Teaching**

### **George Mason University**

PSYC:630 Research Methods (Remote)  
PSYC:730 Practicum in Applied Psychology (Remote)  
PSYC:637 Foundations of Industrial Psychology (Remote)

### **John Carroll University**

MHR 376 Compensation (Hybrid)

### **DePaul University**

450:101 Psychological Measurement (Remote)  
411:201 Advanced Statistics II Plus Labs (Remote)

### **The University of Akron**

3750:780 GS: Individual and Police Assessment & Coaching  
3750:780 GS: Litigation and Expert Witness Consulting for I-O Psychology  
3750:780 Graduate Seminar: Competency Modeling and Development  
3750:780 Graduate Seminar: Individual Assessments in I-O Psychology  
3750:780 Graduate Seminar: e.Psychology  
3750:780 Graduate Seminar: Diversity in the Workforce  
3750:780 Graduate Seminar: Psychological Research Using Multivariate Quantitative and Computer Methods  
3750:759 Job Evaluation and Equal Pay (Compensation)  
3750:756 Role of Attitudes and Values in Industrial/Organizational Psychology  
3750:755 Computer Applications in Psychological Research  
3750:753 Training and Organizational Development  
3750:752 Personnel Selection and Performance Evaluation  
3750:750 Advanced Psychological Tests and Measures  
3750:660 Science and Ethics of Industrial Psychology  
3750:610 Psychology Core 1: Organizational, Social and Applied  
3750:507 Tests and Measurements  
3750:480 Forensic Psychology  
3750:470 Advanced Industrial/Organizational Psychology  
3750:446 Research Design and Analysis  
3750:407 Tests and Measurements  
3750:140 Introduction to Industrial/Organizational Psychology  
3750:110 Quantitative Methods in Psychology (Also Supervised Course)  
3750:100 Introduction to Psychology

### **Supervision of Theses and Dissertations**

See list at end of vita.

## **D. Publications**

### **Books**

Arthur, W. A., Jr., Doverspike, D., & Schulte, B. (in progress, forthcoming, under contract). *Global perspectives on the definition, assessment, and reduction of bias and unfairness in employment testing*. Cambridge.

Doverspike, D. & Flores, C. (2019). *Becoming an industrial-organizational psychologist*. Oxford, England: Taylor & Francis.

Highhouse, S., Doverspike, D., & Guion, R. M. (2016). *Essentials of personnel assessment and selection (2nd ed.)*. New York, NY: Psychology Press.

Doverspike, D., Taylor, M. A. & Arthur, W., Jr. (2006). *Psychological perspectives on Affirmative Action* (Paperback). Hauppauge, NY: Novinka Publishing.

Doverspike, D., Taylor, M. A. & Arthur, W., Jr. (2000). *Affirmative action: A psychological perspective*. Commack, NY: Nova Scientific Publishing.

Doverspike, D. & Tuel, R. (2000). *The difficult hire: Seven recruitment and selection principles for hard-to-fill positions*. Manassas Park, VA: Impact Publications.

### **Book Chapters**

Cubrich, M., Sodhi, K., Petruzzelli, A., & Doverspike, D. (2022). Who rescues the rescuers? Multilevel challenges facing first responder organizations. In Svyantek, D. (Ed), *Chaos and Organizations: The Coronavirus and Lessons for Organizational Theory*. (Chapter 3, pp. 67-97). International Age Publishing.

Doverspike, D., Flores, C., & VanderLeest, J. (2019). Lifespan perspectives on personnel selection and recruitment. In B. Baltes, C. Rudolph, & H. Zacher (Eds.), *Work across the lifespan*. (pp. 343-368). London: Academic Press/Elsevier.

Arthur, W., Jr., Doverspike, D., Kinney, T. B., & O'Connell, M. (2017). The impact of emerging technologies on selection models and research: Mobile devices and gamification as exemplars. In J. L. Farr & N. T. Tippins (Eds.), *Handbook of Employee Selection* (2nd ed.). (Chapter 44, pp. 967-986). New York, NY: Routledge.

Doverspike, D., Arthur, W., Jr., & Flores, C. (2016). Analyzing EEO disparities in pay: A primer on structuring analyses. In S. B. Morris & E. M. Dunleavy (Eds.), *Adverse impact analysis: Understanding data, statistics and risk* (pp. 197-215). New York, NY: Routledge.

- Doverspike, D. & Arthur, W., Jr. (2012). The role of job analysis in test selection and development. In M. A. Wilson, W. Bennett, Jr., S. G. Gibson, & G. M. Alliger (Eds.), *The handbook of work analysis in organizations: The methods, systems, applications, & science of work measurement in organizations* (pp. 381-399). New York, NY: Routledge.
- Barrett, G. V., Doverspike, D., & Young, C. (2010). The special case of public sector police and fire selection. In J. C. Scott & D. Reynolds (Eds.), *Handbook of workplace assessment: Evidence-based practices for selecting and developing organizational talent* (pp. 437-462). San Francisco, CA: Jossey-Bass.
- O'Connell, M. S., Doverspike, D., & Blumenthal, A. (2006). Leadership and self-directed work team performance: A field study. In Jon L. Pierce & John W. Newstrom (Eds.), *Leaders and the leadership process: Reading, self-assessments and applications* (4th ed., pp. 370-376). McGraw-Hill/Irwin.
- \*Reprint of O'Connell, M. S., Doverspike, D. & Blumenthal, A. (2002). Leadership and self-directed work team performance: A field study. *Group and Organization Management*, 27, 50-65.
- Sterns, H. L., Doverspike, D., & Lax, G. (2005). The age discrimination in employment act. In F. Landy (Ed.), *Employment discrimination litigation: Behavioral, quantitative, and legal perspectives* (256-293). San Francisco, CA: Jossey-Bass.
- Arthur, W., Jr., & Doverspike, D. (2005). Achieving diversity and reducing discrimination in the workplace through human resource management practices: Implications of research and theory for staffing, training, and rewarding performance. In R. L. Dipboye & A. Colella (Eds.), *Discrimination at work: The psychological and organizational bases* (pp. 325-327). San Francisco, CA: Jossey-Bass.
- Taylor, M. A., Shultz, K. S., & Doverspike, D. (2005). [Recruiting and retaining talented older workers](#). In P. T. Beatty & R. M. S. Visser (Eds.), *Thriving on an aging workforce: Strategies for organizational and systemic change* (pp. 43-50). Malabar, FL: Krieger Publishing.
- Taylor, M. A. & Doverspike, D. (2004). Retirement planning and preparation. In G. A. Adams & T. A. Beehr (Eds.), *Retirement: Reasons, processes, and results* (pp. 53-82). New York: Springer Publishing Company.
- Doverspike, D., Cober, A. B., & Arthur, W., Jr. (2004). Multi-aptitude batteries. In J. C. Thomas (Ed.), *The comprehensive handbook of psychological assessment: Industrial/organizational assessment* (Vol 4, pp. 35-55). Hoboken, NJ: Wiley.
- Arthur, W., Jr., & Doverspike, D. (2004). Information-processing tests. In J. C. Thomas (Ed.), *The comprehensive handbook of psychological assessment: Industrial/organizational assessment* (Vol. 4, pp. 56-74). Hoboken, NJ: Wiley.

- O'Connell, M. S., Doverspike, D., Gillikin, S., & Meloun, J. M. (2004). Computer anxiety: Effects on computerized testing and implications for e.cruiting. In J. Jones & E. Basher (Eds.), *Advances in e-business and psychology* (Vol. 1, pp. 25-39).  
 \*Reprint of O'Connell, M. S., Doverspike, D., Gillikin, S., & Meloun, J. M. (2001). Computer anxiety: Effects on computerized testing and implications for e.cruiting. *Journal of e.Commerce and Psychology*, 1, 25-39.
- Doverspike, D. & Blumental, A. (2001). Gender issues in the measurement of physical and psychological safety. In A. F. Stuhlmacher & D. F. Cellar (Eds.), *Workplace safety: Individual differences in behavior* (pp. 21-34). Binghamton, NY: Haworth Press.  
 \*Co-published simultaneously in Doverspike, D. & Blumental, A. Gender issues in the measurement of physical and psychological safety. *The Journal of Prevention & Intervention in the Community*, 22, 21-34.
- Arthur, W. A., Jr., & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. In A. F. Stuhlmacher & D. F. Cellar (Eds.), *Workplace safety: Individual differences in behavior* (pp. 35-42). Binghamton, NY: Haworth Press.  
 \*Co-published simultaneously in Arthur, W. A., Jr., & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. *The Journal of Prevention and Intervention in the Community*, 22, 35-42.
- Sterns, H., & Doverspike, D. (1989). Aging and the training and learning process in organizations. In I. Goldstein & R. Katzell (Eds.), *Training and development in work organization* (pp. 299-322).
- Subich, L. M., Barrett G. V., Doverspike, D., & Alexander, R. A. (1989). The effects of sex-role-related factors on occupational choice and salary. In R. T. Michael, H. I. Hartmann & B. O'Farrell (Eds.), *Pay equity: Empirical equalities* (pp. 91-104). Washington National Academy Press.
- Doverspike, D., Racicot, B., & Albertsson, C. (1988). The role of information processing variables in the decision-making process on job evaluation: Results of empirical studies on sex prototypes, person prototypes, and the effect of training. In R. L. Cardy, S. M. Puffer, & J. M. Newman. *Advances in information processing in organizations* (Vol. 3, pp. 107-119). Greenwich, IN: JAI.
- Sterns, H., & Doverspike, D. (1988). Training and developing the older worker: Implications for human resource management. In H. Dennis (Ed.), *14 steps to managing an aging workforce* (pp. 69-84). Lexington, MA: Lexington Books.



## Refereed Journal Publications

- Doverspike, D., Petruzzelli, A., & Cubrich, M. (2022). Introduction to the special issue on policing: Examining the role of testing and assessment. *Personnel Assessment and Decisions*, 8(2), Article 1. Available at: <https://scholarworks.bgsu.edu/pad/vol8/iss2/1>
- Doverspike, D., Petruzzelli, A., & Cubrich, M. (2019). SPECIAL ISSUE - CALL FOR PAPERS: Rethinking the future police department: Examining the role of testing and assessment. *Personnel Assessment and Decisions*, 5(1), Article 1. Available at: <https://scholarworks.bgsu.edu/pad/vol5/iss5/1>
- Doverspike, D. & Lawton, G. (2019). Paramedic and EMT staffing crisis prompts new organizational disciplines. *JEMS. Journal of Emergency Medical Services*. Published online at <https://www.jems.com/2019/11/14/paramedic-and-emt-staffing-crisis-prompts-new-organizational-disciplines/>
- Gullette, E. C. D., Fennig, J., Reynolds, T., Humphrey, C., Kinser, M., & Doverspike, D. (2019). Guidelines for education and training at the doctoral and postdoctoral levels in Consulting Psychology/Organizational Consulting Psychology: Executive summary of the 2017 revision. *American Psychologist*, 74, 608-614. <http://dx.doi.org/10.1037/amp0000462>
- Arthur, W. & Doverspike, D. (2018). [An information processing-based conceptual framework of the effects of unproctored internet-based testing devices on scores on employment-related assessments and tests](#). *Human Performance*, 31, 1-32. doi: 10.1080/08959285.2017.1403441
- Arthur, W., Jr., Doverspike, D., Munoz, G. J., Taylor, J. E., & Carr, A. E. (2014). [The use of mobile devices in high-stakes remotely delivered assessments and testing](#). *International Journal of Selection and Assessment*, 22, 113-123. doi: 10.1111/ijsa.12062
- Zelin, A. I., Lider, M., Doverspike, D., Oliver, J., & Trusty, M. (2014). [Competencies and experiences critical for entry-level success for I/O psychologists](#). *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 70–75. doi: 10.1111/iops.12108
- Arthur, W., Jr., Doverspike, D., Barrett, G. V., & Miguel, R. (2013). [Chasing the Title VII Holy Grail: The pitfalls of guaranteeing adverse impact elimination](#). Special issue of *Journal of Business and Psychology*, 28, 473-485. doi: 10.1007/s10869-013-9289-6
- Carpenter, J., Doverspike, D., & Miguel, R. (2012). Public service motivation as a predictor of attraction to the public sector. *Journal of Vocational Behavior*, 80, 509-523.

- Barrett, G. V., Miguel, R. F., & Doverspike, D. (2011). [The Uniform Guidelines: Better the devil you know](#). *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 534–536. doi: 10.1111/j.1754-9434.2011.01386.x
- Doverspike, D. (2011). [Lessons from the classroom: Teaching an individual psychological assessment course](#). *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 338-341. doi: 10.1111/j.1754-9434.2011.01351
- Mahoney, K. T., Buckner, J. E., Buboltz, W. C., & Doverspike, D. (2011). Emotional labor in American professors. *Journal of Occupational Health Psychology*. 16, 406-423. doi: 10.1037/a0025099
- Mahoney, K.T., Buboltz, W., Levin, I.P., Doverspike, D. & Svyantek, D.J. (2011). Individual differences in a within-subjects risky choice framing study. *Personality and Individual Differences*, 51, 248–257.
- Doverspike, D., Qin, L., Magee, M. P., Snell, A. F., & Vaiana, L. P. (2011). The public sector as a career choice: Antecedents of an expressed interest in working for the federal government. *Public Personnel Management*, 40, 119-132.
- Zhe, J., Doverspike, D., Zhao, J., Lam, P. & Menzemer, C. (2010). [High School Bridge Program: A Multidisciplinary STEM Research Program](#). *Journal of STEM Education: Innovations and Research*, 11(1-2), 45-54.
- Walczyk, J. J., Mahoney, K. T., Doverspike, D., & Griffith-Ross, D. A. (2009). Cognitive lie detection: Response time and consistency of answers as cues to deception. *Journal of Business and Psychology*, 24, 33-49.
- Mahoney, K. T., Buboltz, W. C., Jr., Soper, B., Doverspike, D., & Simoneaux, B. J. (2008). [Content analysis of consulting psychology journal: Practice and research](#) (Vol. 44-59). *Consulting Psychology Journal*, 60(3), 246-258.
- Lam, P. Doverspike, D., Zhao, J. Zhe, J., & Menzemer, C. (2008). Encouraging equal access to STEM education for students with specific learning disabilities. *Journal of SMET: Innovation and Research*, 9(1-2), 1-9.
- Bott, J., Ramakrishnan, M., O'Connell, M., & Doverspike, D. (2007) [Practical limitations in making decisions regarding the distribution of applicant personality tests scores based on incumbent data](#). *Journal of Business and Psychology*, 22(2), 123. doi: 10.1007/s10869-007-9053-x
- Doverspike, D. (2006). Author's comments on Lam, P.C., Zhao, J., Doverspike, D., & Mawasha, P. R. (2005). The ACT and high school GPA as predictors of success in a minority engineering program. *Annals of Research on Engineering Education*. 2(2). Electronic.

- Arthur, W. A., Jr., Bell, S. T., Villado, A. J., & Doverspike, D. (2006). [The use of person–organization fit in employment decision making: An assessment of its criterion-related validity](#). *Journal of Applied Psychology*, 41, 786-801. doi:10.1037/0021-9010.91.4.786
- Robinson, R. P. & Doverspike, D. (2006). Factors predicting the choice of an online course. *Teaching of Psychology*, 33, 64-68.
- Lam, P.C., Zhao, J., Doverspike, D., & Mawasha, P. R. (2005). The ACT and high school GPA as predictors of success in a minority engineering program. *Journal of Women and Minorities in Science and Engineering*, 11, 247-255.
- Lam, P. C., Srivatsan, T, Mawasha, P. R., Vesalo, J. & Doverspike, D. (2005). [A ten-year assessment of the pre-engineering program for under-represented, low income and/or first generation college students at the University of Akron](#). *Journal of Science, Technical, Engineering and Math Education: Innovations and Research*. 6(3-4), 14-20.
- Doverspike, D., Asay, T., & Vaiana, L. P. (2005). Forming and communicating the vision. *Momentum*, 36(3), 27-31.
- Casey, M. & Doverspike, D. (2005). Training needs analysis and evaluation for new technologies through the use of problem-based inquiry. *Performance Improvement Quarterly*, 18(1), 110-124.
- McKay, P. F., Doverspike, D., Bowen-Hilton, D., & McKay, Q. D. (2003). The effects of demographic variables and stereotype threat on black/white differences in cognitive ability test performance. *Journal of Business and Psychology*, 18, 1-14.
- Pogson, C., Cober, A., Doverspike, D. & Rogers, J. (2003). Differences in self-reported work ethic across three career stages. *Journal of Vocational Behavior*, 62, 189-201.
- McKay, P. F., Doverspike, D., Bowen-Hilton, D. & Martin, Q. D. (2002). Stereotype threat effects on the Raven's scores of African-Americans. *Journal of Applied Social Psychology*, 32, 767-787.
- Doverspike, D., Robinson, R., Cober, R., & Cober, A. (2002). Capitalizing on computer-based training technologies: A model for explaining intentions to participate in online learning. *Journal of e.Commerce and Psychology*, 3, 63-76.
- Biber, J. K., Doverspike, D., Baznik, D., Blumental, A. B., Ritter, B. A. (2002). [Sexual harassment in online communications: Effects of gender and discourse medium](#). *CyberPsychology and Behavior*, 5, 33-42. doi: 10.1089/109493102753685863

- O'Connell, M. S., Doverspike, D. & Blumental, A. (2002). Leadership and self-directed work team performance: A field study. *Group and Organization Management*, 27, 50-65.
- O'Connell, M. S., Doverspike, D., Norris-Watts, C., & Hattrup, K. (2001). Predictors of organizational citizenship behavior among Mexican retail salespeople. *International Journal of Organizational Analysis*, 9, 272-280.
- O'Connell, M. S., Hattrup, K., Doverspike, D., & Blumental, A. (2001). [The validity of "mini" simulations for Mexican retail salespeople](#). *Journal of Business and Psychology*, 16, 593-599. doi: 10.1023/A:1015406420028
- O'Connell, M. S., Doverspike, D., Cober, A. B., & Philips, J. L. (2001) [Forging work-teams: Effects of the distribution of cognitive ability on team performance](#). *Applied H.R.M. Research*, 6, 115-128.
- Walker, D. F. & Doverspike, D. (2001). The relationship between forgiveness experiences and the masculine gender role among Christian men. *Journal of Psychology and Christianity*, 20, 29-39.
- Doverspike, D. & Blumental, A. (2001). Gender issues in the measurement of physical and psychological safety. *The Journal of Prevention & Intervention in the Community*, 22, 21-34. Co-published simultaneously in Doverspike, D. & Blumental, A. (2001). Gender issues in the measurement of physical and psychological safety. In A. F. Stuhlmacher & D. F. Cella (Eds.), *Workplace safety: Individual differences in behavior* (pp.21-34). Haworth Press.
- Arthur, W. A., Jr., & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. *The Journal of Prevention and Intervention in the Community*, 22, 35-42. Co-published simultaneously in Arthur, W. A., Jr., & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. In A. F. Stuhlmacher & D. F. Cella (Eds.), *Workplace safety: Individual differences in behavior* (pp. 35-42). Haworth Press.
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Doverspike, D., & Hollis, L. (1995, May). Diversity issues in testing: Assessing older adults. *IPMA Assessment Council News*, 5, 10-12.

## BOOK REVIEWS

Doverspike, D., & Taylor, M. A. (1987, September). [Review of the book *Not as far as you think: The realities of working women* by L. L. Moore]. *Personnel Psychology*, 40(3), 593-669.

Doverspike, D. (1987, March). [Review of the book *Essentials of industrial and organizational psychology* by W. C. Howell & R. Dipboye]. *Personnel Psychology*, 40(1), 161-163.

Doverspike, D. (1986, March). [Review of the book *Comparable worth: New directions for research* by H. I. Hartmann (Ed.)]. *Personnel Psychology*, 39(1), 232-234.

Doverspike, D. (1986, September). [Review of the book *Human resource information systems sourcebook* by R. W. Beatty, et al.]. *Personnel Psychology*, 39(1), 708-709.

## OTHER

Doverspike, D. (2015). Compensation. In Steven G. Rogelberg (Ed.), *The Encyclopedia of Industrial/Organizational Psychology*. (2nd ed.). Charlotte, NC: Sage Publications, Inc.

Doverspike, D. (2015). Incentives. In Steven G. Rogelberg (Ed.), *The Encyclopedia of Industrial/Organizational Psychology*. (2nd ed.). Charlotte, NC: Sage Publications, Inc.

O'Connell, M., Reeder, M., & Doverspike, D. (2010, October). Retesting – what is the right time period. *Select International White Paper Series*.

Zhe, J., Zhao, J., Lam, P., Doverspike, D., & Menzemer, C. (2007, March 30-31). Fostering science, technology, engineering and math using intelligent balloon for special learning disabilities middle school students. *Proceedings of the Spring 2007 American Society for Engineering Education North Central Section Conference at West Virginia Institute of Technology (WVUTech)*.

Lam, P., Zhao, J., Doverspike, D., Zhe, J. & Menzemer, C. (2007). [An initial assessment of the effectiveness of the enhancing access and fostering science, technology, engineering and math \(STEM\) NSF summer workshop program](#). *Proceedings of the ASEE-SE 2007 Conference*.

Doverspike, D. (2006). Compensation. In Steven G. Rogelberg (Ed.), *The Encyclopedia of Industrial/Organizational Psychology*. (pp. 83-84). Charlotte, NC: Sage Publications, Inc.

- Doverspike, D. (2006). Incentives. In Steven G. Rogelberg (Ed.), *The Encyclopedia of Industrial/Organizational Psychology*. (pp. 338-340). Charlotte, NC: Sage Publications, Inc.
- Doverspike, D. & Arthur, W., Jr. (2006, June). Organization man 2.0: Person-organization fit and diversity. *PTC Quarterly*, 2(2), 6-7.
- Doverspike, D. (2006). Pay-for-performance reward systems. In J. H. Greenhaus & G. A. Callahan (Eds.), *Encyclopedia of career development*. (Vol. 2, pp. 618-619). Thousand Oaks, CA: Sage.
- Doverspike, D. (2005). [A review of the *Phonepass spoken English test*]. In *The mental measurements yearbook*. (16 ed., pp. 710-711). Lincoln, NE: Buros Institute of Mental Measurements.
- Doverspike, D. (2005). [Review of the *Object-oriented programmer analyst staff selector*]. In *The mental measurements yearbook*. (16 ed., pp. 743-744). Lincoln, NE: Buros Institute of Mental Measurements.
- Doverspike, D. (2004). Retaining talent in the public sector. In IPMA (Ed.), *Rising up: Renewal and regeneration conference presentations* (pp. 471-500).
- Doverspike, D. (2003). [Review of the *Measure of vindication motive*]. In *The mental measurements yearbook* (pp. 548-549). Lincoln, NE: Buros Institute of Mental Measurements.
- Doverspike, D. (2003). [Review of the *Structural analysis of social behavior intrax questionnaires*]. In *The mental measurements yearbook* (pp. 763-765). Lincoln, NE: Buros Institute of Mental Measurements.
- Lam, P. C., Doverspike, D., & Mawasha, P. R. (2000). Assessing and predicting the success of Increasing Diversity in Engineering Academics. *Proceedings of the 2000 NAMEPA Conference*.
- Doverspike, D. & Tuel, R. (2000). The difficult hire in the public sector. *Proceedings of the 24<sup>th</sup> Annual IPMAAC Conference on Professional Personnel Assessment*. (<http://ipmaac.org/conf00/doverspike.pdf>).
- Arthur, W., Jr., Doverspike, D., & Fuentes, R. (1991). Affective responses to affirmative action interactions: A cross-cultural perspective. *Higher Education Abstracts*, 26, 456.
- Doverspike, D. (1990). Information processing approaches to test development and instruction as evidence for test validity. *Proceedings of the 1990 IPMAAC Conference on Personnel Assessment*.

Doverspike, D., Innaurato, T., & Levin, J. (1984). The fifty-nine cent controversy: Perceptions of an ambiguous situation. *Proceedings of the 1984 Southwest Academy of Management Convention*, 291-294.

Doverspike, D. (1983). Academic freedom (Letter). *Science*, 221, 506. (Also reprinted in *Society*.).

Doverspike, D. (1983). A statistical analysis of internal sex bias in a job evaluation instrument (summary). In the *Proceedings of the 1983 IPMAAC Conference on Public Personnel Assessment*, 11-12.

Doverspike, D. (1998). *Quantitative methods: A teaching guide*. The University of Akron.

Arthur, W., Jr., & Doverspike, D. (1987). *ASAT: Administration and scoring manual*. Psychology Department, The University of Akron.

Kohlepp, K. J., Waits, P. C., Doverspike, D., & Thomas, J. C. (1983). *Job analysis training manual*. Omaha, NE: Center for Applied Psychological Services.

## **E. Honors and Awards**

*Journal of Business and Psychology*, Reviewer of the Year, 2017

Received \$500 grant and award to department for supervision of Jalane Meloun's dissertation, which won the IPMAAC 2005 Outstanding Student Paper Competition, 2005.

Distinguished Service Award from IPMAAC for serving on the Board of Directors, 2003-2005.

Nicholas DiCaprio Distinguished Alumni Award in Psychology, John Carroll University, 2001.

International Personnel Management Association Assessment Council, "Certificate of Appreciation," 1993.

Academy of Management, "The Distinguished Faculty Award," 1985.

International Personnel Management Association Assessment Council's Award for Distinguished Service as the Student Paper Competition Award Winner for dissertation entitled *A statistical analysis of internal bias in a job evaluation instrument*, May, 1983.

The University of Akron Graduate Research Fellowship for outstanding research potential, May, 1981.

## F. Presentations

### Workshops

Doverspike, D. (2019, July). *History and basics of public sector assessment and merit-based testing*. IPAC Conference, Minneapolis, MN.

Doverspike, D. (2019, May). *Turning the tides on adverse impact: Adrift in my personal raft*. Workshop presented to SWAG Initial Spring Conference, Shreveport, LA.

Doverspike, D. (2019, April). *Cha Cha Changes*. Presented to the VHA National Center for Organization Development (NCOD), 11500 Northlake Drive, Suite 230, Cincinnati, OH.

Doverspike, D. (2018, October). *Turning the tides on adverse impact: Adrift in my personal raft*. Workshop presented to GLEAN Fall Conference, Akron, OH.

Doverspike, D. (2016). *Job analysis training workshop*. IPMA-HR 2016 International Training Conference & Expo Conference, Kansas City, MO.

O'Connell, M., Arthur, W. A., & Doverspike, D. (2015). *Mobile assessment: The horses have left the barn...now what?* SIOP Conference, Philadelphia, PA.

Graff-Reed, R. PhD & Doverspike, D. (2013, October). *All in a day's work: Improving employee well-being for a healthy bottom line*. Ohio Psychological Association, Columbus, Ohio.

Graff-Reed, R. & Doverspike, D. (2012, October). *Helping workplaces thrive in the 21<sup>st</sup> Century: From "9 to 5" to "24/7."* Ohio Psychological Association, 2012 Convention, Columbus, Ohio.

Doverspike, D. Hayes, D., & Hellkamp, D. (2010, November 10). *Expanding your psychology practice through business consulting*. Ohio Psychological Association, 2010 Convention, Columbus, OH.

Doverspike, D. & Barrett, G. V. (2010, September). *Problems and prophecies in adverse impact*. Personnel Testing Council – Southern California, Los Angeles, CA.

Doverspike, D. Norris-Watts, C, Snyder, D., & Morris, S. (2010, April). *At odds over adverse impact*. SIOP Convention, Atlanta, GA.

Doverspike, D. (2007 May). *Understanding and assessing item bias*. MAPAC Conference, Harrisburg, PA.

Doverspike, D. (2006, October). *Reducing legal risk in the hiring process*. Audio Conference, Human Capital Audioconference Series.

Doverspike, D. (2006, April). *Basic compensation principles: Applying assessment competencies*. Invited keynote address and workshop for PTC-SC, Los Angeles, Spring Conference.

Doverspike, D. (2005, December). *Adverse impact*. Invited workshop to PTC-SC, Los Angeles.

Doverspike, D. (2003, December). *The ART of coping with workplace stress*. Speech and training to the Audit Division, Canton-Akron.

Doverspike, D. (2003, February & March). *Preperformance routines*. Workshop presented to the University of Akron track team and women's soccer team.

Doverspike, D. (2000, May). *How to identify and rectify potential problem areas in personnel selection: Trends in test use and misuse and related topics*. Stark County Human Resource Association Conference on Effective Workforce Management: Employment Law Update & Other Managerial Challenges.

Doverspike, D. (1997, October). *Testing job knowledge*. Workshop presented at Kent State - Stark Campus.

Barrett, G. V., & Doverspike, D. (1985, August). *Job evaluation and comparable worth*. Workshop presented at the 1985 Academy of Management Convention, San Diego, CA.

Doverspike, D., Barrett, G. V., & Alexander, R. A. (1985, June). *The assessment of sex bias in compensation: Problems and solutions*. Workshop presented at the 1985 International Personnel Management Associations Assessment Council Convention, New Orleans, LA.

Barrett, G. V., Alexander, R. A., & Doverspike, D. (1985, April 12-14). *Comparable worth and job evaluation: Legal and psychological issues*. Invited workshop, Sixth Annual I/O-OB Graduate Student Conference, Akron, Ohio.

### **Paper Presentations or Colloquia**

Doverspike, D. (2022, July). *Panel member for Career Mentoring*. Presented as part of a panel at IPAC 2022, San Diego, CA.

Doverspike, D. (2022, July). Organizer and chair of the symposium *Police Preemployment Personality Testing in a Chilly, Challenging Climate*. Presented at IPAC 2022, San Diego, CA.

Doverspike, D., Chicatelli, S. & Barrett, G. (2022, July). *Analysis of the Psychometric Properties of the MMPI-3 with an Applicant Sample*. Part of the symposium

*Preemployment Personality Testing in a Chilly, Challenging Climate*. Presented at IPAC 2022, San Diego, CA.

Barrett, A., Barrett, G. V., Barrett, J. & Doverspike, D. (2022). *A Review of Reviews of Predictors of Police and Safety Force Job Performance*. Part of the symposium *Preemployment Personality Testing in a Chilly, Challenging Climate*. Presented at IPAC 2022, San Diego, CA.

Barrett, G.V., Barrett, J., Barrett, A., & Doverspike, D. (2022). *A Reconsideration of the MMPI as a “Diagnostic Examination” and the Necessity of Post-Offer Administration*. Part of the symposium *Preemployment Personality Testing in a Chilly, Challenging Climate*. Presented at IPAC 2022, San Diego, CA.

Barrett, G. V., Doverspike, D., & Barrett, A. J. (2021, September). *The Utility of Meta-Analytic Studies of Police Performance for Operational Decisions*. SPCP Conference 2021, TX.

Harmata, R., Sherman, R. A., Winterberg, C., McKinley, S., Doverspike, D., Verona, E., & Kang, B. (2021, April, Chairs). *Good cop/bad cop: A deep dive into police officer personality*. Symposium presented at the 36th Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Doverspike, D. (2021, June). *I’ve fallen and I can’t get up: The case of Emergency Medical Service Providers*. Speech: Gateway Industrial Organizational Psychology Group.

Doverspike, D. (2020, October). *I’ve fallen and I can’t get up: The case of Emergency Medical Service Providers*. Colloquium: DePaul.

Doverspike, D. (2020, October). *I’ve fallen and I can’t get up: The case of Emergency Medical Service Providers*. Colloquium: Texas A&M.

Doverspike, D. (2019, July). *Open Science: Thoughts on open science*. Panel at 2019 IPAC, Minneapolis, MN.

Cubrich, M. & Doverspike, D. (2019, May). *The dark side of personality: Predicting high-risk behaviors in organizations*. Poster presented at the 2019 Midwest Psychological Association, Chicago, IL.

Doverspike, D. (2019). Panelist: *Small business, big challenge: applying big business consulting to small business*. Panelist on discussion to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Flores, C., Doverspike, D., Horan, K. A., Howald, N., McClure, J., & Patenaude, L. (2019, April). *The ins and outs of university-based consulting centers*. Panel

discussion to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Doverspike, D. (2019, April). *The Science-Practice Partnership: Action and Education*. Panel discussion to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Doverspike, D. (2019, March). *Pay equity and the market*. Paper presented at the 2019 PHRRG Conference, Gainesville, FL.

Doverspike, D. (2018, August). *Distinguish yourself from the crowd: Applying to graduate school in mental health*. Paper-workshop presented at Cuyahoga County Juvenile Court, Cleveland, OH.

Sodhi, K., Cubrich, M., Tseng, S. *Toward an Initial Organizing Framework for the Key Outcomes in EMS Professions*. (April, 2018) Poster to be presented the 33<sup>rd</sup> Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Doverspike, D. (2017, February). *Licensure for I-O and Consulting Psychology*. Roundtable coordinated at the 2017 Society of Consulting Psychology Conference, Seattle, WA.

Doverspike, D. (2017, July). *How can I use competencies? Practical measurement of a competency model: leadership in public safety*. Paper presentation at the 2017 IPAC Conference in Birmingham, AL. 7/17/2017.

Doverspike, D. Samipour, S., Roberts, A., & Slezak, T. (2017). *Assessing the potential for high risk behaviors among emergency medical service providers*. Paper presentation at the 2017 IPAC Conference in Birmingham, AL. 7/17/2017

Doverspike, D., Sodhi, K., & Flores, C. (2017). *Driving a public safety attitude survey: taking the pulse of your organization*. Paper presentation at the 2017 IPAC Conference in Birmingham, AL. 7/18/2017

Taylor, S. A., Zugec, L., Doverspike, D., Colquitt, A. L., Adler, S., Alexander, A., Putka, D. J., King, E. B., Deal, J. J., & Kantrowitz, T. (2017, April). *Theme track: As the pendulum swings: Debating what's really new in I-O*. Special event to be conducted at the 32nd Annual Conference of the Society of Industrial and Organizational Psychology, Orlando, FL.

Flores, C., Elicker, J., & Doverspike, D. (2017, April). *A reexamination of stereotype threat in high-stakes testing*. Poster presented at the 2017 SIOP Conference.

Doverspike, D. (2016, May). *Am I really such a terrible person?* PHRRG, Richmond, VA.

Doverspike, D. (2016, April). Presenter and member of the symposium *The Future of Mobile Assessment: What Could We Do?* With K. Lahti, A. Lawrence, K. Foster, Erin Wood, S. Gutierrez, and J. Labrador. Society for Industrial and Organizational Psychology Conference 2016, Anaheim, CA.

Doverspike, D. (2016, April). Presenter and member of the symposium for *Pro Bon-I/O: Putting I/O Psychology to Good Work for Non-Profits*. With M. Nolan, S. Samipour, K. Arredondo, T. Slezak, L. Diefendorff, J. Lovelace, M. Crayne, and D. Shore.

Doverspike, D. (2015, November 6). *Emerging Technologies and the Evolution of Our Traditional Testing Model*. Personnel Testing Council of Southern California.

Doverspike, D. (2015). *PCAL*. R3D Preconference, Cuyahoga Community College, Cleveland, OH.

Doverspike, D. (2015). Panel member for *Linear I-O in an exponential world: Keeping pace with technology*. Symposium at SIOP, Philadelphia, PA.

Doverspike, D. (2015). *Job analysis: Trends, practices, and what's up*. Invited speaker at GLEAN Conference, Akron, OH.

Carpenter, J. & Doverspike, D. (2014). *Altering images during selection: Assessment content matters*. Poster at SIOP Conference, Honolulu, HA.

Trusty, M., Doverspike, D., Kantrowitz, T., Zelin, A., Lider, M., & Carter, G. (2014). *Executive board invited session: Career study of people with advanced degrees in I-O Psychology*. Symposium at SIOP Conference, Honolulu, HA.

Doverspike, D., Carpenter, J., Ferrell, J., Hoffman, E., & Usher, A. (2013). *The timeless dance of seduction: Managing the public sector brand*. IPAC, Columbus, OH.

Doverspike, D. & Miguel, R. F. (2013). *Career paths and training needs for public sector assessment professionals*. IPAC, Columbus, OH.

Doverspike, D. (2013). *O\*NET and beyond: Using occupational classification systems to guide practice*. Session participant.

Doverspike, D. (2012). *Sharing TEA and lessons from the graduate classroom*. Part of the symposium, *Should a measurement course be required of all undergraduate psychology majors?* Symposium at the American Psychological Association Convention, Orlando, FL.

Ferrell, J. Z., Doverspike, D., & Ash, S. R. (2012, April 28). *Impact of remotely delivered assessments on brand image perceptions*. Poster at SIOP, San Diego.



- Ferrell, J. Z., Snell, A. F., Doverspike, D., Kraus, A. J., & Nakai, Y. (2012, April 28). *Reexamination of the social identity consciousness scale using job seekers*. Poster at SIOP, San Diego, CA.
- Doverspike, D., Arthur, W., Jr., Taylor, J. E., & Carr, A. E. (2012, April 27). *Mobile mania: Impact of device type on remotely delivered assessments*. Part of the Symposium, *Chasing the tortoise: Zeno's paradox in technology-based assessment*. San Diego, CA.
- Young, C. & Doverspike, D. (2012, April 28). *Item insensitivity: The influence of item and person characteristic*. San Diego, CA.
- Doverspike, D. (2012, March). *The seeds of my discontent*. Select International, Pittsburgh, PA.
- Doverspike, D. (2011, November). *Effective use of psychological testing in the workplace*. 2011 Akron Employment Law Conference – Jackson/Lewis, Akron, Oh.
- Doverspike, D. (2011, October). *Navigating the complex legal environment of HR 2011 - JCU*. Invited address to John Carroll University MBA class, University Heights, OH.
- Doverspike, D. (2011, March). *Investigating item idiosyncrasies*. Personnel Testing Council Northern California Conference, Sacramento, CA.
- Doverspike, D. (2010, October). *The conundrum of adverse impact*. Personnel Testing Council – Metropolitan Washington. Washington, DC.
- Doverspike, D., Carpenter, J., & Hilliard, A. (2010, July). *Assessing the value of assessing public service motivation: Public service work ethic*. International Personnel Assessment Council Conference, Newport Beach, CA.
- Mahoney, K. T., Buckner, J., Buboltz, W., & Doverspike, D. (2010, June). *Individual differences in emotional labor and its consequences*. Poster presented at American Psychological Society, Boston, MA.
- Doverspike, D. (2010). Part of Symposium on *Engaging students in applied work: Lessons from university-based consulting centers*. Symposium at 2010 SIOP Convention, Atlanta, CA.
- Doverspike, D, Zhao, J., Lam, P., Zhe, J. and Menzemer, C. (2009, June). *STEM summer and academic year workshops for middle school students on IEPs at The University of Akron*. Poster presented at 2009 Joint Annual Meeting Innovation and Leadership through a Diverse STEM Workforce, Washington, DC.

- Doverspike, D. (2009, May). *Assessing the items: Using SME judgments for linkages, sensitivity, and cut off scores*. Talk presented at the Spring 2009 MAPAC Conference in Harrisburg, PA.
- Lam, A., Doverspike, D., & Arthur, W. (2009, April). *An examination of the impact of instruction set on Angoff ratings in the development of critical scores*. Paper presented at 2009 SIOP Convention, New Orleans, LA.
- Mahoney, K. T., Monaghan, D., & Doverspike, D. (2009, April). *Expanding the emotional labor construct to include perceived difficulty*. Paper presented at 2009 SIOP Convention, New Orleans, LA.
- Mahoney, K. T., Walczyk, JJ, Doverspike, D, & Griffiths-Ross, D. (2008, August). [Cognitive lie detection: An alternative approach](#). Paper at American Psychological Association, Boston, MA. doi: 10.1007/s10869-009-9090-8
- Doverspike, D., O'Connell, M. S., & Reeder, M. (2008, April). *Temporal stability and retest effects across personnel selection methods*. Paper at 2008 SIOP Convention, San Francisco, CA.
- Miklos, S. & Doverspike, D. (2008, April), *Aging and industrial and organizational psychology, community of interest discussion*. Paper at 2008 SIOP Convention, San Francisco, CA.
- Chan, S., Cober, R. T., Doverspike, D., Haaland, D. E., Mastrangelo, L., Safran, A., Sinar, E. F., Smedley, M., Vassar, A., & Wasko, L. E. (2008, April). *Exploring testing environment effects beyond the proctored versus unproctored distinction*. Symposium at 2008 SIOP Convention, San Francisco, CA.
- Lam, P. Doverspike, D., Zhao, J., Zhe, J. & Menzemer, C. (2008, March). *Fostering STEM based education for middle school students on learning disability related IEPs*. ASEE NCS Conference, Wright State.
- Menzemer, C., Lam, P., Zhao, J., Zhe, J., & Doverspike, D. (2007, October). [Enhancing access and fostering science, technology, engineering and math \(STEM\) using civil engineering materials applications for special learning disabilities middle school students](#). Frontiers in Education Conference, Milwaukee, WI.
- Doverspike, D. (2007, May). *Understanding and assessing item bias*. MAPAC Conference, Harrisburg, PA.
- Mahoney, K., Svyantek, D., & Doverspike, D. (2007, May). *A within-subject framing and risky choice study*. Association for Psychological Society, Washington, DC.

- Lam, P., Zhao, J., Doverspike, D., Zhe, J. & Menzemer, C. (2007, April). *An initial assessment of the effectiveness of the enhancing access and fostering science, technology*. Engineering and Math (STEM) NSF Summer Workshop Program, Louisville, KY.
- Zhe, J., Zhao, J., Lam, P., Doverspike, D., & Menzemer, C. (2007, March). [Fostering science, technology, engineering and math using intelligent balloon for special learning disabilities middle school students](#). Spring 2007 American Society for Engineering Education North Central Section Conference at West Virginia Institute of Technology (WVUTech).
- Doverspike, D. (2006, May). *Assessing person-job fit in selection: An objective approach*. Paper presentation at 2006 SIOP Convention, Dallas, TX.
- Doverspike, D. (2006, May). *Recent trends in adverse impact litigation*. Panelist at session at 2006 SIOP Convention, Dallas, TX.
- Doverspike, D. (2005, December). *Volunteers and the public work ethic*. Invited address to PTC-SC, Los Angeles, CA.
- Doverspike, D. (2005, October). *Navigating the complex legal environment of HR*. Invited address to University of Akron Student SHRM, Akron, Ohio.
- Doverspike, D. (2005, October). *Increasing diversity through human resources*. Invited address to the IPMA-HR International Training Conference, Dallas, TX.
- Doverspike, D. (2005, April). *Unproctored internet testing*. Symposium at 2005 SIOP Convention, Los Angeles, CA.
- Doverspike, D. (2005, April). *Cognitive task analysis*. Symposium at 2005 SIOP Convention, Los Angeles, CA.
- Doverspike, D. (2005, April). *Individual difference models for predicting safety*. Symposium at 2005 SIOP Convention, Los Angeles, CA.
- Doverspike, D. (2004, October). *Retaining talent in the public sector*. Paper presented at the IPMA-HR Training Conference, Phoenix, AZ.
- Doverspike, D. (2004, September). *Firm advice on retention*. Paper presented at the Georgia Merit Conference, Atlanta, GA.
- Doverspike, D. (2004, June). *Achieving diversity and reducing adverse impact*. Paper presented at the IPMAAC Convention, Seattle, WA.
- Doverspike, D. (2004, June). *Achieving diversity in the workplace*. Paper presented at colloquium series at Wright State University, Dayton, OH.

- Lamancusa, K. A., Ramakrishnan, M., Doverspike, D., Parry, C. (2004, April). *Career-related continuous learning in the professional speaking industry*. Paper presented at the 2004 SIOP Convention, Chicago, IL.
- Robinson, R. & Doverspike, D. (2004, April). *Predicting online course taking behavior: The theory of planned behavior*. Paper presented at the 2004 SIOP Convention, Chicago, IL.
- Lawrence, A. & Doverspike, D. (2004, April). *The use of person-organizational fit in employment decision making*. Paper presented at the 2004 SIOP Convention, Chicago, IL.
- Arthur, W. A., Jr., & Doverspike, D. (2004, April). *The use of person-organizational fit in employment decision making*. Paper presented at the 2004 SIOP Convention, Chicago, IL.
- Cober, A. & Doverspike, D. (2004, April). *Individual differences in self-regulatory effectiveness: Action-state orientation, volitional competencies, and performance*. Paper presented at the 2004 SIOP Convention, Chicago, IL.
- Doverspike, D. (2003, May). *Constructing a course in e.psychology and the science of online behavior*. Paper presented at the 2003 American Psychological Society Convention, Atlanta, GA.
- O'Connell, M. S., Bott, J. P., Ramakrishnan, M., & Doverspike, D. (2003, April). *Implications of applicant versus incumbent differences on personality scores*. Paper presented at the 2003 SIOP Conference, Orlando, FL.
- Taylor, M. A. & Doverspike, D. (2003, April). *Retirement planning and preparation*. Paper presented at the 2003 SIOP Conference, Orlando, FL.
- Selenta, C., Cober, R. T., Levy, P., Doverspike, D., Chang, C., & Pogson, C. (2003, April). *The University of Akron's Center for Organizational Research (COR): How we got there from here?* Paper presented at the 2003 SIOP Conference, Orlando, FL.
- Doverspike, D. (2003, March). *Memory improvement techniques*. Paper presented to the Akron Area Public Relations Society.
- Svyantek, D., Elicker, J., & Doverspike, D. (2003, March). *Applied "ask the experts."* Presentation at the IOOB 2003 24<sup>th</sup> Annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Akron, OH.
- Taylor, M. A. & Doverspike, D. (2002, April). *Addressing projected workforce shortages by recruiting and retaining older workers*. Paper presented at the 2002 SIOP Conference, Toronto, CAN.

- McKay, P. F. & Doverspike, D. (2002, April). *An application of stereotype threat theory to personnel selection*. Paper presented at the 2002 SIOP Conference, Toronto, CAN. Also Discussant for session - Cultivating a diverse workforce: Pitfalls and potential treasure.
- Ritter, B. & Doverspike, D. (2002, April). *The changing nature of sexual harassment*. Poster presented at the 2002 SIOP Conference, Toronto, CAN.
- Doverspike, D. (2001, August). *Recruiting the older worker*. Paper presented at the 2001 American Psychological Convention, San Francisco, CA.
- Doverspike, D. & Blumental, A. (2001, April). *Gender issues in the measurement of physical and psychological safety*. Paper presented at the 16<sup>th</sup> Annual SIOP Conference, San Diego, CA.
- Arthur, W. A. & Doverspike, D. (2001, April). *Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test*. Paper presented at the 16<sup>th</sup> Annual SIOP Conference, San Diego, CA.
- Doverspike, D. & Miguel-Feruito, R. F. (2001, April). *Test-wiseness training as a mechanism for reducing adverse impact: Effects on responses to a reading comprehension test with omitted passages*. Paper presented at the 16<sup>th</sup> Annual SIOP Conference, San Diego, CA.
- Miller, C. E., Barrett, G. V., & Doverspike, D. (2000, August). *A comparison of the career woman and career man stereotypes*. Poster session presented at the annual meeting of the American Psychological Association, Washington, D.C.
- Blumental, A., Doverspike, D., Cober, R. T., & Monaghan, D. M. (2000, April). *Is Generation X motivated? A comparison of work ethic between Generation X and individuals over age 35*. Presented at the 2000 SIOP Convention, New Orleans, LA.
- O'Connell, M. S. & Doverspike, D. (2000, April). *Who should you put together on a work team?* Presented at the 2000 SIOP Convention, New Orleans, LA.
- Doverspike, D., Arthur, W. E., Jr., Struchul, A., & Taylor, M. A. (2000, April). *The cosmopolitan personality*. Presented at the 2000 SIOP Convention, New Orleans, LA.
- O'Connell, M. S. & Doverspike, D. (2000, April). *A partial test of cognitive resource theory in an automotive plant*. Presented at the 2000 SIOP Convention, New Orleans, LA.

- O'Connell, M. S., Meloun, J., Gillikin, S., & Doverspike, D. (2000, April). *Is negative affectivity a wolf in sheep computer anxiety's clothing?* Presented at the 2000 SIOP Convention, New Orleans, LA.
- Tuel, R. C. & Doverspike, D. (2000). *The difficult hire*. Paper presented at the Akron SHRM meeting, Akron, Ohio.
- Tuel, R. C. & Doverspike, D. (2000, April). *The difficult hire*. Paper presented at the Canton SRHM Meeting.
- Lam, P. C., Doverspike, D., & Mawasha, P. R. (March, 2000). *Assessing and predicting the success of increasing diversity in engineering academics (IDEAs) at The University of Akron*. Paper presented at the MEP Workshop at the 2000 NAMEPA National Conference.
- McKay, P. F. & Doverspike, D. (1999). *Stereotype threat effects on the IQ test scores of African Americans*. Paper presented at the 1999 SIOP Convention.
- Bishop N. B., Barrett, G. V., Doverspike, D., Hall, R. J., & Svyantek, D. (1999). *Big five and selection: Factors impacting responses and validities*. Poster session to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Rotenberry, P. F., Barrett, G. V. & Doverspike, D. (1999). *Determination of systematic bias for an objectively scored in-basket assessment*. Poster presented at 1999 SIOP Convention.
- Mawasha, P. R. & Doverspike, D. (1998). *The effectiveness of the ASME Diversity Action Grants*. Paper presented at the 1998 International Mechanical Engineering Congress and Exposition, Anaheim, CA.
- Doverspike, D., Lam, P., Mawasha, R. (1998). *AA in action in a university environment: A strategy for increasing minority representation in engineering and the sciences*. Presented at the 1998 Sigma Xi Conference, Vancouver, CAN.
- Doverspike, D. (1998). *Sigma Xi: Rebirth at the University of Akron*. Presented at the 1998 Sigma Xi Conference, Vancouver, CA.
- Doverspike, D. (1998). *Generation X*. PHRRG Meeting, Chicago, IL.
- Doverspike, D. (1998). *Why Industrial/Organizational Psychology?* Invited workshop and colloquium, Penn State University, Behrend College, PA.
- Doverspike, D. (1998). *AA in action in a university environment: How would you do it differently?* Presented at the 1998 SIOP Convention, Dallas, TX.

- Barrett, G. V., Miller, C. E., Doverspike, D., Olesen, E. P., Callahan, C. M. (1998). *An investigation of the career woman/career man stereotype*. Presented at the 1998 SIOP Convention, Dallas, TX.
- Doverspike, D., (1997, October). *Testing job knowledge*. Workshop presented at Kent State University.
- Doverspike, D., Miguel, R., & Barrett, G. V. (1997, August). *Impact of passage dependency on reading comprehension test performance*. Paper presented at 1997 APA Convention, Chicago, IL.
- Doverspike, D. (1997, April). *Attacking psychological and expert theories*. Invited speaker, Sigma Xi, University of Wisconsin-Oshkosh.
- Doverspike, D. (1997, April). *What's new in testing?* Invited speaker, Akron SHRM.
- Doverspike, D. (1997, April). *Test use and misuse*. Invited colloquium, Psychology Department, University of Wisconsin-Oshkosh.
- Doverspike, D. (1997, March 24). *OJ, tokens, and human factors*. Invited colloquium address, Texas A & M Colloquium Series, College Station, TX.
- Hollis, L., Sherman, L. R., Sterns, H., & Doverspike, D. (1996, June). *Older adults in the workplace and the Americans with Disabilities Act of 1990*. Symposium presented at the 1996 IPMAAC Conference in Boston, MA.
- Doverspike, D., Arthur, W. Jr., & Woehr, D. (1996, June). *Public personnel practices in Ghana and Nigeria*. Symposium presented at the 1996 IPMAAC Conference in Boston, MA.
- Cellar, D. F., Miller, M. L., Doverspike, D., & Klausky, J. D. (1996). *A comparison of factor structures and criterion-related validity coefficients for personality measures based on the lexical and questionnaire five-factor models: The impact of scale transparency on factor structure and prediction*. Presented at the 1996 SIOP Convention, San Diego, CA.
- Stanush, P. L., Arthur, W., Jr., & Doverspike, D. (1996). *Racial minorities' reactions to affirmative action in a simulated selection scenario*. Presented at the 1996 SIOP Convention, San Diego, CA.
- Arthur, W., Jr., Doverspike, D. and Kuthy, J. E. (1996). *Striking gold through a deep-level organizational intervention in Ghana's mining industry*. Presented at the 1996 SIOP Convention, San Diego, CA.

- Doverspike, D. & Miguel, R. (1995). *Practical aspects of arranging internships*. Paper presented at the 1995 International Personnel Management Association's Assessment Council's Convention, New Orleans, LA.
- Miguel, R. & Doverspike, D. (1995). *Internships: The student viewpoint*. Paper presented at the 1995 International Personnel Management Association's Assessment Council's Convention, New Orleans, LA.
- Doverspike, D., & Bartels, L. K. (1995). *Effects of assessor characteristics on assessor scores*. Paper presented at the 1995 International Personnel Management Association's Assessment Council's Convention, New Orleans, LA.
- Doverspike, D. (1995). *Leading self-directed work groups*. 1995 PHRRG Conference, New Orleans, LA.
- Doverspike, D., Justice, A., & Polomsky, M. (1993). *Adult attachment styles and reactions to sexual harassment scenarios*. 1993 APA Convention, Toronto, CA.
- Miklos, S., Sawyer, T. P., & Doverspike, D. (1993). *Customer rating of performance: Are they useful?* 1993 SIOP Convention, San Francisco, CA.
- Doverspike, D. (1992, May). Chair for session entitled *Culminating a career: Research on later life work transitions*. Presented at the 1992 SIOP Convention, Montreal, CAN.
- Kahney, L. & Doverspike, D. (1992, May). *Disaggregating assessment center validities*. Poster presented at the 1992 SIOP Convention, Montreal, CAN.
- Doverspike, D. (1991, August). Chair and presenter for symposium *Fresh looks at job design*. Presented at the 1991 APA Convention, San Francisco, CA.
- Alexander, R. A., Barrett, G. V., & Doverspike, D. (1991, April). *Appropriate (and inappropriate) data and analyses relevant to the dynamic criteria question*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Arthur, W., & Doverspike, D. (1991, April). *A comparative longitudinal investigation of two predictors of accident involvement*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Doverspike, D. (1991, February). *Training approaches for older adults: Time is running out*. Paper presented at the 15th Anniversary Celebration of the Institute for Lifespan Development and Gerontology, Akron, OH.



Doverspike, D. (1990, August). *Moderator and chair for session Affirmative action*. Moderator and chair for session at the 1990 APA Convention, Boston, MA.

Doverspike, D. (1990, August). *Real world issues without research-based solutions. A needs analysis of I/O research*. Participant on panel discussion at the 1990 APA Convention, Boston, MA.

Doverspike, D. (1990, May). *Can the compensable worth of female sex typed jobs be measured?* Invited paper presented to the 66th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Doverspike, D. (1990, June). *Information processing approaches to test development and construction as evidence for test validity*. Paper presented at the 1990 IPMAAC Conference, San Diego, CA.

Arthur, W., Jr., Feuntes, R., Hart, D., & Doverspike, D. (1989, August). *Relationship between personnel tests, age and job performance*. Presented at the 1989 APA Convention in New Orleans, LA.

Doverspike, D. (1989, April). *Job evaluation*. Member of panel discussion entitled *Comparable worth: Can it achieve pay equity*. Presented at the 1989 SIOP Conference, Boston, MA.

Schwartz, L. S., Kubitz, N. S., Sterns, H. L., Alexander, R. A. and Doverspike, D. (1988, April). *The relationship between work pace and performance accuracy for younger and older adults on a computerized visual monitoring inspection task*. Presented at the Second Cognitive Aging Conference, Atlanta, GA.

Cellar, D. F., Doverspike, D., Durr, M., & Halsell, S. (1987, April). *The effect of cognitive style, job analysis information format and sex of rates on the accuracy of job evaluation ratings*. Paper presented at the 1987 Division 14 Midyear Convention, Atlanta, GA.

Doverspike, D., Racicot, B., & Hauenstein, N. (1987, April). *Job evaluation and labor market effects on simulated compensation decisions*. Paper presented at the 1987 Division 14 Midyear Convention, Atlanta, GA.

Doverspike, D. (1988, April). Chair for symposium on *Industrial gerontology: An exploration of legal and research issues*. Presented at the Third Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Dallas, Texas. Included the paper, T Taylor, M. A., Doverspike, D., & Brickner, M. refining the measurement of attitudes toward older workers.

- Doverspike, D., Racicot, B., & Albertsson, C. (1986, October). *The role of information processing variables in the decision-making process in job evaluation: Results of empirical studies on sex prototypes, person prototypes and the effect of training*. Paper presented at the Conference on Decision Making and Information Processing, Buffalo, NY.
- Alexander, R. A., Barrett, G. V., & Doverspike, D. (1985, June 6-8). *Critique of multiple regression approaches to analyzing pay discrimination*. Paper presented at the 46th Annual Convention of the Canadian Psychological Association, Halifax, Nova Scotia.
- Racicot, B. M., & Doverspike, D. (1985, April 12-14). *Review of the literature on perceptions of sex discrimination and the propensity to sue*. Paper presented at the 1985 I/O-OB Graduate Student Convention, Akron, OH.
- Doverspike, D., Dunn, M., & Cella, A. (1984, August). *Occupational interest as a function of sex ratios*. Paper presented at the 1984 American Psychological Association Convention, Toronto, CAN.
- Doverspike, D. (1984, April). *Comparable worth: Psychological issues*. Paper presented at the 1984 Nebraska Psychological Association Spring Meeting, Lincoln, NE.
- Durr, M., & Doverspike, D. (1984, April). *Supervisors' attitudes toward involuntary turnover*. Paper presented at the 1984 Nebraska Psychological Association Spring Meeting, Lincoln, NE.
- Cella, A., Durr, M., Habler, B., & Doverspike, D. (1984). *Goal setting and expectancy theory predictions of academic effort performance*. Paper presented at 1984 I/O-OB Graduate Student Conference, Norfolk, VA.
- Durr, M., Cella, A., & Doverspike, D. (1984). *Effect of participation rates on perceived discrimination and occupational interest*. Paper presented at 1984 I/O-OB Graduate Student Conference, Norfolk, VA.
- Doverspike, D., Innaurato, T., & Levin, J. (1984). *The fifty-nine cent controversy: Perceptions of an ambiguous situation*. Presented at the 1984 Southwest Academy of Management and Convention, San Antonio, TX.
- Hoffman, C. C., Fredericks, A., & Doverspike, D. (1983). *Another look at "Do behavioral observation scales measure observation."* Presented at the 1983 APA Convention, Anaheim, CA.
- Doverspike, D. (1983, May). *A statistical analysis of internal sex bias in a job evaluation instrument*. Presented at the 1983 IPMAAC Convention, Washington, DC.

Carlisi, A. M., Cooper, E. A., Cronshaw, S., & Doverspike, D. (1982, April). *Symposium: Job evaluation, equal pay, and comparable worth*. Presented at the Third Annual National I/O & OB Graduate Student Convention, College Park, MD.

## **G. Professional Activities**

### **Supported Research or Projects<sup>1</sup>**

Doverspike, D. (2020). IPMA-HR Maintenance Worker Test Development and Job Analysis, \$22,972.57

Doverspike, D. (2020). Avatar Concurrent Validation Study, \$1,142.91.

Doverspike, D. (2019). Avesta Priority Ambulance Organizational Climate Survey, \$3628.

Doverspike, D. (2019). Akron Children's Concert Society, \$1,250.

Doverspike, D. (2019). National Registry Facilitation, \$9,289.51.

Doverspike, D. (2019). Shearer's, Engagement Survey Project, \$9525.

Doverspike, D. (2019). Novo Coding Project, \$875

Doverspike, D. (2019). Novo 2019 Project, \$1500.

Doverspike, D. (2019). AAA Turnover Survey for Avesta 2019, open amount.

Doverspike, D. (2019). Shearer's Survey, \$9525.

Doverspike, D. (2019). CareFlite Survey for Avesta, \$3,000

Doverspike, D. (2018). Waterson Associates, Test development, \$1,000.

Doverspike, D. (2018). TimkenSteel notetaking, \$375.

Doverspike, D. (2018). Wise Old Tree/Christina Moran project, \$1,000

Doverspike, D. (2018). Avesta/NEMSMA SJT item writing, open amount.

Doverspike, D. (2018). Timken Steel training project, \$18,950.

Doverspike, D. (2018). Checkster Competency Interview Development, \$1,650.

Doverspike, D. (2017) Shearer's Monthly and Quarterly Coding 2017, \$2,500.00.

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<sup>1</sup> Does not include industrial practica.

Doverspike, D. (2017). Shearer's Job Description Project, 2017, \$3,050.

Doverspike, D. (2017). Shearer's Engagement Survey, 2017-2018, \$11,875.

Doverspike, D. (2017, September). Novo: September Survey Coding Project, \$500.

Doverspike, D. (2017, August). Avesta, Buckeye Ambulance Organizational Climate Survey, \$2,650.00.

Doverspike, D. (2017-2018). Adult Protective Services (APS) Care Coordination Program Data Analysis Services, County of Summit Department of Job & Family Services, \$20,000.

Doverspike, D. (2017, August). Novo Nordisk, Inc., August 2017 Survey Coding Project, \$500.

Doverspike, D. (2017, August). Checkster fall validation project, \$1900.

Doverspike, D. (2017). TimkenSteel, Roberts summer work, \$2000.00.

Doverspike, D. (2017). Shearer's coding 2017, \$2250.00

Doverspike, D. (2017). Seeds of Literacy test validation.

Doverspike, D. (2017). Novo May Survey Coding Project, \$562.50.

Doverspike, D. (2017). Novo Monthly and Quarterly Coding Project, \$2,250.00.

Doverspike, D. (2017). Checkster Validation Project, \$1,875.00.

Doverspike, D. (2017). American Medical Response Organizational Climate Survey, \$2,600.00.

Doverspike, D. (2017). TimkenSteel Security and Fire Training Project, \$18,950.

Doverspike, D. (2017). Shearer's Action Planning Project, \$562.50.

Doverspike, D. (2017). April Novo Nordisk Survey Coding Project, \$562.50.

Doverspike, D. (2017). Linda Brown Bars Project, \$2250.

Doverspike, D. (2017). Checkster Competency Project, \$1475.

Doverspike, D. (2017). Checkster Validation Project, \$737.50.

Doverspike, D. (2017). Novo Nordisk, Driving Change Survey Coding Project, \$450.

Doverspike, D. (2017). Shearer's Job Description Project, \$2,000.

Doverspike, D. (2017). Avesta test translation, \$500.00

Doverspike, D. (2016-2017). Adult Protective Services (APS) Care Coordination Program Data Analysis Services, County of Summit Department of Job & Family Services, \$22,759.

Doverspike, D. (2016). TimkenSteel Focus Group Project, \$551.25.

Doverspike, D. (2016, October). MEMS Survey Project for Avesta, \$1627.50

Doverspike, D. (2016, October). Novo Nordisk, Communications Survey Coding Project, \$225.00.

Doverspike, D. (2016, October). Novo Nordisk Survey, \$2000.00

Doverspike, D. (2016, October). Shearer's Survey Response Project, \$2600.

Doverspike, D. (2016, January). 2016 POA I Reactions Survey Analyses, Novo Nordisk, \$2,770.

Doverspike, D. (2016, January). Avesta Systems, Inc., CareFlite Climate Survey, \$3,000.

Doverspike, D. (2015, December). Summit County Department of Job and Family Services, Case Manager Job Analysis and Validation Report for the Summit County Department of Job and Family Services, Case Manager, On-the-Job Training Program, \$4,750.

Doverspike, D. (2015). Adult Protective Services Care Coordination Program Data Analysis Services, County of Summit Department of Job & Family Services, \$12,070.81.

Doverspike, D. (2015). North Olmsted Police Entry Level Administration, \$1,000.

Doverspike, D. (2015). North Olmsted Fire Lieutenant Test – Polytech, \$4,516.88.

Doverspike, D. (2015). Novo Nordisk: November 2015 Survey Coding, \$1,350.

Doverspike, D (2015). Novarate Virtue Model, \$10,225.

Doverspike, D. (2015). Frederick News Post 2015 Employee Attitude Survey, \$1,875.00.

Doverspike, D. (2015). Test Development for NEMSMA: Avesta, \$17,900.

Doverspike, D. (2015). 2015 POA Reactions Survey Analyses, Novo Nordisk, \$2,770.

Doverspike, D. (2015). Avesta Medstar Survey 2015, \$2,700.

Doverspike, D. (2015). Novo Nordisk: NNI Survey Response Coding project, \$495.

Doverspike, D. (2015) Criterion-related Validity Study for the IPCS PCE, \$5,230.

Doverspike, D. (2015 Summer). Timken Limited Summer Work from COR, Associate Special Projects, \$1,125.

Doverspike, D. (2015). Saxenda Launch Survey Analysis Project, \$2,250.00.

Doverspike, D. (2015). Shearer's Biodata Analysis Project, \$1,912.50.

Doverspike, D. (2015). Novo Nordisk: Food Services Survey Analysis Project, \$2700.

Doverspike, D. (2015). Johnson and Johnson White Paper Project, \$5,062.50.

Doverspike, D. (2015). Avesta Careflite Survey & Trend Analysis, \$1,645.

Doverspike, D. (2015). Avesta Careflite Climate Survey - Part 2, \$67.50.

Doverspike, D. (2015). Novo Nordisk, 2015 POA Reactions Survey Analysis Project, \$2,430.

Doverspike, D. (2015). Avesta, Huntsville Structured Interview Project, \$393.75.

Doverspike, D. (2015). Novo Nordisk, RFT & ADFST Competency Survey Analysis, \$973.13.

Doverspike, D. (2014). GE Bucyrus, Transportability Study, \$2,501.70.

Doverspike, D. (2014). GE Circleville, Transportability Study, \$2,711.28.

Doverspike, D. (2014). Novo Nordisk, 2014 POA Responses Survey Analysis, \$2,531.25.

Doverspike, D. (2014). Tri-C, Corporate College, Comprehensive Logistics Sequencer Test-Part 1, \$2,408.75.

Doverspike, D. (2014). T. Rowe Price, Behavioral Interview Item Development for Leadership Competency Model, \$2,581.25.

Doverspike, D. (2014 Summer). Timken, COR Associate Special Projects, \$4,500.

Doverspike, D. (2014). Poly-Tech Associates - North Olmsted Fire Entry, \$1,805.

Doverspike, D. (2014). Timken Culture Survey Analysis Project, \$1,012.50.

Doverspike, D. (2014). Tri-C Corporate College, Schwebel's Production Worker Validation Study #2, \$5,025.

Doverspike, D. (2014). Job Analysis and Suggestions for Schwebel's Route Driver Position, \$5,000.

Doverspike, D. (2014). Adult Protective Services Care Coordination Program Data Analysis Services, County of Summit Department of Job & Family Services, \$12,070.81.

Doverspike, D. (2014). Frederick News Post, 2013 Employee Attitude Survey, \$1,475.00.

Doverspike, D. (2014). Novo Nordisk 2014 POA Reactions Survey Analyses, \$3,000.

Doverspike, D. (2013). Checkster Adverse Action Analysis, \$1,492.50.

Doverspike, D. (2013). CareFlite Survey Analysis, \$1,025.00.

Doverspike, D. (2013). Corporate College Schwebel's Concurrent Validation, \$2,425.00.

Doverspike, D. (2013). Corporate College Schwebel's Mini—Pilot Validation, \$500.

Doverspike, D. (2013). Avesta – DOBI Personality Test Analysis, \$2,600.

Doverspike, D. (2013). Johnson & Johnson Literature Review – White Paper Project, \$11,250.

Doverspike, D. (2013). North Olmsted Fire Lieutenant Test, \$3,872.50.

Doverspike, D. (2013). North Olmsted Police Sergeant Test, \$3,872.50.

Doverspike, D. (2013). Lineage Logistics Transportability Validation Study, AVESTA, \$3,982.50.

Doverspike, D. (2013). Job Analysis and Performance Criteria Analysis for Curriculum Development, Corporate College, \$1,600.

Doverspike, D. (2013). Employee Survey Work for Summit Racing Equipment, Linda Brown, Partners for Organizational Success, \$3,150.

Doverspike, D. (2013). Job Analysis for Cuyahoga Community College District, Corporate College, \$4,375.

Doverspike, D. (2013). Survey Content Analysis, Novo Nordisk, \$6,000.

Doverspike, D. (2013, Fall). COR Associate Special Projects, Timken, \$7,650.00.

Doverspike, D. (2013, Summer). COR Associate Special Projects, Timken, \$2,250.

Doverspike, D. (2013). Hospital Survey Project, International Strategy & Consulting, \$3,775.

Doverspike, D. (2013). Talent Review Analysis for Timken, \$1,068.75.

Doverspike, D. (2013). CareFlite Survey, \$1,362.50.

Doverspike, D. (2013). FirstMed Survey. \$3,006.36.

Doverspike, D. (2013). North Olmsted Assessments #1 for PolyTech, \$5,009.76.

Doverspike, D. (2013). Novo Nordisk Training Survey, \$3,000.

Doverspike, D. (2013). Medstar Survey, \$2,005.

Doverspike, D. (2013). SIOP Career Study, \$7,000.

Doverspike, D. (2012). T. Rowe Price Associates, Inc. and University of Akron, Statement of Work No. 3, Version No. 1, \$4,888.80.

Doverspike, D. (2012). T. Rowe Price Associates, Inc. and University of Akron, Statement of Work No. 4, Version No. 1, \$2,444.00.

Doverspike, D. (2012). Timken Fall of 2012 Additional Hours for Miscellaneous Projects, \$2,268.00.

Doverspike, D. (2012). T. Rowe Price Associates, Inc. and University of Akron, Statement of Work No. 2, Version No. 1, \$2,872.80.

Doverspike, D. (2012). T. Rowe Price Associates, Inc. and University of Akron, Statement of Work No. 1, Version No. 1, \$2,444.

Doverspike, D. (2012). Timken Miscellaneous Projects Additional Hours, \$3,213.00.

Doverspike, D. (2012). Timken Miscellaneous Projects, \$2,142.00.

Doverspike, D. (2012). AMR Physical Ability Test Validation for Avesta, \$25,681.

Doverspike, D. (2012). Kellogg Business Leader Model Item Generation, \$2016.



Doverspike, D. (2012). Mercy Health Transportation – Cincinnati Structured Interview Project, \$5,502.42.

Doverspike, D. (2012). COR Associate Special Projects, Timken, \$1,000.

Doverspike, D. (2011). Medical Mutual Qualitative Data Analysis for Partners for Organizational Success, \$3,097.08.

Doverspike, D. (2011). COR Associate Project Hours, Timken, \$2,142.

Doverspike, D. (2011). EMS Physical Ability Test Validation, \$15,649.20.

Doverspike, D. (2011). Voluntary Turnover Phone Interviews and Data Entry, Avatar Management Systems, \$945.00.

Doverspike, D. (2011). Wayne County Needs Analysis, University of Akron – Wayne Campus, internal, \$781.83.

Doverspike, D. (2010). Timken Company, Miscellaneous Projects funded by the Timken Company, \$2,142.

Doverspike, D. (2010). Organizational Effectiveness Strategies Miscellaneous Projects Funded by Organizational Effectiveness Strategies (OES), \$2,324.07.

Doverspike, D. (2010). Timken Company, Miscellaneous Projects funded by the Timken Company, \$6,426.

Doverspike, D. (2010). The University of Akron – Wayne College Assessment Facilitation Project, \$14,451.

Doverspike, D. (2009). DDI Job Analysis Project, \$17,294.67.

Doverspike, D. (2009). Employee Attitude Survey funded by the Frederick News Post, \$2,790.

Doverspike, D. (2009). Timken Company's Summer 2009 Special Task Project, \$4,284.00.

Doverspike, D. (2009). Timken Job Analysis and Selection Validation Projects for 2009, \$6,426.00.

Doverspike, D. (2008). Timken Panel Interview Project for 2008, \$2,142.00.

Hall, R. and Doverspike, D. (2008). Analysis of Novo Nordisk Survey, \$6,753.60.

Lam, P. (PI, 2006-2008). Enhancing access and fostering technology based education for students with specific learning disabilities. NSF, HRD - Res in Disabilities Ed. \$282,969. (Doverspike share \$4,000 in summer compensation for first year, \$6,000 second year, \$6,000 third year, and additional \$3,000 at end of third year.). Completed.

Doverspike, D. (2008). Timken HR Special Task Project for 2008, \$4,498.20.

Doverspike, D. (2008). Timken Selection Validation Projects for 2008, \$4,284.

Doverspike, D. (2008). Timken I/O Initiative Project, \$4,284.

Doverspike, D. (2008). Performance Review Development Project for Right Management, \$3,534.00.

Doverspike, D. (2008). Employee Survey Work for Center for Dialysis Care for Linda Brown Consulting, LLC, \$6,213.49.

Doverspike, D. (2008). Silverwood Associates Job Competency Project, \$1,360.16.

Doverspike, D. (2008). Special Project for Timken, \$1,000.

Doverspike, D. (2008). Timken HR Strategies Analysis, \$3,106.

Doverspike, D. (2008). Organizational Effectiveness Strategies Validity Project, \$1,262.52.

Doverspike, D. (2008). Timken HR Strategies Workshop Project, \$4,498.20.

Doverspike, D. (2007). Technical competency analysis for Timken, \$2,570.40.

Doverspike, D. (2007). Employee Survey Work for Linda Brown Consulting, LLC, and Summit Racing Equipment, \$4,040.

Doverspike, D. (2007). PRADCO Personality Instrument Test-Retest Proposal, \$1,512.

Doverspike, D. (2007). Study of Law School and Akron Bar Association Mentoring Program, Internal.

Snell, A. & Doverspike, D. (2007). Organizational and training needs survey. Neurology and Neuroscience Associates, Inc., \$3,670.

Doverspike, D. (2006). Future Sculpting Inc. Secondary Data Analysis, \$938.00.

Doverspike, D. (2006). Timken: Competency Analysis Project, \$1,875.

Doverspike, D. (2006). Future Sculpting Inc. Secondary Data Analysis, \$675.00.

Doverspike, D. (2006). Future Sculpting, Integrity Test White Paper, \$375.00.

Doverspike, D. (2006). Future Sculpting, Secondary data analysis for validation of a salesperson selection instrument, \$375.00.

Doverspike, D. (2005). Learning Assistants, Learning Communities, and Student Success Seminar, Secondary Data Analysis Proposal, Internal Proposal, \$3,000.

Doverspike, D. (2005). Visual Marking Systems, Inc., Individual Assessments, \$1,262.50.

Doverspike, D. (2005). Visual Marking Systems, Inc., VMS Offsite Business Plan Meeting, \$1,000.

Doverspike, D. (2005). Baldwin-Wallace College, Undergraduate Adult Internship Feasibility Study, \$17,212.50.

Doverspike, D. (2005). Visual Marking Systems, Inc., Six Individual Assessments, \$3,600.

Doverspike, D. (2005). Visual Marking Systems, Inc., Development Seminars, \$6,000.

Doverspike, D. (2004). Creative Action, Inc., Maps Project, \$5,221.50.

Doverspike, D. (2004). Hospice of Wadsworth, Strategy Retreat, \$1,027.50.

Doverspike, D. (2003). Creative Action, Survey, \$5,596.18.

Doverspike, D. (2003). Hospice of Wadsworth Rittman, Strategic Development Retreat, \$1,027.50.

Doverspike, D. (2003). Creative Action, MAPS Project, \$5,221.50.

Doverspike, D. (2003). Visual Marking Systems, Individual Assessment, \$621.88.

Doverspike, D. (2003). Visual Marking Systems, Organizational Diagnosis Survey, \$1,998.75.

Doverspike, D. (2002). Hospice of Wadsworth Rittman, Strategic Development Retreat, \$993.75.

Doverspike, D. (Grant, 2002). OMNOVA Solutions, Inc., IT Leadership Team Job Profiles, \$993.75.

Doverspike, D. (Grant, 2002). OMNOVA Solutions, Inc., Employee Survey Analysis, \$496.88.

Doverspike, D. (2002). Jewish Community Federation of Cleveland, Team Building Session, \$698.29.

Doverspike, D. (2002). ODOT Survey with COD, \$3,300.

Doverspike, D. (1999). Summer faculty project to promote teaching and student learning in quantitative methods in psychology (3750-110). Summer faculty teaching grant to Dennis Doverspike from Arts & Science College, \$6,621.00.

The effects of gender on occupational success projections, salary knowledge and risk-taking behavior. National Research Council/National Academy of Science with L. Subich, G. V. Barrett, & R. A. Alexander.

The effects of training, format, and instructional set on job evaluation ratings. The University of Akron Faculty Research Grant, 1985.

Clerical Selection Study, Council Bluffs, IA, 1983.

### **Additional Recent Specialized Training**

Introduction to the MMPI-3, 02/23/2022

### **Professional Organizations**

Society of Industrial and Organizational Psychology, Fellow (Division 14), 1984-Licensure, Certification, and Credentialing (LCC) Committee, 2016-2019  
SIOP Task Force on Contemporary Selection Practice Recommendations to EEOC, 2012-2014.  
SIOP Career Studies Task Force, 2012-2014  
SIOP Professional Practice Committee, 2010-2015  
SIOP Task Force on Certification, 2010-2011  
SIOP Program Committee, 1990-2011  
APA Program Committee 1989-1998, 2003  
Chair, Review E & T Guidelines Committee, 1988-1990  
Chair of I/O-OB Doctoral Student Consortium Subcommittee 14, 1986-1988.  
Education and Training Committee, Division 14, Member 1986-1991.  
International Personnel Assessment Council, 2009-  
Chair, Science Committee, end 2019  
Society for Police and Criminal Psychology, 2020-  
American Board of Professional Psychology, 1997-  
Organizational and Business Consulting Board, 2005-2021  
Past President and Exam Coordinator, 2013-2021  
President of Board, 2008-2012  
Practice Analysis Advisory Committee, Practice Analysis Task Force (PATF), member, 2008-2009.

Exam Appeals Committee Member (Chair), 2006  
 Ohio Psychological Association, 2007-  
 Psychology in the Workplace Network (PWN) Committee, 2010-2018  
 Great Lakes Employment Assessment Network, 2012-  
 Steering Committee, 2012-2014  
 American Psychological Association, Member, 1983-  
 American Psychological Society, Fellow, 1988-1999, 2003, 2014-  
 Society of Consulting Psychology, Division 13, 2011-2022  
 Liaison to ASPPB, 2015-2020.  
 ASPPB EPPP Step 2, Item Writer and Domain Leader, representing SIOP and SCP, 2017-  
 Society of Psychologists in Management (SPIM) 2010-2019  
 Division of Evaluation, Measurement, and Statistics, (5) 1992-2019  
 Society for the Psychological Study of Ethnic and Minority Issues (45) 1992-2019  
 Division of Teaching, (2), 1984-1990  
 Division of Law and Psychology (41), 1986-2007  
 Psychology of Women (35), 1992-2005  
 Military Psychology (19), 1992-2005  
 Psychology of Religion (36), 1992-2005  
 Academy of Management, 1982-1999, 2003-2022  
 International Personnel Assessment Council, 2008  
 Chair, Scientific Committee, 2008-2018  
 Human Resource Division's Scholarly Achievement Award Committee, 1994-1995  
 International Personnel Management Association, 1983-2009, 2013-2022  
 Member, Benchmarking Committee, 2005-2009  
 Chair, Scientific Committee, 2003-2009  
 Member, Board, 2003-2005  
 Recruitment/Selection Best Practices 2000, 2002-2003  
 Examinations Advisory Board - International Personnel Management Association  
 1996, 1997, 1998, 1999  
 Publications Advisory Board - International Personnel Management Association  
 (Editorial Board for *Public Personnel Management*), 1995, 1996.  
 Member, Conference Planning Committee, 1994-1996  
 Chair, University Liaison & Student Paper Committee, 1992-1996  
 Member, Research and Resources Committee, 1992-1994  
 Member, Student Paper Committee 1984, 1990, 1991, 1997-2009  
 Assessment Council, 1983-2009  
 Sigma Xi, 1991-2001  
 University of Akron, President, 1998-1999  
 American Statistical Association, 1992-1999  
 Midwestern Psychological Association 1990-2000  
 Local Representative 1993-2000  
 Society for Human Resources Management, 1994-1999, 2013-2019

## **Editorship, Editorial Reviewer, Book Reviewer, Academic Reviews**

Editorial Bd: Personnel Assessment and Decisions, Section Editor for Measurement and Measures Section, 2013 –

Editorial Bd: Journal of Applied Psychology, Consulting Editor, 2013 – 2017

Editorial Bd: Consulting Psychology Journal: Practice and Research, 2013 – 2017

Editorial Bd: OBHDP, 2010 - 2011

Editorial Bd: Journal of Business and Psychology, 2008 - 2017

Editorial Bd: Organizational Analysis, 2003 - 2004

Editorial Bd: *Public Personnel Management*, 1995 - 1996

Advisory Bd: Examinations Advisory Board - International Personnel Management Association 1996 - 2000

Reviewer: Illinois State University, Associate and Tenure, 2015

Reviewer: Human Performance, 2017

Reviewer: Intelligence, 2017

Reviewer: Journal of STEM Education, 2015

Reviewer: Journal of Vocational Behavior, 1998 - 2002, 2006, 2011, 2017

Reviewer: Journal of Public Administration Research and Theory, 2013 - 2014

Reviewer: University of Oklahoma, Full Professor, 2013

Reviewer: Illinois Technical Institute, Full Professor, 2012

Reviewer: Journal of Swiss Psychology, 2012

Reviewer: Northern Illinois University, Full Professor, 2012

Reviewer: Consulting Psychology Journal: Practice and Research, 2011

Reviewer: European Journal of Psychology of Education, 2011

Reviewer: PsiChi Journal, 2010 – 2012

Reviewer: Book Review, Psychology Press, 2010

Reviewer: OBHDP, 2008 – 2009, 2017

Reviewer: Journal of Organizational Behavior, 2008 - 2009

Reviewer: International Journal of Manpower, 2006 - 2007

Reviewer: Auburn University, Full Professor, 2006

Reviewer: Book Review, Worth Publishing, 2006

Reviewer: Organizational Research Methods, 2006

Reviewer: University of Oklahoma, Associate Professor and Tenure, 2006

Reviewer: DePaul Psychology Department Site Visit, 2005

Reviewer: Psychological Reports, 2004, 2006 - 2010 (Consulting Reader)

Reviewer: North American Journal of Psychology, 2004 – 2007

Reviewer: Book Review, Sentient Publications, 2004

Reviewer: Book Review, Wiley, 2004

Reviewer: 2003 APA Work, Stress and Health Conference, 2002

Reviewer: International Journal of Selection and Assessment, 2002 - 2004, 2006

Reviewer: University of South Florida, Full Professor Promotion, Reviewer, 2001

Reviewer: LEA, 1999

Reviewer: University of Akron, Tenure Reviewer, 1998

Reviewer: Brooks-Cole, 1997 – 1999

Reviewer: Holt, Rinehart & Wilson, 1997

Reviewer: Addison, Wesley & Longman, 1997

Reviewer: Book Review, Sage, 1996, 2006  
 Reviewer: Journal of Applied Social Psychology, 1996, 2002  
 Reviewer: Clemson University, Tenure Reviewer, 1996, 1998  
 Reviewer: West, 1996 - 1997  
 Reviewer: Journal of Social Behavior and Personality, 1996  
 Reviewer: Journal of Black Psychology, 1995, 1999  
 Reviewer: Encyclopedia of Gerontology, 1995  
 Reviewer: Harper Collins, 1994 - 1995  
 Reviewer: Journal of Pay Reward Management, 1994  
 Reviewer: Academy of Management Journal, 1992, 1996  
 Reviewer: SIOP, 1991 - 1995, 1997, 1998, 2000, 2001, 2003  
 Reviewer: Academy of Management Review, 1991, 2010  
 Reviewer: Personnel Psychology, 1990 - 1996, 1998 - 2001, 2002  
 Reviewer: American Psychological Association Convention, 1990 – 1993  
 Reviewer: Human Resource Management Review, 1989, 1990, 1995  
 Reviewer: Journal of Applied Psychology, 1988 - 1994, 1996 – 2012  
 Reviewer: Academy of Management Conference, 1987-1991, 1993, 2003  
 Reviewer: MONTs, 1987  
 Reviewer: Experimental Aging Research, 1986-1987  
 Reviewer: Reviewer & Committee Member - International Personnel Management  
 Assessment Council's Student Paper Competition, 1984, 1990 – 2009  
 Reviewer: Southwest Academy of Management Convention, 1983 - 1984

## **Community & Community Service**

Saint Ignatius – '72-4U – Chair, Philanthropy and Executive Committee, 2014-  
 Fathers and Sons, Akron, Oh, Executive Board, 2012-2020  
 Consulting to Fathers and Sons, 2009-2020  
 Ohio Psychological Association Psychologically Healthy Workforce Award Committee,  
 2010-2019  
 Consulting to Erwin Cartwright, Apollo Painting, 2010-2020  
 APA Disaster Response Network, 2004-2007  
 Catholic Charities, 2004-2007  
 Summit County American Red Cross Disaster Mental Health Services, 2004-2007  
 Committee Member, Reunion Committee, John Carroll University, Class of 1976, 2001  
 Soccer Coach, Cuyahoga Falls Soccer, 1990-1999  
 Captain, YMCA One on One Campaign, 1989  
 Super Judge for NEO Science Fair, 1986

## **H. List of Dissertations and Theses**

### **Chair - Completed – Dissertation**

Greim, E. M. (2018, May). *Managerial coaching and manager well-being: Exploring the positive and negative outcomes of taking on a coaching role.*

- Lam, A. F. (2015, August). *Influencing interviewer perceptions in an employment interview: An examination of the impact of interviewer applicant regulatory focus congruence.*
- Carpenter, J. E. (2013, June). *The role of corporate image perceptions in selection: Testing an impression formation model.*
- Young, C. (2011, May). *The influence of person and item characteristics on the detection of item insensitivity.*
- Lonsdale, D. J. (2010). *The effects of norm-violations in driving scenarios on self-construed courteous drivers.*
- Briks, J. (2009). *The influence of emotions on interviewers' information search behaviors: A test of an information processing model.*
- Kuthy, J. (2008). *Reducing adverse impact: An investigation of the effect of additional study time on trainability test performance.*
- Koumbis, V. (2007). *The effects of anticipated job embeddedness and social needs on organizational attraction.*
- Monaghan, D. M. (2006). *Emotional labor: The perceived difficulty and dispositional antecedents.*
- Lawrence, A. (2004). *Screening for person-job fit: incremental validity of a congruence based approach to assessment.*
- Mahoney, K. (2004). *Individual differences in framed risky choice: Risk style and thinking style.*
- Meloun, J. M. (2004). *Computer anxiety: A possible threat to the predictive validity of computerized tests.*
- Cober, A. B. (2003). *The effects of action-state orientation and implementation intentions on a computer-based training simulation.*
- Snyder, D. (2000). *The role learning strategies play in the development of structural knowledge.*
- McKay, P. F. (1999). *Stereotype threat and its effect on the cognitive ability test performance of African Americans: The development of a theoretical model.*
- Tull, K. T. (1997). *Faking behavior on the Guilford Zimmerman Temperament Inventory as predictive of sales performance.*



- Miguel, R. (1997). *The use of test-wiseness training to reduce race differences on a reading comprehension test with and without the passages.*
- Gard, J. A. (1996, May). *Valuing diversity as a prosocial organizational behavior.*
- O'Connell, M. S. (1994). *The impact of team leadership in self-directed work team performance: A field study.*
- Kahney, L. (1992). *Assessment center prediction for different levels of management.*
- Albertsson, C. (1991). *The effect of sex job gender on job analysis in the job evaluation process.*
- Polomsky, M. (1991). *Negative affectivity: A dispositional approach to job satisfaction and performance appraisal.*
- Taylor, M. A. (1989). *The influence of positive and negative presentations of preferential treatment in fairness perceptions: A cognitive response analysis.*
- Racicot, B. (1988). *The interactions of ability with goal type and training type on intrinsic motivation: An application of aptitude - treatment interaction research.*

#### **Chair - Completed - Thesis**

- Levy, H. (1992). *Attributional style as it relates to entrepreneurial strategic decision making.*
- Gard, J. A. (1991). *The role of affirmative action in equitable decision making.*
- O'Connell, M. S. (1990). *A comparison of item response theory and Mantel-Haenszel chi-square procedures of detecting differential item functioning in an entry level police examination.*
- Szmania, J. S. (1989). *Application of human capital theory to assess gender differences in pay importance.* (Published).
- Carr, L. (1988). *The differential role of peer relationships for mentored and nonmentored employees.*

#### **Chair - Thesis - Waiver<sup>2</sup>**

- Ferrell, J. (2011). *The impact of a remotely delivered assessment on organizational brand image and attachment.*

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<sup>2</sup> Does not include pre-1995 waivers of thesis as those were under a different type of thesis waiver system.

- Carpenter, J. (2010). *Recruitment websites and public service motivation*.
- Hilliard, A. (2010). *Public service motivation: A meta-analysis*.
- Lam, A. (2007, August). *Alternative Angoff measures*.
- Qin, L. (2006, May). [The public sector as a career choice: Antecedents of an expressed interest in working for the federal government](#).
- Muller, W. M. (2006, August). *Predicting who stays: An examination of the intent to continue volunteering*.
- Asay, T. (2004, August). *The relationship between perceptions of lean practices, improvement, and job satisfaction at the employee and organizational level*.
- Briks, J. (2003, August). *Effects of person-organization fit, applicant sex, and ability on selection decisions based upon individual assessments*.
- Koumbis, V. (2002, August). *Effects of experience in dance on the development of emotional intelligence*.
- Robinson, R. (2002, August). *Predicting online course taking behavior: The theory of planned behavior*.
- Pogson, C. (2001, October). *Multidimensional changes in work ethic as a function of career stage*. (Thesis waiver).
- Blumental, A. (1999). *The work ethic of Generation X*.
- Kramen, A. (1999). *Job evaluation reliability. A meta-analytic review*.
- Monaghan, D. (1998). *Generation X*.
- Robb, L. A. (1996). *The effectiveness of sexual harassment prevention training*.
- Reid, G. J. (1995). *Setting critical scores using the Angoff technique: Effects of rater experience and definition of competence*.
- Bernal, D. S. (1995). *The influence of perceived item characteristics on Angoff probability estimates*.

### **Member - Completed - Dissertation**

- Flores, C. (2021). *Linking diversity climate and feedback seeking through interpersonal processes and race effects*.

- Sloan, M. (2020). *Developing the reappraisal tactic questionnaire: Examining the relationships of reappraisal tactics with affective and well-being outcomes.*
- Nolan, M. (2019). *Preparing for the workday: The effects of prework strategies on psychological engagement and well-being.*
- Genzer, B. (2019). *Interpersonal dynamics and necessary evils: The role of emotional reactions in shaping interpersonally-sensitive behaviors.*
- Seaton, G. (2017). *Managing difficult customer interactions: The effects of activated self-construal on emotion regulation.*
- Wilson, C. (2017). *The impact of intrusive dynamic feedback interventions on simulation-based training effectiveness.*
- Hoffman, E. L. (2016). *Antecedents and consequences of variability in leadership identity and regulation: A study of event-level leadership self-concept.*
- Benedetti, A. A. (2015). *Whatever happens, I'll support you: The effects of autonomy support during aggressive customer service interactions.*
- Dolis, C. (2013). *Allocation by association: goal networks and the allocation of resources across multiple demands.*
- Hill, S. C. (2013, August). *Identity and later-life work behaviors among retired police officers.*
- Nakai, Y. (2011, May). *Resilience of mature job seekers: A four-wave longitudinal investigation.*
- Chang, B. (2009, May). *Examining links between diversity and outcomes in work groups: Effects of different levels of diversity and social networks.*
- Sed, C. (2008, August). *Expertise and basketball officiating.*
- Casey, M. S. (2006). *Problem-based inquiry: An experiential approach to training evaluation.*
- Bishop, D. (2006). *Met expectations' impact on student outcomes in web based courses.*
- Rosen, C. C. (2006). *Politics, stress, and exchange perceptions: A dual process model relating organizational politics to employee outcomes.*
- Kamin-Houston, S. (2005). *Test wiseness training: An investigation of the impact of test wiseness in an employment setting.*

- Lehman-Byham, T. M. (2005). *An investigation of two instructional techniques for soft-skills training in an applied setting and individual differences effecting training success.*
- Bott-Phillips, J. (2005). *The effects of a manipulation of recruitment information on applicant motivation: Investigating responses, reactions, and non-cognitive test validity.*
- Ramakrishnan, M. (2005). *Moving beyond traditional warnings: Effects of alternative instructions on faking and applicant reactions.*
- Brown, L. L. (2004). *The effects of organizational climate on in-basket decisions using an interactionist framework.*
- Ritter, B. A. (2004). *Leadership transference: The generalization of affective and motivational processes.*
- Cober, R. T. (2003). *The effects of corporate employment websites on job seeker motivation to pursue employment opportunities.*
- Shalhoop, J. (2003). *Social-exchange as a mediator of the relationship between organizational justice and workplace outcomes.*
- Haworth, C. (2001, May). *Disentangling the etiology of climate perceptions and linking the individual and organizational outcomes: A multilevel study.*
- Hanson, E. (2001). *The comparative value of rater sources in multi-rater survey assessment.*
- Tan, J. A. (2001). *The role of planned behavior and goal orientation theory in skill acquisition.*
- Erker, S. C. (2000). *The importance of individual difference variables to decision making under conditions of risk.*
- Miller, C. E. (2000). *The susceptibility of personality selection tests to coaching and faking.*
- Ortiz, R. C. (2000). *The influence of voice quality and rating format on ratings of an oral briefing exercise: An investigation of bias.*
- McDaris, K. (1998). *Engineering time analysis.*
- Stark, E. (1998). *Task analysis of the WAIS-R picture arrangement subtest in two different developmental populations.*

- Callahan, C. M. (1997). *An examination of four occupational moderators of the age-job performance relationship.*
- Govern, D. M. (1997). *The effect of diversity awareness training on oral presentation ratings.*
- Sawyer, T. P. (1997). *Differential prediction of cognitive ability measures by sex.*
- Twymon, S. (1997). *Does 360-degree feedback add malaise to the performance appraisal process?*
- Axton, T. R. (1996). *Cognitive abilities' requited for problem solving in a process control task.*
- Bishop, N B. (1996). *The big five and personnel selection: Factors impacting responses and criterion validities.*
- Farrell, J. (1996). *The acquisition of skill: Ackerman's (1988) model and the GATB.*
- Lehman, M. (1996). *An examination of age-related differences in prediction of cognitive ability tests.*
- Oeth, C. (1996). *Leadership in the National Football League.*
- Boyce, C. (1995). *The influence of motivational and self-regulatory variables on training outcomes: Testing a model in a field setting.*
- Scozzaro, P. (1992). *Differences among Holland types as measures by the Jackson Personality Inventory, factor structure of Holland's VPI and SDS.*
- Scozzaro, M. (1992). *Information processing predictors versus general cognitive ability: Prediction of performance on two firefighter simulated activities.*
- Roos, G. R. (1992). *Differences in the prediction validity of a specific information processing test, general cognitive ability test, and general information processing ability test at different stages of practice on a position classification task.*
- Carr, L. S. (1992). *The development of a task specific information processing battery and the detection of individual differences in resource dependent and resource independent tasks.*
- Nordstrom, C. (1992). *The impact of self-regulation of interviewers' evaluation and attributions.*

- Rutherford, A. (1992). *A comparative study of training personnel interviewers with computer-based interactive video and video.*
- Szmania, J. M. (1992). *Development of an information processing test battery to predict performance in resource dependent and resource independent legal tasks.*
- Gussett, N. (1992). *The validity of task-specific information processing measures: Predicting performance on resource dependent & resource independent clerical tasks.*
- Park, R. (1991). *The development and validation of information processing measures for maintenance positions.*
- Forbringer, L. R. (1990). *The role of the availability heuristic in biasing task description ratings of the Position Analysis Questionnaire.*
- Herbert, G. R. (1990). *The cognitive representation of job information and the selection of social comparison referents for outcome evaluations: A process model based on action identification theory.*
- Hrop, S. (1990). *The effect of processing strategy, self-schema, and applicant gender on selection criteria judgments.*
- Neumann, E. G. (1990). *Study of the use of magnitude estimation for the determination of level weights and monetary remuneration for a physical demand, factor of a point method job evaluation.*
- Patchett, M. B. (1989). *Equity theory: Predictions of discrimination against older adults applying for "younger worker jobs."*
- Anesgart, M. N. (1988). *Analyzing organizational compensation. The role of ordinary least squares regression in assessing pay discrimination.*
- Barrick, M. R. (1988). *The effect of environmental content and organizational capabilities on business - level strategies.*
- Day, D. V. (1988). *Comparison of the knowledge structure of experts and novices in the machine tool industry and its link to perceived environmental uncertainty and strategic orientation: Advancing a theory of executive leadership.*
- Arthur, W. (1987). *The validity of information processing measures: Prediction accidents in a simulated and real world context.*

Prospero, G. D. (1987). *The effects of accurate, non-evaluative feedback and moderately difficult, specific goals on the reliability of performance on two self-faced tasks.*

Tarulli, B. (1987). *The role of causality orientations in sex differences in personal entitlement.*

DeSimone, R. (1986). *Information gathering strategies in the employment interview.*

DeVader, C. L. (1986). *A comparison of three category types: Their applicability of I/O ratings.*

Hanges, P. (1986). *A catastrophe model of control theory's decision mechanism: The effects of goal difficulty, and task direction on goal commitment.*

Hoy, S. L. (1986). *The effects of frequent feedback and goal priority: A control theory perspective.*

Carson, K. N. (1985). *Contingent decision making: A test of the motivational effects of goal setting.*

Cellar, D. F. (1985). *Script processing and intrinsic motivation: A laboratory experiment.*

Fraser, S. (1985). *Effects of behavioral frequency and category availability on leader behavior perceptions: Reaction time, recognition accuracy, and frequency ratings.*

#### **Member - Completed - Thesis Waiver**

Flores, C. (2016). *Reexamining the differential prediction approach to demonstrating stereotype threat in high-stakes testing.*

Hill, S. (2010). *Proactive Personality in Law Enforcement.*

Beck, J. W. (2009). *Using after-event reviews to foster optimal levels of trainee self-efficacy.*

Jesurun, T. (2009). *Attracting innovators through person-organization fit in the use of corporate websites.*

Nakai, Y. (2007). *Age differences in fairness perceptions of personnel selection.*

Shyamsunder, A. (2004). *What were you thinking?! Cognitive bias in applicant responding.*

- Gargoline, C. B. (2000). *Competencies, culture and change: A case study.*
- Meoun, J. (1998). *Socialization and antecedents and outcomes of job enrichment proactivity.*
- Rotenberry, P. (1998). *Determination of systematic bias for an objectively scored in-basket assessment.*
- Davies, G. M. (1997). *Effect of tokenism on promotion decisions.*
- McKay, P. F. (1996). *A task-specific information processing test and personality: The possibility of incremental validity.*
- Ortiz, R. (1995). *The prediction of a monitoring task: Working memory and search reaction time: As valid alternative predictor to "g."*
- Houston, S. E. (1995). *Does conscientiousness explain the validity of integrity tests?*

#### **Member - Completed - Thesis**

- Kahney, L. (1990). *The effects of dispositional self-focused attention on level of action identification, intrinsic motivation, attributions of causality, and satisfaction.*
- Nordstrom, C. R. (1990). *Cognitive states associated with burnout: A self-discrepancy theory perspective.*
- Carpenter, M. (1989). *A psychometric assessment of script structure in organizational behaviors.*
- Forti, J. C. (1989). *A prototype analysis of function and attribute dimensions of experienced and novice workers.*
- Kolar, L. (1989). *Effects of goal difficulty and presentation sequence on performance, subjective probability of success, and self-efficacy.*
- Kubitz, N. (1989). *Post-retirement employment: Factors impacting upon employment decision and subsequent work satisfaction.*
- Schwartz, L. S. (1989). *The concomitant effect of age self-selected performance pace, and accuracy on the visual monitoring inspection task.*
- Kahle, D. R. (1988). *The coding of managers' decision tasks and strategies.*



- Day, D. V. (1987). *Individual differences in response to task performance feedback: A control theory application.*
- Roos, G. (1987). *Relationships between subgoal frequency and intrinsic motivation.*
- Arthur, W. (1986). *Predication of automobile accident involvement: A meta-analysis.*
- Barrick, M. (1986). *A quality circles' impact on attitudes, turnover, casual absenteeism, and overtime.*
- Grubs, L. (1985). *Employee involvement and its effect on productivity, absenteeism and climate.*
- Mayer, A. L. (1985). *Perceptual differences between supervisors and subordinates regarding the performance appraisal interview, as a function of roles and of the verbal dyad linkage.*
- Innaurato, T. (1984). *Acceptance of feedback.* Unpublished Master's Thesis, University of Nebraska at Omaha.
- Louiselle, K. G. (1984). *The effect of assessor task complexity on the demonstration of convergent and discriminant validity in an assessment center.*
- Whitenack, D. (1984). *The impact of assigned, conflicting goals on task performance.* Unpublished Master's Theses, University of Nebraska at Omaha.