

ANTON J. VILLADO

March 21, 2018

EDUCATION

Ph.D.	Texas A&M University Industrial/Organizational Psychology	August 2008
M.S.	California State University, San Bernardino Industrial/Organizational Psychology	December 2001
B.A.	California State University, San Bernardino Psychology	June 1999

PROFESSIONAL EMPLOYMENT

June 2016 – Present	Chief People Officer, RestaurantOwner.com
June 2003 – present	Independent Management Consultant, Industrial/Organizational Psychologist
July 2008 – June 2016	Assistant Professor, Department of Psychology, Rice University
August 2007 – December 2007	Lecturer, Department of Psychology, Texas A&M University
August 2005 – May 2008	Lecturer, Mays Business School, Texas A&M University
August 2003 – May 2008	Research Assistant, Department of Psychology, Texas A&M University
December 2001 – August 2002	Associate Personnel Analyst, Los Angeles Unified School District
July 2000 – November 2001	Assistant Personnel Analyst, Los Angeles Unified School District

PUBLICATIONS

Single underline indicates graduate student co-authors. Double underline indicates undergraduate student co-authors.

Refereed Journal Articles

- Barron, L. G., Randall, J. G., Trent, J. D., Johnson, J. F., & **Villado, A. J.** (2017). Big Five Traits: Predictors of retesting propensity and score improvement. *International Journal of Selection and Assessment*, 25, 138-148.
- Randall, J. G., & **Villado, A. J.** (2017). Theoretical and practical considerations for retest performance. *Human Resources Management Review*, 27, 536-553.
- Randall, J. G., Zimmer, C. U., O'Brien, K. R., Trump-Steele, R., **Villado, A. J.**, & Hebl, M. (2017) Weight discrimination in helping behavior. *Revue Européenne de Psychologie Appliquée*, 67, .125-137.
- Randall, J. G., **Villado, A. J.**, & Zimmer, C. U. (2016). Is retest bias biased? Examining race and sex differences in retest performance. *Journal of Personnel Psychology*, 15, 45-54.
- Villado, A. J.**, Randall, J. G., & Zimmer, C. U. (2016). The effect of method characteristics on retest score gains and criterion-related validity. *Journal of Business and Psychology*, 31, 233-248.
- Villado, A. J.**, & Arthur, W., Jr. (2013). The comparative effect of subjective and objective after-action reviews on team performance on a complex task. *Journal of Applied Psychology*, 98, 514-528.
- Arthur, W. Jr., Glaze, R. M., Bhupatkar, A., **Villado, A. J.**, Bennett, W. Jr., & Rowe, L. (2012). Team task analysis: Differentiating between jobs and tasks using team-relatedness and team workflow as metrics of team task interdependence. *Human Factors*, 54, 277-295.
- Arthur, W. Jr., Kyte, T. B., **Villado, A. J.**, Morgan, C. A., & Roop, S. S. (2011). Introducing a subject matter expert-based utility analysis approach to assessing the utility of organizational interventions such as crew resource management training. *The International Journal of Aviation Psychology*, 21, 191-215.
- Bell, S. T., **Villado, A. J.**, Lukasik, M. A., Belau, L., & Briggs, A. L. (2011). Getting specific about demographic diversity variable and team performance relationships: A meta-analysis. *Journal of Management*, 37, 709-743.
- Arthur, W. Jr., Day, E. A., **Villado, A. J.**, Boatman, P. R., Kowollik, V., Bennett, W. Jr., & Bhupatkar, A. (2010). The effect of distributed practice on immediate posttraining and long-term performance on a complex command-and-control simulation task. *Human Performance*, 23, 428-445.
- Arthur, W. Jr., Glaze, R. M., **Villado, A. J.**, & Taylor, J. E. (2010). The magnitude and extent of cheating and response distortion effects on unproctored internet-based tests of cognitive ability and personality. *International Journal of Selection and Assessment*, 18, 1-16.
- Arthur, W. Jr., Glaze, R. M., **Villado, A. J.**, & Taylor, J. E. (2009). Unproctored internet-based tests of cognitive ability and personality: Magnitude of cheating and response distortion. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 39-45.
- Arthur, W. Jr., & **Villado, A. J.** (2008). The importance of distinguishing between constructs and methods when comparing predictors in personnel selection research and practice. *Journal of Applied Psychology*, 93, 435-442.

Arthur, W. 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, 91*, 786-801.

Arthur, W. Jr., Edwards, B. D., Bell, S. T., **Villado, A. J.**, & Bennett, W. Jr. (2005). Team task analysis: Identifying tasks and jobs that are team based. *Human Factors, 47*, 654-669.

Book Chapters

Beier, M. E., Young, C. K., & **Villado, A. J.** (2018). Job knowledge: Its definition, development, and measurement. In D. S. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The SAGE Handbook of industrial, work, and organizational psychology: Personnel psychology and employee performance (2nd ed)*. Thousand Oaks, CA: Sage.

Beier, M. E., **Villado, A. J.**, & Randall, J. G. (2017). The role of abilities in learning and training performance. In K. G. Brown (Ed.), *Cambridge handbook of workplace training and employee development*. New York: Cambridge University Press.

Villado, A. J., & Randall, J. G. (2017). Retesting. In Steven G. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology (2nd ed.)*. Thousand Oaks, CA: Sage.

Arthur, W. Jr., Day, E. A., **Villado, A. J.**, Glaze, R. M., Schuelke, M. J., Boatman, P. R., Kowollik, V., Wang, X., & Bennett, W. Jr. (2013). A comparative investigation of individual and team skill retention and transfer on a complex command-and-control simulation task. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice*. New York: Routledge.

Day, E. A., Arthur, W. Jr., **Villado, A. J.**, Boatman, P. R., Kowollik, V., Bhupatkar, A., & Bennett, W. Jr. (2013). Relating individual differences in ability, personality, and motivation to the retention and transfer of skill on a complex command-and-control simulation task. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice*. New York: Routledge.

Villado, A. J., Day, E. A., Arthur, W. Jr., Boatman, P. R., Kowollik, V., Bhupatkar, A., & Bennett, W. Jr. (2013). Complex command-and-control simulation task performance following periods of nonuse. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice*. New York: Routledge.

Villado, A. J., Day, E. A., Arthur, W. Jr., Boatman, P. R., Kowollik, V., Bhupatkar, A., & Bennett, W. Jr. (2013). Use of, reaction to, and efficacy of observation rehearsal training: Enhancing skill retention on a command-and-control simulation task. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice*. New York: Routledge.

Arthur, W. Jr., **Villado, A. J.**, & Bennett, W. Jr. (2012). Innovations in team task analysis: Identifying task elements, tasks, and jobs that are team-based. In G. M. Alliger, W. Bennett, Jr., M. Wilson, & R. J. Harvey (Eds.), *The handbook of work analysis in organizations: The methods, systems, applications, and science of work measurement in organizations*. New York: Routledge.

Conference Presentations

- Randall, J. G., Beier, M. E., & **Villado, A. J.** (2016, April). Working memory and mind wandering in task performance. In S. Brown & A. Franco-Watkins (Chairs), *The overlooked cognitive ability-working memory: Research and practical implications*. Symposium presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Randall, J. G., Zimmer, C. U., O'Brien, K. R., **Villado, A. J.**, & Hebl, M. (2015, April). *A Little Help? Obesity Discrimination in Helping Behavior*. Paper to be presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Villado, A. J.**, Baysinger, M., Oppler, S., Zimmer, C. U., & Randall, J. G. (2014, May). *Retesting: Best practices and future directions*. Panel discussion conducted at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Villado, A. J.**, Randall, J. G., & Zimmer, C. U. (2014, May). *Method characteristic effects on retest score gains and criterion-related validity*. Paper presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Zimmer, C. U., **Villado, A. J.**, & Randall, J. G. (2014, May). *Knowledge structure development across adaptive and routine performance episodes*. Paper presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Randall, J. G., **Villado, A. J.**, & Upchurch, C. (2013, April). *Is retest bias biased? An examination of subgroup differences*. Paper presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Upchurch, C., **Villado, A. J.**, & Randall, J. G. (2013, April). *An investigation of the viability of self-report ability assessments*. Paper presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Randall, J. G., **Villado, A. J.**, & Upchurch, C. (2012, April). *Resistance of language-free cognitive ability assessments to retest effects*. Paper presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Glaze, R. M., Arthur, W. Jr., Schurig, I., Jarrett, S., **Villado, A. J.**, & Bennett, W. Jr. (2011, April). Relationships among mental models, practice schedules, and long-term skill retention. In S. Bell & J. Hoch (Chairs), *Extending the nomological net: Antecedents of shared cognition in teams*. Symposium presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Villado, A. J.**, Cosio, C. P., Pawlik, C. E., Yu, A., Narain, P. O., & Baron, A. C. (2011, April). *The expert-led after-action review training approach: An empirical test*. Paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Jarrett, S., Glaze, R. M., Arthur, W. Jr., Schurig, I., **Villado, A. J.**, & Bennett, W. Jr. (2010, April). *The role of sex composition in team training performance*. Paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

- Villado, A. J.,** Arthur, W. Jr., & Bennett, W. Jr. (2009, April). *The after-action review training approach: An empirical test*. Paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Arthur, W. Jr., Glaze, R. M., **Villado, A. J.,** & Taylor, J. (2009, April). *The magnitude of response distortion on unproctored internet-based personality tests*. Paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Villado, A. J.,** Day, E. A., Arthur, W. Jr., Bhupatkar, A., Boatman, P., Kowollik, V., & Bennett, W. Jr. (2008, April). *Complex task performance following extended periods of nonuse*. Paper presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Arthur, W. Jr., Glaze, R. M., Bhupatkar, A., **Villado, A. J.,** Bennett, W. Jr., & Rowe, L. (2008, April). *Team relatedness and team workflow as metrics of task interdependence*. Paper presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Arthur, W. Jr., Day, E. A., **Villado, A. J.,** Boatman, P. R., Bhupatkar, A., Kowollik, V., & Bennett, W. Jr. (2007, April). Decay and reacquisition of a complex skill: An investigation of practice schedules, observational rehearsal, and individual differences. In F. Oswald & E. M. Oberlander (Chairs), *Adaptive skills and adaptive performance: Today's organizational reality*. Symposium presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Arthur, W. Jr., Glaze, R. M., **Villado, A. J.,** & Taylor, J. E. (2007, April). *Retest effects on an unproctored internet-based GMA test*. Paper presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Bell, S. T., **Villado, A. J.,** Denning, B. L., & Rudolph, C. (2007, April). *Revisiting the team demographic diversity and performance relationship: A meta-analysis*. Paper presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Villado, A. J.** (2007, August). *Investigating the use of, reaction to, and effectiveness of voluntary web-based rehearsal to mitigate complex skill loss following nonuse*. Paper presented at the Individual and Team Skill Decay: State of the Science and Implications for Practice workshop conducted by the Air Force Research Laboratory, Mesa, AZ.
- Arthur, W. Jr., Whetzel, J. H., Volz, R. A., **Villado, A. J.,** & Bhupatkar, A. (2006, April). *The comparative effectiveness of human versus intelligent agent training partners*. Paper presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Arthur, W. Jr., **Villado, A. J.,** Boatman, P. R., Bhupatkar, A., & Day, E. A. (2005, April). *Complex nonmotor skill acquisition, retention, transfer, and reacquisition*. Paper presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Arthur, W. Jr., Bell, S. T., **Villado, A. J.,** Doverspike, D., & Yu, J. (2004, April). *The use of person-organizational fit in employment decision making*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Arthur, W. Jr., Edwards, B. D., Bell, S. T., **Villado, A. J.**, & Bennett, W. Jr. (2004, April). *Development and initial validation of a team task-analysis questionnaire*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Villado, A. J.** & Gilbert, J. A. (2002, April). *Computer-mediated versus face-to-face communication: Investigating outcomes across task-types*. Paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Gilbert, J. A., **Villado, A. J.**, Le Beur, T., Mueller, K. L., & Hinkley, P. M. (2001, April). *Effects of communication on procedural justice during organizational change*. Paper presented at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Abraham, W. T., **Villado, A.**, Mahler, E., & Cramer, R. E. (2000, April). *Testing evolutionary and matching hypotheses of mate selection preferences*. Paper presented at the annual convention of the Western Psychological Association, Portland, OR.

Technical Reports

- Villado, A. J.** (2013). *Evaluation of standard score methodology in applicant tracking systems*. Anton J. Villado Consulting, Sugar Land, TX.
- Arthur, W. Jr., & **Villado, A. J.** (2010). *Development of revised PPI dimension of Attention to Details, and Team Orientation*. Winfred Arthur, Jr. Consulting, College Station, TX.
- Arthur, W. Jr. & **Villado, A. J.** (2010). *Development of revised PPI dimension of Leadership Impact, and Organizational Tendency*. Winfred Arthur, Jr. Consulting, College Station, TX.
- Villado, A. J.** & Arthur, W. Jr. (2010). *An empirical investigation of the effectiveness of subjective and objective after-action reviews*. Contract No. JN42763, L-3 Communications Corporation, Link Simulation and Training Division, Mesa, AZ; and Department of Defense, US Air Force Research Laboratory (AFRL), Human Effectiveness Directorate, Warfighter Training Research Division, Mesa, AZ.
- Arthur, W. Jr. & **Villado, A. J.** (2008). *PeopleAnswers Mental Alertness Test: Psychometric evaluation of operational short forms*. Winfred Arthur, Jr. Consulting, College Station, TX.
- Villado, A. J.**, & Arthur, W. Jr. (2008). *Initial investigation of the after-action review (AAR) as a training approach: Effectiveness in co-located and distributed training environments (interim report)*. Contract No. FA8650-05-D-6502, L-3 Communications Corporation, Link Training and Simulations Systems, Mesa, AZ; and Department of Defense, USAF Air Force Research Laboratory (AFRL), Warfighter Training Research Division, Mesa, AZ.
- Arthur, W. Jr., Day, E. A., **Villado, A. J.**, Boatman, P. R., Kowollik, V., Bennett, W. Jr., & Bhupatkar, A. (2007). *Decay, transfer, and the reacquisition of a complex skill: An investigation of practice schedules, observational rehearsal, and individual differences*. Contract No. F41624-97-D-5000, L-3 Communications Corporation, Link Simulation and Training Division, Mesa, AZ; and Contract No. 0343-1276/FA8650-06-C-6607, Aptima, Inc., Woburn, MA/Department of Defense, USAF Air Force Research Laboratory (AFRL), Mesa, AZ.

- Arthur, W. Jr. & **Villado, A. J.** (2007). *Development of the PeopleAnswers Personality Inventory dimensions*. Winfred Arthur, Jr. Consulting, College Station, TX.
- Arthur, W. Jr., **Villado, A. J.**, & Glaze, R. M. (2007). *Evaluating the effectiveness and efficacy of the PPI Falsification scale: Recommendations for its use in the PeopleAnswers assessment system*. Winfred Arthur, Jr. Consulting, College Station, TX.
- Arthur, W. Jr., & **Villado, A. J.** (2007). *Game-based assessment for training and empirical research (GATER) – Phase 1*. Contract No. F9550-06-C-01447, Aptima, Inc. Job #1313, Air Force Office of Scientific Research/NL, Arlington, VA.
- Roop, S. S., Morgan, C. A., Kyte, T. B., Arthur, W. Jr., & **Villado, A. J.** (2007). *Rail crew resource management (CRM): The business case for CRM training in the railroad industry (Technical Report FRA/DFTR53-05-H-000040/475390-00001)*. Texas A&M University, Texas Transportation Institute, College Station, TX.
- Arthur, W. Jr., **Villado, A. J.**, Boatman, P. R., Bhupatkar, A., Kowollik, V., Day, E. A., & Bennett, W. Jr. (2006). *Standards for readiness assessment and tracking of warfighter training systems research*. Contract No. F41624-97-D-5000, L-3 Communications Corporation, Link Simulation and Training Division, Mesa, AZ.

MANUSCRIPTS UNDER REVIEW

- Randall, J. G., Beier, M. E., & **Villado, A. J.** Multiple routes to mind wandering: Predicting mind wandering with resource theories. *Journal of Experimental Psychology: Applied*.

AWARDS & HONORS

- 2016 *Journal of Management* Scholarly Impact Award (for Bell, S. T., **Villado, A. J.**, Lukasik, M. A., Belau, L., & Briggs, A. L. [2011]. Getting specific about demographic diversity variable and team performance relationships: A meta-analysis. *Journal of Management*, 37, 709-743.)
- 2002 Texas A&M University Regents' Graduate Student Fellowship

INVITED PRESENTATIONS & PARTICIPATION

- Villado, A. J.** (2015, February - April). *Development of IADC human factors training*. Invited participation at the International Association of Drilling Contractors (IADC) Human Factors Training Workgroup, IADC, Houston, TX.
- Villado, A. J.** (2014, November). *The effect of method characteristics on retest score gains and criterion-related validity*. Invited presentation at Texas A&M University, College Station, TX.
- Villado, A. J.** (2014, March). *Spaceflight resource management team competencies assessment*. Invited participation at the Behavioral Health and Performance Element and Spaceflight Resource Management Meeting, National Aeronautics and Space Administration (NASA), Houston, TX.
- Villado, A. J.** (2013, March). *The truth about learning styles: What works, what doesn't work, and where do we go from here?* Invited presentation at the Counselor Professional Development Conference, Lone Star College System, Houston, TX.

Villado, A. J. (2013, March). *Contemporary personality theory: Understanding, assessing, and applying the Big Five model of personality*. Invited presentation at the Counselor Professional Development Conference, Lone Star College System, Houston, TX.

Villado, A. J. (2009, November). *Ricci v. DeStefano (2009): An introduction to industrial/organizational psychology and its relevance to a recent supreme court ruling*. Invited presentation at the University of Houston, Houston, TX.

Villado, A. J. (2007, September). *Effects of high- versus low-stakes testing on unproctored cognitive and non-cognitive internet-based assessments*. Invited presentation at the Personnel Testing Council of Southern California Fall 2007 Conference, Garden Grove, CA.

RESEARCH SUPPORT & GRANTS

Approved/Funded

Predictors of training performance across multiple training outcomes in a self-directed learning environment: An empirical investigation. Filtered, London, England, UK. October, 2014 [\$35,000].

Retest effects on measures of cognitive ability. Wonderlic Research Donation Program, Wonderlic, Inc., Libertyville, IL. January, 2011. [\$30,000]

The after-action review training approach: An integrative framework and empirical investigation. College of Liberal Arts Dissertation Research Award, Texas A&M University, College Station, TX. February, 2008. [\$1,000]

An initial investigation of the after-action review (AAR) as a training approach: Effectiveness in co-located and distributed training environments. [with Winfred Arthur, Jr.] Link Training and Simulations Systems, Mesa, AZ; and Department of Defense, US Air Force Research Laboratory (AFRL), Warfighter Training Research Division, Mesa, AZ. August, 2007. [\$27,000]

Not Funded

Examining the effectiveness of the after-action review: An empirical evaluation of structure and timing. [PI]. Science of Organizations, National Science Foundation, Arlington, VA. Funding opportunity number: PD-11-8031. January, 2015. [\$290,201]

Data mining review of team benchmark studies related to long duration exploration missions. [Contractor]. Behavioral Health and Performance Element of the NASA Human Research Program. (NASA Contract NNJ13HF07P). NASA/Johnson Space Center, Houston, TX. September, 2014. [\$14,236]

Continuous monitoring of the accuracy of EEG interpretation, NIH R21 NS091850-01, FOA: PA13-303. [Contractor, with Ahmet Omurtag & Jeremy D. Slater]. National Institute of Health, Bethesda, MD. June, 2014. [\$391,758].

II-A-1: Assessing core traits with an immersive learning and performance simulation. [Co-PI, with Margaret E. Beier]. Army Research Institute for the Behavioral and Social Sciences, Fort Belvoir, VA. February, 2014 [\$611,399]

A novel, quantitative modeling approach to human-systems interactions in the NAS. [Co-PI, with Margaret E. Beier & David Alexander]. National Aeronautics and Space Administration Aeronautics Research Mission Directorate Team Seedling Fund, National Aeronautics and Space Administration, 300 E St SW, Washington, DC 20546. June, 2013 [\$58,672].

TEACHING EFFECTIVENESS

Rice University

Term	Course Number	Course Title	Course Quality		Instructor Effectiveness	
			<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
<i>Graduate</i>						
Spring 2016	PSYC 630	Advanced Topics in I/O: Training	—	—	—	—
Fall 2014	PSYC 551	Group Dynamics	4.20	1.17	4.25	1.30
Fall 2013	PSYC 630	Advanced Topics in I/O: Training	4.83	0.37	4.83	0.37
Spring 2011	PSYC 551	Group Dynamics	5.00	0.00	5.00	0.00
Spring 2009	PSYC 630	Advanced Topics in I/O: Training	4.25	0.43	4.33	0.47
<i>Undergraduate</i>						
Fall 2015	PSYC 101	Introduction to Psychology	4.14	0.76	4.22	0.72
Fall 2015	PSYC 101	Introduction to Psychology	3.98	0.75	4.22	0.79
Fall 2014	PSYC 101	Introduction to Psychology	4.02	0.66	4.12	0.75
Fall 2014	PSYC 101	Introduction to Psychology	4.07	0.87	4.29	0.81
Fall 2013	PSYC 101	Introduction to Psychology	4.08	0.87	4.27	0.89
Fall 2013	PSYC 101	Introduction to Psychology	4.03	0.73	4.13	0.71
Fall 2012	PSYC 438	Group Dynamics	5.00	0.00	5.00	0.00
Fall 2012	PSYC 101	Introduction to Psychology	3.95	0.98	4.11	0.96
Fall 2012	PSYC 101	Introduction to Psychology	3.97	0.95	3.95	0.84
Spring 2011	PSYC 101	Introduction to Psychology	4.06	0.89	4.06	0.76
Fall 2010	PSYC 101	Introduction to Psychology	3.79	0.85	3.82	0.95
Spring 2010	PSYC 102	Readings in Introduction to Psychology	4.62	0.48	4.62	0.48
Spring 2010	PSYC 101	Introduction to Psychology	3.68	0.95	3.66	0.99
Fall 2009	PSYC 101	Introduction to Psychology	3.73	0.83	3.86	0.92
Fall 2008	PSYC 101	Introduction to Psychology	3.56	0.90	3.74	0.95

Note: *M* = mean, *SD* = standard deviation. Course Quality and Instructor Effectiveness were rated using a 5-point Likert-type scale, where 1 = Poor, 2 = Fair, 3 = Average, 4 = Good, and 5 = Outstanding.

Texas A&M University

Term	Course Number	Course Title	Course Quality	Instructor Effectiveness
			<i>M</i>	<i>M</i>
Spring 2008	MGMT 372	Organizational Behavior	4.82	4.86
Fall 2007	PSYC 352	Organizational Psychology	4.50	4.44
Spring 2006	MGMT 372	Organizational Behavior	4.77	4.87
Fall 2005	MGMT 372	Organizational Behavior	4.36	4.43

Note: *M* = mean. Standard deviations were not available. Course Quality and Instructor Effectiveness were rated using a 5-point Likert-type scale, where 1 = Strongly Disagree, 2 = Disagree, 3 = Undecided, 4 = Agree, and 5 = Strongly Agree.

MENTORING*Graduate*

2013 – 2016	Stephanie A. Zajac; Ph.D. chair
2013 – 2015	Carmen Young; committee member for M.A.
2011 – 2014	Jisoo Ock; committee member for M.A. and Ph.D.
2011	Shu Wang; committee member for Ph.D.
2011 – 2014	Seydahmet Ercan; committee member for M.A. and Ph.D.
2011 – 2012	Amy E. Crook; committee member for Ph.D.
2010 – 2015	Jason G. Randall; M.A. and Ph.D. chair Awarded Pre-Dissertation Research Grant, Social Science Research Institute, Rice University (2013) Awarded Dissertation Improvement Grant, Social Science Research Institute, Rice University (2014) Defended dissertation July 2015 Employed as a Visiting Professor of Psychology, University at Albany, State University of New York (2015) Employed as an Assistant Professor of Psychology, University at Albany, State University of New York (2016)
2010 – 2015	Christina U. Zimmer; M.A. and Ph.D. chair Admitted to the <i>Human Resources Intern Program</i> , Global Training & Education Services, ExxonMobil Corporation (2013) Employed at Global Training & Education Services, ExxonMobil Corporation (2013) Defended dissertation August 2015
2008 – 2014	Katharine Ridgway O'Brien; committee member for M.A. and Ph.D.

Undergraduate

- 2013 – 2016 Christina Rokholt
Completing an internship with the Behavioral Health and Performance Element of the National Aeronautics and Space Administration (NASA), Human Research Program (presently)
- 2012 – 2014 Dahyeon Kim
Pursuing a Ph.D. in Clinical Psychology at the University of Notre Dame (present)
- 2011 – 2012 Juan Carlos Batarse
Pursuing a Ph.D. in Industrial/Organizational Psychology at Texas A&M University (presently)
- 2010 – 2012 Anna Baron
 Co-author on a paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL
- 2010 – 2012 Punya Narain
 Co-author on a paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
Pursuing a medical degree at the Wertheim College of Medicine, Florida International University (presently)
- 2010 – 2012 Lilla Pivnick
 Honors thesis advisor
 Teach for America, Frayser Achievement Elementary, Memphis, TN
Pursuing a Ph.D. in Sociology at the University of Texas (presently)
- 2009 – 2011 C. Pamela Flores (Cosio)
 Co-author on a paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL
Pursuing a M.A. in counseling at Dallas Theological Seminary (presently)
- 2009 – 2010 Claire E. Pawlik
 Co-author on a paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL
- 2009 – 2011 Alisa Yu
 Co-author on a paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL
Research Coordinator for Dr. Angela Duckworth at the University of Pennsylvania (presently)

SERVICE

Departmental Service

Instructor for Introduction to Psychology (2008 – present):

- Fall 2015 (120 students)
- Fall 2015 (120 students)
- Fall 2014 (120 students)
- Fall 2014 (49 students)
- Fall 2013 (120 students)
- Fall 2013 (120 students)
- Fall 2012 (140 students)
- Fall 2012 (114 students)
- Spring 2011 (138 students)
- Spring 2010 (150 students)
- Fall 2010 (143 students)
- Fall 2009 (121 students)
- Fall 2008 (139 students)

Undergraduate Committee (2009 – present):

- Assisted with the development of revised assessment procedures for Rice Outcomes Assessment Report (ROAR) for Southern Association of Colleges and Schools (SACS) Accreditation Report (2014 – present)
- Authored the Psychology Department's SACS Report (2009 – present)
- Administered and evaluated the *Graduating Senior Psychology Major Survey* (2009 – 2014)
- Authored the Psychology Department's ROAR (2009 – present)
- Represented the Psychology Department at O-Week Academic Fairs (2009 – present)
- Served as a committee member for Psychology Department honors theses (2009 – present)

Faculty Sponsor: *Psi Chi*, the national honor society in psychology (2010 – present)

- Evaluated current psychology major transcripts and invited those eligible to join *Psi Chi*
- Planned and coordinated annual *Psi Chi* induction ceremony and lunch
- Assisted with the planning and coordination of various *Psi Chi* events
- Represented the William March Rice University chapter of *Psi Chi* at various local events

Industrial-Organizational Area Colloquium Coordinator (2013 – 2014)

University Service

Faculty Associate: Harry Carothers Wiess College (2008 – present)

- Served as committee member to review student taught course proposals (2008 – 2010)
- O-Week Associate (2010 – 2012)
- First-Year Mentor (2012 – present)

Faculty Sponsor: *Rice Conservative Forum* (2010 – 2012)

Service to the Profession

Ad Hoc Reviewer:

Group and Organization Management
Group Dynamics
Journal of Applied Psychology
Journal of Occupational Health Psychology
Journal of Management
Scandinavian Journal of Psychology
Small Group Research
Annual Conference of the Society of Industrial and Organizational Psychology

Grant Reviewer:

The National Science Foundation
The Israel Science Foundation

Committees:

Society for Industrial and Organizational Psychology—Education and Training Committee
Society for Industrial and Organizational Psychology—Committee on Ethnic Minority Affairs

Community Service & Pro Bono Service

International Association of Drilling Contractors (2016): Conducted a literature review and identified best practices for assessing and training employees in the oil and gas industry who return to work after an extended layoff period.

International Association of Drilling Contractors (2016): Conducted a literature review and identified best practices for online training methods in the oil and gas industry.

Houston Baptist University (2016): Developed rater training for the School of Fine Arts at Houston Baptist University to improve ratings of auditions, employee performance assessments, and applicant interviews.

Houston Baptist University (2016): Conducted a training needs analysis and developed training for Student Worker in the School of Fine Arts at Houston Baptist University.

GenesysWorks (2013): Created a battery of assessments to be used to evaluate the Professional Skills training provided to at-risk high school students in preparation for summer internships

GenesysWorks (2013): Identified possible hurdles, developed an analysis plan, and identified the requisite materials to evaluate the participation in GenesysWorks' skills training provided to at-risk high school students in preparation for summer internships

GenesysWorks (2013): Conducted a training needs analysis at internship organizations to evaluate GenesysWorks' skills training provided to at-risk high school students in preparation for summer internships

City of Houston (2012): Analyzed and interpreted the findings of a city-wide training needs analysis for the City of Houston - Human Resources Department

Greater Houston National Association of Teachers of Singing (2011): Conducted a membership survey and presented survey findings to the executive board of the Greater Houston National Association of Teachers of Singing (GHNATS)

Healix (2009): Conducted a training needs analysis and developed training content for infusion therapy and the delivery of compounded intravenous pharmaceuticals

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Association for Talent Development (ATD; formerly the American Society for Training & Development [ASTD])

Association for Psychological Science (APS)

Society for Human Resource Management (SHRM)

Society for Industrial and Organizational Psychology (SIOP)