

Stephen H. Wagner, Ph.D.
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I. Contact Information

Email : swagner2@govst.edu

Phone: 708-534-4527

Address: 1 University Parkway, G275, University Park, IL 60484

II. Education

Ph.D. Industrial/Organizational Psychology (2000)

Northern Illinois University

Dissertation: *Antecedents and consequences of employees thinking and acting like owners of the business.*

M.A. Industrial/Organizational Psychology (1995)

Northern Illinois University

Thesis: *Accuracy measures of absolute and relative performance appraisal measures.*

B.A. Major: Psychology, Minor: Philosophy (1991)

Bowling Green State University

III. Employment History – Professional/Administrative Positions

Grand Rapids Community College, Employee Professional Development & Enrichment
Executive Director of Organizational Learning, 5/09 through 7/11

Duties: Assess system-wide organizational needs and facilitate college-wide organizational learning designed to enhance staff and organization development.

Activities include:

- administering staff development (budgeting, supervision, programming, assessing)
- designing and facilitating leadership development programs
- partnering with IT to facilitate training and development for technology
- facilitating and participating in college strategic planning and various college teams

Sears, Roebuck and Co., Department of Human Resources Planning and Research
Selection Professional, 6/98 to 7/99

Assessment Systems Intern, 7/97 to 6/98

Duties: partnering with a team of internal management consultants to enhance the effectiveness of work systems, including:

- job analyses
- managerial training in personnel selection and performance feedback
- validation studies for pre-employment tests (work sample tests)
- structured job interview guides
- organizational surveys and survey feedback reports

IV. Employment History – Academic Positions

Governors State University, Management, Marketing, & Entrepreneurship

Professor, 8/18 - present

Associate Professor, 8/14 – 7/18

➤ *Program Coordinator for Human Resource Management Concentration, 6/15 – 7/18*

➤ *Program Coordinator for Bachelor of Arts in Business Administration/Business & Applied Science, 6/14 – 6/15*

Assistant Professor, 8/11 – 7/14

Central Michigan University, Department of Psychology

Associate Professor (Tenured), Graduate Faculty Status, 8/04 to 5/09

➤ *Director of I/O Psychology Graduate Programs (M.A. & Ph.D.), 6/08 to 5/09*

Assistant Professor, Graduate Faculty Status, 8/99 to 7/04

Northern Illinois University, Department of Psychology

Adjunct Instructor, 9/97 to 12/97

V. Honors and Awards

A. Louis O. Kelso Fellowship from Rutgers University – Awarded June 2013

➤ Awarded to support research on Employee Ownership

B. Outstanding Producer Award for 2014, Governors State University, College of Business and Public Administration

➤ Awarded for Best Overall Productivity in Teaching, Scholarship, and Service

C. ‘Why Not’ Award, Governors State University, 2013

➤ Awarded for Suggestion to Improve Financial Aid Policy

D. GSU Faculty Excellence Award, 2014

➤ University-level award for outstanding teaching, research, and service

E. GSU Center for Online Teaching & Learning Exemplary Course Award, 2015

➤ University-level award for outstanding online course design and execution

VI. Scholarly Activity

A. Peer-reviewed Journal Publications

Boland-Prom, K., Krcatovich, M., Wagner, S., H., & Gilbert, C. (In press). Social work educators' perceptions of state regulatory boards. *Journal of Social Work Values and Ethics*.

Bowling, N. A., Wagner, S. H., & Beehr, T. A. (2018). The Facet Satisfaction Scale: An effective affective measure of job satisfaction facets. *Journal of Business and*

Psychology, 33, 383-403.

- Wagner, S. H. (2017). Exploring the structure of job satisfaction and its impact on the satisfaction-performance relationship. *Journal of Organizational Psychology*, 17, 90-101.
- Wagner, S. H. (2017). Perceptions of support for diversity and turnover intentions of managers with solo-minority status. *Journal of Organizational Psychology*, 17, 28-36.
- Ermasova, N., Wagner, S.H., & Nguyen, L. D. (2017). The impact of education, diversity, professional development and age on personal business ethics of business students in Russia. *Journal of Management Development*, 36, 410-426.
- Park, H. I., Jacob, A., Wagner, S. H., & Baiden, M. (2014). Job control and burnout: A meta-analytic test of the conservation of resources model. *Applied Psychology: An International Review*, 63, 607-642.
- Wagner, S. H. (2013). Leadership and responses to organizational crisis. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 140-144.
- Monnot, M. J., Wagner, S. H., & Beehr, T. A. (2011). A contingency model of union commitment and participation: Meta-analysis of the antecedents of militant and nonmilitant activities. *Journal of Organizational Behavior*, 32, 1127-1146.
- Park, H., Jacob, A., Monnot, M., & Wagner, S. H. (2011). The interaction between personality and person-job fit on strains. *International Journal of Stress Management*, 18, 67-87.
- Pfeiffelmann, B., Wagner, S. H., & Libkuman, T. (2010). Recruiting on corporate web sites: Perceptions of fit and attraction. *International Journal of Selection and Assessment*, 18, 40-47.
- Bowling, N. A., Hendricks, E. A., & Wagner, S. H. (2008). Positive and negative affectivity and facet satisfaction: A meta-analysis. *Journal of Business and Psychology*, 23, 115-125.
- Bowling, N. A., Beehr, T. A., Wagner, S. H., & Libkuman, T. M. (2005). Adaptation-level theory, opponent process theory and dispositions: An integrated approach to the stability of job satisfaction. *Journal of Applied Psychology*, 90, 1044-1053.
- Wagner, S. H., Parker, C. P., & Christiansen, N. A. (2003). Employees that think and act like owners: Effects of ownership beliefs and behaviors on organizational effectiveness. *Personnel Psychology*, 56, 847-871.

- Quirk, S. W., Christiansen, N. D., Wagner, S. H., & McNulty, J. (2003). On the usefulness of measures of normal personality for clinical assessment: Evidence of the incremental validity of the NEO PI-R. *Psychological Assessment, 15*, 311-325.
- Verquer, M. T., Beehr, T. A., & Wagner, S. H. (2003). A meta-analysis of the relationship between person-organization fit and work-related attitudes. *Journal of Vocational Behavior, 63*, 473-489.
- Goffin, R. D., Jelly, R. B., & Wagner, S. H. (2003). Does inducing halo improve performance rating accuracy? *Social Behavior and Personality, 31*, 625-636.
- Lavine, H., Sweeney, D., & Wagner, S. H. (1999). Depicting women as sex objects in television advertising: Effects of body dissatisfaction and attitudes toward women. *Personality and Social Psychology Bulletin, 25*, 1049-1058.
- Lavine, H., Burgess, D., Snyder, M., Transue, J., Sullivan, J. L., Haney, B., & Wagner, S. H. (1999). Threat, authoritarianism, and voting: An investigation of personality and persuasion. *Personality and Social Psychology Bulletin, 25*, 337-347.
- Neuman, G. A., Wagner, S. H., & Christiansen, N. D. (1999). The relationship between work-team personality composition and the job performance of teams. *Group and Organizational Management, 24*, 28-45.
- Lavine, H., Huff, J., Wagner, S. H., & Sweeney, D. (1998). Individual differences in the susceptibility to context effects in attitude surveys: The moderating role of attitude strength. *Journal of Personality and Social Psychology, 75*, 359-373.
- Wagner, S. H., & Goffin, R. D. (1997). Differences in accuracy of absolute and comparative performance appraisal methods. *Organizational Behavior and Human Decision Processes, 70*, 95-103.
- Sebolsky, J. R., Brady, A. L., & Wagner, S. H. (1996). Want an applied job? -- Get experience!! *The Industrial/Organizational Psychologist, 33*, 65-70.

B. Manuscripts In Progress

- Baiden, M., & Wagner, S. H. Individual differences in job performance feedback reactions: A Ghanaian study.

- Bush, C., & Wagner, S. H. *Leader behavior and group potency: Effects of rating source and subordinate agreement.*
- Burns, G., Wagner, S. H., & D'Souza, G. *Reactions to performance appraisal: A meta-analysis.*
- Wagner, S. H., & Dai, G. *Leadership competencies in a global context: Native vs. expatriate managers.*
- Wagner, S. H., Bailey, E., Bush, C., & Filipkowski, M. *Employee ownership and organizational commitment: A meta-analysis.*

C. Peer-Reviewed Conference Presentations

- Bowling, N.A., Wagner, S.H., Blackmore, C.E., & Beehr, T.A. (2015). *Examining the reliability and validity of the Facet Satisfaction Scale.* Presentation at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Wagner, S. H., & Dai, G. (2015) *Leadership competencies in a global context: Native vs. expatriate managers.* Presentation at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Baiden, M., & Wagner, S. H. (2011). *Individual differences in job performance feedback reactions: A Ghanaian study.* Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Park, H. I., Beehr, T. A., & Wagner, S. H. (2011). *Relations between job satisfaction and burnout: Personality as a moderator.* Presented at the annual conference of the American Psychological Association, Washington D.C.
- Park, H. I., Wagner, S. H., & Beehr, T. A. (2009). *A multi-faceted model of the relationship between job satisfaction and burnout: A meta-analysis.* Presented at the annual conference of the Academy of Management, Chicago, IL.
- Park, H. I., Baiden, M., Jacob, A., & Wagner, S. H. (2009). *Job control and burnout: A meta-analytic test of the conservation of resources model.* Presented at the annual conference of the Academy of Management, Chicago, IL.
- Webster, J., Wagner, S. H., & Dettmann, J. (2009). *Prejudice perceptions and organizational commitment: An investigation of intervening factors.* Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- Bailey, E. & Wagner, S. H. (2008). *Facets of psychological ownership: Evidence of construct validity*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- First, M., Wagner, S. H., Vertkin, Y., & Gobeski, K. (2008) *Predictors of perceptions of organizational politics: A meta-analysis*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Park, H., Jacob, A., Monnot, M., & Wagner, S. H. (2008). *The interaction between personality and person-job fit on strains*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Pfeiffelmann, B., Wagner, S. H., & Libkuman, T. (2008). *Recruiting on corporate web sites: Perceptions of fit and attraction*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Smith, M. & Wagner, S. H. (2008). *Demographic differences in relation to turnover intent: An in-depth analysis*. Presented at the annual IOOB conference, Denver, CO.
- Williams, J., Christiansen, N. D., & Wagner, S. H. (2008). *Openness to experience as a predictor of occupational performance: A meta-analysis*. Presented at the annual conference of the Association for Psychological Science, Chicago, IL.
- Bush, C. & Wagner, S. H. (2007). *Leader behavior and group potency: Effects of rating source and subordinate agreement*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Gobeski, K., First, M., & Wagner, S. H. (2007). *Perceptions of organizational politics as an antecedent of strain outcomes*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Linton, L., & Wagner, S. H. (2007). *Perceptions of politics and organizational citizenship behaviors: Identifying mediating variables*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Wood, S., Libkuman, T. M., Wagner, S. H., & Otani, H. T. (2007). *Attorney performance, strength of evidence and trial outcome*. 'Off the Witness Stand: Using Psychology in the Practice of Justice'. John Jay College of Criminal Justice, City University of New York, New York
- Smith, M. & Wagner, S. H. (2007). *Demographic dissimilarity's effects on work attitudes: A meta-analysis*. Presented at the annual IOOB conference, Indianapolis, IN.

- Brittain, M., & Wagner, S. H. (2006). *Solo status and affirmative action: Impact of tokenism on incoming group perceptions*. Presented at the annual conference of the Academy of Management, Atlanta, GA.
- Bailey, E., Bush, C., Filipkowski, M., & Wagner, S. H. (2006). *Employee ownership and organizational commitment*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Burns, G., D'Souza, G., & Wagner, S. H. (2006). *Managers' reactions to performance appraisals: A meta-analysis*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Langford, S., Bennett, M., & Wagner, S. H. (2006). *Comparing the efficacy of work-family conflict measures: A meta-analysis*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Monnot, M., Wagner, S. H., & Beehr, T. A. (2006). *Union participation: A meta-analysis*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Bowling, N. A., Hendricks, E. A., & Wagner, S. H. (2005). *Positive and negative affectivity and facet satisfaction: A meta-analysis*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Bowling, N. A., Beehr, T. A., Gibson, B., & Wagner, S. H. (2004). *Meta-analysis of the antecedents and consequences of workplace harassment*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Brittain, M. & Wagner, S. H. (2004). *Impact of affirmative action knowledge on fairness evaluations and attitudes*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Brewster, N., Beehr, T. A., & Wagner, S. H. (2003). *Testing work-family linkages and a measure of work-family conflict*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Erofeev, D. A., Beehr, T. A., Ivanitskaya, L. V., Ledlow, G., & Wagner, S. H. (2003). *Successful franchises: Does franchisees' experience and compliance with know-how matter?* Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Huff, J. W., Parker, C. P., & Wagner, S. H. (2003). *Attitude strength, structure, and function: A new look at job satisfaction*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Preston, L. A., & Wagner, S. H. (2003). *Examining organizational justice and employee attitudes during the restructuring transition*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Preston, L. A., & Wagner, S. H. (2003). *Coping with downsizing: A quantitative review*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Haaland, S. A., Christiansen, N. D., & Wagner S. H. (2002). *Implications of trait-activation theory for evaluating assessment center construct validity*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Toronto, ON.
- Quirk, S. W., Wagner, S. H., Christiansen, N. D., McNulty, J., & Ben-Porath, Y. (2002). *On the usefulness of measures of normal personality for clinical assessment: Evidence of the incremental validity of the NEO-PI-R*. Presented at the annual conference of the Society for Personality Assessment, San Antonio, TX.
- Wagner, S. H., Gronow, N., Haaland, S. A., Phillips, L., & Brittain, M. (2002). *Exploring the structure of job satisfaction*. Presented at the annual conference of the American Psychological Association, Chicago, IL.
- Getta, L. A., Parker, C. P., Skinner, J., Lonergan, J. M., & Wagner, S. H. (2001). *Organizational climate as mediator of diversity to organizational performance relationships*. Presented in a symposium at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Jelley, R. B., Goffin, R. D., & Wagner, S. H. (2001). *Does inducing halo improve performance rating accuracy?* Paper presented at the annual conference of the Administrative Sciences Association of Canada, Human Resource Division. London, ON.
- Wagner, S. H., Rozek, R., DePuy, A., Parker, C. A., Getta, L. A., & Lonergan, J. M. (2001). *Solo-minority managers' perceptions of support for diversity and turnover intentions*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Lavine, H., Wagner, S. H., Skinner, J., & Finch, E. (1998). *The influence of interracial interaction and racial stereotyping on attitudes toward policy issues*. Presented at the annual conference of the Midwestern Psychological Association, Chicago, IL.
- Neuman, G. A., Kikul, J., Christiansen, N. D., & Wagner, S. H. (1997). *Work team effectiveness*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

- Wagner, S. H., Lavine, H., Christiansen, N. D., & Trudeau, M. (1997). *Re-evaluating the structure of Right-Wing Authoritarianism*. Presented at the annual conference of the Midwest Psychological Association, Chicago, IL.
- Wagner, S. H., Lavine, H., & McBride, T. (1997). *Intra-attitudinal structure and selective exposure to attitude-congruent information*. Presented at the annual conference of the American Psychological Association, Chicago, IL.
- Christiansen, N. D., Wagner, S. H., & Neuman, G. A. (1996). *Identifying individual differences related to team effectiveness using multilevel comparisons*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Lavine, H., Sweeney, D., & Wagner, S. H. (1996). *Depicting women as sex objects in television advertising: Effects on body dissatisfaction and support for feminist beliefs*. Presented at the annual conference of the Society for Experimental Social Psychology, Sturbridge, MA.
- Roman, M. A., Wagner, S. H., & McBride, T. (1996). *Quality circle effectiveness: A meta-analysis of the research literature*. Presented at the annual meeting of the Midwest Academy of Management, South Bend, IN.
- Wagner, S. H., & Goffin, R. D. (1996). *Differences in the accuracy of individual and comparative performance appraisal methods*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Wagner, S. H., Neuman, G. A., & Christiansen, N. D. (1996). *The composition of personalities in work teams and team job performance*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

VII. Teaching Activity

A. Courses Taught

1. Governors State University

- First-Year Seminar on Sustainability (undergraduate, face-to-face)
- Essential Business Skills (undergraduate, face-to-face)
- Introduction to Management Strategies (undergraduate, face-to-face)
- Organizational Behavior (undergraduate, face-to-face)
- Human Resource Management (undergraduate, face-to-face)
- Labor Relations (undergraduate, face-to-face)
- HR Training and Management Development (undergraduate, face-to-face)
- Performance Management (undergraduate, face-to-face)
- Leadership in the 21st Century (undergraduate/graduate, face-to-face)
- Organizational Behavior in a Global Context (MBA, face-to-face and online)
- Human Resource Management Strategies (MBA, face-to-face and online)

- Leadership Theories and Ethics (Ed.D., online)

2. Central Michigan University

- Introduction to Leadership Studies (undergraduate, online)
- Research Methods (undergraduate, face-to-face)
- Industrial/Organizational Psychology (undergraduate, face-to-face and online)
- Introduction to Psychology (undergraduate, face-to-face)
- Group Dynamics (undergraduate and graduate, face-to-face)
- Organization Development (graduate, face-to-face)
- Correlation and Multiple Regression (graduate, face-to-face)
- Seminar on Work Attitudes (graduate, face-to-face)
- Seminar on Meta-Analysis (graduate, face-to-face)
- Seminar on Teams in Organizations (graduate, face-to-face)
- Practicum in Industrial Psychology (graduate face-to-face)
- Practicum in Organizational Psychology (graduate face-to-face)

3. Northern Illinois University

- Social Psychology (undergraduate, face-to-face)
 - i. Features in the Updated Version of Blackboard
- 2. GSU's Center for Online Teaching and Learning's Introduction to Online Teaching (14 weeks)
- 3. Northwestern University's Negotiation & Teamwork Teaching Workshop (6 hrs.)
- 4. Cengage Learning's Engagement Workshop for Organizational Behavior (1.5 hrs.)
- 5. Illinois Online Network's course in Instructional Design for Online Course Development (9 weeks)
- 6. AACSB Assessment Seminar (16 hours)
- 7. AACSB Applied Assessment Seminar (16 hours)

VIII. Service Activities

A. Governors State University

1. University Service

- a. Student Evaluations of Instruction Task Force – Fall 2017 – Fall 2018
 - i. Co-Chair
- b. GSU Faculty Senate – At-Large Member – Fall 2015 to Spring 2017
- c. GSU Faculty Senate Executive Committee – COB Representative – Fall 2015 to Spring 2016
- d. Academic Program Review Committee – Fall 2016 to Fall 2017
- e. University Personnel Committee – Fall 2016 to present
- f. GSU Student Misconduct Committee – Fall 2015 to Spring 2016
- g. General Education Planning Taskforce, Spring 2012 to Spring 2014

- i. Capstone Subcommittee
 - ii. Communications Subcommittee
 - iii. First Year Seminar Subcommittee
- h. General Education Implementation Taskforce, Fall 2014 to Spring 2015
- i. Education Policy Committee, Fall 2013 to Spring 2014
- j. Faculty Scholarship & Teaching Center Advisory Committee, Fall 2011 to Spring 2013
 - i. Adjunct Orientation Subcommittee
 - ii. Faculty Development Day Subcommittee
- k. Graduate Council, Fall 2011 to Spring 2014
 - i. Graduate Program Review Subcommittee, Fall 2011 to Fall 2012
 - ii. Graduate Capstone Project Subcommittee, Spring 2012 to Spring 2014
- l. GSU Search Committee for College of Education Dean, Fall 2013 – Spring 2014
- m. Center for Online Teaching and Learning Search Committee for Online Learning Consultant
- n. GSU ePortfolio Committee, Fall 2013 -2015
 - i. Proposal Review Subcommittee, 2014 -2015
- o. GSU Blackboard Users Group, Spring 2013 – Spring 2016
- p. GSU Excellence Award Committee, 2015
 - i. Chair

2. College Service

- a. Assurance of Learning Committee, Fall 2012 to present
 - i. Committee Co-chair, Fall 2013-Fall 2017
 - ii. Written Communications Subcommittee
 - iii. Oral Communications Subcommittee
 - iv. Ethics Subcommittee
- b. College Personnel Committee, Fall 2014 to Spring 2016
 - i. Chair, 2015-2016
- c. CBPA Award Committee, Fall 2014
- d. College Curriculum Committee, Fall 2011 to Spring 2014
- e. College Strategy Committee, Fall 2012 to present
- f. Online MBA Executive Taskforce, Fall 2011 to Fall 2013
- g. Interdisciplinary Leadership Ed.D. Planning Committee, Fall 2011 to present
 - i. Admission Subcommittee 2012, 2013
- h. MBA Bootcamp Planning Taskforce, Spring 2012 to Summer 2013
- i. Search Committee Member for CBPA Manager of Enrollment and External Programs, Spring 2012
- j. Search Committee Member for Faculty Position in Entrepreneurship and HR/OB, 2014-2015
- k. Search Committee Member of COB Dean position, Fall 2015-Spring 2016
- l. Course Leader
 - i. MGMT 7500: Organizational Behavior in a Global Context

3. Student Group Advising

- Human Resource Management Club, Fall 2011 to Spring 2017

B. Central Michigan University

1. University Committee Service

- a. Faculty Center for Innovative Teaching Director Search Committee, Fall 2008 to Spring 2009
 - Chairperson, Fall 2008 to Spring 2009
- b. Leadership Council, Fall 2005 to Spring 2008
 - Chairperson, Fall 2005 to Spring 2008
- c. Masters of Science in Administration Council, Fall 2005 to Spring 2008
 - Chairperson, Fall 2007 to Spring 2008
- d. Faculty Center for Innovative Teaching Strategic Planning Committee, Spring 2007
 - Chairperson, Spring 2007
- e. Presidential-Academic Senate Task Force on CMU's Off-Campus Programs, Fall 2006
- f. Academic Senate Speakers Series, Fall 2000 to Spring 2003
 - Chairperson, 2002-2003, Secretary 2000-2002

2. College Committee Service

- a. CHSBS Homecoming Committee, 2003 to 2007
- b. CHSBS Representative to the Faculty Association Board, Spring 2006 to Spring 2007
- c. College of Graduate Studies Dissertation Support Committee, Fall 2006
- d. College of Graduate Studies Academic Integrity Appeals Committee, Spring 2007
 - Proceedings Officer

3. Department Committee Service

- a. Outstanding Undergraduate & Graduate Research Award Committee, 2003
- b. Subject Pool Committee, Summer 2000 to 2009
- c. Quantitative Search Committee, 2000-2001, 2001-2002
- d. Undergraduate Statistics Committee, 2002
- e. Occupational Health Search Committee, 2006
- f. I/O Psychology Graduate Admissions Committee, 2000 to 2009
 - Chairperson, 2005, 2006, 2008
- g. Psychology Department Executive Committee, 2008-2009

4. Student Organization Advising

- Industrial Organizational Psychology Association, Fall 2003 to 2009

C. Service to the Community

1. Professional Affiliations

- a. South Suburban Cook Human Resource Management Association
- b. Society for Industrial Organizational Psychology
- c. Society for Human Resource Management
- d. Multimedia Educational Resource for Learning and Online Teaching

2. Ad hoc reviewer

- a. *Journal of Management Development*
- b. *International Journal of Human Resource Management*
- c. *Journal of Applied Psychology*
- d. *Journal of Occupational and Organizational Psychology*
- e. *Journal of Vocational Psychology*
- f. *Society for Industrial and Organizational Psychology*

3. Recent Community Service Activities

- a. University Professional of Illinois –Executive Board of GSU Chapter (Fall 2015 to present), Elected Vice-President for Unit A (Fall 2018 to present), Acting President (Fall 2018 to present), Bargaining Chair (Fall 2018 to present)
- b. Presented a talk on “The Debate on the Usefulness of Performance Appraisals” to the South Suburban Cook Human Resource Management Association in May 2017 (audience members received continuing education credits toward their SHRM certifications)
- c. Collaborated with colleagues to develop and execute the ‘Start Something that Matters Summit’, an event that featured social entrepreneurs from Chicagoland presented on their work. This event occurred in November 2015 and was open to the public.
- d. Presented a talk on “Evidence-Based Human Resource Management” to the Grundy-Will Human Resources Association in Fall of 2012 (audience members received continuing education credits toward their SHRM certifications)
- e. Presented a talk on “Leadership and Responses to Organizational Crisis” to the Grundy-Will Human Resources Association in Fall of 2013 (audience members received continuing education credits toward their SHRM certifications)
- f. Collaborated with colleagues (Fall 2013 – Summer 2013) to develop and execute a speaker series, involving prominent civic and business leaders, on Leadership in the 21st Century that was open to the public