

**DANIEL A. NEWMAN**

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**Academic Employment**

- 2016-present UNIVERSITY OF ILLINOIS, Urbana-Champaign, IL  
Full Professor, School of Labor & Employment Relations  
Full Professor, Social-Organizational Psychology (joint appt.)
- 2011-2016 UNIVERSITY OF ILLINOIS, Urbana-Champaign, IL  
Associate Professor (with tenure), Social-Organizational Psychology  
Associate Professor (with tenure), Labor & Employment Relations (since 2012)
- 2008-2011 UNIVERSITY OF ILLINOIS, Urbana-Champaign, IL  
Assistant Professor, Social-Organizational Psychology
- 2005-2008 TEXAS A&M UNIVERSITY, College Station, TX  
Assistant Professor, Organizational Psychology

**Graduate, Post-Doctoral, and Sabbatical**

- 2016 NORTHWESTERN UNIVERSITY, Evanston, IL  
Faculty Sabbatical, SONIC Social Networks Lab
- 2004-2005 UNIVERSITY OF MARYLAND, College Park, MD  
Visiting Assistant Professor (Postdoc), Organizational Psychology
- 2000-2003 PENNSYLVANIA STATE UNIVERSITY, University Park, PA  
Lecturer, Department of Management, Smeal College of Business (2002-2003)  
Lecturer, Department of Labor & Industrial Relations (2000-2002)

**Education**

- Ph.D. PENNSYLVANIA STATE UNIVERSITY, University Park, PA (2004)  
Committee: David A. Harrison (Co-Chair), James L. Farr (Co-Chair),  
Martin J. Kilduff, Kevin R. Murphy, Alicia A. Grandey  
Thesis: Is Job (Dis)Satisfaction Contagious? Simultaneous Effects of  
Social Networks, Task Characteristics, and Dispositions
- M.S. PENNSYLVANIA STATE UNIVERSITY, University Park, PA (2000)  
Thesis: Change in Union Commitment and Participation: Contrasting  
Reasoned Action and Self-Perception Explanations
- B.A. RICE UNIVERSITY, Houston, TX (1997)

## Honors & Awards

- *Best Paper of the Year*, Personnel Psychology (2020)
- *Sage/McDonald Advancement of Organizational Research Methodology Award*, Research Methods Division, Academy of Management (Best Publication from 2014-2018) (2020)
- *William A. Owens Scholarly Achievement Award: Honorable Mention*, Society for I/O Psychology (2<sup>nd</sup>-best article in the field of IO psychology) (2020)
- *World's Top 2% of Researchers* across disciplines, Career-long citation impact (Ioannidis, Boyack, & Baas (2020) *PLoS Biol* 18(10): e3000918.)
- Elected *Division Chair*, Research Methods Division, Academy of Management (2,300 members; 5 year chair cycle): - Past Chair (2017-2018) - Chair (2016-2017) - Chair-Elect (2015-2016) - Program Chair (2014-2015) - Workshop Chair (2013-2014)
- *Best Paper Award Finalist*, Personnel Psychology (top 3 papers of the year) (2017)
- *Best Convention Paper Award*, Human Resources Division, Academy of Management (#1 paper out of 337 submissions to HR Division) (2016)
- Elected *SIOP Fellow* (2015), *American Psychological Association Fellow* (2016)
- *Best Paper of the Year*, Organizational Research Methods (2014)
- *Faculty Teaching Excellence Award*, School of Labor & Employment Relations, U. of Illinois (awarded to one faculty member per year, selected by students) (2013)
- *Early Career Achievement Award*, Research Methods Division, Academy of Management (2010)
- *Sage/McDonald Advancement of Organizational Research Methodology Award*, Research Methods Division, Academy of Management (Best Publication from 2004-2008) (2010)
- *Best Reviewer of the Year*, Organizational Research Methods (2008)
- *Sage Best Paper Award*, Research Methods Division, Academy of Management (#1 paper out of 83 submissions to RM Division) (2008)
- *William A. Owens Scholarly Achievement Award*, Society for I/O Psychology (article with 'highest potential to significantly impact the field of I-O psychology') (2008)
- *Scholarly Achievement Award*, Human Resources Division, Academy of Management ('most significant article in human resource management') (2007)
- *Best Student Paper Award*, Human Resources Division, Academy of Management (2005)
- *Best Student Paper Award*, Research Methods Division, Academy of Management (2005)
- *Faculty Member of the Year*, California School of Org. Studies-Los Angeles (2003-2004)
- *Outstanding Reviewer Award*, Research Methods Division, Academy of Management (2003)

## Publications

(\* Graduate student coauthors.)

[Citations: 9,165 (Google Scholar); h-index = 37; i10-index = 57; † Papers cited >100 times]

## Journal Articles

1. † Newman, D. A. (2003). Longitudinal modeling with randomly and systematically missing data: A simulation of ad hoc, maximum likelihood, and multiple imputation techniques. *Organizational Research Methods*, 6, 328-362.
2. † Harrison, D. A.<sup>‡</sup>, Newman, D. A.<sup>‡</sup>, & Roth, P. L. (2006). How important are job attitudes? Meta-analytic comparisons of integrative behavioral outcomes and time sequences. *Academy of Management Journal*, 49, 305-325. (<sup>‡</sup>First two authors contributed equally.)

*Winner of 2007 HR Division Scholarly Achievement Award, Academy of Management  
Winner of 2008 William A. Owens Scholarly Achievement Award, Society for I/O Psychology*

3. **Newman, D. A.**, Jacobs, R. R., & Bartram, D. (2007). Choosing the best method for local validity estimation: Relative accuracy of meta-analysis vs. a local study vs. Bayes-analysis. *Journal of Applied Psychology*, 92, 1394-1413.

*Winner of 2010 Sage/McDonald Advancement of Organizational Research Methodology Award,  
Research Methods Division, Academy of Management*

4. **Newman, D. A.**, Hanges, P. J., & Outtz, J. L. (2007). Racial groups and test fairness: Considering history and construct validity. *American Psychologist*, 62, 1082-1083.
5. Mohammed, S., Rizzuto, T., Hiller, N. J., **Newman, D. A.**, & Chen, T. (2008). Individual differences and group negotiations: The role of polychronicity, dominance, and decision rule. *Negotiation and Conflict Management Research*, 1, 282-307.
6. † **Newman, D. A.**, & Harrison, D. A. (2008). Been there, bottled that: Are state and behavioral work engagement new and useful construct ‘wines’? *Industrial and Organizational Psychology*, 1, 31-35.
7. † **Newman, D. A.**, & Lyon, J. S.\* (2009). Recruitment efforts to reduce adverse impact: Targeted recruiting for personality, cognitive ability, and diversity. *Journal of Applied Psychology*, 94, 298-317.

*Summarized as, “Recruiters: Work on massaging the message,” Executive brief in  
HR Magazine, July 2009.*

8. **Newman, D. A.**, & Sin, H. P. (2009). How do missing data bias estimates of within-group agreement? Sensitivity of  $SD_{WG}$ ,  $CV_{WG}$ ,  $r_{WG(J)}$ ,  $r_{WG(J)}^*$ , and ICC to systematic nonresponse. *Organizational Research Methods*, 12, 113-147.
9. Hopwood, C. J.\*, **Newman, D. A.**, Donnellan, M. B., Markowitz, J. C., Grilo, C.M., Sanislow, C. A., Ansell, E. B., McGlashan, T. H., Skodol, A. E., Shea, M. T., Gunderson, J. G., Zanarini, M. C., & Morey, L. C. (2009). The stability of personality traits in individuals with borderline personality disorder. *Journal of Abnormal Psychology*, 118, 806-815.
10. † Joseph, D. L.\*, & **Newman, D. A.** (2010). Emotional intelligence: An integrative meta-analysis and cascading model. *Journal of Applied Psychology*, 95, 54-78.

*Profiled in Joireman, J. A., & Van Lange, P. A. M. (2015). How to publish  
high-quality research. American Psychological Association. Washington DC.  
Summarized by Adam Grant in, “The Dark Side of Emotional Intelligence,”  
The Atlantic, January 2014.*

*Second most-cited paper in JAP from 2009 to 2016 [see Kozlowski, S. W. J. (2017), *Journal of Applied Psychology*, 102(3), 580-588].*

11. Nye, C. D.\*, **Newman, D. A.**, & Joseph, D. L.\* (2010). Never say “always”? Extreme item wording effects on scalar invariance and item response curves. *Organizational Research Methods*, 13, 806-830.
  12. Joseph, D. L.\*, & **Newman, D. A.** (2010). Discriminant validity of self-reported emotional intelligence: A multitrait-multisource study. *Educational and Psychological Measurement*, 70, 672-694.
  13. † **Newman, D. A.**, Joseph, D. L.\*, & MacCann, C. (2010). Emotional intelligence and job performance: The importance of emotion regulation and emotional labor context. *Industrial and Organizational Psychology*, 3, 159-164.
  14. Tay, L.\*, **Newman, D. A.**, & Vermunt, J. K. (2011). Using mixed-measurement item response theory with covariates (MM-IRT-C) to ascertain observed and unobserved measurement equivalence. *Organizational Research Methods*, 14, 147-176.
  15. † Roisman, G. I., **Newman, D. A.**, Fraley, R. C., Haltigan, J. D., Groh, A. M., & Haydon, K. C. (2012). Distinguishing differential susceptibility from diathesis-stress: Recommendations for evaluating interaction effects. *Development and Psychopathology*, 24, 389-409.
  16. Wee, S.\*, & **Newman, D. A.**, & Joseph, D. L.\* (2014). More than g: Selection quality and adverse impact implications of considering second-stratum cognitive abilities. *Journal of Applied Psychology*, 99, 547-563.
  17. † MacCann, C., Joseph, D. L.\*, **Newman, D. A.**, & Roberts, R. D. (2014). Emotional intelligence is a second-stratum factor of intelligence: Evidence from hierarchical and bifactor models. *Emotion*, 14, 358-374.
  18. † **Newman, D. A.** (2014). Missing data: Five practical guidelines. *Organizational Research Methods*, 17, 372-411.
- Winner of 2020 Sage/McDonald Advancement of Organizational Research Methodology Award,  
Research Methods Division, Academy of Management  
Winner of 2014 Best Paper of the Year, Organizational Research Methods*
19. Wang, W.\*, Neuman, E. J., & **Newman, D. A.** (2014). Statistical power of the social network autocorrelation model. *Social Networks*, 38, 88-99.
  20. † Schneider, W. J., & **Newman, D. A.** (2015). Intelligence is multidimensional: Theoretical review and implications of specific cognitive abilities. *Human Resource Management Review*, 25, 12-27.

21. † Joseph, D. L.\*, Jin, J.\*, **Newman, D. A.**, & O'Boyle, E. H. (2015). Why does self-reported emotional intelligence predict job performance? A meta-analytic investigation of mixed EI. *Journal of Applied Psychology*, *100*, 298-342.
22. † Grijalva, E.\*, Harms, P. D., **Newman, D. A.**, Gaddis, B. H., & Fraley, R. C. (2015). Narcissism and leadership: A meta-analytic review of linear and nonlinear relationships. *Personnel Psychology*, *68*, 1-47.
- Winner of 2014 Alvah H. Chapman, Jr. Outstanding Dissertation Award (Grijalva),  
Network of Leadership Scholars (Academy of Management) and Center for Leadership (FIU)  
Winner of 2014 Kenneth E. Clark Leadership Research Award (Grijalva),  
Center for Creative Leadership (Greensboro, N.C.) and International Leadership Association  
Winner of 2017 Best Paper Finalist Award, Personnel Psychology  
(top 3 papers published in Personnel Psychology)*
- Featured in 15 news stories, including:  
"Are You Vain Enough to Get Ahead?," The Wall Street Journal-Careers Blog, January 2014.  
"Are Narcissistic Bosses All Bad?," Executive brief in HR Magazine, March 2014.*
23. Belsky, J., **Newman, D. A.**, Widaman, K. F., Fraley, R. C., Pleuss, M., Berry, D., Rodkin, P., Helm, J. L., & Roisman, G. (2015). Differential susceptibility to effects of maternal sensitivity? A study of candidate plasticity genes. *Development and Psychopathology*, *27*, 725-746.
24. † Grijalva, E.\*, & **Newman, D. A.** (2015). Narcissism and counterproductive work behavior (CWB): Meta-analysis and consideration of collectivist culture, Big Five personality, and Narcissism's facet structure. *Applied Psychology: An International Review*, *64*, 93-126.
25. † Feitosa, J.\*, Joseph, D. L.\*, & **Newman, D. A.** (2015). Crowdsourcing and personality measurement equivalence: A warning about countries whose primary language is not English. *Personality and Individual Differences*, *75*, 47-52.
26. **Newman, D. A.**, Joseph, D. L.\*, & Feitosa, J.\* (2015). External validity and multi-organization samples: Levels-of-analysis implications of crowdsourcing and college student samples. *Industrial and Organizational Psychology*, *8*, 214-220.
27. Wee, S.\*, **Newman, D. A.**, & Song, Q.C.\* (2015). More than g-factors: Second-stratum factors should not be ignored. *Industrial and Organizational Psychology*, *8*, 482-488.
28. Cottrell, J. M.\*, **Newman, D. A.**, & Roisman, G. I. (2015). Explaining the Black-White gap in cognitive test scores: Toward a theory of adverse impact. *Journal of Applied Psychology*, *100*, 1713-1736.

29. † Grijalva, E.\*, **Newman, D. A.**, Tay, L., Donnellan, M. B., Harms, P. D., Robins, R., & Yan, T. (2015). Gender differences in narcissism: A meta-analytic review. *Psychological Bulletin*, *141*, 261-310.
30. Wang, W.\*, Hernandez, I.\*, **Newman, D. A.**, He, J., & Bian, J. (2016). Twitter analysis: Studying U.S. weekly trends in work stress and emotion. *Applied Psychology: An International Review*, *65*, 355-378.
31. Schneider, W. J., Mayer, J. D., & **Newman, D. A.** (2016). Integrating hot and cool intelligences: Thinking broadly about broad abilities. *Journal of Intelligence*, *4(1)*, 1-25.
32. Jeon, G.\*, & **Newman, D. A.** (2016). Equity sensitivity versus egoism: A reconceptualization and new measure of individual differences in justice perceptions. *Journal of Vocational Behavior*, *95*, 138-155.
33. **Newman, D. A.**, Harrison, D. A., Carpenter, N. C., & Rariden, S. M. (2016). Construct mixology: Forming new management constructs by combining old ones. *Academy of Management Annals*, *10*, 943-995.
34. Wang, M., Beal, D. J., Chan, D., **Newman, D. A.**, Vancouver, J. B., & Vandenberg, R. J. (2017). Longitudinal research: A panel discussion on conceptual issues, research design, and statistical techniques. *Work, Aging and Retirement*, *3*, 1-24.
35. Song, Q. C.\*, Wee, S.\*, & **Newman, D. A.** (2017). Diversity shrinkage: Cross-validating Pareto-optimal weights to enhance diversity via hiring practices. *Journal of Applied Psychology*, *102*, 1636-1657.

*Winner of 2017 Meredith P. Crawford Dissertation Fellowship (Song),  
Human Resources Research Organization (HumRRO)  
Winner of 2017 James C. Johnson Best Student Paper Award (Song),  
International Personnel Assessment Council (IPAC)*

36. Badura, K. L.\*, Grijalva, E.\*, Newman, D. A., Yan, T. T.\*, & Jeon, G.\* (2018). Gender and leadership emergence: A meta-analysis and explanatory model. *Personnel Psychology*, *71*, 335-367.

*Winner of 2020 Best Paper Award, Personnel Psychology (best paper of the year)  
Honorable Mention, 2020 William A. Owens Scholarly Achievement Award,  
Society for I/O Psychology  
Top Downloaded Paper 2018-2019, Personnel Psychology*

37. **Newman, D. A.**, & Sin, H. P. (2020). Within-group agreement ( $r_{WG}$ ): Two theoretical parameters and their estimators. *Organizational Research Methods*, *23*, 30-64.

38. Kim, J.-Y.\* , Hsu, N.\* , **Newman, D. A.**, Harms, P. D., & Wood, D. (2020). Leadership perceptions, gender, and dominant personality: The role of normality evaluations. *Journal of Research in Personality*, *87*, 103984.
39. Jones, K. S.\* , **Newman, D. A.**, Su, R.\* , & Rounds, J. (*in press*). Black-White differences in vocational interests: Meta-analysis and boundary conditions. *Journal of Business and Psychology*.
40. Wee, S.\* , **Newman, D. A.**, Song, Q. C.\* , & Schinka, J. A. (*in press*). Vocational interests, gender, and job performance: Two person  $\times$  occupation cross-level interactions. *Personnel Psychology*.
41. Jones, K. S.\* , **Newman, D. A.**, Su, R.\* , & Rounds, J. (*in press*). Vocational interests and adverse impact: How attraction and selection on vocational interests relate to adverse impact potential. *Journal of Applied Psychology*.

#### ***Additional Journal Articles***

42. Murphy, K. R., Cleveland, J.N., Kinney, T. B., Skattebo, A. L., **Newman, D. A.**, & Sin, H. P. (2003). Unit climate, rater goals and performance ratings in an instructional setting. *Irish Journal of Management*, *24*, 48-65.
43. Limbers, C. A.\* , **Newman, D. A.**, & Varni, J. W. (2008). Factorial invariance of child self-report across healthy and chronic health condition groups: A confirmatory factor analysis utilizing the PedsQL 4.0 Generic Core Scales. *Journal of Pediatric Psychology*, *33*, 630-639.
44. Limbers, C. A.\* , **Newman, D. A.**, & Varni, J. W. (2008). Factorial invariance of child self-report across socioeconomic status groups: A multigroup confirmatory factor analysis utilizing the PedsQL 4.0 Generic Core Scales. *Journal of Behavioral Medicine*, *31*, 401-411.
45. Varni, J. W., Limbers, C. A.\* , & **Newman, D. A.** (2008). Factorial invariance of the PedsQL 4.0 Generic Core Scales child self-report across gender: A multigroup confirmatory factor analysis with 11,356 children ages 5 to 18. *Applied Research in Quality of Life*, *3*, 137-148.
46. Varni, J. W., Limbers, C. A.\* , **Newman, D. A.**, & Seid, M. (2008). Longitudinal factorial invariance of the PedsQL 4.0 Generic Core Scales child self-report version: One year prospective evidence from the California State Children's Health Insurance Program (SCHIP). *Quality of Life Research*, *17*, 1153-1162.
47. Limbers, C. A.\* , **Newman, D. A.**, & Varni, J. W. (2008). Factorial invariance of child self-report across age subgroups: A confirmatory factor analysis of ages 5 to 16 years utilizing the PedsQL 4.0 Generic Core Scales. *Value in Health*, *11*, 659-668.

48. Limbers, C. A.\*, Varni, J. W., **Newman, D. A.** (2009). Factorial invariance of child self-report across race/ethnicity groups: A multigroup confirmatory factor analysis approach utilizing the PedsQL 4.0 Generic Core Scales. *Annals of Epidemiology, 19*, 575-581.
49. Varni, J. W., Limbers, C. A.\*, **Newman, D. A.** (2009). Using factor analysis to confirm the validity of children's quality of life scales across different modes of administration. *Clinical Trials: Journal of the Society for Clinical Trials, 6*, 185-195.
50. **Newman, D. A.**, Limbers, C. A.\*, & Varni, J. W. (2010). Factorial invariance of child self-report across English and Spanish language groups in a Hispanic population utilizing the PedsQL 4.0 Generic Core Scales. *European Journal of Psychological Assessment, 26*, 194-202.
51. Fleary, S. A.\*, Heffer, R. W., McKyer, E. L. J., & **Newman, D. A.** (2010). Using the bioecological model to predict risk perception of marijuana use and reported marijuana use in adolescence. *Addictive Behaviors, 35*, 795-798.
52. **Newman, D. A.**, Joseph, D. L.\*, Sparkman, T. E.\*, & Carpenter, N. C.\* (2011). Invited reaction: The Work Cognition Inventory: Initial evidence of construct validity. *Human Resource Development Quarterly, 22*, 37-47.
53. Rosch, D. M., Joseph, D. L.\*, & **Newman, D. A.** (2011). The overlap between emotional intelligence and post-industrial leadership capacity: A construct validity analysis. *Journal of Leadership Education, 10*, 83-102.

***Academy of Management Best Paper Proceedings***

54. Sin, H. P., & **Newman, D. A.** (2005). Variance of means versus mean of variances: A contrarian view on operationalizing group dispersion. *Academy of Management Best Paper Proceedings*, pp. B1-B6 (AN 18783408).
55. **Newman, D. A.**, & Sin, H. P. (2008). Within-group agreement for multi-item scales: Considering interitem correlations. *Academy of Management Best Paper Proceedings*, pp. 1-7 (AN 33725364).

*Winner of Research Methods Division Sage Best Paper Award, Academy of Management*

56. Joseph, D. L.\*, **Newman, D. A.**, & Hulin, C. L. (2010). Job attitudes and employee engagement: A meta-analysis of construct redundancy. *Academy of Management Best Paper Proceedings*, pp. 1-6.
57. Jeon, G.\*, & **Newman, D. A.** (2015). Equity sensitivity versus egoism: New conceptualizations and implications for justice perceptions. *Academy of Management Best Paper Proceedings*, pp. 1-6.



58. Wang, W.\*, **Newman, D. A.**, & Dipboye, R. L. (2016). Social network contagion in the job satisfaction-intention-turnover model. *Academy of Management Best Paper Proceedings*, pp. 1-5.

*Winner of 2016 HR Division Best Convention Paper Award, Academy of Management*

### **Book Chapters**

59. Farr, J. L., & **Newman, D. A.** (2001). Rater selection: Sources of feedback. In D. W. Bracken, C. W. Timmreck, & A. H. Church (Eds.), *The handbook of multisource feedback*, pp. 96-113. San Francisco: Jossey-Bass.
60. Murphy, K. R., & **Newman, D. A.** (2003). The past, present, and future of validity generalization. In K. R. Murphy (Ed.), *Validity generalization: A critical review*, pp. 403-424. Mahwah: Lawrence Erlbaum Associates.
61. **Newman, D. A.**<sup>†</sup>, Kinney, T. B.<sup>†</sup>, & Farr, J. L. (2004). Job performance ratings. In J. C. Thomas (Ed.), *Comprehensive handbook of psychological assessment, Vol. 4: Industrial/organizational assessment*, pp. 956-1008. New York: Wiley. (<sup>†</sup> Authors contributed equally.)
62. **Newman, D. A.**, Hanges, P. J., Duan, L.\*, & Ramesh, A.\* (2008). A network model of organizational climate: Friendship clusters, subgroup agreement, and climate schemas. In D. B. Smith (Ed.), *The people make the place: A festschrift for Benjamin Schneider*, pp. 101-126. New York: Erlbaum.
63. <sup>†</sup> **Newman, D. A.** (2009). Missing data techniques and low response rates: The role of systematic nonresponse parameters. In C. E. Lance & R. J. Vandenberg (Eds.), *Statistical and methodological myths and urban legends: Doctrine, verity, and fable in the organizational and social sciences*, pp. 7-36. New York: Routledge.
64. Outtz, J. L., & **Newman, D. A.** (2010). A theory of adverse impact. In J. L. Outtz (Ed.), *Adverse impact: Implications for organizational staffing and high stakes selection*, pp. 53-94. San Francisco: Jossey-Bass.
65. <sup>†</sup> **Newman, D. A.**, Joseph, D. L.\*, & Hulin, C. L. (2010). Job attitudes and employee engagement: Considering the attitude "A-factor." In S. Albrecht (Ed.) *The handbook of employee engagement: Perspectives, issues, research and practice*, pp. 43-61. Cheltenham, UK: Edward Elgar.
66. Joseph, D. L.\*, **Newman, D. A.**, & Sin, H. P. (2011). Leader-member exchange (LMX) measurement: Evidence for consensus, construct breadth, and discriminant validity. In D. D. Bergh & D. J. Ketchen (Eds.), *Research methodology in strategy and management* (vol. 6, pp. 89-135). London, UK: Emerald.

67. **Newman, D. A.**, Jeon, G.\*, & Hulin, C. L. (2013). Retirement attitudes: Considering etiology, measurement, attitude-behavior relationships, and attitudinal ambivalence. In M. Wang (Ed.), *Oxford handbook of retirement*, pp. 228-248. New York: Oxford University Press.
68. Harrison, D. A., & **Newman, D. A.** (2013). Absence, lateness, turnover, and retirement: Narrow and broad understandings of withdrawal behavior and behavioral engagement. In N. Schmitt & S. Highhouse (Eds.), *Handbook of psychology, Vol. 12, Industrial and organizational psychology*, pp. 262-291. Hoboken, NJ: Wiley.
69. **Newman, D. A.**, Jones, K. S.\*, Fraley, R. C., Lyon, J. S., & Mullaney, K. M.\* (2014). Why minority recruiting doesn't often work, and what can be done about it: Applicant qualifications and the 4-group model of targeted recruiting. In K. Y. T. Yu & D. M. Cable (Eds.), *Oxford handbook of recruitment*, pp. 492-526. New York: Oxford University Press.
70. **Newman, D. A.**, & Cottrell, J. M.\* (2015). Missing data bias: Exactly how bad is pairwise deletion? In C. E. Lance & R. J. Vandenberg (Eds.), *More statistical and methodological myths and urban legends*, pp. 133-161. New York: Routledge.
71. Hernandez, I.\*, **Newman, D. A.**, & Jeon, G.\* (2016). Twitter analysis: Methods for data management and a word count dictionary to measure city-level job satisfaction. In S. Tonidandel, E. King, & J. Cortina (Eds.), *Big data at work: The data science revolution and organizational psychology*, pp. 64-114. New York: Routledge.
72. **Newman, D. A.**, & Wang, W.\* (2019). Social network effects: Computational modeling of network contagion and climate emergence. In S. E. Humphrey & J. M. LeBreton (Eds.), *The handbook of multilevel theory, measurement, and analysis*, pp. 541-560. Washington D.C.: American Psychological Association.
73. **Newman, D. A.**, & Yearick, K. A.\* (2019). Job attitudes. In D. Albarracín & B. T. Johnson (Eds.), *The handbook of attitudes* (2<sup>nd</sup> ed., Vol. II), pp. 199-231. New York, NY: Psychology Press.
74. Hsu, N.\*, **Newman, D. A.**, Kim, J.-Y.\*, & Restubog, S. L. D. (*in press*). Destructive leadership, narcissism, and gender: A facet-level approach. In P. Harms & M. K. Carsten (Eds.), *Dark and destructive leadership*, pp. XX-XX. Charlotte, NC: Information Age Publishing.

### **Book Reviews**

- Newman, D. A.** (2008). Review of "Missing Data: A Gentle Introduction" (2007) by P. E. McKnight, K. M. McKnight, S. Sidani, & A. J. Figueredo, New York: Guilford Press. *Personnel Psychology*, 61, 218-221.

**Newman, D. A.** (2010). Review of “Dyadic Data Analysis” (2006) by D.A. Kenny, D. A. Kashy, & W. L. Cook, New York: Guilford Press. *Organizational Research Methods*, 13, 603-607.

### **Manuscripts Under Review**

Song, Q. C. \*, **Newman, D. A.**, Wee, S. \*, & Tang, C. \* (Revise & Resubmit). TITLE REMOVED TO PROTECT BLIND REVIEW. *Journal of Applied Psychology*.

Lambert, L. S., & **Newman, D. A.** (Revise & Resubmit). TITLE REMOVED TO PROTECT BLIND REVIEW. *Organizational Research Methods*.

Twyman, M. D., II\*, **Newman, D. A.**, DeChurch, L. A., & Contractor N. (Revise & Resubmit). TITLE REMOVED TO PROTECT BLIND REVIEW. *Social Networks*.

Sin, H. P., **Newman, D. A.**, & Joseph, D. L. \* (Revise & Resubmit). TITLE REMOVED TO PROTECT BLIND REVIEW. *Personnel Psychology*.

Wang, W. \*, **Newman, D. A.**, Hom, P., Dipboye, R. L., & Zheng, X. (submitted). TITLE REMOVED TO PROTECT BLIND REVIEW. *Journal of Organizational Behavior*.

Hsu, N. \*, Badura, K. L., & **Newman, D. A.** (submitted). TITLE REMOVED TO PROTECT BLIND REVIEW. *Psychological Bulletin*.

Javalagi, A. A. \*, & **Newman, D. A.** (submitted). TITLE REMOVED TO PROTECT BLIND REVIEW. *Journal of Applied Psychology*.

### **Works in Progress**

Headrick, L. \*, **Newman, D. A.**, Park, Y., & Liang, Y. \* (to be submitted). TITLE REMOVED TO PROTECT BLIND REVIEW.

Carpenter, N. C. \*, **Newman, D. A.**, & Arthur, W. Jr. (to be submitted). TITLE REMOVED TO PROTECT BLIND REVIEW.

Yearick, K. A., Lee, A. M., & **Newman, D. A.** (to be submitted). TITLE REMOVED TO PROTECT BLIND REVIEW.

Lee, A. \*, & **Newman, D. A.** (to be submitted). TITLE REMOVED TO PROTECT BLIND REVIEW.

Mullaney, K. \*, & **Newman, D. A.** (to be submitted). TITLE REMOVED TO PROTECT BLIND REVIEW.

Newman, D. A. (to be submitted). TITLE REMOVED TO PROTECT BLIND REVIEW.

Newman, D. A. (to be submitted). TITLE REMOVED TO PROTECT BLIND REVIEW.

Wang, W.\* & Newman, D. A. (to be submitted). TITLE REMOVED TO PROTECT BLIND REVIEW.

### Refereed Conference Presentations (Academy of Management & SIOP only)

Tang, C.\*, Newman, D. A., & Song, Q. C.\* (June, 2020). Addressing diversity-validity trade-offs via orthogonalized criteria weighting. In Q. C. Song & S. Wee (Chairs), Multi-objective optimization in the workplace: Addressing adverse impact in selection. Symposium presentation at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference.

Hsu, N.\*, Kim, J.-Y.\*, Newman, D. A., Harms, P. D., & Wood, D. (August, 2019). Gender, dominant personality, and perceptions of leadership: The role of normality evaluations. Presented at the 79<sup>th</sup> annual meeting of the Academy of Management, Boston, MA.

Headrick, L.\*, Park, Y., Newman, D. A., & Liang, Y. (August, 2019). Not all recovery experiences are equal: A meta-analysis of recovery. Presented at the 79<sup>th</sup> annual meeting of the Academy of Management, Boston, MA.

Lambert, L. S., & Newman, D. A. (August, 2019). Best practices for construct development/validation: Reviewer, editor, & author recommendations. Presented at the 79<sup>th</sup> annual meeting of the Academy of Management, Boston, MA.

Hsu, N.\*, Kim, J.\*, Newman, D. A., Harms, P. D., & Wood, D. (April, 2019). Leadership, dominant personality, and gender: The role of normality evaluations. Presented at the 34th Annual Convention of the Society for Industrial and Organizational Psychology. Washington, DC.

Amrhein, R\*, Morales, N.\*, Newman, D. A., & Rangel, B.\* (April, 2019). Gender and counterproductive work behavior: A personality-based explanatory model. Presented at the 34th Annual Convention of the Society for Industrial and Organizational Psychology. Washington, DC.

Tang, C.\*, Song, Q. C.\*, Newman, D. A., Chen, Y.\* (April, 2019). Predictor weighting with adverse impact and shrinkage: Reply to Sackett et al. (2017). Presented at the 34th Annual Convention of the Society for Industrial and Organizational Psychology. Washington, DC.

Morales, N.\*, Newman, D. A., & Javalagi, A.\* (April, 2018). Gender and the HEXACO model of personality: A meta-analysis. Presented at the 33rd Annual Convention of the Society for Industrial and Organizational Psychology. Chicago, IL.

Lee, A.\*, Newman, D. A., & Chu, C.\* (April, 2018). Leader consideration reconsidered: The L factor in leader behavior. Presented at the 33rd Annual Convention of the Society for Industrial and Organizational Psychology. Chicago, IL.

Twyman, M. D., II\*, Newman, D. A., DeChurch, L. A., & Contractor N. (April, 2018). Inviting your next teammate: Algorithms & acquaintances. Presented at the 33rd Annual Convention of the Society for Industrial and Organizational Psychology. Chicago, IL.

- Javalagi, A. \*, Newman, D. A., & Ryu, S. W.\* (April, 2018). Leadership and Big Five personality: Moderating role of individualism/collectivism. Presented at the 33rd Annual Convention of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Cottrell, J. M. \*, & Newman, D. A. (April, 2018). A theory of adverse impact: Meta-analytic update of the 3-step model. In J. M. Cottrell & D. A. Newman (Chairs), What's New in Adverse Impact? Theory, Techniques, Test Types, and Tools. Symposium presented at the 33rd Annual Convention of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Song, Q. C. \*, Wee, S. \*, & Newman, D. A. (April, 2018). Enhancing diversity via hiring: Pareto solutions for diversity-performance tradeoffs. In S. Hall & I. B. Thompson (Chairs), Machine learning techniques for multiple criterion optimization. Symposium presented at the 33rd Annual Convention of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Phan, W. M. J. \*, Jones, K. S. \*, Russell, M., Newman, D. A., Rounds, J., & Lewis, P. M. (April, 2018). Not all vocational interest inventories are equal: A multitrait-multimethod study. Presented at the 33rd Annual Convention of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Badura, K. \*, Grijalva, E., Newman, D. A., Yan, T., & Jeon, G. (August, 2017). Gender and leadership emergence: An integrative meta-analysis and explanatory model. Presented at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.
- Wee, S. \*, & Newman, D. A., Song, Q. C. \*, & Heffner, T.S. (April, 2017). Sex and vocational interest congruence predicting job performance. In C. D. Nye & A. Ion (Chairs), New Advances in Research on the Validity of Vocational Interests. Symposium presented at the 32nd Annual Convention of the Society for Industrial and Organizational Psychology. Orlando, FL.
- Wang, W. \*, Newman, D. A., & Dipboye, R. L. (April, 2017). The effect of network types on job satisfaction and turnover. In W. Wang, T. Kluth, & T. Murase (Chairs), Social Network Analysis: Advances in Methodology, Theory, and Application. Symposium presented at the 32nd Annual Convention of the Society for Industrial and Organizational Psychology. Orlando, FL.
- Song, Q. C. \*, Wee, S. \*, & Newman, D. A. (April, 2017). Approximating diversity shrinkage from Pareto weights for diversity-performance tradeoffs. In S. B. Morris (Chair), Optimizing Validity/Diversity Tradeoffs in Employee Selection. Symposium presented at the 32nd Annual Convention of the Society for Industrial and Organizational Psychology. Orlando, FL.
- Wang, W. \*, Newman, D. A., & Dipboye, R. L. (August, 2016). Social network contagion in the job satisfaction-intention-turnover model. Presented at the 76<sup>th</sup> annual meeting of the Academy of Management, Anaheim, CA.

*Winner of HR Division "Best Convention Paper Award" (2016), Academy of Management  
(#1 paper out of 337 submissions to HR Division)*

- Amrhein, R. \*, Newman, D. A., & Grijalva, E. \* (April, 2016). Narcissism, gender, and counterproductive work behavior. In S. H. Lin & R. E. Johnson (Chairs), New and Emerging Research on the Dark Triad of Personality. Symposium presented at the 31st

- Annual Convention of the Society for Industrial and Organizational Psychology. Anaheim, CA.
- Song, C.\*, Wee, S.\*, & Newman, D. A. (April, 2016). Cross-validating Pareto-optimal weights for reducing adverse impact. In J. Y. Park & P. J. Hanges (Chairs), New Insights into Adverse Impact: Origination, Motivation, and Scale Weighting. Symposium presented at the 31st Annual Convention of the Society for Industrial and Organizational Psychology. Anaheim, CA.
- Cottrell, J. M.\*, & Newman, D. A. (April, 2016). Explaining Black-White cognitive test gaps: A meta-analysis. In J. Y. Park & P. J. Hanges (Chairs), New Insights into Adverse Impact: Origination, Motivation, and Scale Weighting. Symposium presented at the 31st Annual Convention of the Society for Industrial and Organizational Psychology. Anaheim, CA.
- Wang, W.\*, Hernandez, I.\*, Newman, D. A., He, J., & Bian, J. (April, 2016). Twitter analysis: U.S. weekly trends in work stress and emotion. In W. Wang & R. Boyd (Chairs), Big Data Getting Smart: Measurement, Analysis, and Validity Challenges. Symposium presented at the 31st Annual Convention of the Society for Industrial and Organizational Psychology. Anaheim, CA.
- Jeon, G.\*, & Newman, D. A. (August, 2015). Equity sensitivity versus egoism: New conceptualizations and implications for justice perceptions. Presented at the 75<sup>th</sup> annual meeting of the Academy of Management, Vancouver, BC.
- Hernandez, I.\*, Newman, D. A., & Jeon, G.\* (April, 2015). Using Twitter as a source of data: Computational methods. In T. Marase & N. Contractor (Chairs), Social Science and the Digital Revolution. Symposium presented at the 30th Annual Convention of the Society for Industrial and Organizational Psychology. Philadelphia, PA.
- Mullaney, K.\*, & Newman, D. A. (April, 2015). Leader-member exchange (LMX): A multilevel social relations analysis. Presented at the 30th Annual Convention of the Society for Industrial and Organizational Psychology. Philadelphia, PA.
- Wang, W.\*, Kluth, T. A.\*, Newman, D. A., & Neuman, E. (April, 2015). Impact of randomly missing data on social network autocorrelation models. Presented at the 30th Annual Convention of the Society for Industrial and Organizational Psychology. Philadelphia, PA.
- Jeon, G.\*, & Newman, D. A. (April, 2015). Within-person job satisfaction stability increases with age and tenure. Presented at the 30th Annual Convention of the Society for Industrial and Organizational Psychology. Philadelphia, PA.
- Glerum, D.\*, Joseph, D. L.\*, & Newman, D. A. (April, 2015). The curvilinear relationship between self-reported emotional intelligence and job performance. Presented at the 30th Annual Convention of the Society for Industrial and Organizational Psychology. Philadelphia, PA.
- Mullaney, K.\*, & Newman, D. A. (May, 2014). Antecedents of influence behavior: A multilevel approach. Presented at the 29th Annual Convention of the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Mullaney, K.\*, & Newman, D. A. (May, 2014). How followers experience leader influence tactics: A two-factor model. Presented at the 29th Annual Convention of the Society for Industrial and Organizational Psychology. Honolulu, HI.

- Wang, W.\*, Neuman, E. J., & Newman, D. A. (May, 2014). Unpacking the power to detect social network effects. Presented at the 29th Annual Convention of the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Rangel, B.\*, Jones, K. S.\*, & Newman, D. A. (May, 2014). Meta-analysis of minority recruitment interventions and organizational attraction. Presented at the 29th Annual Convention of the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Jones, K. S.\*, Newman, D. A., & Jung, S.\* (May, 2014). Targeted recruiting on vocational interests: An initial investigation. In R. Su (Chair), Interests: New Frontier for Personnel Selection. Symposium presented at the 29th Annual Convention of the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Vaughn, S.\*, Wax, A.\*, & Newman, D. A., & DeChurch, L. A. (May, 2014). Goal orientation and the absorption of unique information in teams. Presented at the 29th Annual Convention of the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Grijalva, E.\*, Harms, P., Newman, D. A., & Gaddis, B. H. (August, 2013). Narcissism and leadership: A meta-analytic review of linear and nonlinear relationships. Presented at the 73<sup>rd</sup> annual meeting of the Academy of Management, Orlando, FL.
- Wang, W.\* & Newman, D. A. (April, 2013). Measuring employee engagement: Toward consensus in constructs and instruments. Presented at the 28th Annual Convention of the Society for Industrial and Organizational Psychology. Houston, TX.
- Jeon, G.\*, Hudson, N.\*, Carpenter, N. C., & Newman, D. A. (April, 2013). Interactive effects of Agreeableness and Openness on organizational deviance. Presented at the 28th Annual Convention of the Society for Industrial and Organizational Psychology. Houston, TX.
- Feitosa, J.\*, Joseph, D. L., & Newman, D. A. (April, 2013). Is crowdsourcing worthwhile? Measurement equivalence across data collection techniques. Presented at the 28th Annual Convention of the Society for Industrial and Organizational Psychology. Houston, TX.
- McHugh, B.\*, Joseph, D. L., & Newman, D. A. (April, 2013). The substantive validity of self-reported emotional intelligence measures. Presented at the 28th Annual Convention of the Society for Industrial and Organizational Psychology. Houston, TX.
- Newman, D. A. & Cottrell, J. M.\* (April, 2013). When is pairwise deletion a “good enough” missing data technique? In C. E. Lance (Chair), Statistical and Methodological Myths and Urban Legends: Part VIII. Symposium presented at the 28th Annual Convention of the Society for Industrial and Organizational Psychology. Houston, TX.
- Jin, J.\*, Joseph, D. L.\*, Newman, D. A., & O’Boyle, E. H. (August, 2012). Why does self-reported emotional intelligence predict job performance? Presented at the 72<sup>nd</sup> annual meeting of the Academy of Management, Boston, MA.
- MacCann, C., Joseph, D. L.\*, Newman, D. A., & Roberts, R. D. (August, 2012). Is emotional intelligence an intelligence? Evidence from hierarchical and bifactor models. Presented at the 72<sup>nd</sup> annual meeting of the Academy of Management, Boston, MA.
- Joseph, D. L.\* & Newman, D. A. (April, 2012). Leader-member exchange reciprocity effects depend upon follower Neuroticism. In D. L. Joseph (Chair), Leadership and Big Five Personality. Symposium presented at the 27th Annual Convention of the Society for Industrial and Organizational Psychology. San Diego, CA.
- Mullaney, K.\* & Newman, D. A. (April, 2012). Leader influence tactics should be matched to follower personality. In D. L. Joseph (Chair), Leadership and Big Five Personality.

Symposium presented at the 27th Annual Convention of the Society for Industrial and Organizational Psychology. San Diego, CA.

Joseph, D. L.\*, Newman, D. A., & Sin, H. P. (August, 2011). Measuring leader-member exchange (LMX): Evidence for consensus and construct breadth. Presented at the 71<sup>st</sup> annual meeting of the Academy of Management, San Antonio, TX.

Carpenter, N. C.\*, Newman, D. A., & Arthur, W. (April, 2011). What do work performance items measure? A substantive validity examination. Presented at the 26th Annual Convention of the Society for Industrial and Organizational Psychology. Chicago, IL.

Joseph, D. L.\*, Newman, D. A., & Hulin, C. L. (August, 2010). Job attitudes and employee engagement: A meta-analysis of construct redundancy. Presented at the 70<sup>th</sup> annual meeting of the Academy of Management, Montreal, Canada.

Tay, L.\*, Newman, D. A., & Vermunt, J. K. (August, 2010). Ascertaining observed and unobserved measurement equivalence with MM-IRT-C. Presented at the 70<sup>th</sup> annual meeting of the Academy of Management, Montreal, Canada.

Joseph, D. L.\*, Newman, D. A., Grijalva, E.\*, & Guo, J\*. (April, 2010). Self-report bias in the observed correlation: A meta-analysis. Presented at the 25th Annual Convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.

*Selected as a Featured Top Poster for 2010 (top 3%), Society for I/O Psychology*

Newman, D. A., Spain, S. M.\*, Joseph, D. L.\*, Fisher, C. D., Miner, A. G., & Glomb, T. (April, 2010). Intrinsic dynamic regulation of work satisfaction and mood. In P. J. Hanges & C. A. Fulmer (Co-Chairs), *New Developments in Modeling Longitudinal and Dynamic Data*. Symposium presented at the 25<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Jones, K. S.\*, Newman, D. A., Su, R.\*, & Rounds, J. (April, 2010). Implications of vocational interests for adverse impact. In D. A. Newman & J. S. Lyon (Co-Chairs), *Recruitment and Adverse Impact: Vocational Interests, Advertisements, and Job Acceptance*. Symposium presented at the 25<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Lyon, J. S., Fulmer, C. A.\*, Newman, D. A., & Cox, B. E. (April, 2010). Attracting applicants through manipulations of job ad content. In D. A. Newman & J. S. Lyon (Co-Chairs), *Recruitment and Adverse Impact: Vocational Interests, Advertisements, and Job Acceptance*. Symposium presented at the 25<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Wee, S.\*, & Newman, D. A. (April, 2010). Differentiating cognitive subtests to minimize adverse impact. Presented at the 25th Annual Convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Nye, C. D.\*, Newman, D. A., & Rhodes, D. L.\* (August, 2009). Never say "always"? Extreme item wording effects on scalar invariance and item response curves. Presented at the 69<sup>th</sup> annual meeting of the Academy of Management, Chicago, IL.

Newman, D. A. (April, 2009). A latent growth model of validity degradation. In D. A. Newman (Chair), *Time and Job Performance*. Symposium presented at the 24<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. New Orleans, LA.



Cook, A. L.\*, & Newman, D. A. (April, 2009). The job satisfaction—performance relationship: An integrated model with common causes. Presented at the 24<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. New Orleans, LA.

*Selected as a Featured Top Poster for 2009 (top 3%), Society for I/O Psychology*

Rhodes, D. L.\*, & Newman, D. A. (April, 2009). Sex differences in emotional intelligence: Implications for adverse impact. Presented at the 24<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Rhodes, D. L.\*, & Newman, D. A., Kinney, T. B., & Pittman, J. P. (April, 2009). Promotion frustration enhances the emotional intelligence—job performance relationship. Presented at the 24<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Rodriguez, J. M.\*, & Newman, D. A. (April, 2009). Racial differences in job satisfaction: A meta-analysis. Presented at the 24<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Newman, D. A., & Sin, H. P. (August, 2008). Within-group agreement for multi-item scales: Considering interitem correlations. Presented at the 68<sup>th</sup> annual meeting of the Academy of Management, Anaheim, CA.

*Winner of RM Division Best Conference Paper Award for 2008, Academy of Management (#1 paper out of 83 submissions to RM Division)*

Rhodes, D. L.\*, & Newman, D. A. (April, 2008). Discriminant validity of self-reported emotional intelligence: A multitrait-multimethod study. In D. Rhodes & D. A. Newman (Co-Chairs), Measuring emotional intelligence: How, and why? Symposium presented at the 23<sup>rd</sup> Annual Convention of the Society for Industrial and Organizational Psychology. San Francisco, CA.

Newman, D. A. (August, 2007). Is job satisfaction contagious?: Simultaneous effects of social networks, tasks, and dispositions. Presented at the 67<sup>th</sup> annual meeting of the Academy of Management, Philadelphia, PA.

Newman, D. A., & Yu, J.\* (May, 2007). Race and gender composition of cohesive network subgroups. In K. Keller, A. A. Schmidt, & C. Ostroff (Co-Chairs), Advancing diversity research using social network analysis. Symposium presented at the 22nd Annual Convention of the Society for Industrial and Organizational Psychology. New York, NY.

Newman, D. A. (May, 2007). When do missing data invalidate results?: Using nonresponse parameters. In R. J. Vandenberg & C. E. Lance (Co-Chairs), Where is the Kernel of Truth?. Symposium presented at the 22nd Annual Convention of the Society for Industrial and Organizational Psychology. New York, NY.

Rhodes, D. L.\*, & Newman, D. A. (May, 2007). Is emotional intelligence worthwhile?: Assessing incremental validity and adverse impact. Presented at the 22nd Annual Convention of the Society for Industrial and Organizational Psychology. New York, NY.

- Lyon, J. S.\*, & Newman, D. A. (May, 2007). Recruiting solutions for adverse impact: Race differences in organizational attraction. Presented at the 22nd Annual Convention of the Society for Industrial and Organizational Psychology. New York, NY.
- Boyd, S.\*, Ensari, N., Hoffman, C. C., & Newman, D. A. (May, 2007). Core self-evaluations moderating the job stress-burnout relationship. Presented at the 22nd Annual Convention of the Society for Industrial and Organizational Psychology. New York, NY.
- Ramesh, A.\*, & Newman, D. A. (August, 2006). Social correlates of cognitive structures: Performance schema networks within social networks. In R. S. Burt (Chair), *Through a Prism Darkly? Network Cognition in Organizations*. Symposium presented at the 66<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.
- Yu, J.\*, & Newman, D. A. (August, 2006). Social influence and absenteeism: Norms, networks, and the role of guilt. In T. R. Lituchy (Chair), *Predicting Withdrawal: Turnover Intentions and Absenteeism*. Symposium presented at the 66<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.
- Slaughter, A. J.\*, Newman, D. A., Yu, J.\*, & Koehly, L. M. (May, 2006). Alternative measurement of cognitive social structures: Indexing demographic bias. In L. Duan & D. A. Newman (Co-Chairs), *Applying the Social Network Approach to I/O Psychology*. Symposium presented at the 21st Annual Convention of the Society for Industrial and Organizational Psychology. Dallas, TX.
- Schwall, A. R.\*, & Newman, D. A. (May, 2006). Job satisfaction and union participation: Cross-level and group-level interactions. Presented at the 21st Annual Convention of the Society for Industrial and Organizational Psychology. Dallas, TX.
- Sin, H. P.\*, & Newman, D. A. (May, 2006). Correcting missing data bias in ICC(1) and ICC(2). Presented at the 21st Annual Convention of the Society for Industrial and Organizational Psychology. Dallas, TX.
- Slaughter, A. J.\*, Newman, D. A., & Hanges, P. J. (May, 2006). A time-sensitive Sobel test: Assessing mediation in longitudinal data. In D. L. Stone (Chair), *Testing Causal Models in Non-Experimental Research*. Symposium presented at the 21st Annual Convention of the Society for Industrial and Organizational Psychology. Dallas, TX.
- Newman, D. A., & Hanges, P. J. (May, 2006). Which comes first, job satisfaction or performance?: Temporal precedence methodology. In D. A. Newman (Chair), *Time and Job Satisfaction*. Symposium presented at the 21st Annual Convention of the Society for Industrial and Organizational Psychology. Dallas, TX.
- Hiller, N. J., Hausknecht, J. P., Vance, R. J., & Newman, D. A. (May, 2006). Temporal priority in the attitude-behavior relationship: A unit-level analysis. In D. A. Newman (Chair), *Time and Job Satisfaction*. Symposium presented at the 21st Annual Convention of the Society for Industrial and Organizational Psychology. Dallas, TX.
- Dawson, J. F., & Newman, D. A. (May, 2006). Pairwise deletion problems with moderated multiple regression. In D. A. Newman (Chair), *Testing Interaction Effects: Problems and Procedures*. Symposium presented at the 21st Annual Convention of the Society for Industrial and Organizational Psychology. Dallas, TX.
- Newman, D. A., Mayer, D. M., & Farr, J. L. (August, 2005). Social exchange and union commitment: Examining multilevel homology. In D. E. Rupp & C. Jackson (Co-Chairs), *Advancements in Social Exchange Theory: Mediators, Moderators, and Unit-Level*

Effects. Symposium presented at the 65<sup>th</sup> annual meeting of the Academy of Management, Honolulu, HI.

Sin, H. P.\*, & Newman, D. A. (August, 2005). Variance of means versus mean of variances: A contrarian view on operationalizing group dispersion. Paper presented in an RM Division session entitled "Multilevel Research Methods" at the 65<sup>th</sup> annual meeting of the Academy of Management, Honolulu, HI.

*Winner of RM Division Best Student Paper Award for 2005, Academy of Management*

Ramesh, A.\*, & Newman, D. A. (August, 2005). Cognitive, affective, and social network influences in performance appraisal. Paper presented in an HR Division session entitled "New Directions in Performance Management Research" at the 65<sup>th</sup> annual meeting of the Academy of Management, Honolulu, HI.

*Winner of HR Division Best Student Paper Award for 2005, Academy of Management*

Lyon, J. S.\*, & Newman, D. A. (April, 2005). Recruiting solutions for adverse impact: Targeting applicant pool characteristics. In D. A. Newman & C. C. Hoffman (Co-Chairs), Personnel Selection with Multiple Predictors: Issues and Frontiers. Symposium presented at the 20th Annual Convention of the Society for Industrial and Organizational Psychology. Los Angeles, CA.

Williams, C.\*, & Newman, D. A. (April, 2005). When NOT to use unit weighting: A meta-analytic approach. In D. A. Newman & C. C. Hoffman (Co-Chairs), Personnel Selection with Multiple Predictors: Issues and Frontiers. Symposium presented at the 20th Annual Convention of the Society for Industrial and Organizational Psychology. Los Angeles, CA.

Newman, D. A., & Leslie, L. M.\* (April, 2005). Social network and dispositional bases of job autonomy. Presented at the 20th Annual Convention of the Society for Industrial and Organizational Psychology. Los Angeles, CA.

Newman, D. A., & Sin, H. P.\* (April, 2005). Indexing diversity under missing data conditions. Presented at the 20th Annual Convention of the Society for Industrial and Organizational Psychology. Los Angeles, CA.

Kling, A. S.\*, Vinitzky, M. H., Hoffman, C., & Newman, D. A. (April, 2005). Enhancing commitment to organizational change: A quasi-experiment. Presented at the 20th Annual Convention of the Society for Industrial and Organizational Psychology. Los Angeles, CA.

Mohammed, S., Rizzuto, T., Erickson, K., Hiller, N. J., Newman, D. A., Chen, T. T. (April, 2005). Individual differences and group negotiation: The role of polychronicity, dominance, and decision rule. In D. Van Knippenberg (Chair), Diversity and Decision Making. Symposium presented at the 20th Annual Convention of the Society for Industrial and Organizational Psychology. Los Angeles, CA.

Newman, D. A., Jacobs, R. R., & Bartram, D. (August, 2004). Local validity and adverse impact: Using Bayes meta-analysis with predictor composites. Paper presented in an HR Division session entitled, "For Those Who Love Formulas: Statistical Issues in HR," at the 64<sup>th</sup> annual meeting of the Academy of Management, New Orleans, LA.

- Newman, D. A. (April, 2004). Missing data in longitudinal designs: Enhancing imputation with auxiliary variables. In D. A. Newman & J. L. Farr (Co-Chairs), *Assumptions and Conventions in Data Analysis: Toward New Approaches*. Symposium presented at the 19<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Newman, D. A., Harrison, D. A., & Roth, P. L. (August, 2003). Utility of overall job attitude for predicting individual effectiveness: Meta-analytic tests. Paper presented in an HR Division session entitled "Performance Management Issues: Evaluation, Turnover, Expatriates" at the 63<sup>rd</sup> annual meeting of the Academy of Management, Seattle, WA.
- Newman, D. A., & Sin, H. P. (April, 2003). Within-group agreement ( $r_{WG(j)}$ ) estimation under missing data conditions. Presented at the 18<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. Orlando, FL.
- Newman, D. A., Tesluk, P. E., & Farr, J. L. (April, 2002). Aggregating union socialization, commitment, and participation: Tests of multilevel homology. Presented at the 17<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. Toronto, ON.
- Skattebo, A. L., Newman, D. A., Kinney, T. B., Cleveland, J. N. (April, 2002). The effect of rater goals and climate perceptions on rating behavior. Presented at the 17<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. Toronto, ON.
- Newman, D. A., Erickson, K. L. & Rizzuto, T. E. (April, 2000). A dynamic look at union commitment and participation. Presented at the 15<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. New Orleans, LA.

### **Chaired Symposia & Panels**

- Newman, D. A., & Wang, M. (April, 2012). Longitudinal Research: A Question & Answer Session on Recent Advancements. Panel discussion presented at the 27<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. San Diego, CA.
- Newman, D. A., & Joseph, D. L.\* (April, 2011). Emotional Intelligence: Consensus, Dissensus, and the Path Forward. Panel discussion presented at the 26<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Wang, M., & Newman, D. A. (April, 2011). Longitudinal Research: Combining Recent Advancements. Panel discussion presented at the 26<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Newman, D. A., & Lyon, J. S. (April, 2010). Recruitment and Adverse Impact: Vocational Interests, Advertisements, and Job Acceptance. Symposium presented at the 25<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.
- Newman, D. A. (April, 2009). Time and Job Performance. Symposium presented at the 24<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. New Orleans, LA.
- Rhodes, D. L.\*, & Newman, D. A. (April, 2008). Measuring Emotional Intelligence: How, and Why? Symposium presented at the 23<sup>rd</sup> Annual Convention of the Society for Industrial and Organizational Psychology. San Francisco, CA.
- Duan, L.\*, & Newman, D. A. (August, 2007). Social Networks and Leadership. Symposium presented at the 67<sup>th</sup> annual meeting of the Academy of Management, Philadelphia, PA.

- Newman, D. A. (May, 2007). Time and Job Performance: New levels, Constructs, and Methods. Symposium presented at the 22nd Annual Convention of the Society for Industrial and Organizational Psychology. New York, NY.
- Newman, D. A. (May, 2006). Time and Job Satisfaction. Symposium presented at the 21st Annual Convention of the Society for Industrial and Organizational Psychology. Dallas, TX.
- Newman, D. A. (May, 2006). Testing Interaction Effects: Problems and Procedures. Symposium presented at the 21st Annual Convention of the Society for Industrial and Organizational Psychology. Dallas, TX.
- Duan, L. \*, & Newman, D. A. (May, 2006). Applying the Social Network Approach to I/O Psychology. Symposium presented at the 21st Annual Convention of the Society for Industrial and Organizational Psychology. Dallas, TX.
- Newman, D. A., & Hoffman, C. C. (April, 2005). Personnel Selection with Multiple Predictors: Issues and Frontiers. Symposium presented at the 20th Annual Convention of the Society for Industrial and Organizational Psychology. Los Angeles, CA.
- Newman, D. A., & Farr, J. L. (April, 2004). Assumptions and Conventions in Data Analysis: Toward New Approaches. Symposium presented at the 19<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. Chicago, IL.

### **Invited Talks & Panels**

- CARMA Webcast (April 2019). Construct Development and Validation in Three Practical Steps: Recommendations for Reviewers, Editors, and Authors. Center for the Advancement of Research Methods and Analysis (live webcast to universities worldwide) (co-presented with L. S. Lambert), College of Business Administration, University of Nebraska, Lincoln, NE.
- Publishing High Impact Methods Papers: Insights from ORM Editors. (August, 2017). In LeBreton, J., & Bliese, P. (Chairs). Panel discussion presented at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.
- CARMA Webcast (February 2017). Construct Mixology: Forming New Management Constructs by Combining Old Ones. Center for the Advancement of Research Methods and Analysis (live webcast to universities worldwide), College of Business Administration, University of Nebraska, Lincoln, NE.
- Construct Mixology: Forming New Management Constructs by Combining Old Ones. Georgia Tech University, Distinguished Speaker of Organizational Behavior (February 2017), Scheller College of Business. Atlanta, GA.
- Network Contagion, Job Attitudes, and Withdrawal-Engagement. Indiana University (October 2016), Kelley School of Business. Bloomington, IN.
- Job Attitudes, Withdrawal-Engagement, and Social Network Contagion. University of Nebraska (October 2016), College of Business Administration, Lincoln, NE.
- Social Network Effects and a Computational Model of Climate Emergence. Michigan State University, Multicultural Teams: Advancing Team Effectiveness in a Globalized World (October 2015), Michigan State Consortium for Multicultural Psychology Research (APA and NSF sponsored).

Social Network Cross-Level Effects and a Formal Model of Climate Emergence. Pennsylvania State University, Multilevel Theory and Research Conference (May 2015), Penn State Center for Teams and Negotiation. (NSF sponsored)

Statistical Power to Detect Social Network Effects in Small Groups. Northwestern University, Science of Networks in Communities (SONIC) Speaker Series (January 2015).

Ask the Experts: Quantitative Methods. Panels sponsored by Research Methods Division, presented at annual meetings of the Academy of Management:

- Orlando, FL (2013), Boston, MA (2012); San Antonio, TX (2011); Montreal, Canada (2010); Chicago, IL (2009); Anaheim, CA (2008); Philadelphia, PA (2007); Atlanta, GA (2006)

Honoring the Career Contributions of Professor Larry James. Georgia Tech-CARMA Webcast, “Measuring Group-Level Psychological Properties: A Tribute to Larry James” (April 2013). Sponsored by Georgia Tech and the Center for the Advancement of Research Methods and Analysis (Festschrift live webcast to universities worldwide).

Longitudinal Research: A Question & Answer Session on Recent Advancements. (April, 2012). In Newman, D. A., & Wang, M. (Chairs). Panel discussion presented at the 27<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. San Diego, CA.

So You Think You Can Analyze Networks? (April, 2012). In DeCostanza, A., & Doty, D. (Chairs). Panel discussion presented at the 27<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. San Diego, CA.

Longitudinal Research: Combining Recent Advancements. (April, 2011). In Wang, M., & Newman, D. A. (Chairs). Panel discussion presented at the 26<sup>th</sup> Annual Convention of the Society for Industrial and Organizational Psychology. Chicago, IL.

CARMA Short Course (January 2011). Multilevel Modeling. Center for the Advancement of Research Methods and Analysis, School of Business, Wayne State University, Detroit, MI.

CARMA Webcast (April 2010). Missing Data: Problems and Prospects. Center for the Advancement of Research Methods and Analysis (live webcast to universities worldwide), School of Business, Wayne State University, Detroit, MI.

Adverse Impact: Implications for Organizational Staffing and High-Stakes Selection (April 2010). In J. L. Outtz (Chair), Society for I/O Psychology (SIOP) invited panel. Atlanta, GA.

Continuing the Dialog on Employee Engagement. (April 2008). In P. R. Sackett (Chair), Society for I/O Psychology Executive Committee invited session to introduce SIOP’s New Journal, presented at the 23<sup>rd</sup> Annual Convention of the Society for Industrial and Organizational Psychology. San Francisco, CA.

### **Professional Experience (consulting)**

- *National Aeronautics and Space Administration (NASA)*
- *Pennsylvania State Education Association*
- *Center for Creative Leadership*
- *Philadelphia Private Industry Council*
- *Pennsylvania Department of Transportation*
- *Washington, D.C. Capitol Police*

- *City of Houston, Bureau of HIV/STD, Dept. of Health & Human Services*
- *Federal Aviation Administration*
- *Edward Jones*

## Teaching Experience

*List of Teachers Ranked as Excellent by their Students, University of Illinois at Urbana-Champaign: Fall 2008\*, Spring 2009\*, Fall 2009\*, Fall 2010\*, Fall 2011\*, Spring 2012, Fall 2012, Spring 2013, Fall 2013\*, Spring 2014, Fall 2014\*, Spring 2015\*, Fall 2015\*, Fall 2016\*, Spring 2017\*, Fall 2017\*, Spring 2018\*, Fall 2018\*, Spring 2019\*, Fall 2019\*, Spring 2020\** (\* 'outstanding' rating)

**Median Overall Teacher Rating = 4.9; Mean Overall Teacher Rating = 4.7**

*Faculty Teaching Excellence Award (2013), School of Labor & Employment Relations, University of Illinois (awarded to one faculty member per year, selected by students)*

Fall 2012- Present	<u>University of Illinois, School of Labor &amp; Employment Rel'ns</u> , Assoc. to Full Prof. LER559: Micro Research Methods (Ph.D. seminar) LER593: Quantitative Methods in LER LER597: Employee Motivation and Performance
Fall 2008- Present	<u>University of Illinois, Department of Psychology</u> , Assistant to Full Professor PSYC593DN: Multilevel and Social Network Views of Organization (Ph.D. sem.) PSYC552: Social Psychology Theory and Method II (Ph.D. Research Methods) PSYC598: Current Topics in Organizational Psychology (Ph.D. seminar) PSYC455: Organizational Psychology (150 students)
Fall 2005- Spring 2008	<u>Texas A&amp;M University, Department of Psychology</u> , Assistant Professor PSYC680: Multilevel and Social Network Views of Organization (Ph.D. sem.) PSYC610: Organizational Psychology (Ph.D. seminar) PSYC607: Experimental Psychology (Ph.D. Statistics seminar)
Fall 2004- Spring 2005	<u>University of Maryland, Department of Psychology</u> , Visiting Assistant Professor PSYC738: Multilevel and Social Network Views of Organization (Ph.D. seminar) PSYC733: Organizational Psychology (Ph.D. seminar)
Fall 2003- Spring 2004	<u>California School of Org. Studies, Alliant International University</u> , Lecturer ORG6016: Research Methods (Ph.D. seminar) PSY6021-6023: Advanced Statistics I & II (Ph.D. seminars & labs)
Summer 2002- Spring 2003	<u>Penn State University, Department of Management &amp; Organization</u> , Lecturer MGMT341: Introduction to Human Resource Management (125 students)
Fall 2000- Spring 2002	<u>Penn State University, Department of Labor &amp; Industrial Relations</u> , Lecturer LIR312: Research Methods
Spring 2001	<u>Penn State University, Department of Distance Education</u> , Course Author PSY451: Leadership in the Workplace
Fall 1998- Spring 2000	<u>Penn State University, Department of Psychology</u> , Teaching Assistant PSY231: Introduction to Industrial/Organizational Psychology PSY301: Research Methods for I/O Psychology

PSY451: Leadership in the Workplace  
PSY411: Systems of Psychology and the Past  
PSY441: Individual Motivation and Satisfaction  
Fall 1997- The Memorial Hall School, Houston, Texas, Science Teacher  
Spring 1998 Taught Chemistry, Physics, Biology at accredited private secondary school  
Fall 1995- Rice University, Department of Chemistry, Teaching Assistant & Lab Supervisor  
Spring 1996 CHEM213&214: Organic Chemistry Laboratory  
Fall 1994 Rice University, Department of Physics, Grader  
PHYS101: Mechanics

## **Professional Service**

### Associate Editor

Organizational Research Methods (2015-2017)

### Editorial Boards

Journal of Applied Psychology (2008-present)  
Organizational Research Methods (2007-present)  
Journal of Management (2011-2012)  
Journal of Business & Psychology (2011-2012)

### Reviewing

Academy of Management Journal  
Academy of Management Review  
Journal of Personality and Social Psychology  
Organizational Behavior and Human Decision Processes  
Personnel Psychology  
Organizational Psychology Review  
Human Performance  
Leadership Quarterly  
Journal of Personality Assessment  
Psychological Methods

Reviewer/Program Committee, Academy of Management, APA, and SIOP Conferences

### Academy of Management, Organizational Behavior (OB) Division

Speaker, Professional Development Workshop: Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students. Montreal, Canada (2010); Chicago, IL (2009).  
Best Paper Award Committee (2010)

### Academy of Management, Human Resources (HR) Division

Scholarly Achievement Award Committee (2008, 2009)

### Academy of Management, Research Methods (RM) Division

Past-Chair (2017-2018)



Chair (2016-2017)  
Chair-Elect (2015-2016)  
Program Chair (2014-2015)  
Professional Development Workshop Chair (2013-2014)  
Doctoral Consortium, Chair of the Micro Quantitative Methods Track (2013)  
Panelist, "Crafting a Methodological Contribution" (2014)  
Executive Committee (Representative at Large, elected term 2010-2013)  
Awards Committee (2007, 2011, 2013 Chair, 2018)  
Student Advisory Committee (2003)

SIOP Doctoral Consortium. Panel on Research Methods.  
Honolulu, HI (2014); San Diego, CA (2012); Atlanta, GA (2010).  
SIOP Junior Faculty Consortium. Panel on Managing the Tenure Process.  
San Diego, CA (2012).

Ph.D. Dissertations Chaired & Co-Chaired (and placement)

Q. Chelsea Song, Ph.D. (2018) [co-chaired with J. Rounds], "Diversity Shrinkage of Pareto-Optimal Solutions in Hiring Practice: Simulation, Shrinkage Formula, and a Regularization Technique," **Assistant Professor of Psychological Sciences, Purdue University** (West Lafayette, IN)  
Bertha Rangel, Ph.D. (2018), "Choosing Team Members: Taking Personality and Perceived Personality into Account," **Assistant Professor of Psychology, Washington State University** (Vancouver, WA)  
Kathleen A. Yearick, Ph.D. (2018), "Competitive Personality and Work Outcomes: A Meta-Analysis and Scale Development," Statistician, State Farm (Bloomington, IL)  
Rachel L. Amrhein, Ph.D. (2018), "Gender and Counterproductive Work Behavior (CWB): A Personality-Based Explanatory Model,"  
Jonathan M. Cottrell, Ph.D. (2017), "A Theory of Adverse Impact: Meta-Analytic Update of the 3-Step Model," PeopleAdmin Talent Management (Chicago, IL)  
Angela Lee, Ph.D. (2017), "Leader Consideration Reconsidered: The L Factor in Leader Behavior," Human Resources Research Organization (HumRRO; Alexandria, VA)  
Ivan J. Hernandez, Ph.D. (2015), "Regional Variation in Work Absence Cultures in the United States," **Assistant Professor of Psychology, Virginia Tech University** (Blacksburg, VA)  
Gahyun (Iris) Jeon, Ph.D. (2015), "Job Satisfaction Stability Increases over Time: Meta-Analysis and Fifteen-Year Longitudinal Study," People Analytics, Samsung DS (Seoul, South Korea)  
Emily Grijalva, Ph.D. (2013), "Narcissism and Leadership: A Review of Linear and Nonlinear Relationships," **Assistant Professor of Organizational Behavior, Olin Business School, Washington University in St. Louis** (St. Louis, MO)  
Kisha S. Jones, Ph.D. (2013), "Vocational Interests and Adverse Impact: A Meta-Analysis of Race, Cognitive Ability, and Vocational Interests," **Assistant Professor of Psychology, Pennsylvania State University** (University Park, PA)

- Kevin Mullaney, Ph.D. (2013), “Leadership Influence Tactics: A Social Relations Model,”  
**Chair of Department of Leadership Development and Research, U.S. Naval Academy** (Annapolis, MD)
- Jennifer Klafehn, Ph.D. (2011) [co-chaired with C.-Y. Chiu], “The Effects of Metacognitive Skill on Cross-Cultural Performance,” U.S. Army Research Institute (Ft. Belvoir, VA)
- Dana L. Joseph, Ph.D. (2011), “Emotional Intelligence, Leader-Member Exchange, and Behavioral Engagement: Considering Mediation and Reciprocity Effects,” **Associate Professor of Management, University of Central Florida** (Orlando, FL)
- Janie Yu, Ph.D. (2008), “A Process Model of Applicant Faking on Overt Integrity Tests,” current employment unknown
- Andrew J. Slaughter, Ph.D. (2008) [co-chaired with L. M. Koehly], “Emergent Leadership Structures in Organizations,” U.S. Army Research Institute (Ft. Belvoir, VA)

Ph.D. Dissertation Committee Memberships (and placement)

- Lucy Headrick (in progress)
- Bo Zhang (2020), **Assistant Professor, Texas A&M University (Psychology)**
- Alexis V. Hanna (2020), **Assistant Professor, University of Nevada-Reno (Management)**
- Yun-Kyoung Gail Kim (2020), **Assistant Professor, Salisbury University (Management)**
- Marlon Twyman (2019), **Assistant Professor, University of Southern California (Communication)**
- Kevin Hoff (2019), **Assistant Professor, University of Houston (Psychology)**
- Sooyeol Kim (2019), **Assistant Professor, National University of Singapore (Management)**
- Wei Ming Jonathan Phan (2018), **Assistant Professor, California State University, Long Beach (Management)**
- Justin P. Wiegand (2018), **Assistant Professor, San Diego State University (Management)**
- Luyao Zhang (2018)
- Ying Guo (2018)
- Seong Hee Cho (2016), **Assistant Professor, North Carolina State University (Psychology)**
- Mengyang Cao (2016), Facebook
- Noam Segal (2016), Airbnb
- Jooyeon Son (2015), **Senior Lecturer, University of Melbourne (Management)**
- Liwen Liu (2015), American Institutes for Research, AIR
- Emily Dworkin (2015), **Acting Assistant Professor, University of Washington (Medicine)**
- Wei Wang (2013), **Associate Professor, City University of New York (Psychology)**
- Jing Jin (2013), Facebook
- Rong Su (2012), **Assistant Professor, University of Iowa (Management)**
- Jennifer V. Fayard (2012), **Assistant Professor, Ouachita Baptist University (Psychology)**
- Jing Guo (2012), unknown
- Louis Tay (2011), **Associate Professor, Purdue University (Psychology)**
- Christopher D. Nye (2011), **Associate Professor, Michigan State University (Psychology)**
- Stephanie N. Seiler (2011), FurstPerson
- Jo-Tzu Sun (2011), unknown
- Seth M. Spain (2010), **Assistant Professor, Concordia University (Management)**
- Sang Eun Woo (2009), **Associate Professor, Purdue University (Psychology)**
- Toyah L. Miller (2008), **Assistant Professor, Indiana University (Management)**

Lior Noy (2007), Debora R. Luczywek (2007), Scott D. Boyd (2006),  
Boris Rashkovsky (2005), Shaun B. Harris (2005), Adam S. Kling (2004)

Master's Theses Chaired († 2<sup>nd</sup>-Year Papers Supervised)

Nicole A. Morales (2020)  
Chen Tang (2019)<sup>†</sup>  
Anoop A. Javalagi (2018)<sup>†</sup>  
Rachel L. Amrhein (2018)  
Kathleen A. Yearick (2017)  
Jonathan M. Cottrell (2013)  
Kevin Mullaney (2011)  
Gahyun Jeon (2011)  
Nichelle Carpenter (co-chaired with W. E. Arthur, Jr., 2010)  
Jennifer M. Rodriguez (co-chaired with W. E. Arthur, Jr., 2009)  
Allison L. Alexander [Cook] (2008)  
Dana L. Joseph [Rhodes] (2008)

Master's Thesis Committee Memberships († 2<sup>nd</sup>-Year Papers, Reader)

Juan Alzate Vanegas (2020)  
Sanghoon Lee (2019)<sup>†</sup>  
Alexis V. Hanna (2018)  
Kevin A. Hoff (2016)  
Angela Lee (2016)  
Q. Chelsea Song (2015)  
Bertha Rangel (2015)  
Jonathan Phan (2015)  
Seonghee Cho (2013)  
Kisha Jones (2011)  
Emily Grijalva (2011)  
Amanda Farthing (2011)  
Shaheen Rana (2010)  
Leticia Osterberg (2009)  
Sasha Fleary (2008)  
Patti Henderson (2007)  
Christine A. Limbers (2006)

Advisory Committee, Department of Psychology (elected by the faculty),  
University of Illinois (Fall 2013 to present)

Executive Committee, School of Labor & Employment Relations (elected by the faculty),  
University of Illinois (Fall 2013-Spring 2015, Fall 2018-present)

Graduate Admissions Coordinator, Industrial/Organizational Division, Dept. of Psychology,  
University of Illinois (Fall 2008 to Spring 2014)  
Texas A&M University (Fall 2007 to Spring 2008)

Admissions Committee, School of Labor & Employment Relations,  
University of Illinois (Fall 2012-Spring 2013; Fall 2015)

College Equal Employment Opportunity Officer, School of Labor & Employment Relations,  
University of Illinois (Fall 2013 to present)

Diversity Committee, Department of Psychology,  
University of Illinois (Fall 2012 to present; Chair, 2013-2015)

Affirmative Action Officer, Department of Psychology,  
University of Illinois (Fall 2011-Spring 2012)

LER Undergraduate Minor Curriculum Review & Revision Task Force (2019)

Ph.D. Advisory Committee, School of Labor & Employment Relations,  
University of Illinois (Fall 2016 to Spring 2020)

Graduate Training Committee, Department of Psychology,  
Texas A&M University (Fall 2005 to Spring 2008)

#### Search Committees

University of Illinois at Urbana-Champaign, School of Labor & Employment Relations

- Fall 2020 faculty search,
- Fall 2019 Dean search,
- Fall 2019 faculty search,
- Spring 2019 faculty search (Chair),
- Fall 2018 faculty search,
- Fall 2017 faculty search (Chair),
- Fall 2016 faculty search (Chair),
- Fall 2015 faculty search (Co-Chair),
- Spring 2015 faculty search (Chair),
- Fall 2014 faculty search

University of Illinois at Urbana-Champaign, Department of Psychology

- Fall 2019 faculty search (Chair),
- Fall 2019 faculty search,
- Fall 2016 Director of Budget & Resource Planning search,
- Spring 2015 Department Head search,
- Fall 2011 faculty search

Texas A&M University, Department of Psychology (Fall 2007 & Fall 2006 faculty searches)

California School of Organizational Studies-LA, Alliant Internat. U. (Spring 2004 faculty search)

University of Illinois at Urbana-Champaign:

Campus Committee on Promotion & Tenure (2020-2023)

Council for Learning Outcomes Assessment (2015-2017)

Coordinator, Industrial/Organizational-Organizational Behavior Conference (IOOB),

[National conference for grad students of I/O psychology and OB/HRM] (Fall '99 to Spring '01)

**Professional Affiliations**

Academy of Management (Organizational Behavior, Human Resources, Research Methods)  
Society for Industrial and Organizational Psychology (SIOP)

**References**

Available on request.