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Michigan State University, East Lansing, MI  
Advisor: Dr. Daniel R. Ilgen

Michigan State University, East Lansing, MI  
Advisor: Dr. Ann Marie Ryan

Purdue University, West Lafayette, IN

- Gillespie, M.A., Balzer, W.K., Brodke, M.H., Garza, M., Gerbec, E.N., , Gopalkrishnan, P., Lengyel, J.S., Sliter, K.A., Sliter, M.T., Withrow, S.A., & Yugo, J.E. (2016). Normative measurement of job satisfaction in the US. *Journal of Managerial Psychology, 31*, 516-536.
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- & Ryan, A.M. (2012). Gender-based preferential selection: Influences of perceptions of procedurally unfair advantages on performance and self-evaluations. *Journal of Applied Social Psychology, 42*, IS S1, E150-E179.
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- Barger, P.B., Yugo, J.E., Conley, C.J., & Ritter, L. (2011). The suppression of negative emotions in elder care. *Journal of Managerial Psychology, 26*, 566-583.
- Fink, A.A., Guzzo, R.A., Adler, S., Konczak, L.J., Olson, T., Beier, M.E., & Dickson, M.W. (2010, October). Consulting and business skills in Industrial-Organizational Psychology graduate education. *The Industrial-Organizational Psychologist, 48*, 34-44.
- Converse, P.D., & Kriska, S.D. (2010). [Applying recommendations from the literature on stereotype threat: Two field studies](#). *Journal of Business and Psychology, 25*, 493-504.

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Daniels, M.A., \_\_\_\_\_, Conley, C.J., Ritter, L., & Bollin, S. (2010). Emotional labor and long-term care work: A look

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- Gillespie, M. A., \_\_\_\_\_, Sliter, K. A., Colatat, M. C., Nolan, K., & Guion, R. M. (April, 2016). SK BARS System: Ongoing Performance Management for Municipal Police. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA
- Brodke, M.R.H., Gillespie, M.A., \_\_\_\_\_, & Balzer, W.K. (2015, April). Mediators of the trustworthiness intent to quit relationship. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Daniels, M.A., Greguras, G., & \_\_\_\_\_ (2014, August). *Mental construal and perceived job control as antecedents of emotional labor an1*

Brodke, M.R.H., Gillespie, M.A., Withrow, S.A., Sliter, M.T., Gopalkrishnan, P., \_\_\_\_\_, & Balzer, W.K. (2010, April). *Industry membership and outcomes related to trust in management*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

\_\_\_\_\_ (2010, April). Panelist. In B. Brown, L. Sears, & M. Taylor (Session Chairs), *Engaging students in applied work: Lessons from university-based consulting centers*. Panel discussion conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Sliter, M.T., Withrow, S.A., Brodke, M.R.H., Balzer, W.K., \_\_\_\_\_, Gillespie, M.A., Gopalkrishnan, P., & Yankelevich, M. (2010, April).

*Calling*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Smith, E., Kain, J., Yugo, J.E., & [redacted] (2007, March). *Investigating the Relationship between Work Orientation and Goal Orientation*. Poster presented at the annual conference for Industrial Organizational and [redacted] @ [redacted] V [redacted] h [redacted]

Brooks, M.E., [redacted], & Highhouse, S.E. (2006, November). *Exploring the Determinants of Job Choice*. Poster presented at the annual meeting of the Society for Judgment and Decision Making, Houston, TX.

[redacted], Conley, C., & Bollin, S. (2006, October 12).

Oswald, F.L., \_\_\_\_\_, & Schmidt, A.M. (2001, April). The medium and the message: Dual effects of supervision and web-based testing on construct equivalence for ability and personality measures. In M. A. Donovan (Chair), *Web-Based & Virtual Reality Assessments: Emerging Technologies in I/O Psychology*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

\_\_\_\_\_, & Ford, J.K. (2001, April). An integrative review of climate research: Where have we been, where do we need to go? In J.K Ford and R.P. DeShon (Co-chairs), *The Impact of Workplace Climate on Organizational Climate: A Tale of Two Levels*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational

& Guidroz, A.M. (2004, November 15). *Stereotype threat: Promise and pitfalls for closing the Black-White test score gap*. Brown Bag conducted at the City of Columbus, Columbus, OH.

& Ryan, A.M. (2002, February 8). *Applying organizational justice to preferential selection contexts*. Brown Bag conducted at The Ohio State University, Columbus, OH.

Bowling Green Police Department, Bowling Green, OH (\$6863 total cost)  
Northwest Ohio Community Shares, Toledo, OH (\$1000 total cost)  
Toledo Zoo, Toledo OH (\$500 total cost)  
Bowling Green State University, Bowling Green Experience, Bowling Green, OH (\$6900 total costs)  
Bowling Green State University, Student Employment Office, Bowling Green, OH (\$2000 total cost)

Fink, A., Adler, S., Guzzo, R., Konczak, L., Olson, T., Beier, M., & Dickson, M. (2009). *Consulting and business skills in Industrial/Organizational Psychology graduate education*. Report presented to the Society for Industrial and Organizational Psychology Executive Board.

, Alexander, K., Dalal, D., Daniels, M.A, Garcia-Michael, V., Kain, J.M., Lin, B., Nolan, K.P., Park, Y., Sakurai, K., Sliter, M.T., Smith, E.N., Wolford, K.A. (2009). *Toledo Zoo culture assessment: Final Report*. Report presented to the Toledo Zoo. Bowling Green State University: Bowling Green, OH.

, Guion, R.M., Colatat, M.C., Nolan, K.P., & Wolford, K. (2007). *Updating the Police Officer Performance Appraisal System*. Institute for Psychological Research and Application: Bowling Green, OH.

Colatat, M.C., & (2006). *Board Member Survey*. Report presented to Northwest Ohio Community Shares. Institute for Psychological Research and Application: Bowling Green, OH.

Guidroz, A.M., & (2006). *Evaluation of the Firefighter Promotion Process*. Prepared for Columbus Civil Service Commission. Bowling Green State University: Bowling Green, OH.

, & Blackburn, J.L. (2005). *Assessment of Employee Survey Process*. Report presented to Toledo Zoo. Bowling Green State University: Bowling Green, OH.

Guidroz, A.M., & Reed, E. (2004). *Suggestions for Reducing Stereotype Threat during the Job Analysis and Selection Phases*. Report presented to Columbus Civil Service Commission. Bowling Green State University: Bowling Green, OH.

, & Blackburn, J.L. (2005). *Assessment of Employee Survey Process*. Reported presented to the Toledo Zoo. Bowling Green State University: Bowling Green, OH.


, Bell, B.S., Ryan, A.M., & Kilanowski, D. E. (2002).



, West, B.J., Ryan, A.M., & Kilanowski, D.E. (2001). *An Examination of the Potential Effects of the Terrorist Attacks of 9/11/01 and Their Aftermath on Employee Morale*. Report presented to Ford Motor Company. Michigan State University, East Lansing.

Chambers, B.A., Schmidt, A.M., & (2001). *Proposed Training Program for Clerk Typist II*. Report presented to the City of Ann Arbor, Michigan. Michigan State University, East Lansing.

Schmidt, A. M., Ford, J. K., DeShon, R. P., & (2000). *A Meta-Analysis of Antecedents and Outcomes of Organizational Climate*. Report presented to the United States Air Force. Michigan State University, East Lansing.



Applied Psychology (Online course) (USFSM)

Motivation (Online course) (USFSM/USF)

Social Psychology (Online course) (USFSM)

Working: Psychological and Sociological Correlates of Worker Well-Being (Honors) (USFSM)

Introduction to Psychological Science (Online course) (USFSM)

Rosa Aguire (M.A., 2007)  
Jessica Blackburn (PhD, 2006)  
Carissa Coit (M.A., 2006)  
David Faigin (M.A., 2006; PhD, 2010)  
Chen Yang (M.A., ad hoc member, 2010)  
Courtney Galliger (M.A., 2006)  
Lauren Gonce (Owisianiecki) (M.A., 2005; PhD, 2007)  
Lisa Grimes (PhD, 2011)  
Ashley Guidroz (PhD, 2008)  
Shinakee Gumbar (PhD, 2011)  
Molly Henry (PhD, 2011)

