

## VITA

Dr. Richard D. Arvey was previously the head of the Department of Management and Organization at the National University of Singapore and has been active as an Industrial/Organizational Psychologist for over 30 years. After receiving his Ph.D. from the University of Minnesota in 1971 and working briefly with Personnel Decisions, Inc., a consulting firm in Minneapolis, he joined the Department of Industrial Management at the University of Tennessee, Knoxville. Subsequently, he taught at the University of Houston for five years. In 1983, he joined the Industrial Relations Center at the University of Minnesota. He was awarded the Human Resource and Industrial Relations Land Grant Chair in 1998 and awarded the Career Achievement Award from the Human Resources Division of the Academy of Management in 2006. In 2006 he moved to Singapore where he teaches and conducts research as well serving as the head of the department until 2014. He was awarded the Provost Chair in the Business School in 2009. In 2011, he was presented the "Distinguished Scientific Contributions" award by the Society of Industrial and Organizational Psychology.

His areas of interest and research include the following: Selection and placement of employees, the employment interview, employment testing, discrimination and bias in selection and employment, job analysis, performance appraisal, motivation and job satisfaction, work redesign, and training and development, and more recently leadership. He studies twins to examine the genetic components of organizational behavior.

He teaches classes in Staffing, Training and Development, Organizational Behavior, and Research Methodology to MA and Ph.D. students as well as regularly delivers courses and modules to MBA and Executive Development participants. He has taught the Organizational Behavior course to health care professionals in a class delivered at the University of California at Irvine as well as at the University of Vienna.

Over the years, Arvey has served as the academic advisor to over 50 graduate students working toward their Master's or Ph.D. degrees and published more than 100 articles, chapters, or technical reports including his book *Fairness in Selecting Employees* published in 1979, and revised in 1988. He was recognized as one of the top 10 most published authors in *Journal of Applied Psychology* and *Personnel Psychology* during the 1980's and 1990's.

He serves or has served on the Editorial Board of several national professional journals, is a Fellow of the Division of Industrial/Organizational Psychology, American Psychological Association, and held a variety of professional offices and positions.

He has consulted with NASA management at the Johnson Space Center helping to devise a valid system for selecting astronauts for long duration space flight missions. He has also consulted with the Mayo Clinic in Rochester, Minnesota helping with several group dynamics and organizational structure issues. In addition, he has served as an expert witness in a variety of court cases over the last 10 years.

As of October 2017

## VITA

RICHARD DAVID ARVEY

### Home Address

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### Business Address

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National University of Singapore  
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### EDUCATION

1962-1966 Undergraduate - Occidental College, Los Angeles, California

Major: Psychology  
Degree: B.A. - June, 1966

1966-1970 Graduate - University of Minnesota, Minneapolis, Minnesota

Major: Psychology  
Major Advisor: John P. Campbell

Degrees: M.S. - June, 1968  
Ph.D. - August, 1970

### Position and Dates

Senior Associate  
9/69 - 9/71

Personnel Decisions, Inc.  
2515 Foshay Tower  
Minneapolis, Minnesota  
Supervisor: Dr. Marvin Dunnette

Assistant Professor  
9/71 - 8/74

Department of Industrial & Personnel Management  
College of Business Administration

Associate Professor 9/74 - 8/77	The University of Tennessee Knoxville, Tennessee
Visiting Professor 9/77 - 6/78	Department of Psychology University of California, Berkeley Berkeley, California 94720
Associate Professor 9/78 - 8/83	Department of Psychology University of Houston Houston, Texas 77004
Professor 9/83 – 6/2006 Acting Director 9/86-1/87	Industrial Relations Center University of Minnesota Minneapolis, Minnesota 55455
Adjunct Professor 12/83 – 6/2006	Department of Psychology University of Minnesota
Visiting Exchange Scholar 3/88 - 7/88	Keio University Tokyo, Japan
Visiting Professor 9/95-6/96	University of California-Irvine
Visiting Exchange Scholar 3/2000-6/2000	University of Lyon, France
Professor 6/2006-to date	National University of Singapore
Head of Department 12/1/2007—06/30/2014 of Business, National University of Singapore	Department of Management and Organization, School of Business
Faculty Director 2011-2013	Center for Strategic Leadership
Visiting Professor 2015-ongoing	NUS Business School

### **Awards:**

Recognized as being one of the top 30 influential I/O psychologists by Human Resources MBA. Babic, T. (2014). The 30 Most Influential Industrial and Organizational Psychologists Alive Today <http://www.humanresourcesmba.net/30-most-influential-industrial-and-organizational-psychologists-alive-today/>

Recipient of the Distinguished Scientific Contributions Award, 2011, presented by the Society of Industrial and Organizational Psychology.

Awarded the Provost Chair in the School of Business, National University of Singapore, 3/3/2009.

Awarded the Curtis L. Carlson Professorship in Industrial Relations, University of Minnesota. 9/89-6/93

Received the Herbert Heneman, Jr. Award for Career Achievement from the HR Division of the Academy of Management (August, 2006).

Awarded and held the Human Resources and Industrial Relations Land Grant Chair, University of Minnesota, 1998-2007.

Received the 1989-90 Scholarly Achievement Award by the Personnel/Human Resource Management Division of the Academy of Management

Recognized as having written the most highly cited article in Personnel Psychology during the decade of the 1980's.

Recognized as one of the top 10 most published authors in Journal of Applied Psychology and Personnel Psychology during the 1980's and 1990's (Ones, D. S. & Viswesvaran, C., 1999, The Industrial Psychologist).

### **Teaching and Instructional Background**

Delivers Masters and Ph.D. instruction and classes in Staffing, Training & Development, Research Methodology, Organizational Behavior, and Human Resource Management.

Delivered Human Resource Management and Organizational Behavior classes to Day/Evening MBA students and Executive MBA students at Carlson School of Business, Graduate School of Business- Zurich, University of Vienna- Austria, Lingnan University- China., Hong Kong Baptist University.

Delivered Human Resource Management modules to Executive Development Classes (e.g. Mayo Clinic, Minnesota Executive Development Program, etc.).

**Books:**

Arvey, R.D. (1979). *Fairness in Selecting Employees*. Reading, Mass.: Addison-Wesley.

Arvey, R.D. & Faley, R.A. (1988). *Fairness in Selecting Employees*. (2nd Ed.).

S. Collarelli, & R. Arvey. (Eds.). (2015). *The Biological Foundations of Organizational Behavior*. University of Chicago Press.

**Papers Under Review or In Press**

Rajah, R., Lim, V.K.G, & Arvey, R.D. (under second review). Looking at the Stars: Examining the Effects of State Hope on Performance, and the Danger of Rumination in Hopelessness

Arvey R. D. & Ilies, R. (in press). Genetics and Industrial/Organizational Psychology. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*. London: Sage Publications.

Li, W. D., Song, Z., Zhang, Z., & Arvey, R. D. (under review). Why does proactive personality breed career success and psychological well-being? Disentangling genetic and environmental influences. *Organizational Behavior and Human Decision Processes*.

Li, W\_D, Song, Z. & Arvey, R.D. (In press). It's Also in Our Nature: Genetic Effects on Work Characteristics, Dispositional Antecedents, and Well-Being Outcomes. *Journal of Organizational Behavior*.

Chen D.J.Q. & Arvey, R.D. (in press) *Job Satisfaction*. Oxford Bibliographies (Management).

Lim, S., Ilies, R. Koopman, Christoforo, P, & Arvey, R. (in press). Emotional mechanisms linking incivility at work to withdrawal and aggression at home: An experience-sampling study. *Journal of Management*.

**Citation Count** (as of April, 2017 using Google Scholar: 11,409

**H-Index** (as of April, 2017 using Google scholar) = 51

**Papers Published in Chronological Order**

Arvey, R. D., Li, W-D, & Wang, N. (2016). Genetics of Organizational Behavior. *Annual Review of Organizational Psychology and Organizational Behavior*. 3:15.1-15.24.

Zyphur M. J., Li W.-D., Zhang Z., Arvey R. D., & Barsky, A. P. (2015) Income, personality, and subjective financial well-being: the role of gender in their genetic and environmental relationships. *Frontiers in Psychology*, 6, 1493 (1-16). doi: 10.3389/fpsyg.2015.01493

Arvey, R. D., & Zhang, Z. (2015). Biological factors in Organizational Behavior and I/O Psychology: An introduction to the Special Section. *Applied Psychology: An International Review*, 64, 281-285.

Arvey, R.D., Dhanara, D., Javidan, M., & Zhang, Z-X. (2015). Are there unique leadership models in Asia? Exploring uncharted territory. *Leadership Quarterly*, 26, 1-6

Li, W. D., Wang, N., Arvey, R., Soong, R., Saw, S. M., & Song, Z. (2015) A mixed blessing? Dual mediating mechanisms in the relationship between dopamine transporter gene DAT1 and leadership role occupancy, *The Leadership Quarterly*, <http://dx.doi.org/10.1016/j.leaqua.2014.12.005>.

Tong, Y. K. & Arvey, R. D. (2015). Managing complexity via the Competing Values Framework. *Journal of Management Development*, 34, 653-673.

Dimotakis, N., Schatten, J., Arvey, R., (2015). Genetic Factors in Organizational Psychology. In: James D. Wright (editor-in-chief), *International Encyclopedia of the Social & Behavioral Sciences*, 2nd edition, Vol 9. Oxford: Elsevier. pp. 919–925.

Spisak, B. R., Grabo, A., Vugt, M. Van, & Arvey, R.D. (2014). The age of exploration and exploitation: Younger leaders endorsed for change and older leaders endorsed for stability. *Leadership Quarterly*, 25, 805-816.

Spranger, J. L., Colarelli, S. M., Dimotakis, N., Jacob, J. C., & Arvey, R. D. (2012). Effects of kin density within family owned businesses. *Organizational Behavior and Human Decision Processes*, 119, 151-162.

Tong, Y.K. & Arvey, R.D. (2012). Investigating the cross-cultural applicability of the Personnel Reaction Blank using American and Singaporean respondent groups. *International Journal of Selection and Assessment*, 20, 376-381.

Li, Wen-Dong, Arvey, R. D., & Song, Z. (2011). The influences of general mental ability, self-esteem and family socioeconomic status on leadership role occupancy and leader advancement: The moderating role of gender. *Leadership Quarterly*, 22(3), 520-534.

Chaturvedi, S., Arvey, R.D., & Christoforou, P. (2012). Genetic Basis of Leadership: The Mediating Role of Hope. *Journal of Leadership and Organizational Studies*, 18, 469-479. Presented at 2011 Academy of Management conference, August, 2011. Awarded one of Best Papers to be published in the proceedings.

Rajah, R. B., Song, Z., & Arvey, R. D. (2012). Emotionality and leadership: Taking stock of the past decade of research. *Leadership Quarterly*, 22, 1107-1119.

Welsh, E. T., Danegota, D., Arvey, R. D., Wiley, J., & Budd, J. W. (2012). Definitely smoke, but is there fire?: A study of the impact of executive compensation on employee attitudes. *Personnel Review*, 41, 260-282.

Chaturvedi, S., Arvey, R. D., Zyphur, M., Avolio, B. Larrson, G., & Lichtenstein, P. (2012). Heritability of Emergent Leadership as a Function of Age and Gender. *Leadership Quarterly*, 23, 219-232.

Li, Wen-Dong, Arvey, R. D., Zhang, Z., & Song, Z. (2012). Do Leadership Role Occupancy and Transformational Leadership Share the Same Genetic and Environmental Influences? *Leadership Quarterly*, 23, 233-243.

Chan, M. L. & Arvey, R. D. (2012). The role of meta-analysis in the development of knowledge. *Perspectives on Psychological Science*, 7, 79-92. This journal has a 5-year impact value of 7.18 and is 5<sup>th</sup> ranked among top tier journals in psychology (the other four are *Annual Review of Psychology*, *Psychological Bulletin*, *Psychological Review*, and *American Psychologist*).

Reprinted in: : *Experimental design in the behavioral and social sciences* (2013). Editor: S. Schneider. UK: Sage Publications.

Song, Z., Li, W-D, & Arvey, R.D.(2011). Associations between Dopamine and Serotonin Genes and Job Satisfaction. *Journal of Applied Psychology*, 96, 1223–1233. Reported in Wall Street Journal column, Aug 22, 2011: <http://blogs.wsj.com/juggle/2011/08/22/hate-your-job-it-may-run-in-the-family/>

Arvey, R. D. & Shane, S. (April, 2011). Do leadership qualities come from genes? (领导力来自基因吗), *Harvard Business Review China*, 48-51.

Thompson, L. F., Zhang, Z., & Arvey, R. D. (2011). Genetic underpinnings of survey responses. *Journal of Organizational Behavior*, 32(3), 395-412.

Blonigen, D. M., Patrick, C. J., Bayevsky, M., Steffen, B, Ones, D. S. Arvey, R. D., Baumgartle, V. & Nascimento, E. (2011). Delineating the construct network of the Personnel Reaction Blank: Associations with Externalizing tendencies and normal personality. *Psychological Assessment*, 23, 18-30.

Park, K.W, Arvey, R. D., & Tong Y. K. (2011).The generalizability of leadership. *Leadership Quarterly*, 22, 223-237.

Chan, M.L. & Arvey, R. D. (2011). The role of forgiveness and anger in unfair events. *Personality and Individual Differences*, 50, 700-705.

Zyphur, M., J., Narayanan, J., Arvey, R.D. & Alexander, G. (2009). The Genetics of Economic Risk Preferences. *Journal of Behavioral Decision Making*, 22, 367-377.

Zhang, Z., & Arvey, R. D. (2009). Rule breaking in adolescence and entrepreneurial status: An empirical investigation. *Journal of Business Venturing*, 2009, 24, 436-447.

Zhang, Z., & Arvey, R. D. (2009). Effects of personality on individual earnings: Leadership role occupancy as a mediator. *Journal of Business and Psychology*, 24, 271-280.

- Zhang, Z., Ilies, R., & Arvey, R. D. (2009). Beyond Genetic Explanations for Leadership: The Moderating Role of the Social Environment. *Organizational Behavior and Human Decision Processes*, 110, 118-128.
- Baumgartl, V. O., Nascimento, E., Patrick, C. J., Arvey, R. D., & Krueger, R. F. (2009). Integrity and externalizing tendencies: An exploratory study in a sample of university students. *Revista PSICO-USF*, 14, 299-308.
- Zhang, Z., Zyphur, M. J., Narayanan, J., Arvey, R. D., Chaturvedi, S., Avolio, B., Lichtenstein, P., & Larrson, G. (2009). The Genetic Basis of Entrepreneurship: Effects of Gender and Personality. *Organizational Behavior and Human Decision Processes*, 110, 93-107.
- Bing, M. N., Davison, K. & Arvey, R. D. (2009). Using a Repeated-Measures Approach to Validating Personality Tests in Small Samples: A Feasibility Study with Implications for Small Businesses. *Journal of Managerial Issues*, 21, 11-35.
- Zyphur, M.J., Chaturvedi, & Arvey, R.D. (2008). Job performance over time as a function of latent trajectories and previous performance. *Journal of Applied Psychology*, 93, 217-224.
- Landon, T. E. (2007). Ratings of test fairness by human resource professionals. *International Journal of Selection and Assessment*, 115, 185-196.
- Arvey, R. D., Zhang, Z., Avolio, B , & Krueger, R. (2007). Developmental and genetic determinants of leadership role occupancy among women. *Journal of Applied Psychology*, 92, 693-706.
- Illes, R., Arvey, R. D., & Bouchard, T. J., Jr. (2006). Darwinism, behavioral genetics, and organizational psychology: A review and agenda for future research. *Journal of Organizational Behavior*, 27, 121-141.
- Arvey, R. D., Rotundo, M., Johnson, W., Zhang, & McGue, M. (2006). The determinants of leadership role occupancy: Genetic and personality factors. *The Leadership Quarterly*, 17, 1-20.
- Arvey, R.D., Harpez, I., & Liao, H. (2004). Work Centrality and Post-Award Work Behavior of Lottery Winners. *Journal of Psychology*, 138, 404-420.
- Gordon, R. A. & Arvey, R. D. (2004). Age bias in laboratory and field settings: A Meta-analytic investigation, *Journal of Applied Social Psychology*, 34, 468-492.
- Sackett, P. R., Laczko, R.M., & Arvey, R. D. (2002). The effects of range restriction on estimates of criterion reliability: Implications for validation research. *Personnel Psychology*, 55, 807-826.
- Connerley, M. L., Arvey, R. D., Gilliland, S. W., Mael, F.A., Paetzold, R. L., & Sackett, P. R. (2001). Selection in the workplace: Whose rights prevail? *Employee Responsibilities and Rights Journal*, 13, 1-13.



Liao, H., Arvey, R. D., & Butler, R. (2001). Correlates of work injury frequency and duration among firefighters. *Journal of Occupational Health Psychology*, 6, 229-240.

Horwitz, I.B. & Arvey, R. D. (2000). Workers' Compensation claims from latex glove use: A longitudinal analysis of Minnesota data from 1988 to 1997. *Journal of Occupational and Environmental Medicine*, 42, 932-938.

Jockin, V., Arvey, R. D., & McGue, M. (2001). Perceived victimization moderates self-reports of workplace aggression and conflict. *Journal of Applied Psychology*, 86, 1262-1269.

Connerley, M., Arvey, R.D. & Bernardy, C. (2001). Criminal background checks for prospective and current employees: Current practices among municipal agencies. *Public Personnel Management*, 30, 173-183.

Arvey, R. D. & Campion, J. E. (1999). Being there: Writing the highly cited article. *Personnel Psychology*, 51, 845-848.

Arvey, R. D. & Murphy, K. (1998). Performance evaluation in work settings. *Annual Review of Psychology*, 49, 141-168.

McCall, B. P., Cavanaugh, M.A., & Arvey, R.D. (1997). Genetic influences on job and occupational switching. *Journal of Vocational Behavior*, 50, 60-77.

Budd, J. W., Arvey, R.D., & Lawless, P. (1996). The correlates and consequences of workplace violence. *Journal of Occupational Health Psychology*, 1, 197-210.

Yang, H., Sackett, P.R., & Arvey, R.D. (1996). Statistical power and costs in training evaluation: Some new considerations. *Personnel Psychology*, 49, 651-668.

Raghuram, S. & Arvey, R.D. (1995). Business strategy links with staffing and training practices. *Human Resource Planning*, 17, 55-73.

Arvey, R.D. & Cavanaugh, M. A. (1995). Using surveys to assess the prevalence of sexual harassment: Some methodological problems. *Journal of Social Issues*, 51, No. 1, 39-52.

Cole, D. A., Maxwell, S. E., Arvey, R. D., & Salas, E. (1994). How the power of MANOVA can both increase and decrease as a function of the intercorrelations among the dependent variables. *Psychological Bulletin*, 115, 465-474.

Arvey, R. D., McCall, B. P., Bouchard, T. J., & Taubman, P. (1994). Genetic influences on job satisfaction and work values. *Personality and Individual Differences*, 17, 21-33.

Kobs, S.W., & Arvey, R.D. (1993). Distinguishing deviant and non-deviant nurses using the Personnel Reaction Blank. *Journal of Business and Psychology*, 8, 255-264.

Maxwell, S.E. & Arvey, R.D. (1993). The search for predictors with high validity and low adverse impact: Compatible or incompatible goals? *Journal of Applied Psychology*, 78, 433-437.

Cole, D. A., Maxwell, S. E., Arvey, R. D., & Salas, E. (1993). Multivariate group comparisons of variable systems: MANOVA versus structural equation modeling. *Psychological Bulletin*, 114, 174-184.

Arvey, R.D., Salas, E., & Gialluca, K.A. (1992). Using task inventories to forecast skills and abilities. *Human Performance*, 5, 171-190.

Arvey, R.D., Nutting, S.N., & Landon, T.E. (1992). Validation strategies for physical ability testing in police and fire settings. *Public Personnel Management*, 21, 301-312.

Keller, L.M., Bouchard, T.J., Arvey, R.D., Segal, N.L., & Dawis, R.V. (1992). Work values: Genetic and environmental influences. *Journal of Applied Psychology*, 77, 79-88.

Bouchard, T.J., Arvey, R.D., Keller, L.M., & Segal, N.L. (1992). Genetic influences on job satisfaction: A reply to Cropanzano and James. *Journal of Applied Psychology*, 77, 89-93.

Arvey, R.D. & Renz, G.L. (1992). Ethical issues in the selection of employees. *Journal of Business Ethics*, 11, 331-340.

Arvey, R.D., Maxwell, S.E., & Salas, E. (1992). The relative power of training evaluation designs under different cost configurations, *Journal of Applied Psychology*, 77, 155-160.

Arvey, R.D. (1992). Constructs and construct validation: Definitions and issues. *Human Performance*, 5, 59-69.

Arvey, R.D., Landon, T.E., Nutting, S.M., Maxwell, S.E. (1992). The development of physical ability tests for police officers: A construct validation approach. *Journal of Applied Psychology Monograph*, 77, 996-1009.

Maxwell, S.E., Cole, D.A., & Arvey, R.D. (1991). A comparison of methods for increasing power in randomized between-subjects designs. *Psychological Bulletin*, 110, 328-337.

Arvey, R.D., Strickland, W., Drauden, G., & Martin, C. (1990). Motivational components of test taking. *Personnel Psychology*, 43, 695-716.

-Recognized as one of the top 20 most highly cited organizational psychological articles from 2001-2005. Launders, R. N. (April, 2009). A quantitative examination of trends in I-O psychology. *The Industrial-Organizational Psychologist*, 46, 15-23.

Arvey, R.D., Bouchard, T.J., Segal, N.L., & Abraham, L.A. (1989). Job satisfaction: Environmental and genetic components. *Journal of Applied Psychology*, 74, 187-192.

-Received the 1990 Scholarly Achievement Award by the Personnel/Human Resource Management Division of the Academy of Management.

Arvey, R.D., & Holt, K. (1988). Cost impact of alternative comparable worth strategies. *Compensation and Benefit Review*, 20, 37-48.

Reprinted in:

1) Peterson, T. O. (Ed.). *Human Resource Management: Readings and Cases*. Boston: Houghton Mifflin.

Arvey, R.D., Miller, H.E., Gould, R. & Burch, P. (1987). Interview validity for selecting sales clerks. *Personnel Psychology*, 40, 1-12.

Fossum, J.A., Arvey, R.D., Paradise, C.A., and Robbins, N.E. (1986). Modeling the skills obsolescence process: A Psychological and Economic Integration. *Academy of Management Review*, 11, 362-374.

Reprinted in:

1) Peterson, T. O. (Ed.). *Human Resource Management: Readings and Cases*. Boston: Houghton Mifflin.

Arvey, R.D. (1986). Sex Bias in Job Evaluation Procedures. *Personnel Psychology*, 39, 315-335.

Gordon, R.A. & Arvey, R.D. (1986). Perceived and actual ages of workers. *Journal of Vocational Behavior*, 28, 21-28.

Arvey, R.D. (1986). General ability in employment: A discussion. *Journal of Vocational Behavior*, 29, 415-420.

Arvey, R.D. & Fossum, J.A. (1986). Application of personnel assessment concepts and methods in job evaluation procedures. *International Personnel Management Association Monographs*, 1.

Arvey, R.D., Maxwell, S.E., & Abraham, L. (1985). Reliability artifacts in comparable worth procedures. *Journal of Applied Psychology*, 70, 695-705.

Arvey, R.D., Cole, D.A., Hazucka, J.F., and Hartanto, F.M. (1985). Statistical power of training evaluation designs. *Personnel Psychology*, 38, 493-507.

Mossholder, K. & Arvey, R.D. (1984). Synthetic validity: A conceptual and comparative review. *Journal of Applied Psychology*, 69, 322-333.

Arvey, R.D., Davis, G.A., & Nelson, S. (1984). Discipline in organizations: A field study. *Journal of Applied Psychology*, 69, 448-460.

Arvey, R.D. & McGowen, S. (1983). The use of experience requirements in selecting employees: A legal review. *Personnel Selection & Training Bulletin*, 4, 28-42.

Gutenberg, R.L., Arvey, R.D., Osburn, H.G., & Jeanneret, P.R. (1983). The moderating effects of decision-making/information processing job dimensions on test validities. *Journal of Applied Psychology*, 68, 602-608.

Maxwell, S.E. & Arvey, R.D. (1982). Small sample profile analysis with many variables. *Psychological Bulletin*, 92, 778-785.

Arvey, R.D. & Campion, J.C. (1982). The employment interview: A summary and review of recent research. *Personnel Psychology*, 35, 281-322. Recognized as the most highly cited article in this journal during the decade of the 1980's.

Reprinted in:

- 1) Schuler, R.S. & Youngblood, S.A. (1984). *Readings in Personnel and Human Resource Management* (2nd edition). St. Paul: West Publishing Co.
- 2) *Journal of Library Administration* (1983), 3, 61-90.
- 3) Dreher, G.F. & Sackett, P.R. (1983). *Perspectives on Employee Staffing and Selection*. Homewood, IL: Richard D. Irwin, Inc.
- 4) Schneier, C.E. & Beatty, R. W., & McEvoy, G.M. (1986). *Personnel/Human Resource Management Today: Readings and Commentary*. (2nd. Edition.) Reading, Mass.: Addison-Wesley.
- 5) Jewell, L. N. (1986). *Industrial/organizational psychology for the eighties*.
- 6) Pringle, C. D. & Longnaker, J. G. (1984). *Management*. Charles E. Merrill Publishing Company.

Arvey, R.D., Davis, G.A., McGowen, S.L. & Dipboye, R.L. (1982). Potential sources of bias in job analytic processes. *Academy of Management Journal*, 25, 618-629.

Maxwell, S.E., Camp, C.J. & Arvey, R.D. (1981). Measures of strength of association in completely randomized designs. *Journal of Applied Psychology*, 66, 525-534.

Mossholder, K.W., Dewhirst, H.D. & Arvey, R.D. (1981). Vocational interests and personality differences between development and research personnel: A field study. *Journal of Vocational Behavior*, 19, 232-243.

Arvey, R.D., Maxwell, S.E., Gutenberg, R.L. & Camp, C. (1981). Detecting job differences: A monte carlo study. *Personnel Psychology*, 34, 709-730.

Wheeler, C.L. & Arvey, R.D. (1981). Division of household labor in the family. *Home Economics Research Journal*, 10, 10-20.

Arvey, R.D. & Ivancevich, J.M. (1980). Punishment in organizations: A review, propositions, and research suggestions. *Academy of Management Review*, 5, 123-132.

Reprinted in:

- 1) Hampton, D., Summer, D. & Webber, R. (1982) *Organizational Behavior and the Practice of Management*. Scott, Foresman & Company.
- 2) Steers, R. M. & Porter, L.W. (Eds.) (1983). *Motivation & Work Behavior*. New York: McGraw-Hill.
- 3) Ivancevich, J.M. & Mattson, M.T. (1987). *Organizational Behavior and Management*. Plano, Tx.: BPI, Inc.

Arvey, R.D. (1979). Unfair discrimination in the employment interview: Legal and psychological aspects. *Psychological Bulletin*, 86, 736-765.

Reprinted in:

- 1) Dreher G.F. & Sackett P.R. (1983) *Perspectives on Employee Staffing and Selection*, Homewood, IL: Richard D. Irwin, Inc.

Arvey, R.D., Maxwell, S.E. & Mossholder, K.M. (1979). Even more ideas about methodologies for determining job differences and similarities. *Personnel Psychology*, 32, 529-538.

Arvey, R.D. & Dewhirst, H.D. (1979). Relationships between diversity of interests, age, job satisfaction and job performance. *Journal of Occupational Psychology*, 52, 17-23.

Dipboye, R.L., Zultowski, W.H., Dewhirst, H.D. & Arvey, R.D. (1979). Self-esteem as a moderator of performance-satisfaction relationships. *Journal of Vocational Behavior*, 15, 193-206.

Arvey R.D., Dewhirst, H.D. & Brown, E.M. (1978). A longitudinal study of the impact of changes in goal setting on employee satisfaction. *Personnel Psychology*, 31, 595-608.

Zultowski, W.H., Arvey, R.D. & Dewhirst, H.D. (1978). Moderating effects of organizational climate on relationships between goal-setting attribute and employee satisfaction. *Journal of Vocational Behavior*, 12, 217-229.

Zultowski, W.H. & Arvey, R.D. (1978). Post-secondary education requirements in employment decisions: A legal perspective. *Professional Psychology*, August, 507-525.

Dipboye, R.L, Zultowski, W.H., Dewhirst, H.D. & Arvey, R.D. (1978). Self-esteem as a moderator of the relationship between vocational interests and job satisfaction. *Journal of Applied Psychology*, 63, 289-294.

Webber, R. & Arvey, R.D. (1978). The women industrial psychologist: An emerging reality. *American Psychologist*, 33, 963-965.

Dipboye, R.L., Arvey, R.D. & Terpstra, D.E. (1977). Sex and physical attractiveness of the interviewer and interviewee as determinants of employment decisions. *Journal of Applied Psychology*, 62, 288-294.

Gross, R.H. & Arvey, R.D. (1977). Marital satisfaction, job satisfaction, and task distribution in the homemaker job. *Journal of Vocational Behavior*, 11, 1-13.

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Arvey, R.D., Dewhirst, H.D. & Boling, (1976). Relationships between goal clarity, participation in goal setting, and personality characteristics on job satisfaction in a scientific organization. *Journal of Applied Psychology*, 61, 103-105.

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1. Greenlaw, P.S. (1979). *Readings in personnel management*. Philadelphia: W.B. Sanders.

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1. Landy, F. J. (1986). *Readings in Industrial and Organizational Psychology*. Chicago: Dorsey Press.

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Arvey, R.D., Mussio, S.J. & Payne, G. (1972). Relationships between Minnesota Multiphasic Personality Inventory scores and job performance measures of firemen. *Psychological Reports*, 31, 199-202.

**Chapters, Technical Reports, Papers:**

Arvey, R. D., Wang, N., Song, Z. & Li, W-D. (2014). The Biology of leadership. In D. Day (Ed.) *The Oxford Handbook of Leadership and Organizations*. Oxford University Press, 75-91.

Arvey, R.D. (2014). Seeing eye to eye. *Communication Director*, 1, 30-33.

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Rajah, R. B.& Arvey, R. D. (in press). Helping group members develop resilience. In A. J. DuBrin (ed.), *Handbook of Research on Crisis Leadership in Organizations*, Edward Elgar Publishing.

Arvey, R. D. & Chaturvedi, S. (2011). Examining the genetic basis of leadership. In S.E. Murphy & R.J. Reichard (Eds. *New York: Psychology Pres.*), *Early development and leadership: Building the next generation of leaders* s/Routledge, 59-70.

Arvey, R.D. (2009). Why Face-to-Face Meetings Matter. White paper prepared for Hilton Hotels. <http://www.iacconline.org/content/files/WhyFace-to-FaceBusinessMeetingsMatter.pdf>

Arvey, R. D. & Frese, M. (2008). The Psychology Behind the Mess. In I. Png (ed.) *Financial Crisis 2008*. Saw Centre Financial Studies, No. 5. p. 53-57.

Landon, T. & Arvey, R. (2007). Practical Construct Validation for Personnel Selection. In Alternative Validation Strategies. S.M. McPhail (Ed.). *Professional Practice Series*, Society of Industrial & Organizational Psychology, Jossey-Bass. p. 317-345.

Renz, G. & Arvey, R. D. Law and Motivation. (2008). In R. Kanfer, C. Chen, & R. D. Pritchard (eds.) *Work Motivation: Past, Present, and Future*, New York: Rotledge, p. 581-587.

Youngcourt, S., Zhang, Z. & Arvey, R. D. (2005). The determinants of LMX exchange: Potential genetic influences? In G. Graen & J. Graen (Eds.). *Global Organizing Designs*. Greenwich, Conn.: Information Age Publishing, Inc.

Kammeyer-Mueller, J., Liao, H., & Arvey, R. D. (2001). Downsizing and organizational performance: A review of the literature from a stakeholder perspective. *Research in Personnel and Human Resource Management*, V. 20, 269-330.

Glomb, T. M., Steel, P. D. G., & Arvey, R. D., (2002). Office sneers, snipes, & wounds: Antecedents, consequences, and implications of workplace violence and aggression. In R. G. Lord, R. Klimoski, & R. Kanfer (Eds.) *Emotions at Work*, SIOP Frontiers Series Volume.

Arvey, R. D., Renz, G. Watson. T. W., & Driskill, W. (May, 1998). Feasibility of using individual differences in emotionality as predictors of job performance. Technical Report (AL/HR-TR-1997-0024), Armstrong Laboratory, Human Resources Directorate, Cognition and Performance Division, 7909 Lindbergh Drive, Brooks Air Force, Texas 78235-5352.



Arvey, R. D., Renz, G. L., & Watson, T. W. (1998). Emotionality and job performance: Implications for personnel selection. *Research in Human Resource Management*, 16, 103-147.

Roehling, M. V., Campion, J. E., & Arvey, R. D. (1999). Unfair discrimination in the employment interview. In R. W. Eder & G. R. Ferris (Eds.). *The Employment Interview: Theory, Research, and Practice*.

Arvey, R. D. & Anderson, N. (1997). Complex interactions influencing international human resource management: Putting some meat on the bones. In P. C. Earley & M. Erez (Eds.). *New Perspectives on International Industrial/Organizational Psychology*. San Francisco: New Lexington Press, p. 524-532.

Arvey, R. D., Azevedo, R. E., Ostgaard, D. J., & Raghuram, S. (1996). The implications of a diverse labor market on human resource planning. In E. E. Kossek & S. A. Lobel (Eds.) *Managing diversity: Human resource strategies for transforming the workplace*. Oxford, England, 51-73.

Arvey, R. D. & Bouchard, T. J., Jr. (1994). Genetics, twins, and organizational behavior. In L. L. Cummings & B. Staw (Eds.) *Research in organizational behavior*. Greenwich, Conn.: JAI Press, Inc., 47-82.

Arvey, R.D. & Sackett, P.R. (1993) Fairness in selection: Current Developments and Perspectives. In N. Schmitt & W. C. Borman and Associates (Eds.) *Personnel selection in organizations*. San Francisco, California: Jossey-Bass, pp 171-202.

Sackett, P.R. & Arvey, R.D. (1993) Selection in small N settings. *Frontier Series*. In N. Schmitt & W. C. Borman and Associates (Eds.) *Personnel selection in organizations*. San Francisco, California: Jossey-Bass, pp 418-447.

Arvey, R.D. (1992). Fairness and ethical considerations in employee selection. In D. Saunders (Ed.) *New Approaches to Employee Management*. JAI Press, Inc., pp 1-19.

Arvey, R.D., Carter, G.W., & Buerkely, D.R. (1991). Job satisfaction: Dispositional and situational influences. In C. Cooper & I. Robertson, *International Review of Industrial and Organizational Psychology*. Philadelphia, PA: John Wiley & Sons.

Arvey, R.D., Bhagat, R.S., & Salas, E. (1991). Cross-cultural and cross-national issues in personnel and human resource management: Where do we go from here? In K. Rowland and G. Ferris (Eds.) *Research in Personnel and Human Resources*, Vol 9. Greenwich, Conn: JAI Press.

Arvey, R.D. & Cole, D. (1990). Evaluating Change Due to Training Interventions. In I. Goldstein (Ed.) *Training & Development in Organizations*. San Francisco: Jossey-Bass.

Fossum, J.A. & Arvey, R.D. (1990). Marketplace and Organizational Factors that Contribute to Obsolescence. In S. Dubin & S. Willis (Eds.) *Maintaining Professional Competence*. San Francisco: Jossey-Bass.

Campion, J.E. & Arvey, R.D. (1989). Unfair discrimination in the employment interview. In G.R. Ferris, & R.W. Eder (Eds.) *The Employment interview: Theory, Research, and Practice*. Sage.

Arvey, R.D. (1987). Potential Problems in Job Evaluation and Processes. In Balkin, D.B. & Gomez-Mejia, L.R. *New perspectives on compensation*. Prentice-Hall.

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Arvey, R.D. & Campion, J.C. (1984). Person perception in the employment interview. In Cook, M. (Ed.), *Interpersonal Perception*. Methuens.

Arvey, R.D. & Shingledecker, P.S. (1982). Methods in research in personnel management. In Rowland, K. & Ferris, J. (Eds.), *Personnel Management*, Allyn & Bacon.

Arvey, R.D. & Jones, S. D. (1982). Reduction in force: Organizational and Individual Issues. Technical Report submitted to the Office of Naval Research (ONR-TR#3; Contract number N00014-80-C-0541).

### **Book Reviews:**

Arvey, R.D. & Wanek, J.E. (1994). Review of Murphy, K.R. *Honesty in the workplace* *Contemporary Psychology*, 39, 324-325.

Arvey, R.D. (1987). Review of Goldstein, I. *Training in organizations*. In *Personnel Psychology*, 40, 599-602.

Arvey, R.D. (1983). Review of Munchinsky, P.M. *Psychology Applied to Work*. *Contemporary Psychology*, 28, 12.

Bullock, R.J. & Arvey, R.D. (1983). Review of Zammuto, R.F. *Another approach to organizational effectiveness*. *Contemporary Psychology*.

Arvey, R.D. (1975). Review of Yoder, D. & Heneman, H.G., Jr. (Eds.). *Motivation and commitment*, *ASPA Personnel Psychology*, 28, 640.

Arvey, R.D. (1974). Review of Wilson, J.A. (Ed.), with the assistance of Byham, W.C. *The four day work week: Fad or future?* *Personnel Psychology*, 27, 203.

Arvey, R.D. (1973). Review of Fredericksen, N., Jensen, O. & Beaton, A.E. with a contribution by Bloxom, B. *Prediction of organization behavior*. *Personnel Psychology*, 26, 299-302.

Arvey, R.D. (1973). Review of Schultz, D.P. *Psychology and industry today*. *Personnel Psychology*, 26, 437-439.

Arvey, R.D. (1972). Review of Klein, S.M. Workers under stress: The impact of work pressure on group cohesion. *Personnel Psychology*, 25, 589-590.

**Editorials, Commentaries, TV appearances, and Press Coverage:**

Article in South China Morning Post, Aug 13, 2016, “Genes can shape workplace success”. Song Zhaoli and Richard Arvey

Interview and quoted in Working Smarter column of Financial Times, May 12, 2014. “A face-off with virtual meetings”

冲破挑战：开发领导力的重要性 (English translation: Overcoming the challenges: The importance of developing leadership), commentary published in *Business Value*, Dec, 2011, p. 136.

“Ask NUS Profs: Preparing for new act on re-hiring”, commentary published in *Business Times*, Singapore, Nov 29 2011.

“Getting staff to take leave”, Published in *BusinessTimes*, Nov 17, 2011.

Appeared on TV morning program to discuss union/management relations, November 9, 2011:  
<http://www1.channelnewsasia.com/amlive/>

“Leadership: Is it in the Genes?”, Published in *Developing Leaders: Executive Education in Practice*, Issue 2, 2011.

“Seeing Eye to Eye”. Published in *Communication Director*, 4, 2011, 32-35.

“Executive Talent in Short Supply”. Interview published in *Human Resources*, Oct 20, 2011.  
<http://www.humanresourcesonline.net/news/29129>.

“Handling an Incompetent Supervisor”. Published in *Business Times*, June 7, 2011.

“Leadership: Is it in your genes?”. Published in *Straits Times Press*, June 4, 2011.

“The Psychology Behind the Mess”, Published in *Straits Times Press*, 2008.

“Nature vs Nurture: Are Leaders Born or Made?”. Published in the *Straits Times Press*, June 30, 2009.

“Leaders need to re-think attitudes”. Published in *The Business Times*, March 9, 2009.  
*Times Press*

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“Executive Compensation: Busting those Myths.” Published in Straits Times Press, October 20, 2009.

“Talent Management: Quantifying Risks and Returns.” Published in People & Strategy, Vol. 32, Issue 3, 2009, page 15.

“Building Leadership Capabilities for Women.” Published in Human Capital, Vol. 10, Issue 4, 2010, pp 46-48.

Research covered extensively in article in The Economist entitled: The Biology of Business: Homo Administrans. The Economist, September 25, 2010, p. 91-92, 94.

“Up front and Personal”, Published in Straits Times, September 24, 2010.

“ Does breaking rules an entrepreneur make?” , Published in The Business Times, Saturday/Sunday Oct 16-17, 2010.

Arvey, R. D. et al. (Dec 13, 1994). “Mainstream Science on Intelligence”. Wall Street Journal.

### **Dictionary Entries**

Arvey R. D. & Ilies, R. (in press). Genetics and Industrial/Organizational Psychology. In S. G. Rogelberg (Ed.), Encyclopedia of Industrial/Organizational Psychology. London: Sage Publications.

Arvey, R. D. (1998). Job Satisfaction. In C. L. Cooper & C. Argyris (Eds.) Encyclopedia of Management. Blackwell Publishers: Malden, Mass. pp.342-343.

Arvey, R. D. (1995). Job Satisfaction. In N. Nicholson, R. Schuler, & Van De Ven (Eds.). Encyclopedic Dictionary of Organizational Behavior. Blackwell Publishers: Cambridge, Mass. pp. 272-274.

Arvey, R. D. (1995). Punishment. In N. Nicholson, R. Schuler, & Van De Ven (Eds.). Encyclopedic Dictionary of Organizational Behavior. Blackwell Publishers: Cambridge, Mass. pp. 461-462.

### **Recent Invited Addresses**

1. Invited address presented at conference hosted by NTUC, Singapore, Feb 2, 2009, “Biases in decision-making: There is more than you think”.
2. Invited address presented at 2008 American Psychological Society meeting, Chicago, Ill., May, 2008, “Behavioral Genetics and Organizational Psychology”.
3. Invited address presented at 2007 Academy of Management, Philadelphia, Pa., April, 2007, “A Trip Down the HR/OB Pathway: Lessons Learned and Unlearned”.
4. Invited address presented at West Point Academy Global Leadership Conference, April 12, 2007, “Genetic Bases of Leadership”.

5. Invited address presented at Claremont College, Kravis Leadership Conference Calif., February, 2007, Genetic Components of Leadership”.
6. Invited Presentation/Workshop at the Annual Convention of the Society of Industrial and Organizational Psychology, New York, NY, April, 2007, “Behavioral Genetics and Leadership”.
7. Invited address at the Gallup Institute Leadership Summit, 2004, “Genetic and Environmental Components of Leadership”
8. Invited address, University of Ghent, Belgium, January, 2005, “Performance Management: Contemporary Themes”.
9. Invited address, University of Western Australia, May, 2008, “Genetic Components of Leadership”
10. Invited address, Monash University, May, 2008, “Genetic Components of Leadership”
11. Invited address, University of Queensland, , May, 2008, “Genetic Components of Leadership”
12. Invited presentation, Human Capital Insights Forum, Kelly Services, July 8, 2009.
13. Invited address presented at IT&CMA and CTW Asia Pacific Conference."Success: Is it all in the Genes". October 6, 2009
14. Invited keynote address "Risky Business for Risky People". Singapore Human Resource Institute Congress. April 15, 2009
15. Invited address “Executive Compensation: Fair or Excessive”, Asia Employee Benefits Conference, July 29, 2010.
16. Invited presentation, Max Planck Institute, July, 2012, “Genetic Influences on Organizational Behavior”.
17. Invited presentation, SMU, Nov, 2012, “Talent Development in Family Owned Firms”.
18. Invited presentation, CIEBS, Dec, 2012, “Talent Development in Family Owned Firms”.

### **Ph.D. Dissertations Advised**

Stephen A. Laser, (August, 1974). An empirical investigation of the effects of two goal-setting models on performance and attitudes in a controlled field study. The University of Tennessee.

Gary D. Kissler, (August, 1975). A nonprojective analysis of need achievement and its source among male and female employees. The University of Tennessee.

Robert W. Overman, Jr., (June, 1977). The effects of rater-ratee similarity on rated job performance as a function of the rating instrument. The University of Tennessee.

Gregory A. Davis, (Summer, 1982). Assessing the vertical dyad linkage model of leadership: A construct validation/replication approach. The University of Houston.

Rhonda L. Gutenberg, (December, 1982). The moderating effect of information-processing/decision-making dimensions on the validity of selection tests. University of Houston.

Pamila F. Shingledecker, (Spring, 1983). Disciplinary equity: Employee perceptions, evaluations, and reactions. University of Houston.

Frans M. Hartanto, (September, 1986). A comparison of American and Indonesian follower's preferences for initiation of structure and consideration: A follower perspective of leader behavior. The University of Minnesota.

Luanne P. Laurents, (March, 1986). The effects of comparable worth adjustments on employee attitudes and behavior. The University of Minnesota.

Lauren M. Keller, (August, 1988). Work values: Genetic and environmental influences. The University of Minnesota.

Sumita Raghuram, (August, 1992). Linking management staffing and training practices with business strategy. University of Minnesota.

Timothy E. Landon, (July, 1994). Individual differences in evaluating fairness and justice in employment testing. University of Minnesota.

Gary Renz (August, 1995). The effects of completing the Job Diagnostic Survey on Job Satisfaction

Kiyoshi Takahashi, (December, 1996). Organizational justice in disciplinary processes: Roles of procedure, equity, and attribution. The University of Minnesota.

Robert W. Van Cleave, (May, 2002). The effectiveness of the internet as a recruitment source and medium. The University of Minnesota.

Zhen Zhang (June, 2008). In the eyes of the follower: Cognitive and affective antecedents of transformational leadership perception and individual outcomes. The University of Minnesota.

### **Court Cases and Arbitration Hearings:**

1979	Carter vs. Gallager Expert witness for City of Minneapolis (Defendant). Testimony revolved around appropriateness of content validity strategies for selection purposes.
1983	E.E.O.C. vs. Western Electric Expert witness for plaintiff (E.E.O.C.) regarding the employment interview as possible vehicle for selection bias and discrimination. Testified at trial.
1990	Estate of Puma, et al. v. Vic Tanny International. Served as expert witness for the defendant in liability case involving homicide. Contact: Mr. Stephen Villa, Harvey, Kruse, Westen & Milan, (313) 964-3100.
1988 & 1991	Minnesota Law Enforcement Association vs. State of Minnesota.

Expert witness for union regarding job similarities for wage dispute. Contact: Mr. Brian Rice, Attorney, Best & Flanagan, (612) 339-7121. Testified at hearing.

- 1992-1997      Burns v. Control Data Corporation.  
Served as consultant and expert witness for the defendant regarding the validity of CDC's performance appraisal system. Deposition taken (3 times). Contact: Ms. Anne Curne, Assistant General Counsel, Ceridian Corporation (612) 853-2635.
- 1993            Fleckenstein v. ITT Consumer Financial Corporation.  
Provided expert witness testimony in age discrimination case. Testimony at trial had to do with executive turnover as a function of bringing in new CEO's. Contact: Ms. Cecilia Mitchel, law firm of Popham Haik, (612)334-2604.
- 1993            Tenner v. Northern States Power.  
Served as expert witness for the defendant in class action race discrimination case regarding validity of employment tests and employment interview. Deposition taken. Contact: Ms. Mellisa Raphan, currently at law firm of Dorsey & Whitney, (612) 343-7855.
- 1993            Yunker v. Honeywell.  
Served as expert witness in wrongful death suit having to do with whether employer was negligent in failing to discharge employee who subsequently murdered another employee. Contact: Mr. Mark Hallberg, law firm of Mackenzie & Hallberg, (612) 335-350.
- 1994            Hasnudeen and Hines v. Onan Corporation.  
Served as an expert witness for the plaintiff in race discrimination case. Testimony at trial had to do with likelihood of re-employment for minorities after being fired. Contact: Mr. Richard Beens, (612)339-6321.
- 1994            Ducharme/Kinney/Hanson v. Health One.  
Served as expert witness for plaintiff providing opinions about Ducharme whether defendant organization conducted adequate investigation of sexual misconduct on part of an employee. Contact: Ms. Teresa Erickson, Mackenzie & Hallberg, (612) 335-3500.
- 1994            Weiss v. Boliden Allis and Svedala Industries  
Served as expert witness for defendant organization providing opinions regarding age-stereotyping in work settings. Testified at trial. Contact: Mr. Hollard Pollack, Godfrey & Kahn, (414) 273-3500.

- 1995 R.W. v. Castle Rock Pictures, et al.  
Served as an expert witness for defendant organization providing opinions regarding negligence and sexual harassment. Contact: Mr. Paul Zeck, Felhaber, Larson, Fenlon, & Vogt, (612)339-6321.
- 1995-96 Jones v. Ford Motor Company  
Served as an expert witness for defendant organization providing opinions regarding performance appraisal systems. Deposition taken. Contact: Mr. Brian Boyle, O'Melveny & Myers, (202) 383-5332.
- 1997 Karen Feist v. Nash Finch Company  
Provided expert witness opinions for defendant organization regarding subjectivity in promotional procedures. Deposition taken.  
Contact: Mr. Robert Reinhart, Dorsey & Whitney, (612) 340-7855.
- 1997-98 Estate of Deysi Mendez, deceased v. Duham Express Corporation  
Served as expert witness for plaintiff providing opinions regarding negligent hiring. Deposition taken. Contact: Mr. Steve Schooler, Lawton & Cates, Madison, Wisconsin, (608) 256-9031.
- 1998 McCashin v. Alliant Techsystems  
Provided expert witness opinions for defendant organization regarding legitimacy of work force reduction processes as they impacted older employees. Contact: Mr. Mark Ginder, Dorsy & Whitney, Minneapolis, Minn.(612) 340-8780.
- 1999 Cappetto v. Olan Mills, Inc.  
Served as an expert witness for the defense providing opinions regarding gender stereotypes, sexual harassment, and reduction-in-force processes.  
Contact: Mr. Chris Steger, Miller & Martin, (423) 785-8314.
- 2000 Bymark v. Fairview University Medical Center  
Served as expert witness of the defense providing opinions regarding a wrongful termination suit. Contact: Mr. Paul Zeck, Falhaber Larson Fenlow & Vogt, (612) 373-8436.
- 2000 Chang v. Alliant Techsystems.  
Provided expert witness opinions for defendant organization regarding legitimacy of work force reduction processes as they impacted older employees. Deposition taken. Contact: Mr. Mark Ginder, Dorsy & Whitney, Minneapolis, Minn., (612) 340-8780.
- 2001 Maxwell v. State of Montana, et al.



Provided expert witness opinions for plaintiff regarding whether defendant organization exercised due diligence in hiring an employee that subsequently raped and impregnated a patient. Contact: Mr. Joe Bottomly, Bottomly Law Offices, Kallispell, Montana, (406) 752-3303.

- 2001                   Lundquist et al. v. Minnesota Power  
 Provided expert witness opinions for plaintiffs regarding the appropriateness of performance evaluation format and evaluations and distribution of such data. Videotape testimony taken. Contact: Mr. Clayton D. Halunen, Halunen & Ness Law firm, (612) 337-9023.
- 2003-2004           Petersen v. Bobcat  
 Provided expert witness opinions for defendant organization regarding the appropriateness of downsizing methods. Contact: Ms. Nina Stillman, Vedder, Price, Kaufman & Kammholz, Chicago, Ill, (312) 609-7560
- 2004                   Marelin Montanez-Diaz vs. Ramon Velazues-Sosa, The Bruce Company of Wisconsin, and Regent Insurance Company.  
 Provided expert witness opinion for plaintiff regarding the recruiting and selection procedures used by defendant organization. Deposition taken April 29, 2004. Contact: Mr. Victor Arellano, Lawton & Cates, (612) 282-6200.

### **Grants and Contracts:**

Co-investigator with H.D. Dewhirst on National Science Foundation Research Improvement Grant (NM44352) to investigate the impact of a Management-By-Objectives program from January, 1974-July, 1976 (\$85,000).

Principal Investigator on National Science Foundation Grant (DAR-7822145) to investigate quantitative methods of detecting job differences, April, 1979-1981, (\$40,000).

Principal investigator for Office of Naval Research Grant to investigate the effects of discipline on organizational behavior, June, 1980-June, 1982, (\$105,000).

Principal investigator of McKnight Foundation grant to investigate sex based wage discrimination, \$10,760, summer 1985.

Principal investigator of McKnight Foundation grant to investigate sex stereotyping in job evaluation procedures, \$10,000, summer. 1984.

Investigation of Motivational Properties of Test Taking Behavior. Contract with Science, Research, and Applications, Inc., 1986-1987, \$104,000.

Principle Investigator for Battelle contract to investigate the use of task inventories to predict knowledges, skills, and abilities necessary in future jobs, \$32,000, 1988-1989.

Principle investigator for Battelle contract to investigate statistical power of training evaluation designs, \$25,000, 1990.

Principle Investigator for Centers for Disease Control grant to investigate factors that define and affect healthy work organizations, \$850,000, 1998-2001.

Principle Investigator for National University of Singapore to examine the genetic components of organizational leadership, \$29,000 Sing dollars, 2006-2007,

**Other Areas:**

Appointed by the Governor to the Tennessee Commission on the Status of Women, 1975-1976.

Invited member of Society for Organizational Behavior--an organization consisting of 50 organizational psychologists who meet informally once a year.

Editorial Board, Academy of Management Journal, 1982-85, 1985-88.

Editorial Board, Personnel Psychology, 1985-1990.

Editorial Board, Journal of Applied Psychology, 1989-1992.

Editorial Board, Journal of Occupational and Organizational Psychology, 1994-2003.

Editorial Board, International Journal of Selection and Assessment, 1995-20003, 2007-present.

Editorial Board, Leadership Quarterly, 2010-present.

Editorial Board, Journal of World Business, 2010-present.

Elected Fellow, Division 14-Industrial/Organizational Psychology of American Psychological Association.

Member, Academy of Management, American Psychological Association, Society of Industrial and Organizational Psychology.

Elected President of Houston Area Industrial/Organizational Psychology Association, 1980-1981.

Elected Member-at-Large of Division 14, Society for Industrial-Organizational Psychology, 1987-1990.

Member, Board of Directors, Personnel Decisions Research Institute, Inc., 1991 to 1998.

### **Consulting Experiences**

- 1971- Ford Motor Company. Conducted research project to determine reasons for high level of turnover among college graduates.
- 1972-1975 Cumberland Clarklift, Knoxville, Tennessee. Long term consulting arrangement involving organizational development efforts of diagnosis, feedback, and change processes.
- 1975- Knoxville Utility Board. Developed and administered company wide attitude survey.
- 1975-1977 Mead Paper Company. Test validation project to develop tests to help select employees into maintenance craftlines.
- 1977- Wells Fargo Bank, San Francisco. Reviewed and interpreted opinion survey results.
- 1978- Southwestern Bell Telephone Company. Evaluation of present selection system of hiring non-exempt employees.
- 1982- Shell Oil Company. Organizational development effort to investigate the effects of discipline on employee morale and satisfaction.
- 1982- American Petroleum Institute. Project developing performance appraisal instruments for blue-collar jobs in the petroleum-petrochemical industry.
- 1984- MSI Insurance. Project involving restructuring and re-organizing 150 employee division.
- 1984- Hickory Farms. Validation of employment interview.
- 1985- National Car Rental. Test validation project for sales personnel.
- 1985- City of Milwaukee, Police and Fire Commission. Co-director of project to develop selection procedure for police sergeants.
- 1986-1990 City of Minneapolis. Developing physical ability tests for entry level screening of firefighters and police officers. Contact: Mr. Steve Nutting, Minneapolis Civil Service, (612) 673-3124.
- 1991-1993 Minnesota Historical Society. Provided in-depth audit of the Human Resource Management function. Contact: Ms Pat Gaarder, Director of Human Resources, (612) 296-2155.

- 1993-1994 Mayo Clinic. Organizational development effort in one of their units to help improve effectiveness of their medical teams. Contact: Mr. Robert Blomberg, (507) 284-0636.
- 1995-2002 NASA. Consulting with medical staff to help improve the selection procedures for long duration space flight astronauts. Contact: Dr. Al Holland, (713) 483-8462.
- 1997 Human Development Center. Organizational development effort to determine the effectiveness of the existing executive director. Contact: Dr. Jane Maddy, (218) 726-7119.
- 2001-2002 Department of Medicine, University of Minnesota. Organizational development effort to increase effectiveness of one of the existing divisions. Contact: Dr. Jonathan Ravdin, (612) 625-4162.

References: Supplied upon request.