

Karl Neal Kelley

North Central College

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REVISED
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Home Address

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EDUCATION

- 1987 Ph.D. **Virginia Commonwealth University**
Dissertation Title: The Hierarchical Structure of Performance Attributions
- 1985 M.S. **Virginia Commonwealth University**
Thesis Title: Affect and Attribution: An Exploration Over Time
- 1982 B.S. **Virginia Commonwealth University**

JOB HISTORY

- 1988 – present Professor (promoted 2000) – **North Central College**, Naperville, IL
- 1987-1988 Visiting Assistant Professor – **University of Richmond**, Richmond, VA
- 1988 Visiting Assistant Professor – **Randolph-Macon College**, Ashland, VA
- 1986-1987 Instructor – **Mary Washington College**, Fredericksburg, VA
- 1984 - 1986 Instructor – **Virginia Commonwealth University**, Richmond, VA

TEACHING

Interests

- Psychology Applied to Industrial/Organizational Settings
- Statistics and Methodologies for the Behavioral Sciences
- History of Science

Courses Taught at North Central College

- PSY 100 Psychology
- PSY 250 Statistics
- PSY 270 Industrial Psychology
- PSY 320 Personality
- PSY 360 Psychological Assessment
- PSY 490: Positive Psychology
- GLS 260 Portraits of Health (London, UK)
- SCI 210 Landmark Discoveries in Science
- FYE 100 First Year Seminar
- IDS 125 Work & Family

RESEARCH

Interests

- Organizational justice
- Positive emotions in the workplace
- Personal & organizational issues related to Work/Family/Leisure time
- Psychological testing/assessment

Publications (In Chronological Order)

Book/Book Chapters

- Kelley, K. N. (2013). **Differential Aptitude Testing: Revisions, Extensions, and Applications**. In E. A. Whitfield, R. Feller, & C. Wood (Eds.). A Counselor's Guide to Career Assessment Instruments Sixth Edition. Columbus, OH: National Career Development Association.
- Kelley, K. N. (2009). **Differential Aptitude Testing and the Career Interests Inventory**. In E. A. Whitfield, R. Feller, & C. Wood (Eds.). **Differential Aptitude Testing and the Career Interests Inventory**. Columbus, OH: National Career Development Association.
- Kelley, K. N. (2005). **Teaching Statistics as Language**. In J. Garfield (Ed.) Innovations in Teaching Statistics. Washington, D.C.: Mathematics Association of America and American Statistical Association.
- Kelley, K. N. (Ed.). (2000). **Perspectives: Industrial/Organizational Psychology**. Madison, WI: Coursewise Publishing.
- Forsyth, D. R. & Kelley, K. N. (1996). **Heuristic-based biases in estimations of personal contributions to collective endeavors**. In J. L. Nye & A. Bower (Eds.), What's Social about Social Cognition? Research on Socially Shared Cognition in Small Groups. Newbury Park, CA: Sage Publications.

Published Papers

*Names in **bold** are undergraduate co-authors*

- Kelley, K. N. (2017). Work Personality Indicator (WPI): Range of Application in Work Environments. In R. A. Spies & B. S. Plake (Eds.), *The Twentieth Mental Measurements Yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.

- Kelley, K. N. (2017). Leadership Judgment Indicator-2 (LJI-2): Effectiveness of Situational Judgment Testing in Selecting and Developing Organizational Leaders. In R. A. Spies & B. S. Plake (Eds.), *The Twentieth Mental Measurements Yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Kelley, K. N. (2014). LEAP - Leadership Potential Assessment. In R. A. Spies & B. S. Plake (Eds.), *The Nineteenth Mental Measurements Yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Kelley, K. N. (2014). Mechanical Aptitude Test - Form MAT-3C. In R. A. Spies & B. S. Plake (Eds.), *The Nineteenth Mental Measurements Yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Forsyth, D. R., Story, P. A., Kelley, K. N., & McMillan, J. H. (2009). What causes failure and success? Students' perceptions of their academic outcomes. *Social Psychology of Education*, 12(2), 157-174. doi:10.1007/s11218-008-9078-7
- Ruggeri, K., Díaz, C., Kelley, K. N., Papousek, I., Dempster, M., & Hanna, D. (2009). International issues in statistics education. *Psychology Teaching Review*, 14, 65 – 74.
- Kelley, K. N. (2008). The P-Det 1.0 & 2.0 Police Detective Tests. In R. A. Spies & B. S. Plake (Eds.), *The Eighteenth Mental Measurements Yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Kelley, K. N. (2008). Effects of Failure. In Neil Salkind (Ed.) *Encyclopedia of Educational Psychology*. Thousand Oaks, CA: Sage Publications. 393 – 395.
- Kelley, K. N. (2005). Selection using the Ball Aptitude Battery, Form M. In R. A. Spies & B. S. Plake (Eds.), *The Sixteenth Mental Measurements Yearbook* (pp. 77-79). Lincoln, NE: Buros Institute of Mental Measurements.
- Kelley, K. N. (2005). The Work Importance Locator (Version 3). In R. A. Spies & B. S. Plake (Eds.), *The Sixteenth Mental Measurements Yearbook* (pp. 732-734). Lincoln, NE: Buros Institute of Mental Measurements.
- Kelley, K. N. (1996). Academic probation: A theoretical model. *National Academic Advising Association Journal*, 16, 28-34.
- Deering, T. E., Cavenagh, T.D., Kelley, K. N., & Stanutz, A. G. (1994). Absolutism and relativism: Philosophies of education and business majors. *Educational Horizons*, 72, 146-152.

- Deering, T. E., Cavenagh, T. D., & Kelley, K. N. (1994). Ethical orientation as an influence upon leadership style. *Journal of Leadership Studies*, 1(2), 55-64. doi:10.1177/107179199400100206.
- Forsyth, D. R. & Kelley, K. N. (1994). Ego-centric versus socio-centric reactions to collective endeavors. *Small Group Research*, 25, 367-383.
- Kelley, K. N. (1994). *Instructor's manual to accompany Brewer & Crano's Social Psychology*. New York: West Publishing.
- Kelley, K. N. & Lynch, M. J. (1991). Factors students use when evaluating advisors. *National Academic Advising Association Journal*, 11, 26-33.
- Forsyth, D. R., Nye, J. L., & Kelley, K. N. (1988). Idealism, relativism, and the ethic of caring. *Journal of Psychology*, 222, 243-248.
- Forsyth, D. R., Kelley, K. N., & Nye, J. L. (1987). *Instructor's manual to accompany Forsyth's Social Psychology*. Monterey, CA: Brooks-Cole.
- Noel, J. G.**, Forsyth, D. R., & Kelley, K. N. (1987). Improving the performance of failing students by overcoming their self-serving attributional biases. *Basic and Applied Social Psychology*, 8(1-2), 151-162. doi:10.1207/s15324834basp0801&2_10.

Reviews

- Kelley, K. N. (2017). Evaluating the construct: How we understand what we are measuring. *PsycCRITIQUES*, 62(51), doi:10.1037/a0041112
- Kelley, K. N. (2015). You want to help someone find a career? Theoretical and applied changes in career development from 1900 to 2014. *PsycCRITIQUES*, 60(21), doi:10.1037/a0039062
- Kelley, K. N. (2013). More than money: How work shapes our identity. *PsycCRITIQUES*, 58 (39), doi:10.1037/a0033954
- Kelley, K. N. (2011). Leaning toward propensity analysis. *PsycCRITIQUES*, 56 (27), doi:10.1037/a0024055
- Kelley, K. N. (2010). How to thrive at work. *PsycCRITIQUES*, 55 (51), doi:10.1037/a0022027
- Kelley, K. N. (2009). A comprehensive guide for qualitative coders. *PsycCRITIQUES*, 54 (48), doi:10.1037/a0018028.
- Kelley, K. N. (2009). Qualitative crystallization research: Concise, clear, and complete. *PsycCRITIQUES*, 54 (12), doi:10.1037/a0014963

- Kelley, K. N. (2008). Doing good work: The importance of understanding and accepting responsibility. *PsycCRITIQUES*, 53 (22), doi:10.1037/a0011328.
- Kelley, K. N. (2007). The psychology of economic decision making. *PsycCRITIQUES*, 52 (49), doi:10.1037/a0009971.
- Kelley, K. N. (2007). The integrated tasks of life. *PsycCRITIQUES*, 52 (40), doi:10.1037/a0008824.
- Kelley, K. N. (2007). Applying Six Sigma techniques to training programs. *PsycCRITIQUES*, 52 (26), doi:10.1037/a0007601.
- Kelley, K. N. (2007). A Textbook Case for Mixing Methods. *PsycCRITIQUES*, 52 (10), doi:10.1037/a0006641.
- Kelley, K. N. (2007). A Significant Book on Probability ($p < .05$). *PsycCRITIQUES*, 52 (5), doi:10.1037/a0006317.
- Kelley, K. N. (2006). Balancing the Demands of Work and Nonwork. *PsycCRITIQUES*, 51(36), doi:10.1037/a0003147.
- Kelley, K. N. (2006). What Would You Do? The Use of Situational Judgment Tests in Organizational Selection. *PsycCRITIQUES*, 51(19), doi:10.1037/a0002436.
- Kelley, K. N. (2006). A History of Choosing. *PsycCRITIQUES*, 51 (13), doi:10.1037/a0001892.
- Kelley, K. N. (2005). Seeking Testable Ideas in Winning. *PsycCRITIQUES*, 50 (50), doi:10.1037/05196612.
- Kelley, K. N. (2005). Using the Myers-Briggs Type Indicator. *PsycCRITIQUES*, 50 (33), doi:10.1037/05159912.
- Kelley, K. N. (2005). Understanding the Broader Context of Decision Making. *PsycCRITIQUES*, 50 (20), doi:10.1037/051453.
- Kelley, K. N. (2005). The Highly Sensitive Person at Work. *PsycCRITIQUES*, 50 (3), doi:10.1037/040370.

Conference Papers & Presentations

Names in **bold** are undergraduate co-authors

- Post, M.**, Kelley, K. N., & **Altmayer, S.** (2017, May). *Evaluating Employees Following FMLA Leave: Negative Personality and Financial Biases Against LGBT Employees*. Poster presented at the 29th Annual Convention of the Association for Psychological Science, Boston, MA. <https://www.psychologicalscience.org/conventions/archive/2017-2>
- Kelley, K. N., **Knapczynski, E. A.**, **Fermin, K. M.**, **Conlin, A. L.** (2016, May). *Justice Stories: Measuring Content and Emotion in Employee Interviews About Fairness in the Workplace*. Poster presented at the 2016 Measuring Behavior Conference, Dublin, Ireland. <http://www.measuringbehavior.org/mb2016/home>
- Kelley, K. N., **Gleaves, S. J.**, & **Soforic, K. A.** (2014, May). *Was I Treated Fairly? Factors Affecting Perceptions of Justice Following Employee Leave*. Poster presented at the 26th Annual Convention of the Association for Psychological Science, San Francisco, CA. <https://www.psychologicalscience.org/conventions/archive/2014-2>
- Soforic, K. A.**, **Gleaves, S. J.**, & Kelley, K. N. (2013, August). *Evaluating Perceptions of Organizational Justice Using Video Vignettes*. Poster presented at the annual Junior Researcher Programme Conference, Cambridge, England. <http://www.efpsa.org/>
- Rivera, N. R., Azarbad, L., & Kelley, K. N. (2013, May). *Integrating and Managing Psychology Internships in the Undergraduate Curriculum*. Roundtable Discussion at the 85th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
- Kelley, K. N., **Cadwallader, J. M.**, & **Styles, S. M.** (2013, May). *Requests for Employee Leave: The Subtle Stigma of Mental Illness*. Poster presented at the 25th Annual Convention of the Association for Psychological Science, Washington D.C. <https://www.psychologicalscience.org/conventions/archive/2013-2>
- Kelley, K. N. & **Ciesiulka, J.** (2012, May). *The Undergraduate Teaching Assistant Perspective: Understanding the Structure of the Experience*. Poster presented at the 24nd Annual Convention of the Association for Psychological Science: Teaching Institute, Chicago, IL.
- Kelley, K. N., **Balensiefen, B. L.**, & **VandenBerg, J. M.** (2011, May). *Short Term Positive Emotions: Building Resources and Unraveling Negativity*. Paper presented at the 5th Annual International Conference on Psychology, Athens, Greece. <http://www.atiner.gr/psychology>

- Kelley, K. N., **Bajorski, J.** & **Ciesiulka, J.** (2011, May). *Perceptions of Procedural and Interpersonal Justice Using Video Vignettes*. Poster presented at the 83rd Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
- Kelley, K. N., **Heneghan, C. J.** & **Pojman, L.** (2010, May). *Status and Success: Perceptions of Employee Requesting Family Leave using Video Vignette*. Poster presented at the 22nd Annual Convention of the Association for Psychological Science, Boston, MA.
- Gonzalez A. A.**, & Kelley K. N. (2009, May). *Pre-Employment Personality Assessments*. Poster presented at the 80th Annual Meeting of the Eastern Psychological Association, Pittsburg, PA.
- Kelley, K. N., **Kniss, K. K.**, & **Maloney, A.** (2009, May). *Evaluating employees returning from leave: Influence of organizational status, reason for leave, and manager's level of optimism*. Poster presented at the 21st Annual Convention of the Association for Psychological Science, San Francisco, CA.
- Kelley, K. N. & **Konrad, E. A.** (2008, May). *Ethical Ideology Influences Judgment of Employees Returning from Family and Medical Leave*. Poster presented at the 20th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Kelley, K. N., **McDermott, M. A.**, & **Humphrey, K. R.** (2008, May). *Perception of Employees Using the Family and Medical Leave Act: Reasons for Request and Responsibility for Outcomes*. Poster presented at the 20th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Ruggeri, K., Diaz, C., Kelley K. N., & Papousek, I. (2008, July). *International Study of Statistical Anxiety*. Paper presented at the 3rd International Conference on the Teaching of Psychology, St. Petersburg, Russia. <http://ictp2008.interteachpsy.org/>
- Kelley, K. N. & **Lesiewicz, B.** (2007, October). *Darwin & Evolution: Does the analogy work in different disciplines?* Paper presented at the NEH Conference on Science & the Humanities, Asheville, NC.
- Kelley, K. N., **Congdon, J.**, & **Crettol, A. E.** (2006, May). *Perceptions about employees taking family leave following positive and negative organizational outcomes*. Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.
- Mari, L. M.** & Kelley, K. N. (2006, May). *Using Holland Codes to Predict Responses to Tedious Tasks*. Poster presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

- Kelley, K. N., **Bandura, B. P.**, & **Chaddick, T.** (2003, May). *Responses to employee transgressions: Influence of gender, attractiveness, and explanation of violation*. Poster presented at the 15th Annual Convention of the American Psychological Society, Atlanta, GA.
- Kelley, K. N., **Nita, L. B.**, & **Bandura, B. P.** (2002, June). *Evaluating employee transgressions: Influence of attractiveness and ethical ideology*. Poster presented at the 14th Annual Convention of the American Psychological Society, New Orleans, LA.
- Kelley, K. N. (2001, June). *Student-developed study guides as a tool for teaching statistics*. Poster presented at the 8th Annual Institute on the Teaching of Psychology, Toronto, Canada.
- Kelley, K. N., **Wojcik, K. A.**, & **Aglinskas, C. T.** (1998, May). *Attributional interventions for students on academic probation: A longitudinal study*. Poster presented at the 10th Annual Convention of the American Psychological Society, Washington, D.C.
- Kelley, K. N., **Ellingsworth, R.**, & **Edwards, T.** (1997, May). *Procrastination and performance: Measures related to performance in general psychology and statistics*. Poster presented at the 9th Annual Convention of the American Psychological Society, Washington, D.C.
- Kelley, K. N. & **Brooks, K.** (1996, March). *Causes and consequences of academic probation: Affective, behavioral, and cognitive perspectives*. Paper presented at the 9th Annual Student Success Conference, Wichita, KS.
- Kelley, K. N. (1994, July). *Teaching Tests & Measurements using STATA 3*. Poster presented at the 1st Annual Teaching Conference of the American Psychological Society, Washington, D.C.
- Deering, T. E., Stanutz, A. G., & Kelley, K. N. (1994, April). *Ethical ideologies: Idealism and relativism*. Paper presented at the 74th Annual Meeting of The Association of Teacher Educators, Atlanta, GA.
- Deering, T. E., Stanutz, A. G., Kelley, K. N., & Cavanagh, T.D. (1993, September). *Idealism and the ethic of caring in preservice teachers*. Paper presented at the Moral Leadership Conference, Naperville, IL.
- Kelley, K. N. (1992, October). *Advising academically at-risk students: An attributional model*. Paper presented at the National Academic Advising Association's 16th National Conference, Atlanta, GA.

- Kelley, K. N. & Moore, D. L. (1992, June). *The challenge of the first year: Using freshman assessment*. Paper presented at the 7th Annual Meeting of the American Association for Higher Education Conference on Assessment in Higher Education, Miami Beach, FL.
- Kelley, K. N. & Smith, D. C. (1992, April). *Leadership and values: Forging the link*. Paper presented at the National Conference on Leadership and Social Responsibility, West Long Branch, NJ.
- Dippel, D. J.**, Kelley, K. N., & **Lettieri, S. A.** (1991, May). *Job descriptions and selection: Effects of gender-biased and gender-pure language*. Poster presented at the 63rd Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
- Kelley, K. N. & **Offerdahl, P.** (1990, May). *Cognitive and behavioral effects of gender-biased and gender-pure language*. Poster presented and the 62nd Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
- Lynch, M. J. & Kelley, K. N. (1989, November). *Student perceptions of advisors: A cognitive framework*. Paper presented at the Annual Meeting of the Chicago Area Advising Network, Naperville, IL.
- Forsyth, D. R., Kelley, K. N., & Mooney, J. A. (1988, August). *The structure of attributional thought following success and failure*. Poster presented at the 95th Annual Convention of the American Psychological Association, Atlanta, GA.
- Kelley, K. N., Forsyth, D. R., & **Crelia, R.** (1988, March). *The organization of performance attributions: An unstructured recall assessment*. Poster presented at the 34th Annual Meeting of the Southeastern Psychological Association, New Orleans, LA.
- Kelley, K. N. (1987, November). *Performance attributions: Methods and models*. Paper presented at the 10th Annual Conference of the Society of Southeastern Social Psychologists, Athens, GA.
- Kelley, K. N. (1986, August). *The hierarchical organization of attributions*. Poster presented at the 94th Annual Convention of the American Psychological Association, Washington, D.C.
- Noel, J. G.**, Forsyth, D. R., & Kelley, K. N. (1986, August). *Attributional intervention for failing students*. Paper presented at the 94th Annual Convention of the American Psychological Association, Washington, D.C.
- Kelley, K. N., Forsyth, D. R., & **Noel, J. G.** (1986, April). *Attributional reverberations after task performance: A network view*. Paper presented at the 57th Annual Meeting of the Eastern Psychological Association, New York, NY.

Redstrom, V., Kelley, K. N., Forsyth, D. R., & Noel, J. G. (1986, April). *The impact of global causal attributions on affect*. Poster presented at the 57th Annual Meeting of the Eastern Psychological Association, New York, NY.

Forsyth, D. R. & Kelley, K. N. (1985, May). *The network model of attributions*. Paper presented at the 2nd International Conference on the Self, Nags Head, NC.

Forsyth, D. R., Nye, J. L., & Kelley, K. N. (1985, March). *Ethical ideology and personal moral philosophies: Revisions and extensions*. Poster presented at the 31st Annual Meeting of the Southeastern Psychological Association, Atlanta, GA.

Kelley, K. N. & Forsyth, D. R. (1985, March). *The affect-attribution interaction: An exploration over time*. Poster presented at the 31st Annual Meeting of the Southeastern Psychological Association, Atlanta, GA.

Kelley, K. N. & Forsyth, D. R. (1984, April). *Attribution-affect linkages after success and failure*. Poster presented at the 55th Annual Meeting of the Eastern Psychological Association, Baltimore, MD. ERIC Abstract #: ED 246 373.

Workshops and Seminars

Kelley K.N. (2001). *Work and family: Finding the balance*. The Entrepreneurship Institute, North Central College, Naperville, IL.

Invited Addresses

Kelley, K. N. & Stoddart, R. (2010, April). *Finding Employment with an Undergraduate Degree in Psychology*. MPA/Psi Chi Symposium, Chicago, IL.

Kelley, K. N. & Stoddart, R. (2009, April). *Finding Employment with an Undergraduate Degree in Psychology*. MPA/Psi Chi Symposium, Chicago, IL.

Kelley, K. N. (1996, June). *Leadership, Ethics, and Values: Implications for Classroom Instruction*. Conference on Higher Education United Methodist Church Council on Higher Education, Nashville, TN.

Kelley, K. N. (1994, July). *The Psychological Costs of Success*. Annual meeting of the Illinois Small College Placement Association, Springfield, IL.

Supervised Student Research Presented at Undergraduate Conferences

Jones, Maureen, & Altmayer, Sonja. (2018). The Happy Evaluator: The Impact of positive and negative emotions on evaluating employee transgressions. Paper presented at the ACCA symposium.

- Faber, Kelly** (2016). *Your Body Language: What Does It Tell Others?* Paper presented at the 88th Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session). Chicago, IL.
- Bartz, Kayla**. (2015, April). *Superhuman, Is It in You? A Study on Resiliency*. Paper presented at the ACCA symposium.
- Fraser, Margaret**. (2015, April). *Music, Stress, and Resilience*. National Conference on Undergraduate Research (NCUR), Eastern Washington University.
- Jones, Julia**. (2015, April). *Perceptual Fairness of Women in Power*. Paper presented at the ACCA symposium.
- Knapczynski, Emilia & Fermin, Katherine**. (2015, April). *Justice Stories: A qualitative analysis*. Paper presented at the ACCA symposium.
- Holland, Megan**. (2011, May). *The Link between Relationship Satisfaction, Conflict Management Style, and Personal Well-Being*. Paper presented at the 83rd Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session). Chicago, IL.
- Warren, Melissa, & Klinger, Sherry**. (2011, March). *Materialism, Priming Work Values, & Self-Determination*. National Conference on Undergraduate Research (NCUR), Ithaca, NY.
- Brown, Emily & Vineyard, Kelly**. (2010, April). *Personality and help-seeking behaviors: the predictive ability of openness, extraversion, and self-monitoring*. Paper presented at the ACCA symposium.
- Carlson, Jennifer**. (2009, May). *Rape Allegations in the Military: An Examination of the Effects of Rank and Alcohol on Blame and Accountability*. Paper presented at the 81st Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session). Chicago, IL.
- Ocwieja, Karen**. (2009, May). *Anterior Cruciate Ligament Injuries in the Female Athlete: Psychological Predictors of Injury*. Paper presented at the 81st Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session). Chicago, IL.
- O'Brien, Jessica**. (2009, May). *Perceptions of Management Effectiveness as a Function of Gender Congruent Attire*. Paper presented at the 81st Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session). Chicago, IL.

- Romero, Lauren.** (2008, May). *Perceptions of employees returning from family leave as a function of organizational status*. Paper presented at the 80th Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session). Chicago, IL.
- Hauser, Melissa.** (2004, March). *Evaluation of employee transgressions: Perceptual influence based on employee status and evaluator type*. Paper presented at the 18th National Conference on Undergraduate Research (NCUR), Indianapolis, IN.
- Novy, Laura.** (2004, March). *Evaluating workplace transgressions: Effects of idealism and relativism on perceptions of the incident*. Paper presented at the 18th National Conference on Undergraduate Research (NCUR), Indianapolis, IN.
- Bandura, Brittain.** (2003, March). *The effects of jurors' ethical ideology on their perception of a crime*. Paper presented at the 17th National Conference on Undergraduate Research (NCUR), Salt Lake City, UT.
- Zeitlin, Deborah.** (2001, March). *Attitudes and perceptions concerning alcohol: a comparison study of the United States and Scotland*. Paper presented at the 15th National Conference on Undergraduate Research (NCUR), Lexington, KY.
- Johnson, Stephanie L.** (1995, May). *Academic self-concept: A multidimensional model*. Paper presented at the 67th Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session), Chicago, IL.

Student Honors Theses (thesis director)

- Post, Marissa.** (2017). *Evaluating Employees Following FMLA Leave: Negative Personality and Financial Biases Against LGBT Employees*
- Faber, Kelly.** (2016). *Your Body Language: What Does It Tell Others?*
- Bartz, Kayla.** (2015). *Superhuman, Is It in You? A Study on Resiliency*
- Fraser, Margaret.** (2015, April). *Music, Stress, and Resilience*.
- Tabor, Todd.** (2013). *Effects of Taking or Not Taking Vacation on Psychological Well-Being: An International Comparison*.
- O'Connor, Mike.** (2011). *Presumed Innocent –or so you thought*.
- Carlson, Jennifer.** (2009). *Perceptions of Violence against Women in the Military*.
- Thorpe, Miranda.** (2009). *The Effects of Body Symmetry on Athletic Performance & Self Efficacy*.
- Crettol, Ashley.** (2008). *Outcome Effect on Responsibility Assignment in Jury Decision Making*.

- Lesiewicz, Brian.** (2008). *Evolutionary Psychology and the Law: Reasons behind Rules.*
- Plemich, Michelle.** (2005). *If Looks Could Kill: Sexual Transgression & Attractiveness.*
- Harkness, Alyssa.** (2002). *How Gender Values in the Workplace Effect Work-Family Conflict.*
- Duffecy, Jennifer.** (2001). *Social Psychological Theories of Ethnic Conflict.*
- Roashan, Husai.** (2000). *Analysis of how Changes in the Nursing Field Effects Nurses.*
- Swanson, Marta.** (1999). *Attention-Deficit / Hyperactivity Disorder: Assessment and Diagnosis.*
- Aglinskias, Cindy.** (1999). *Athletes' Perceptions: An Examination of Locus of Control and Body Image in Distance Runners, Basketball Players and Non-competitive Students.*
- Varys, Brenda.** (1998). *Alcohol and Cocaine Effects on the Unborn Child: Social Perceptions of Consequences, Responsibility, and Severity.*

PROFESSIONAL ACTIVITIES

2008 – Present	Psychology Department Consultant -American Psychological Association Board of Educational Affairs (BEA) http://teachpsych.org/otrp/deptconsult.php
2004 – Present	The Buros Mental Measurements Institute http://buros.org/mental-measurements-yearbook
2015	Promotion Evaluation Committee, external reviewer: University of MN-Morris
2000 – 2015	Program committee: Society for Industrial/Organizational Psychology http://www.siop.org/
2005 – 2017	Editorial Board: PsycCRITIQUES
2006 – 2012	Psi Chi Midwest Regional Steering Committee
2005 – 2012	Reviewer: Journal of Business & Psychology
2002 – 2010	Reviewer: Journal of College Student Retention
2004	Tenure Committee, external reviewer: University of MN-Morris
2000 – 2011	Reviewer: The Journal of Applied Social Psychology
1994-1998	ACT Test Site Coordinator, North Central College Campus

1993-1998	Editorial Board: NACADA Journal
1989-1998	Reviewer: H.R. Magazine: Human Resource Management
1988-1998	Reviewer: Organizational Development Journal
1988-1990	Ethics Committee: Organizational Development Institute

RESEARCH & TEACHING GRANTS

2017	NCC Summer Research Grant: The Happy Evaluator: How Positive Emotions Influence Perceptions of Employees (2 undergraduate research assistants).
2016	Research on Statistics Attitudes (ROSA http://www.rosamc.com/) funded by the American Statistical Association (participant)
2016	NCC Summer Research Grant: <i>Perceptions of Organizational Justice</i> . (2 undergraduate research assistants)
2014	NCC Summer Research Grant: <i>Justice Stories</i> . (2 undergraduate research assistants)
2013	NCC Summer Research Grant: <i>Development of Video Vignette Stimulus Material: Extensions & Applications</i> . (2 undergraduate research assistants)
2011	NCC Summer Research Grant: <i>Positive Emotions, Persistence, & Resilience</i> . (2 undergraduate research assistants)
2010	NCC Summer Research Grant: <i>Development of Video Vignette Stimulus Material</i> . (2 undergraduate research assistants)
2009	NCC Summer Research Grant: <i>Work-Family dynamics: Facilitating Parent-child communication</i> . (with Patricia Schacht –2 undergraduate research assistants)
2008	NCC Summer Research Grant: <i>Critical Literary Reflections</i> . (with Maureen Kincaid & Lora Tyson –2 undergraduate research assistants)
1999	NCC Summer Research Grant: <i>History of Industrial Psychology</i> . (1 undergraduate research assistant)
1996	NCC Summer Research Grant: <i>Advising At-Risk Students</i>

1994	NACADA Research Grant: <i>Advising at-risk students.</i> (\$4,000 grant to develop interventions for students on academic probation)
1994	NCC Curriculum Development Grant
1994	NCC Faculty Development Grant (Lily Foundation): <i>To encourage student participation in applied research.</i>
1994	NCC Reading Group Grant: Chinese Philosophies.
1993	NCC Summer Research Grant
1992	NCC Summer Research Grant
1991	National Science Foundation Grant: <i>Exploratory Data Analysis.</i> Fullerton, CA. Awarded funding to work on the development and use of STATA software in teaching statistics.
1986-1987	Graduate Student Research Fellowship, Virginia Commonwealth University.

COMMITTEE & CITIZENSHIP PARTICIPATION

Administrative Positions

2016-2017	Promotion & Tenure Committee (PTC) –one-year appointment
2012-2016	Director of the First Year Experience (FYE) Program http://northcentralcollege.edu/x48272.xml
2012	North Central College Presidential Search Committee: Faculty representative http://www.northcentralcollege.edu/content/presidential-search
2009 –2011	Department Chair: Psychology
2003-2009	Division Chair: Science Division (Biology, Biochemistry, Chemistry, Computer Science, Mathematics, Physics, Psychology)
1993-2003	Department Chair: Psychology
1997-2000	Chair, Faculty Personnel Committee (elected)
1991-1994	Representative, Faculty Personnel Committee (elected)

Other Service

2016-present	Faculty Mentor, NCC Varsity Women's Soccer Team
2016-2017	Search Committee: Exercise Science Tenure Track (member)

2015-2016	Title IX panel member
2012-2016	Student Persistence Committee
2010-2016	Faculty Mentor, NCC Varsity Football Team
1993-present	Participant, NCC Dispute Resolution Program/Hearing Panels
2010-2012	Grievance Panel Member
1992-2012	Faculty Advisor for PSI CHI
1990-2011	Faculty Mentor Program
2007-2010	Faculty Mentor, NCC Varsity Volleyball Team
2005 – 2008	Member: NCC Retention Committee
2004 – 2005	Member: NCC Retention Task Force
2005	Search Committee: Dean of Admissions & Financial Aid
1996-1997	Representative to the Faculty Development Program
1990-1994	Coordinator of Freshman Assessment, North Central College
1990-1994	Leadership, Ethics, & Values Advisory Committee
1990-1992	Faculty Grants Committee
1989-1991	Student Affairs Committee/Student Discipline Committee

INDUSTRIAL/ORGANIZATIONAL CONSULTATION

1987 – present Consultant

Phonak, Chicago, IL; Spectrum Technologies International, LTD., Naperville, IL; NAPA AutoParts, Chicago, IL; T-Systems, Lisle, IL; Stone Container Corporation, Chicago, IL & Richmond, VA; WhiteGlove Placement Services, Chicago, IL; Executive Search Inc., Naperville, IL; Champion International Container, Chicago, IL; Ethyl Corporation, Richmond, VA; Illinois Small College Placement Association, Chicago, IL; B&B Catering, Chicago, IL; U. S. Department of the Interior, Washington DC; Richmond National Battlefields Richmond, VA; Valiant Art Services, Falls Church, VA.; Assets Insurance Management, Richmond, VA; American Ex-Prisoners of War Organization, Richmond, VA; Champion International Corporation, Richmond, VA; The Rehabilitation, Research, and Training Center, Richmond, VA.

1982 – 1985 Champion Consulting (Richmond VA). Sole proprietor

Developed PC software for businesses using CP/M, MSDOS, Foxbase, Quattro Pro, Lotus 1-2-3, Fortran, and COBAL. Addressed communication and group dynamics issues in organizations.

HONORS AND AWARDS

2015 **United Methodist Church Exemplary Teaching Award**, General Board of Higher Education and Ministry.

2014 **Dissinger Award for Senior Faculty: Teaching & Mentoring**, North Central College

2007-2013 **Ruge Teaching Fellow**, North Central College
<http://www.northcentralcollege.edu/x18373.xml>

2001 **Dissinger Award for Senior Faculty: Teaching & Leadership**, North Central College.

2001 **United Methodist Church Exemplary Teaching Award**, General Board of Higher Education and Ministry.

1999 **Dissinger Award for Faculty Scholarship**, North Central College.

1989 **Dissinger Teaching Award –First Year Faculty**, North Central College.

1981 **PSI CHI** National Honor Society in Psychology.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

- Association for Psychological Science (APS) – *Charter member*
- Society for Industrial/Organizational Psychologists (SIOP)
- International Positive Psychology Association (IPPA) – *Charter member*
- Midwestern Psychological Association (MPA)
- Council for Undergraduate Research (CUR)
- The Council of Teachers of Undergraduate Psychology (CTUP)

CONTINUING EDUCATION

2018 Sex Crimes Investigation Certification, Level 2 investigator. Stafford & Associates, National Association of Clergy Compliance Officers & Professionals, www.dstaffordandassociates.com & www.naccop.org

- 2017 Sex Crimes Investigation Certification. Stafford & Associates, National Association of Clergy Compliance Officers & Professionals, www.dstaffordandassociates.com & www.naccop.org
- 2016 Title IX Certification. North Central College.
- 2015 Echoing Green: Work on Purpose <http://www.echoinggreen.org/work-on-purpose>
- 2015 Green Dot: Sexual Violence Prevention. <http://livethegreendot.com/>
- 2003 Evolution Education. Chautauqua Course, Dayton, OH.
- 1996 Science by Litigation. Chautauqua Course, DeKalb, IL.