
Dr. Mark N. Bing

Associate Professor of Management

School of Business Administration

University of Mississippi

Academic Background

Ph.D. The University of Tennessee, Knoxville, TN (2002)

Major: Industrial and Organizational Psychology

M.S. Villanova University, Villanova, PA (2000)

Major: Experimental Psychology

B.A. The University of Colorado, Boulder, CO (1992)

Major: Psychology – Magna Cum Laude

Dissertation

The Integrative Model of Personality Assessment for Achievement Motivation and Fear of Failure: Implications for the Prediction of Effort and Performance (Dissertation Chair: Lawrence R. James, Department of Management)

Work Experience:

Academic Experience

Associate Professor, University of Mississippi (2005 – Present)

- Teaching courses in Personnel Selection, Human Resource (HR) Management, and HR Training at the upper-division undergraduate level.
- Teaching Organizational Behavior at the graduate level in the MBA and Professional-MBA programs.
- Serving on doctoral dissertation committees while directing various independent studies.
- Pursuing research in the areas of personality testing, personnel selection, counterproductive organizational behavior, organizational values, and measurement and statistical methods.

Assistant Professor, University of Tennessee at Chattanooga (1999 - 2001)

- Taught graduate-level Organizational Psychology and Motivation, graduate-level Human Resource Training and Development, and Introduction to I-O Psychology for undergraduates
- Also chaired master's theses and served on master's theses committees.

Instructor, University of Tennessee (1999 - 1999). Research Methods in Psychology course.

Teaching Assistant, University of Tennessee (1998 - 1998). Research Methods in Psychology course.

Research Assistant, University of Tennessee, I/O Psychology Ph.D. Program (1995 - 1997). Center for Organizational Research.

Laboratory Instructor, University of Tennessee (1996 - 1996). Spreadsheet and Database Management Course.

Team Facilitator, University of Tennessee, MBA Program (1995 - 1996). Process Consultation and Conflict Management.

Research Assistant, Villanova University (1993 - 1995). Animal Cognition Laboratory and Organizational Psychology Laboratory.

Recitation Instructor, University of Colorado (1992 - 1992). Introduction to General Psychology course.

Selected Non-Academic Experience

Director of Psychological Screening and SUBSCREEN Principal Investigator, Naval Submarine Medical Research Laboratory (NSMRL) (2001 - 2005)

- Directed psychological screening program for submariner trainees attending the U.S. Navy's Basic Enlisted Submarine School (BESS) and the Submarine Officer Basic Course (SOBC).
- Oversaw weekly psychological screening of Navy personnel.
- Conducted large scale criterion-related validity studies, acquired operational and grant funds for personnel selection, psychological testing, and research projects.

Member, SmithKline Beecham Pharmaceuticals (1994 - 1995). Member of Research & Development Department's Clinical Data Management Team.

Bartender, Joe Allen's Restaurant, 30, Rue Pierre-Lescot, 1st Arrondissement (Les Halles) (May 1990 - September 1990). Bartender at the first American restaurant in Les Halles, Paris, France.

Research/Intellectual Contributions:

Refereed Articles

1. **Bing, M. N., Kluemper, D. H., Davison, H. K., Taylor, S. G., & Novicevic, M. M. (2011).** Overclaiming as a measure of faking. *Organizational Behavior and Human Decision Processes, 116*, 148-162.
2. **Bing, M. N., Davison, H. K., Vitell, S., Ammeter, A., Garner, B., & Novicevic, M. M. (in press).** An experimental investigation of an interactive model of academic cheating among business school students. *Academy of Management Learning and Education.*
3. Fang, T., Samnani, A., Novicevic, M. M., & **Bing, M. N. (in press).** Liability-of-foreignness effects on job success of immigrant job seekers. *Journal of World Business.*
4. **Bing, M. N., Davison, H. K., Minor, I., Novicevic, M. N., & Frink, D. D. (2011).** The prediction of task and contextual performance by political skill: A meta-analysis and moderator test. *Journal of Vocational Behavior, 79*, 563-577.
5. Davison, H. K., Maraist, C. C., & **Bing, M. N. (2011).** Friend or foe? The promise and pitfalls of using social networking sites for HR activities. *Journal of Business and Psychology, 26*, 153-159.
6. Smothers, J., **Bing, M. N., White, D. W., Trocchia, P. J., & Absher, K. (2011).** From the follower's viewpoint: A configurational approach to the ideal academic leader. *Journal of Leadership and Organizational Studies, 18*, 293-307.
7. Davison, H. K., Maraist, C. C., Hamilton, R. H., & **Bing, M. N. (in press).** To screen or not to screen? Using the Internet for selection decisions. *Employee Responsibilities and Rights Journal.*
8. Novicevic, M. M., Duke, A. B., Holmes, E. R., Breland, J. W., Buckley, M. R., & **Bing, M. N. (2011).** Customers co-creating value with the firm: Implications for IHRM. *International Journal of Human Resource Management, 22*, 746-761.
9. Davison, H. K., O'Leary, B. J., Schlosberg, J. A., & **Bing, M. N. (2010).** Don't ask and you shall not receive: Why future American workers with disabilities are reluctant to demand legally required accommodations. *Journal of Workplace Rights, 14*, 49-73.
10. **Bing, M. N., Stewart, S. M., & Davison, H. K. (2009).** An investigation of calculator use on employment tests of mathematical ability: Effects on reliability, validity, test scores, and speed of completion. *Educational and Psychological Measurement, 69*, 322-350.
11. Stewart, S. M., **Bing, M. N., Davison, H. K., Woehr, D. J., & McIntyre, M. D. (2009).** In the eyes of the beholder: A non-self report criterion measure of workplace deviance. *Journal of Applied Psychology, 94*, 207-215.
12. Vitell, S. J., **Bing, M. N., Davison, H. K., Ammeter, A. P., Garner, B. L., & Novicevic, M. (2009).** Religiosity and moral identity: The mediating role of self-control. *Journal of Business Ethics, 88*, 601-613.
13. **Bing, M. N., Davison, H. K., Garner, B. L., Ammeter, A. P., & Novicevic, M. M. (2009).** Employees' relations with their organization: The multidimensionality of the equity sensitivity construct. *International Journal of Management, 26*, 436-444.

14. Davison, H. K., & **Bing**, M. N. (2009). Content validity does matter for the criterion-related validity of personality tests. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 501-503.
15. **Bing**, M. N., Davison, H. 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.
16. Gruys, M. L., Stewart, S. M., Goodstein, J., **Bing**, M. N., & Wicks, A. C. (2008). Values enactment in organizations: A multilevel examination. *Journal of Management*, 34, 806-843.
17. Davison, H. K., **Bing**, M. N., Hutchinson, E. B., & Pratt, L. J. (2008). Confounding issues in the deadweight loss of gift-giving. *The Journal for Economic Educators*, 8, 1-14.
18. Davison, H. K., & **Bing**, M. N. (2008). The multidimensionality of the equity sensitivity construct: Integrating separate benevolence and entitlement dimensions for enhanced construct measurement. *Journal of Managerial Issues*, 20, 131-150.
19. **Bing**, M. N., Stewart, S. M., Davison, H. K., Green, P. D., McIntyre, M. D., L. R. James, (2007). An integrative typology of personality assessment for aggression: Implications for predicting counterproductive workplace behavior. *Journal of Applied Psychology*, 92, 722-744.

***This paper won the Best Research Paper of the Year Award in the School of Business Administration at the University of Mississippi.
20. **Bing**, M. N., LeBreton, J. M., Davison, H. K., Migetz, D. Z., & James, L. R. (2007). Integrating implicit and explicit social cognitions for enhanced personality assessment: A general framework for choosing measurement and statistical methods. *Organizational Research Methods*, 10 (2), 346-389.

***This paper was runner-up for the 2007 Best Paper Award at ORM.
21. Stewart, S. M., **Bing**, M. N., Gruys, M. L., & Helford, M. C. (2007). Men, women, and perceptions of work environments, organizational commitment, and turnover intentions. *Journal of Business & Public Affairs*, 1 (1).
22. **Bing**, M. N., Davison, H. K., Hutchinson, E. B., Pratt, L. J., & Siders, S. (2004). Performance testing and student performance: The impact of financial incentives. *Business and Economic Review*, 17, 60-73.
23. **Bing**, M. N., Whanger, J. C., Davison, H. K., & VanHook, J. B. (2004). Incremental validity of the frame-of-reference effect in personality scale scores: A replication and extension. *Journal of Applied Psychology*, 89, 150-157.

***An early version of this paper was the Winner of the 26th International Student Paper Competition sponsored by IPMAAC.
24. Ghorbani, N., Watson, P. J., Krauss, S. W., **Bing**, M. N., & Davison, H. K. (2004). Social science as dialogue: Narcissism, individualist and collectivist values, and religious interest in Iran and the United States. *Current Psychology*, 23, 111-123.
25. Ghorbani, N., Watson, P. J., Krauss, S. W., Davison, H. K., & **Bing**, M. N. (2004). Private self-consciousness factors: Relationships with need for cognition, locus of control, and obsessive thinking in Iran and the United States. *Journal of Social Psychology*, 144, 359-372.
26. Ghorbani, N., Watson, P. J., Krauss, S. W., **Bing**, M. N., Davison, H. K., D. L. LeBreton. (2004). Two facets of self-knowledge: Cross-cultural development of measures in Iran and the United States. *Genetic, Social, and General Psychological Monographs*, 129, 238-268.
27. Ghorbani, N., **Bing**, M. N., Watson, P. J., Davison, H. K., & LeBreton, D. L. (2003). Individualist and collectivist values: Evidence of compatibility in Iran and the United States. *Personality and Individual Differences*, 35, 431-447.
28. Ghorbani, N., **Bing**, M. N., Watson, P. J., Davison, H. K., & Mack, D. A. (2002). Self-reported emotional intelligence: Construct similarity and functional dissimilarity of higher order processing in Iran and the United States. *International Journal of Psychology*, 37, 297-308.
29. Watson, P. J., Ghorbani, N., Davison, H. K., **Bing**, M. N., Hood, R. W., A.F. Ghramaleki. (2002). Negatively reinforcing personal extrinsic motivations: Religious orientation, inner awareness, and mental health in Iran and the United States. *International Journal for the Psychology of Religion*, 12, 255-276.
30. **Bing**, M. N., & Burroughs, S. M. (2001). The predictive and interactive effects of equity sensitivity in teamwork-oriented organizations. *Journal of Organizational Behavior*, 22, 271-290.

31. Hood, Jr., R. W., Ghorbani, N., Watson, P. J., Ghramaleki, A. F., **Bing**, M. N., H. K. Davison, R. J. Morris, & P. Williamson. (2001). Dimensions of the Mysticism Scale: Confirming the three-factor structure in the United States and Iran. *Journal for the Scientific Study of Religion*, 40, 691-705.
32. **Bing**, M. N., & Lounsbury, J. W. (2000). Openness and job performance in U.S.-based Japanese manufacturing companies. *Journal of Business and Psychology*, 13, 515-522.
33. **Bing**, M. N. (1999). Hypercompetitiveness in academia: Achieving criterion-related validity from item context-specificity. *Journal of Personality Assessment*, 73, 80-99.
34. Brown, M. F., & **Bing**, M. N. (1997). In the dark: Spatial choice when access to spatial cues is restricted. *Animal Learning and Behavior*, 25, 21-30.
35. Thomas, D. R., Empedocles, S., Morrison, S., & **Bing**, M. N. (1993). Context specificity of operant discrimination performance in pigeons II: Necessary and sufficient conditions. *Journal of the Experimental Analysis of Behavior*, 60, 313-329.

Papers Under Review

- Davison, H. K., Mishra, V., **Bing**, M. N., & Frink, D. D. (**revise and resubmit**). Peer evaluations and teammate accountability: How individual performance affects peer evaluations in classroom teams. *Journal of Management Education*.
- Davison, H. K., Stewart, S. M., & **Bing**, M. N. (**under review**). Construct validation of a non-self-report criterion measure of workplace deviance. *Journal of Applied Psychology*.
- Noble, C., Bing, M. N., & Bogoviyeva, E. (**conditional acceptance**). The effective use of metaphors in brand design: A test of congruency hypotheses. *Journal of Product Innovation Management*.

Book Chapters (Refereed)

- LeBreton, J. M., Wu, J., & **Bing**, M. N. (2009). The Truth(s) on Testing for Mediation in the Social and Organizational Sciences. In C. E. Lance & R. J. Vandenberg (Eds.) *Statistical and Methodological Myths and Urban Legends: Doctrine, Verity, and Fable in the Organizational and Social Sciences* (pp. 109-143). New York: Routledge.
- Whanger, J. C., **Bing**, M. N., America, A., & Lamb, J. (2009). Psychometric Assessment in the U.S. Submarine Force. In Paul O'Connor and Joseph V. Cohn (Eds.) *Human Performance Enhancements in High Risk Environments*. Santa Barbara, CA: Praeger, 58-73.

Refereed Proceedings

- Davison, H. K., O'Leary, B. J., Schlosberg, J. A., & **Bing**, M. N. (2005). The failure of the ADA: Why individuals with disabilities fail to request needed accommodations. *Southern Management Association*.

Working Papers

- Bing, M. N., Gudewicz, T. M., & Eisenberg, K. L. (2011). "A comparison of workplace stressors and psychological outcomes on Los Angeles (SSN 688) and Ohio Class Submarines (SSBN 726)".
- Bing, M. N., Davison, H. K., Bush, D. F., Novicevic, M., & Watson, P. J. (2007). "An empirical comparison of forced-distribution and single-stimulus items for the Edwards Personal Preference Schedule: Effects on test reliability and validity".
- Ammeter, A., Bing, M. N., Davison, H. K., Garner, B., Hawley, D., M. Novicevic. (order of authorship is alphabetical), (2006). "Moral identity development in business students: Predictors of starting points and rates of change".
- Bing, M. N., LeBreton, J. M., Davison, H. K., & LeBreton, D. L. (2006). "Use of structural equation modeling to test for mediation: An empirical comparison with the Baron and Kenny (1986) approach".
- Bing, M. N., Davison, H. K., & Whanger, J. C. (2006). "A study of measurement equivalence across Title VII demographic groups in a Navy-wide personality selection test".

- Bing, M. N., Davison, H. K., Garner, B., & Novicevic, M. (2006). "Organizational attraction, religiosity, and spirituality: An initial test of an ASA model".
- Bing, M. N. & Davison, H. K. (2006). "A meta-analysis of the relationship between cognitive ability and personality across selection and research settings".
- Bing, M. N., Lamb, J., & Severinghaus, R. (2006). "The SMART and the SORT: Predicting attrition and retention among enlisted and officers in the Submarine Force".
- Bing, M. N., Davison, H. K., & Smothers, J. (2006). "Frame-of-reference effects in personality testing revisited: An investigation of incremental validity in an organizational setting".
- Frink, D. D., Stollak, M., Davison, H. K., & Bing, M. N. (2006). "The relationship of control and perceptions of threats or opportunities regarding organizational politics on the perceptions of organizational politics--job stress relationship".

Presentation of Refereed Papers

1. Smothers, J., Bing, M. N., White, D. W., & Trocchia, P. J. (2010). *From the follower's viewpoint: A configurational approach to the ideal academic leader*. Midwest Academy of Management Conference, Grand Forks, ND.
2. Fang, T., Samnani, A., Novicevic, M., & Bing, M. N. (2010). *Liability-of-foreignness effects on job success of immigrant job seekers*. Academy of Management, Montreal, Canada.
3. Bing, M. N., Davison, H. K., Vitell, S., Ammeter, A., Garner, B., & Novicevic, M. (2010). *An experimental investigation of an interactive model of academic cheating*. Society for Industrial and Organizational Psychology, Atlanta, Georgia.
4. Bing, M. N., & Davison, H. K. (2010). *The frame-of-reference effect in conditional reasoning tests*. Society for Industrial and Organizational Psychology, Atlanta, Georgia.
5. Davison, H. K., Mishra, V., Bing, M. N., & Frink, D. D. (2009). *Peer evaluations and accountability: How individual performance affects peer evaluations in classroom teams*. Southern Management Association, Annual Meeting, Asheville, NC.
6. Bing, M. N., Klumper, D., Davison, H. K., Taylor, S., & Novicevic, M. (2009). *A measurement of faking that enhances personality test validity: Overclaiming's suppression effect*. Academy of Management, Chicago, Illinois.
7. Bing, M. N., Minor, I., Davison, H. K., & Novicevic, M. M. (2009). *Meta-analysis of the research on political skill and job performance*. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
 ***Selected for inclusion in an Interactive Poster Session.
8. Bing, M. N., Davison, H. K., LeBreton, J., & Stewart, S. (2009). *Dispositional aggression and CWBs: New findings for affectivity and personality*. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
9. Davison, H. K., Maraist C., Bing, M., Papinchock, J., Southwell, M., & Tamanini, K. (2009). *The accidental resumé: Legal and practical issues of e-screening*. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
10. LeBreton, J., Wu, J., & Bing, M. N. (2009). *Testing for mediation in the social and organizational sciences*. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
11. Bing, M.N., Davison, H., Stewart, S., & LeBreton, J. M. (2008). *Examining the relationship between employee dispositional aggression and counterproductive workplace behaviors*. Academy of Management, Anaheim, California.
 ***Showcase Symposium Paper accepted by 3 Divisions of the Academy of Management (Human Resources, Organizational Behavior, and Social Issues in Management).
12. Bing, M.N., Davison, H. K., & Arvey, R. D. (2007). *Using a repeated-measures approach to validating personality tests in small samples: A feasibility study*. Southern Management Association Annual Meeting, Nashville, Tennessee.
13. Bing, M. N., Stewart S., Davison, H., Green, P., & McIntyre, M. D. (2006). *An integrative model of assessment for aggression: Predicting counterproductive workplace behavior*. Academy of Management, Atlanta, Georgia.

14. Bing, M.N., Davison, H. K., & Whanger, J. C. (2006). *Increases in validity as a function of frame-of-reference control in personality testing: Construct alteration vs. reliability enhancement*. Academy of Management, Atlanta, Georgia.
15. Davison, H.K., & Bing, M. N. (2006). *Construct validation of the equity sensitivity construct: Evidence of multidimensionality*. Society for Industrial and Organizational Psychology, Dallas, Texas.
16. Bing, M.N., Lamb, J., & Severinghaus, R. (2005). *The SMART: Predicting attrition and retention among enlisted personnel in the Submarine Force*. Naval Service Training Command, 1st Accessions Training Research and Best Practices Symposium, Great Lakes, Illinois.
17. Davison, H.K., O'Leary, B., Schlosberg, J., & Bing, M. N. (2005). *The failure of the ADA: Why individuals with disabilities fail to request needed accommodations*. Southern Management Association Annual Meeting, Charleston, South Carolina.
18. Shobe, K. K., Benton P., Bing, M., Crepeau, L., & Duplessis, C. (2005). *Environmental, physiological, and psychological challenges of submarine life*. Society for Human Performance in Extreme Environments, Orlando, Florida.
19. Bing, M.N., & Davison, H. K. (2004). *The instantaneous creation of a downward social comparison: One explanation for verbal incivility in the workplace*. Society for Industrial and Organizational Psychology, Chicago, Illinois.
20. Bing, M.N., & Eisenberg, K. L. (2004). *Development and validation of the SubMarine Attrition Risk Test (SMART)*. American Psychological Association, Honolulu, Hawaii.
21. Davison, H.K., & Bing, M. N. (2004). *The multidimensionality of equity sensitivity: A case for apathy*. American Psychological Association, Honolulu, Hawaii.
22. Bing, M.N., & Eisenberg, K. L. (2003). *Psychological screening of submariners: The development and validation of the SubMarine Attrition Risk Test (SMART; formerly known as the SARS)*. Human Performance 2003: Driving Progress in Individual and Team Performance, Houston, Texas.
23. Bing, M.N., & Eisenberg, K. L. (2003). *The prediction and prevention of attrition in U.S. Navy submarines*. Department of Defense, Human Factors Engineering, Technical Advisory Group, Augusta, Georgia.
24. Bing, M.N., & Eisenberg, K. L. (2003). *The development and validation of the Submarine Attrition Risk Scale (SARS)*. Presented at International Personnel Management Association Assessment Council, Baltimore, Maryland.
25. Bing, M. N., LeBreton J., Migetz, D., Vermillion, D., & Davison, H. K. (2002). *Integrating implicit and explicit social cognitions associated with achievement motivation and fear of failure*. Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.
26. Bing, M.N., Davison, H., LeBreton, D., & LeBreton, J. M. (2002). *Issues and improvements in tests of mediation*. Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.
27. Bing, M. N., Davison H., Post, J., Davis, T., & Whanger, J. C. (2002). *Frame-of-reference effects in personality testing revisited: Extension to an organizational setting*. Academy of Management, Denver, Colorado.
28. Bing, M.N., Whanger, J., Davison, H., & VanHook, J. B. (2002). *Incremental validity of the frame-of-reference effect in personality scale scores: A replication and extension*. Presented at International Personnel Management Association Assessment Council, New Orleans, Louisiana.
29. Davison, H.K. & Bing, M. N. (2002). *The measurement (and multidimensionality?) of the equity sensitivity construct*. Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.
30. Bing, M. N., LeBreton J., Migetz, D., Vermillion, D., & Davison, H. K. (2001). *The integrative model of personality assessment for achievement motivation and fear of failure: Implications for the prediction of effort, attribution, and performance*. Society for Industrial and Organizational Psychology, San Diego, California.
31. Bing, M.N., Davison, H., Pratt, L., & Hutchinson, B. (2001). *Latent growth modeling applied to Ohio proficiency tests*. Association of Private Enterprise Education, Washington, District of Columbia.
32. Burroughs, S.M., Woehr, D., Bing, M., & McIntyre, M. D. (2001). *Factor analytic and construct validity evidence for peer reports of workplace deviance*. Society for Industrial and Organizational Psychology, San Diego, California.

33. Bing, M. N., Burroughs S., Whanger, J., Green, P., & James, L. R. (2000). *The integrative model of personality assessment for aggression: Implications for personnel selection and predicting deviant workplace behavior*. American Psychological Association, Washington, District of Columbia.
34. Bing, M.N., & Burroughs, S. M. (2000). *Equity sensitivity and job performance in teamwork-based organizations*. Academy of Management, Toronto, Ontario, Canada.
35. Burroughs, S.M., LeBreton, J., Bing, M., & James, L. R. (2000). *Validity evidence for the conditional reasoning test of employee aggression*. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
36. Whanger, J.C., & Bing, M. N. (2000). *A replication and extension of Schmit, Ryan, Stierwalt, & Powell's study of frame of reference effects in personality assessment*. American Psychological Association, Washington, District of Columbia.
37. Bing, M.N., & Burroughs, S. M. (1999). *The integrative model of personality assessment for aggression: Integrating self-reports with the conditional reasoning methodology*. Society for Industrial and Organizational Psychology, Atlanta, Georgia.
38. Bing, M.N., Burroughs, S. M., & Helford, M. C. (1999). *Gender as a moderator of the relationship between psychological climate perceptions and employee dedication: A look at organizational commitment and turnover intentions*. Academy of Management, Chicago, Illinois.
39. Bing, M.N., & Burroughs, S. M. (1999). *Equity sensitivity and job performance: A test of a mediation model*. Society for Industrial and Organizational Psychology, Atlanta, Georgia.
40. Burroughs, S.M., Bing, M. N., & James, L. R. (1999). *Reconsidering how to measure employee reliability: An empirical comparison of self-report and conditional reasoning methodologies*. Society for Industrial and Organizational Psychology, Atlanta, Georgia.
41. Burroughs, S.M., Bing, M. N., & James, L. R. (1999). *Effects of personality and job stressors on affective reactions and aggressive work behaviors*. American Psychological Association/National Institute for Occupational Safety and Health Conference, Baltimore, Maryland.
42. Burroughs, S.M., & Bing, M. N. (1999). *An examination of calculator use on employment tests of mathematical ability*. Academy of Management, Chicago, Illinois.
43. Bing, M.N., & Lounsbury, J. W. (1997). *Openness and job performance in U.S.-based Japanese manufacturing companies*. Society for Industrial and Organizational Psychology, St. Louis, Missouri.
44. Brown, M.F., Bing, M. N., & Moore, J. (1995). *Spatial choice when access to visual spatial cues is restricted*. Psychonomic Society, Los Angeles, California.
45. Folk, C.L., & Bing, M. N. (1995). *Is visual conjunction search subject to a central bottleneck?* Psychonomic Society, Los Angeles, California.
46. Bing, M.N., & Folk, C. L. (1995). *Does the CPU supply the glue for feature conjunctions?* Eastern Psychological Association, Boston, Massachusetts.

Research Grants as Principal Investigator

- 2005: Bing, M. N., "Funding for Psychological Screening of Trainees in the Submarine Force", For the continuation and improvement of the Submarine Force's psychological screening program, SUBSCREEN (Fiscal Year 2005), Chief of Naval Operations-N779, (\$120,000).
- 2005: Bing, M. N., "Test and Evaluation of the Submarine Attrition Risk Test (SMART)", Validation of an intervention to prevent predictable psychological attrition conducted by the Submarine Force's psychological screening program, SUBSCREEN, 3-year longitudinal study, 6.4 Funding Category, Bureau of Medicine and Surgery, U.S. Navy, (\$685,000).
- 2004: Bing, M. N., "Funding for Psychological Screening of Trainees in the Submarine Force", For the continuation and improvement of the Submarine Force's psychological screening program, SUBSCREEN (Fiscal Year 2004), Chief of Naval Operations- N779, (\$120,000).
- 2004: Bing, M. N., "Distinguishing Clinical Depression from Malingering: A Feasibility Study", A 2-year study conducted by the Submarine Force's psychological screening program, SUBSCREEN, Fiscal Years 2004 & 2005, 6.1 Category Funding, Office of Naval Research, Core Funding Research Program, (\$226,000).

- 2003: Bing, M. N., "Funding for Psychological Screening of Trainees in the Submarine Force", For the continuation and improvement of the Submarine Force's psychological screening program, SUBSCREEN (Fiscal Year 2003), Chief of Naval Operations-N779, (\$120,000).
- 2002: Bing, M. N., "Funding for Psychological Screening of Trainees in the Submarine Force", Conducted extensive criterion-related validation study for the Submarine Force's psychological screening program, SUBSCREEN, resulting in an empirical predictor of psychological attrition,(Fiscal Year 2002), Chief of Naval Operations-N779, (\$50,000).
- 2002: Bing, M. N., "Funding for Psychological Screening of Trainees in the Submarine Force", For the continuation and improvement of the Submarine Force's psychological screening program, SUBSCREEN (Fiscal Year 2002), Chief of Naval Operations-N779, (\$120,000).

Technical Research Reports

- Whanger, J. C., Bing M.N., America, A., Lamb, J., & Severinghaus, R., "NAVSCREEN predicts psychological attrition during recruit training" (2008, Under Review).
- Whanger, J. C., Bing M.N., America, A., Lamb, J., & Severinghaus, R., "Psychological screening for the Submarine Service: Prediction of attrition and career progression using SUBSCREEN" (2008, Under Review).
- Bing, M. N., America, A., Lamb, J., & Severinghaus, R., "The prediction of submarine officer advanced course ascendancy from SUBSCREEN test scores: Addendum to NSMRL technical report 1238 for Appendix D" (2005).
- Bing, M. N., America, A., Lamb, J., & Severinghaus, R., "The prediction of submarine officer advanced course ascendancy from SUBSCREEN test scores" (2005).
- Bing, M. N., & Panduranga, A., "Analysis of the SUBSCREEN profile for an alleged double-homicide perpetrator: The preexisting condition of an antisocial personality pattern" (2004).
- Shobe, K. K., Bing, M.N., Horn, W., & Watenpaugh, D. E., "Submarine quality of life and physical fitness issues: Addendum to NSMRL Technical Report 1229" (2003).
- Shobe, K. K., Bing M.N., Duplessis, C., Dyché, J., & Fothergill, D., "Psychological, physiological, and medical impact of the submarine environment on submariners with application to VIRGINIA Class submarines" (2003).

Research Honors and Awards

Honors:

- 2008: Honorable Mention Runner-Up for Best Publication in 2007 in the journal *Organizational Research Methods* sponsored by the Research Methods Division of the Academy of Management: Bing et al. (2007). Integrating implicit and explicit social cognitions for enhanced personality assessment: A general framework for choosing measurement and statistical methods. *Organizational Research Methods*, 10 (2), 346-389.
- 1999: AOM - Student Representative, Chicago, IL - Summer 1999, Academy of Management Doctoral Consortium.
- 1999: CARMA Junior Scholar - Virginia Commonwealth University, Richmond, VA - Summer 1999, Center for the Advancement of Research Methods and Analysis (CARMA) Mini-Conference.
- 1995: Sigma Xi - Inducted into the Villanova University Chapter in Villanova, PA (2/95), Sigma Xi.

Awards:

- 2010: Best Assistant Professor Researcher of the Year Award for Excellence in Research, University of Mississippi, School of Business Administration.
- 2008: Best Research Paper of the Year Award: Bing et al. (2007). An integrative typology of personality assessment for aggression: Implications for predicting counterproductive workplace behavior. *Journal of Applied Psychology*, 92, 722-744. University of Mississippi, School of Business Administration.
- 2002: IPMAAC - Winner of the 26th International Student Paper Competition. Invited Address on Content of Paper at IPMAAC's 26th Annual Conference, New Orleans, LA - Summer 2002, International Personnel Management Association Assessment Council (IPMAAC).
- 1992: Received grant of \$1,000 funding scientific research and experimentation on animal cognition (6/92), Undergraduate Research Opportunities Program, University of Colorado, Boulder.

Teaching:

Courses Taught at University of Mississippi

Organizational Behavior – MBA Graduate Program, both residential and on-line programs
Selection and Placement – Senior-level undergraduate
Training and Development – Senior-level undergraduate
Human Resource Management – Junior/Senior-level undergraduate
Organizational Behavior – Junior/Senior-level undergraduate
Special Topics in Business – Senior-level undergraduate
Principles of Management – Junior/Senior-level undergraduate

Courses Taught at University of Tennessee, Chattanooga

Introduction to I/O Psychology – Upper-division undergraduate-level
Training and Development – Graduate-level
Organizational Psychology and Motivation – Graduate-level

Teaching Awards

2010: 1st Place – Best Business Plan Award: For faculty mentorship and sponsorship of the best new business plan student award winner in the School of Business Administration, University of Mississippi. Student competitor: Jack Smothers, Ph.D. Student in Management.

2010: 2nd Place – Business Week Faculty Support Competition: For innovative use of Business Week magazine in Business Courses, University of Mississippi, School of Business Administration.

2008: Most Outstanding MBA Professor of the Year Award for Excellence in Teaching, University of Mississippi, School of Business Administration.

Other Teaching Activities

University of Mississippi - Supervised Research (Undergraduate)

2008: Served as Ms. Inneka Minor's Mentor in the Ronald E. McNair Post-Baccalaureate Achievement Program. This program is one of 181 funded by the U.S. Department of Education. Through this program, first-generation, low-income students (and students from underrepresented groups in graduate studies) engage in scholastic undertakings that increase their chances for success in graduate school. Twenty-eight are selected each year for this unique opportunity, and of that group, nineteen are chosen to attend an intense, six-week research internship at The University of Mississippi. Ms. Inneka Minor was chosen for the intense six-week internship, and I served as her mentor in the summer of 2008. This six-week internship has resulted in a manuscript which was accepted for presentation at the Society for Industrial and Organizational Psychology's National Conference in New Orleans, Louisiana. An extended version of this manuscript has now been published in the *Journal of Vocational Behavior*.

University of Mississippi - Independent Studies

2008: Special Topics Course in Business: This special topics course entailed a project requiring advanced database analyses and the learning and understanding of statistical concepts relevant to those analyses. Through completing this exercise in database analysis the student acquired applied experience in the measurement of individual differences and personnel selection practices, including calculations for determining test reliability, test validity (e.g., criterion-related validity), and optimal cut-points for establishing selection decisions.

2007: Directed an Independent Study for an undergraduate student in Business 400, Special Topics in Business.

2006: Directed an Independent Study as a precursor to an Honors Thesis for an undergraduate student. Completed in May of 2006.

Service:

Service to the University

Department Assignments:

Coordinator:

2006: Coordinated Dr. David G. Allen's Visit to the Department of Management and his Colloquium Talk Entitled: 'The Flow of Human Capital Into and Out of Organizations: Web-Based Recruitment'

Faculty Advisor:

2007-2008: Society for Human Resource Management (SHRM): Ole Miss Student Chapter: Served as the Faculty Advisor to the Ole Miss SHRM Student Chapter

Other Institutional Service Activities:

- 2011: Presented a Colloquium for the Department of Management and Ph.D. Graduate Students in the School of Business Administration; the talk was entitled: 'Relationships Between Employee Dispositional Aggression and Counterproductive Workplace Behaviors'
- 2009: Presented a Colloquium for the Department of Management and Ph.D. Graduate Students in the School of Business Administration; the talk was entitled: 'A Meta-Analysis of the Research on Political Skill and Job Performance'
- 2009: Served as Subject Matter Expert (SME) for Management Faculty Associate Professor Milorad Novicevic with respect to graphing and interpreting a 3-way interaction from a moderated multiple regression equation. The equation was used to test a liability-of-foreignness (LOF) hypothesis in which immigrant status, human resource training, and career plateauing all interact to predict hourly wage income.
- 2006: Presented a Colloquium for the Department of Management and its Graduate Student Ph.D. Program; the talk was entitled: 'Moral Identity Development in Business Students: Predictors of Starting Points and Rates of Change'
- 2006: Guest Lecturer in Mgmt679, Graduate Student Ph.D.-Level Course, Lecture Title: 'Past, Present and Future of Methods Used in OB/HRM'
- 2006: Presented a Colloquium for the Department of Management and its Graduate Student Ph.D. Program; the talk was entitled: 'An Integrative Typology of Personality Assessment for Aggression: Implications for Predicting Counterproductive Workplace Behavior'
- 2005: Presented a Colloquium for the Department of Management and its Graduate Student Ph.D. Program; the talk was entitled: 'Improvements and Expansions in the Psychological Screening of Submariners: A Timeline and Description of Scientific, Organizational, and Stakeholder Events'

College Assignments:

Coordinator:

- 2010: Undergraduate Program Service: Coordinated Mr. Michael Fann's Visit to the School of Business Administration and his Guest Lecture to the Undergraduate Human Resource Management Class entitled: 'The Risk Control Impact of Workplace Incivility'
- 2007: SBA and MBA Graduate Program Service: Coordinated Mr. Andy Taggart's visit to the School of Business Administration, his recognition as an Otho Smith Fellow (i.e., the highest recognition that the SBA awards to visiting executives), and his Colloquium Talk entitled: 'Power and Politics in Mississippi'
- 2007: SBA and MBA Graduate Program Service: Coordinated Mr. Charles Vianey's Visit to the School of Business Administration and his Colloquium Talk to the MBA Program entitled: 'IBM Transformation: Building an Innovation Company for the 21st Century'

Member:

- 2007-present: MBA Committee Member: Serving as member of MBA Committee to help decide MBA and PMBA Program directions, structures, curriculum, etc.
- 2009-2010: MBA Committee: Serving as member of MBA Subcommittee to generate Academic Qualification standards to teach MBA-level courses as part of the AACSB accreditation process.

Other Institutional Service Activities:

- 2008-2011: Served as Subject Matter Expert for Marketing Faculty Associate Professor Doug Vorhies on testing for the statistical significance of simple slopes in moderated multiple regression (MMR) equations (2010-2011). Served as Subject Matter Expert for Management Faculty Assistant Professor Chris Thomas on developing shortened versions of full scales/questionnaires (2010-2011). Also advised Chris Thomas on testing models of

full versus partial mediation via regression (e.g., the Baron & Kenny, 1986, technique) and structural equation modeling (SEM). Explained the strengths and weaknesses of each technique, the correct estimates of mediated effects, as well as the specific statistical tests used to determine full versus partial mediation (2009-2010). Served as Subject Matter Expert for Marketing Faculty Associate Professor Stephanie Noble on (1) testing the equivalence of causal paths in structural equation models (SEM; 2009-2010), (2) using random coefficient modeling (RCM) to optimize analyses of nested data (2009-2010), and (3) dichotomizing continuous variables for increasing statistical power contingent upon knowledge of the number of reliable categories quantified by the continuous variables in light of the Standard Error of the Measurement for the variables in question (2008-2009).

- 2007-2011: Advised and taught the following PhD students in the SBA on research methods and statistical analyses: Jack Smothers, Charles Eason, and Megan Keith (advised and taught the students on calculations of scale reliability, and on testing interactions using general linear models, 2011); Laura Williams (advised student on (a) solutions to method bias in CFA/SEM analyses and (b) testlets/parcels in CFA/SEM analyses, 2009-2010); Jack Smothers (advised and taught student on assumptions underlying ordinary least squares (OLS) regression, including linearity, normality, and homoscedasticity, 2009-2010); Webin Sun (advised and taught student why correlations and multiple regression equations obtain different results as a function of multicollinearity, suppression effects, degree of freedom changes, etc., 2009-2010); Mario Hayek (advised the student on how to generate testlets (i.e., parcels) from individual items within their respective scale to increase the stability of the correlation matrix for structural equation modeling analyses, 2009-2010); Ceri M. Nishihara and Joseph Price (provided guidance on how to increase the precision of measurement in questionnaire items via controlling for frame-of-reference effects with item contextualization, 2009-2010); Leigh Ann Bynum (tutored student on complex interactions and how to generate a priori hypotheses for complex interactions for her study on equity sensitivity, psychological contracts, and physician satisfaction, 2009-2010); Mario Hayek (helped to generate a causal model specifying the antecedents and outcomes of status inconsistency in relation to Mario's work on first generation inheritors of family businesses, 2008-2009); Kaushik Ghosh (provided guidance on item selection for scale development, specification of quality and quantity of output indicators, CFA and SEM analyses for discriminant validity, construct validity, structural model tests, and multi-level modeling, 2008-2009); Russell Clayton (provided guidance on quantifying the research and academic impact of a single published article, 2008-2009); Elmira Bogoviyeva (illustrated how to conduct data analyses for testing 3-way interactions, 2008-2009); Wenbin Sun (provided instruction on how to eliminate multicollinearity in moderated multiple regression, 2007-2008); Elmira Bogoviyeva (provided guidance on data entry and analysis for multi-factorial mixed MANOVA research designs, 2007-2008).
- 2008-2009: Served as Subject Matter Expert (SME) to Associate Professor of Marketing Doug Vorhies with respect to graphing 3-way interactions from moderated multiple regression equations. Also served as SME to Associate Professor Doug Vorhies with respect to modeling and interpreting curvilinear effects of predictors in the presence of interactive effects using polynomial regression equations.
- 2009: Guest Speaker/Discussant along with Doug Vorhies in Robert VanNess' Ph.D. Seminar Entitled: 'Entering the Profession.' The discussion was on publication advice, in particular on increasing the probability of publishing manuscripts in top-tiered research outlets.
- 2007-2008: Served as Subject Matter Expert for Marketing Faculty Associate Professor Victoria Bush on the graphing and interpretation of 2-way interactions using Moderated Hierarchical Multiple Regression (MHMR) for her co-authored paper entitled: 'The Moderating Role of Marketing Employee Development in Improving Firm-Level Marketing Capabilities: Implications for Performance.'
- 2008: Presented a Colloquium for the School of Business Administration (SBA) and the SBA's Graduate Student Ph.D. Program; the talk was entitled: 'Interventions to Reduce Academic Cheating: An Experimental Investigation'
- 2006-2007: Served as a subject matter expert on research methods and statistics to PhD students: Advised the following PhD students in the SBA on statistical analyses, scale development, research methods, and/or research design: Joyce Heames (structural equation modeling for her dissertation), Elmira Bogoviyeva (research design), Kaushik Ghosh (scale development), Jamison Posey (suppression and mediation in regression), and Minu Kumar (polynomial regression and moderated multiple regression).

Program Representative:

2006: University of Mississippi, School of Business Administration: Volunteer Interviewer for Scholars Day, 2006

University Assignments:

Chair:

2010-present: University of Mississippi, School of Business Administration: Chair of Doctoral Dissertation (Student: Jack Smothers)

2000-2001: University of Tennessee, Chattanooga: Chair of Master's Thesis (Student: Jayson B. VanHook)
1999-2000: University of Tennessee, Chattanooga: Chair of Master's Thesis (Student: Tim Davis)

Coordinator:

2011: University of Mississippi, Faculty Senate, Academic Affairs Subcommittee: Served as the lead author for coordinating the revisions and the rewriting of the class attendance and absenteeism policy for the Undergraduate Student Catalog at Ole Miss in 2011

Faculty Sponsor:

2006-2007: University of Mississippi Paintball Team: Served as faculty sponsor for Ole Miss Paintball Team by requesting official excusals from class for team members for competitions, tracking team progress, and monitoring team activities.

Member:

2011-present: University of Mississippi, Copyright Committee Member
2010-2011: University of Mississippi, School of Business Administration: Doctoral Dissertation Committee Member (Student: Mario Hayek)
2006-2011: University of Mississippi, Faculty Senate: Member of Faculty Senate at Ole Miss representing the Department of Management in the School of Business Administration, 1/16/2007 to present. Served on the Faculty Senate's Subcommittee for Academic Support from 1/16/2007 to 9/8/2008. Also, serving on Academic Affairs Faculty Senate Subcommittee from 9/9/2008 to present.
2005-2009: University of Mississippi, School of Business Administration: Doctoral Dissertation Committee Member (Student: Jennifer Ziegelmayr)
2008-2009: University of Mississippi, School of Business Administration: Doctoral Dissertation Committee Member (Student: Elmira Bogoviyeva)
1999-2000: University of Tennessee, Chattanooga: Member of Master's Thesis Committee (Student: Craig Wrights)

Other Institutional Service Activities:

2009: Meeting with SACS Visitors on QEP: Meeting with SACS visitors to UM at the request of the Provost's Office along with other Assistant Professors to discuss QEP

Workshop:

2008: Conducted Faculty Development Luncheon Workshop for the Office of the Provost: Presented a workshop for the Office of the Provost via the Center for Excellence in Teaching and Learning's Faculty Development Luncheon Workshop entitled: 'Interventions to Reduce Academic Cheating: An Experimental Investigation.'

Service to the Profession

Board Member: Editorial Review Board

2008-present: *Journal of Applied Psychology*, Serving on the Editorial Board and reviewing manuscript submissions to the *Journal of Applied Psychology*.

2007-present: *Organizational Research Methods*, Serving on the Editorial Board and reviewing manuscript submissions to the journal *Organizational Research Methods*, as well as conducting reviews for books on research methods and statistical analyses.

2011-present: *Journal of Business and Psychology*, Serving on the Special Issue Editorial Review Team and reviewing manuscript submissions to the *Journal of Business and Psychology* for the special issue entitled: "Nothing, Zilch, Nil: Advancing Organizational Science One Null Result at a Time"

Chair: Conference / Track / Program

2008-2009: Southern Management Association Annual Meeting, Served as OB Track Chair for the SMA 2009 Conference. The OB track is the largest and most visible of the SMA tracks. Duties include acquiring conference reviewers, assigning reviewers to manuscript submissions, accepting/rejecting submissions to the OB division, generating/editing conference documents, etc.

Invited Lectures

2006: Colorado State University, Presented a Colloquium for Colorado State University's Department of Psychology; the talk was entitled: 'An Integrative Typology of Personality Assessment for Aggression: Implications for Predicting Counterproductive Workplace Behavior', Fort Collins, Colorado.

2006: United States Air Force Academy, Presented a Colloquium for the United States Air Force Academy's Department of Behavioral Sciences; the talk was entitled: 'Improvements and Expansions in the Psychological

Screening of Submariners: A Timeline and Description of Scientific, Organizational, and Stakeholder Events', Colorado Springs, Colorado.

Reviewer - Book / Textbook

2011: *Organizational Research Methods*, Wrote a book review as an Editorial Board Member for the journal *Organizational Research Methods*, 14, 398-402. Reviewer: Bing, M. N. Book Title: Cudeck, R., & MacCallum, R. C. (Eds.) (2007). Factor analysis at 100: Historical developments and future directions. Mahwah, NJ: Lawrence Erlbaum.

2009: *American Psychological Association*, Reviewed book proposal for the APA; the book was entitled 'Assessing the Implicit Personality via Conditional Reasoning'.

Reviewer: Ad Hoc Reviewer for a Journal

2011 *Human Resource Management Review*, Reviewer for a special issue on implicit traits and attitudes within organizational behavior and human resource management research.

2010-present: *Personnel Psychology*, Reviewing manuscripts for publication consideration on personnel selection, personality measurement, workplace aggression, narcissism, motivation, employee well-being, and extra-role work behaviors.

2010-present: *Academy of Management Learning and Education*, Reviewing manuscripts for publication consideration on MBA leadership, learning theories, self-evaluation, and general management and organizational educational issues.

2010-present: *Journal of Managerial Issues*, Reviewing manuscripts for publication consideration on HR selection, personality theory and measurement, test and scale development and validation, research methods and statistical analysis, and individual differences in general.

2010-present: *Learning and Individual Differences*, On ad hoc reviewer list to review manuscripts for publication consideration on individual differences in learning abilities, habits, and styles, and on assessments of those individual differences.

2008-present: *Human Performance*, Reviewing manuscripts for publication consideration on psychological assessment, test development and validation, and counterproductive workplace behavior.

2008-present: *Journal of International Business Studies*, On ad hoc reviewer list to review manuscripts for publication consideration on international business studies with an emphasis in research methods, statistical analyses, and/or organizational citizenship behaviors.

2007-2010: *Journal of Business and Psychology*, Reviewing manuscripts for publication consideration on psychological assessment, test development and validation, personnel selection, and personality measurement.

2003-2009: *Journal of Applied Psychology*, Reviewing manuscripts for publication consideration on psychological assessment, test development and validation, personnel selection, personality measurement, workplace aggression, motivation, faking, and socially desirable responding.

2006-2007: *Organizational Research Methods*, Reviewing manuscripts for publication consideration on research methods and statistical analyses.

2004-2005: *Group and Organization Management*, Reviewing manuscripts for publication consideration on equity sensitivity, personal organization fit, and organizational justice.

Reviewer: Article / Manuscript

2010-present: International Personnel Assessment Council (IPAC), Reviewing papers for IPAC's James C. Johnson Student Paper Competition.

Reviewer: Conference Paper

2003-2004: Academy of Management, Reviewing conference submissions on personality testing, equity sensitivity, workplace counterproductivity, and test validation.

Acknowledgements: Acknowledged Contribution to Article in *Organizational Research Methods*

2010: Stone-Romero, E. F., & Rosopa, P. J. (8 July 2010). Experimental Tests of Mediation Models: Prospects, Problems, and Some Solutions. *Organizational Research Methods*. DOI: 10.1177/1094428110372673. "The authors are very grateful to Jose Cortina, Larry James, and Mark Bing for their very helpful feedback on an earlier version of this article

Service to the Community

Other Community Service Activities

2006-2008: Pro Bono, Subject Matter Expert in Human Resources Survey Design and Data Analysis: Whirlpool Corporation, Oxford Division. Served as pro bono subject matter expert for survey design, data analysis, and generation of preliminary report for the Employee Engagement Survey conducted at Whirlpool Corporation, Oxford Division. Point-of-Contact (POC) for 2006 and 2007, Rebecca Latil; POC for 2008, William Nicholas.

Consulting:

- 2010-2011: U.S. Navy, Submarine Service. Serving as pro bono Subject Matter Expert for the psychological screening of prospective submariners in the submarine service training pipeline.
- 2010: StrategicWEALTH. Serving as Compensation Expert and Organizational Behavior Analyst for the design of a new sales force compensation system with a multi-faceted bonus structure.
- 2008-2010: Baker, Donelson, Bearman, Caldwell & Berkowitz, PC. Served as Subject Matter Expert and Job Analyst regarding essential job functions in occupations and subsequent educational requirements for those occupations, as well as the knowledge, skills, and abilities required to reach adequate to superior levels of performance in those occupations. Also served as Subject Matter Expert regarding executive capacity and status of employees attempting to obtain working visas under review by the Department of Homeland Security.
- 2006-2008: Whirlpool Corporation, Oxford Division, Survey Design Expert and Data Analyst. Served as pro bono subject matter expert for survey design, data analysis, and generation of preliminary report for the Employee Engagement Survey conducted at Whirlpool Corporation, Oxford Division.
- 2005-2006: U.S. Navy, Naval Submarine Medical Research Laboratory, Groton, CT. Test Developer, Statistician, & Personnel Selection Consultant: Research design, personality test construction, and test validation involving analyses of factor structure, adverse impact, measurement equivalence, test fairness, differential validity, and criterion-related validity
- 1999: City of Chattanooga Personnel Department, Chattanooga, TN. Test Developer & Personnel Selection Consultant for the Police Officer Job Category
- 1998: Breed Technologies, Maryville, TN. Job Analyst: Conducted task-oriented job analyses for the production, maintenance, quality, & distribution technician positions; authored job descriptions
- 1998: AT&T Wireless, Seattle, WA. Selection Consultant: Authored assessment center rater training & coordinator manuals
- 1997: Thomas & Betts, Athens, TN. Selection Test Validation Consultant: Conducted job analysis; co-authored content validation study
- 1997: Sea Ray Boats, Knoxville, TN. Statistician & Author for technical report on selection test validation, use, & adverse impact
- 1997: Paragon Cable, Portland, OR. Statistician & Co-author for employee satisfaction & climate survey
- 1997: Denso, Maryville, TN. Statistician & Co-author for concurrent selection test validation study
- 1997: U.S. Department of Energy, Oak Ridge, TN. Developmental Assessment Center Rater & Feedback Report Co-author
- 1997: U.S. National Guard, Harrisburg, PA. Survey Developer, Administrator, & Statistician for concurrent validation study of personality & job performance
- 1997: Morton Bendix, Maryville, TN. Job Analyst: Conducted task-oriented job analyses for the production, maintenance, quality, & distribution technician positions; authored job descriptions
- 1997: Carolina, Greenville, Gwynne Valley, Hi Rocks, Illahe, & Rockbrook Summer Camps, Carolinas. Test Developer & Personnel Selection Specialist: Conducted worker-oriented job analysis; developed & validated a new personality selection test based on the Big-5 theory of personality; developed performance appraisal for the selection test predictive validity study; performed statistical analyses; co-authored test manual
- 1997: Bank of America, Southwestern U.S. Region. Project Manager for Selection Test Development: Conducted worker-oriented job analysis; developed & validated new telephone-administered personality selection test;

developed performance appraisal to provide criterion for the concurrent selection test validity study; performed statistical analyses; authored and copyrighted test manual and personality test

1997: Job Files, Denver, CO. Test Developer & Personnel Selection Specialist

1996: Athens Products, Athens, TN. Selection Test Validation Consultant: Conducted job analysis; co-authored content validation study

1996: Mikron Industries, Kent, WA. Co-author for content validation study of Tooling Assembly Operator & Maintenance Technician positions

1996: Michelin North America, Greenville, SC. Selection Test Validation Consultant: Conducted job analysis; co-authored content validation study

1996: AK Steel, Middletown, OH. Selection Test Validation Consultant: Conducted job analysis; performed statistical analyses for concurrent & predictive validation of personality test & extant measure of job knowledge; co-authored validation study

1996: Geon, Louisville, KY. Selection Test Validation Consultant: Conducted job analysis; co-authored content validation study

Military Briefings/Presentations:

1. *SUBSCREEN / SMART: ACTION PLAN PROPOSAL (INITIAL DRAFT) BY MR. TIM BLANCHARD (BOOZ/ALLEN/HAMILTON) AND DR. MARK BING (UNIV. OF MS); PRESENTATION TO UNPLANNED LOSS (UPL) WORKING GROUP, INCLUDING CAPT NORMAN MOORE, N1/N2/N34 OIC COMSUBPAC MANPOWER & PERSONNEL, MR. ED YAMASHIRO, N1/N00IG DIRECTOR COMSUBPAC MANPOWER & PERSONNEL, CAPT W. STEVENSON, OIC NAVAL SUBMARINE SUPPORT CTR. PEARL HARBOR, FT CMB. TORRISI, COMSUBPAC COMMAND MASTER CHIEF, OCTOBER 2010*
2. *TEST AND EVALUATION OF THE SUBMARINE ATTRITION RISK TEST (SMART) TO CAPT JOHN MURRAY, NAVAL SEA SYSTEMS COMMAND (NAVSEA), AND THE NAVSEA/ONR/BUMED ANNUAL PROGRESS REVIEW PANEL, JUNE 2005*
3. *SUBSCREEN PROGRAM: PSYCHOLOGICAL SCREENING IN THE SUBMARINE FORCE TO SUBMARINE ATLANTIC AND SUBMARINE PACIFIC FLEET MEDICAL REVIEW PANEL, APRIL 2005*
4. *IMPROVEMENTS AND EXPANSIONS IN THE PSYCHOLOGICAL SCREENING OF SUBMARINERS: A TIMELINE AND DESCRIPTION OF EVENTS TO CAPT DANIEL, COMMANDING OFFICER OF THE NAVAL SUBMARINE MEDICAL RESEARCH LABORATORY, FEBRUARY 2005*
5. *SUBSCREEN PROGRAM: PSYCHOLOGICAL SCREENING OF PROSPECTIVE SUBMARINERS TO THE WORKING GROUP FOR DoD DIRECTIVE 5210.42, NUCLEAR WEAPON PERSONAL RELIABILITY PROGRAM (PRP), JANUARY 2005*
6. *TEST AND EVALUATION OF THE SUBMARINE ATTRITION RISK TEST (SMART) TO THE DIRECTOR OF MEDICAL RESEARCH AND DEVELOPMENT, U.S. NAVY BUREAU OF MEDICINE AND SURGERY (BUMED), CAPT MCCARTHY, AND TO THE PROGRESS REVIEW PANEL FOR BUMED 6.4 RESEARCH PROTOCOLS, AUGUST 2004*
7. *SUBSCREEN PROGRAM: PSYCHOLOGICAL SCREENING OF PROSPECTIVE SUBMARINERS & THE TEST AND EVALUATION OF THE SUBMARINE ATTRITION RISK TEST (SMART) TO THE FORCE MEDICAL OFFICER AND MEDICAL STAFF OF THE COMMANDER, SUBMARINE FORCE, U.S. PACIFIC FLEET (COMSUBPAC), AUGUST 2004*
8. *DISTINGUISHING CLINICAL DEPRESSION FROM MALINGERING: A FEASIBILITY STUDY TO THE NAVY RESEARCH AND DEVELOPMENT CORE CAPABILITIES PROGRAM REVIEW PANEL FOR THE OFFICE OF NAVAL RESEARCH (ONR) AND THE BUREAU OF MEDICINE AND SURGERY (BUMED), JUNE 2004*
9. *SUBSCREEN PROGRAM: PSYCHOLOGICAL SCREENING OF PROSPECTIVE SUBMARINERS TO SUBMARINE ATLANTIC AND SUBMARINE PACIFIC FLEET MEDICAL REVIEW PANEL, MAY 2004*
10. *PSYCHOLOGICAL SCREENING OF SUBMARINERS: THE PREDICTION AND PREVENTION OF ATTRITION VIA THE SUBMARINE ATTRITION RISK SCALE (SARS) TO MS. ELLEN P. EMBREY, DEPUTY ASSISTANT SECRETARY OF DEFENSE FOR FORCE HEALTH PROTECTION AND READINESS, DEPARTMENT OF DEFENSE, U.S. GOVERNMENT, SEPTEMBER 2003*
11. *PSYCHOLOGICAL SCREENING OF SUBMARINERS: THE PREDICTION AND PREVENTION OF ATTRITION VIA THE SUBMARINE ATTRITION RISK SCALE (SARS) TO CAPT MCCARTHY, DIRECTOR, MEDICAL RESEARCH AND DEVELOPMENT, U.S. NAVY BUREAU OF MEDICINE AND SURGERY, JUNE 2003*

12. *THE USE OF SUBSCREEN'S SUBMARINE ATTRITION RISK SCALE (SARS) IN A MULTI-HURDLE SCREENING SYSTEM: THE PREDICTION AND PREVENTION OF SUBMARINER ATTRITION* TO CAPT LOTRING, COMMANDING OFFICER OF THE SUBMARINE LEARNING CENTER, JANUARY 2003
13. *THE USE OF SUBSCREEN'S SUBMARINE ATTRITION RISK SCALE (SARS) IN A MULTI-HURDLE SCREENING SYSTEM: THE PREDICTION AND PREVENTION OF SUBMARINER ATTRITION* TO CAPT HANSON, COMMANDING OFFICER OF NAVAL SUBMARINE SCHOOL, DECEMBER 2002
14. *THE PSYCHOLOGICAL SCREENING OF PROSPECTIVE SUBMARINERS: THE DEVELOPMENT AND VALIDATION OF THE SUBMARINE ATTRITION RISK SCALE (SARS)* TO CAPT RATTE, COMMANDING OFFICER OF NAVAL SUBMARINE BASE, NEW LONDON, OCTOBER 2002
15. *THE DEVELOPMENT, VALIDATION, AND APPLICATION OF SUBSCREEN'S SUBMARINE ATTRITION RISK SCALE (SARS)* TO CAPT DUVAL ARNAUD, COMMANDING OFFICER OF THE MENTAL HEALTH CLINIC OF THE NAVAL AMBULATORY CARE CENTER ON NAVY SUBMARINE BASE, NEW LONDON, OCTOBER 2002
16. *THE PSYCHOLOGICAL SCREENING OF PROSPECTIVE SUBMARINERS: THE DEVELOPMENT AND VALIDATION OF THE SUBMARINE ATTRITION RISK SCALE (SARS)* TO CAPT GOWER, ASSISTANT NAVAL ATTACHÉ FOR THE BRITISH EMBASSY, OCTOBER 2002
17. *THE USE OF SUBSCREEN'S SUBMARINE ATTRITION RISK SCALE (SARS) IN A MULTI-HURDLE SCREENING SYSTEM: THE PREDICTION AND PREVENTION OF SUBMARINER ATTRITION* TO RADM TRACY, COMMANDING OFFICER OF THE NORTHEAST REGIONAL SUBMARINE FLEET, SEPTEMBER 2002
18. *SUBMARINE PSYCHOLOGICAL SCREENING: THE DEVELOPMENT AND VALIDATION OF THE SUBMARINE ATTRITION RISK SCALE (SARS)* TO CAPT MILLER, DIRECTOR OF THE FUNDING FOR UNDERSEA WARFARE TRAINING AT THE NAVAL SEA SYSTEMS COMMAND (CNO-N779), JULY 2002
19. *SUBMARINE PSYCHOLOGICAL SCREENING: THE DEVELOPMENT AND VALIDATION OF THE SUBMARINE ATTRITION RISK SCALE (SARS)* TO SUBMARINE ATLANTIC AND SUBMARINE PACIFIC FLEET MEDICAL REVIEW PANEL, JULY 2002
20. *SUBMARINE PSYCHOLOGICAL SCREENING: THE DEVELOPMENT AND VALIDATION OF THE SUBMARINE ATTRITION RISK SCALE (SARS)* AT THE NAVAL UNDERSEA MEDICAL INSTITUTE ANNUAL (NUMI) CONFERENCE, JULY 2002
21. *REFERRALS TO THE MENTAL HEALTH CLINIC ON THE BASIS OF SUBSCREEN ANALYSIS* TO LCDR HALPIN, GROUP MEDICAL OFFICER OF NORTHEAST REGIONAL SUBMARINE GROUP TWO, MAY 2002
22. *SUBSCREEN: PSYCHOLOGICAL SCREENING OF PROSPECTIVE SUBMARINERS* TO RADM TRACY, COMMANDING OFFICER OF THE NORTHEAST REGIONAL SUBMARINE FLEET, MAY 2002
23. *SUBSCREEN: PSYCHOLOGICAL SCREENING OF PROSPECTIVE SUBMARINERS* TO RADM SULLIVAN, DIRECTOR OF SUBMARINE WARFARE (CNO-N77), MARCH 2002
24. *MEETING A MANUAL OF THE MEDICAL DEPARTMENT REQUIREMENT (ARTICLE 15-69) VIA THE SUBSCREEN TEST* TO CAPT LUZ, COMMANDING OFFICER OF THE NAVAL HEALTH RESEARCH CENTER, FEBRUARY 2002
25. *PSYCHOLOGICAL SCREENING OF SUBMARINERS* TO CAPT JOHNSON, DIRECTOR OF THE FUNDING FOR UNDERSEA WARFARE TRAINING AT THE NAVAL SEA SYSTEMS COMMAND (CNO-N779), JANUARY 2002
26. *MEETING A MANUAL OF THE MEDICAL DEPARTMENT REQUIREMENT (ARTICLE 15-69) VIA THE SUBSCREEN TEST* TO CDR KOWALSKI, COMMANDING OFFICER OF THE MENTAL HEALTH CLINIC OF THE NAVAL AMBULATORY CARE CENTER ON NAVY SUBMARINE BASE, NEW LONDON, JANUARY 2002
27. *MEETING A MANUAL OF THE MEDICAL DEPARTMENT REQUIREMENT (ARTICLE 15-69) VIA THE SUBSCREEN TEST* TO MR. FREEMAN, SCIENCE ADVISOR TO VADM GROSSENBACHER, COMMANDING OFFICER OF THE SUBMARINE ATLANTIC FLEET, JANUARY 2002
28. *EFFECTS OF SUBMARINER EXPERIENCE & PLATFORM TYPE ON CLINICAL ANXIETY IN SUBMARINERS* TO SUBMARINE ATLANTIC AND SUBMARINE PACIFIC FLEET MEDICAL REVIEW PANEL, JANUARY 2002
29. *MEETING A MANUAL OF THE MEDICAL DEPARTMENT REQUIREMENT (ARTICLE 15-69) VIA THE SUBSCREEN TEST* TO SUBMARINE ATLANTIC AND SUBMARINE PACIFIC FLEET MEDICAL REVIEW PANEL, JANUARY 2002
30. *PSYCHOLOGICAL SCREENING OF SUBMARINERS: THE PREDICTION & PREVENTION OF ATTRITION* TO CAPT HANSON, COMMANDING OFFICER OF NAVAL SUBMARINE SCHOOL, OCTOBER 2001
31. *PSYCHOLOGICAL SCREENING OF SUBMARINERS* TO CAPT JOHNSON, DIRECTOR OF THE FUNDING FOR UNDERSEA WARFARE TRAINING AT THE NAVAL SEA SYSTEMS COMMAND (CNO-N779), SEPTEMBER 2001

32. *PSYCHOLOGICAL ISSUES FOR SUBMARINERS AND NAVAL PERSONNEL* TO RADM TRACY, COMMANDING OFFICER OF THE NORTHEAST REGIONAL SUBMARINE FLEET, SEPTEMBER 2001
33. *PSYCHOLOGICAL ISSUES FOR SUBMARINERS AND NAVAL PERSONNEL* TO SUBMARINE ATLANTIC AND SUBMARINE PACIFIC FLEET MEDICAL REVIEW PANEL, JULY 2001

Other Honors and Awards

Honors:

- 1992: Phi Beta Kappa - Inducted into Alpha of Colorado Chapter in 6/92, University of Colorado, Boulder.
- 1992: Honors Student in General Honors & Psychology Department, University of Colorado, Boulder.
- 1991: Psi Chi - Member of the National Honor Society in Psychology; inducted into the Boulder Chapter in 3/91, University of Colorado, Boulder.
- 1990: Exchange student in the University of Colorado's International Education Program (1/90 - 5/90), L'University de Savoie.
- 1988: Arnold Scholar - received award for academic contributions made in Farrand Hall 3/88, University of Colorado, Boulder.
- 1988: Dean Scholar - Fall 1988, University of Colorado, Boulder.
- 1987 - 1991: Dean's List - Fall 1987 to Spring 1991, University of Colorado, Boulder.

Awards:

- 1990: International Education Program Scholar - received grant of \$1,500 funding study abroad (1/90 to 5/90), L'University de Savoie, Exchange Program with University of Colorado, Boulder.

Memberships

- Academy of Management
 - American Psychological Association
 - Center for the Advancement of Research Methods and Analysis
 - Phi Beta Kappa Society
 - Society for Industrial and Organizational Psychology
 - Memphis Industrial and Organizational Psychologists
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