
H. Kristl Davison, Ph.D.

Clinical Professor of Management

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School of Business Administration
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Academic Background

Ph.D. Tulane University, New Orleans, LA, Industrial/Organizational Psychology, 2001

M.S. Tulane University, New Orleans, LA, Industrial/Organizational Psychology, 1995

B.S. Tulane University, New Orleans, LA, Psychology, German, 1992

Work Experience

Academic Experience

Clinical Assistant Professor of Management, University of Mississippi (August, 2005 - Present). Taught upper-level undergraduate courses in Principles of Management, Human Resource Management, Organizational Behavior, Strategic Management, Compensation, Personnel Selection, Training & Development, and Employee Relations.

Assistant Professor, University of Hartford (2001 - 2005). Directed Master of Science in Organizational Behavior program, 2001 - 2004. Taught graduate courses in Personnel Psychology, Organizational Behavior, Experimental Design, and Research Methods.

Taught undergraduate courses in Research Methods, Inferential Statistics, Psychology Applied to the Workplace, and Honors Seminar: The Meaning of Money.

Taught special seminar for Graduate Institute of Professional Psychology (Psy.D. program) entitled 'Consultation in Healthcare Settings: Systems Perspectives.'

Served as Assistant Principal Investigator, Title II Teacher Quality Enhancement Grant, on a project designed to identify and assess dispositional predictors of teacher success.

Received grant to incorporate technology into graduate Experimental Design course.

Chaired Master's and Honors Thesis committees for graduate and undergraduate students.

Served on Honors Committee and as Advisor to Psi Chi.

Assistant Professor, University of Tennessee at Chattanooga (2000 - 2001). Taught graduate courses in Human Resource Selection, Job and Performance Measurement, and Compensation. Taught undergraduate Tests and Measurements courses and laboratories. Served on Master's and Honors Thesis committees for graduate and undergraduate students.

Research Assistant, Tulane University, Department of Psychology (1996 - 1996). Led research team of undergraduates investigating perceptions of computer adaptive and computer-based testing.

Non-Academic Experience

National

Specialist-Employee Development, Verizon/GTE Human Resources (1998 - 2000). Developed sampling strategy and targeted participants for a large-scale computerized testing project (GTEST) covering over 1,500 job titles. Managed collection of test and criterion data from over 1,950 employees and 650 supervisors for the GTEST project. Coordinated review and update of job titles, administration materials, and software for implementation of GTEST computerized testing. Conducted content and criterion-related validation of tests and interviews for various hourly and exempt job titles. Coordinated development of computer-based training software for structured interview development and administration. Developed structured interviews for various hourly and exempt job titles. Developed on-line database systems for tracking test and interview requirements. Prepared guidelines and conducted in-depth testing of computer-based testing software. Investigated and responded to testing incidents and requests for ADA test accommodations. Supervised graduate-level interns and temporary employees.

Intern-Employee Selection, GTE Human Resources (1998 - 1998). Coordinated collection of pilot study data from 2,000 participants for

GTEST Project. Conducted content validation studies to develop structured interviews and validated testing for various hourly and exempt job titles. Prepared test administration guides and test previews for various job titles. Conducted in-house structured interview and test administration training. Supervised temporary employees performing scheduling of GTEST study participants.

Compensation Consultant, The Waters Consulting Group, Inc. (1997 - 1998). Designed a skill-based/broadband pay system for the City of Waco, Texas. Designed traditional step-based and pay-for-performance systems for the following public sector organizations: City of Slidell, Louisiana; City of Thibodaux, Louisiana; City of Greenville, South Carolina; Linn County, Iowa; McClennan County, Texas. Conducted salary surveys and job evaluations, prepared job descriptions, and audited jobs to determine employee requirements. Provided expert consultation and training to public and private sector organizations on skill-based pay, executive and sales compensation, and criterion-related validation. Conducted training on compensation and performance appraisal software.

Intern, Louisiana Department of Civil Service (1995 - 1997). Developed a standardized performance appraisal system for over 60,000 state employees. Designed employee attitude surveys and analyzed results. Prepared reports on compensation strategies and performance appraisal techniques.

Consulting

2010: StrategicWEALTH, Served as Compensation Expert and Organizational Behavior Analyst for the design of a new sales force compensation system with a multi-faceted bonus structure.

2010: Baker Donelson Law Firm, Oxford, MS, 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.

2008: Baker Donelson Law Firm, Oxford, MS, 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.

2002: Leadership Research Institute, Middletown, CT, Served as Statistical Analyst for the performance of exploratory and confirmatory factor analyses of organizational attitude data.

2001: McKee Foods Corporation, Collegedale, TN, Served as Statistical Analyst in the investigation of demographic and other pre-employment predictors of turnover.

Teaching

Courses Taught

Scheduled courses: Compensation Management, Employee Relations, Human Resource Management, Management of Strategic Planning, Organization Behavior, Principles of Management, Selection and Placement, Training and Development

Other courses:

Teaching Honors and Awards

Award

2010: 1st Place - BusinessWeek Faculty Support Competition: For innovative usage of BusinessWeek magazine in Ole Miss Business Courses. University of Mississippi School of Business Administration.

Research/Intellectual Contributions:

Refereed Articles

Bing, M. N., Davison, H. K., Vitell, S., Ammeter, A., Garner, B., Novicevic, M., (in press, 2011). An Experimental Investigation of an Interactive Model of Academic Cheating. *Academy of Management Learning and Education*.

Davison, H. K., Maraist, C. C., & Bing, M. N. (2011). Friend or Foe? The Promise and Pitfalls of Using Social Networking Sites for HR Decisions. *Journal of Business and Psychology*, 26, 153-159.

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.

Bing, M. N., Davison, H. K., Minor, I., Novicevic, M. M., & 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.

Davison, H. K., Maraist, C. C., Hamilton, R., & Bing, M. N. (in press, 2011). To Screen or Not to Screen? Using the Internet for Selection Decisions. *Employee Responsibilities and Rights Journal*.

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.

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.

Davison, H. K. & Bing, M. N. (2009). Content validity does matter for personality tests. *Industrial and Organizational Psychology*:

Perspectives on Science and Practice, 2, 501-503.

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 (Invited Submission). *International Journal of Management*, 26, 436-444.

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 measure of workplace deviance. *Journal of Applied Psychology*, 94, 207-215.

Vitell, S. J., Bing, M. N., Davison, H. K., Ammeter, A. P., Garner, B. L., & M. M. Novicevic, (2009). Religiosity and moral identity: The mediating role of self-control. *Journal of Business Ethics*, 88, 601-613.

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.

Davison, H. K., Bing, M. N., Hutchinson, E. B., & Pratt, L. J. (2008). Confounding issues in the deadweight loss of gift-giving. *Journal for Economic Educators*, 8 (1), 1-14.

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.

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.

Bing, M. N., LeBreton, J. L., 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.

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.

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.

Ghorbani, N., Watson, P. J., Krauss, S. W., Davison, H. K., & LeBreton, D. L. (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.

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: Developmental, Learning, Personality, and Social*, 23, 111-123.

Ghorbani, N., Watson, P. J., Bing, M. N., Davison, H. K., & LeBreton, D. L. (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.

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.

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.

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.

Johnson, J. W., Carter, G. W., Davison, H. K., & Oliver, D. H. (2001). A synthetic validity approach to testing differential prediction hypotheses. *Journal of Applied Psychology*, 86, 774-780.

Hood, R. W., Ghorbani, N., Watson, P. J., Ghramaleki, A. F., Bing, M. N., Davison, H. K., Morris, R. J., & Williamson, P., (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.

Davison, H. K. & Burke, M. J. (2000). Sex discrimination in simulated employment contexts: A meta-analytic investigation. *Journal of Vocational Behavior*, 56, 225-248.

Cortina, J. M., Goldstein, N. B., Payne, S. C., Davison, H. K., & Gilliland, S. W. (2000). The incremental validity of interview scores over and above cognitive ability and conscientiousness scores. *Personnel Psychology*, 53, 325-351.

Burke, M. J., Rupinski, M. T., Dunlap, W. P., & Davison, H. K. (1996). Do situational variables act as substantive causes of relationships between individual difference variables? Two large-scale tests of 'common cause' models. *Personnel Psychology*, 49, 573-598.

Fowler, S. C., Davison, H. K., & Stanford, J. A. (1994). Unlike haloperidol, clozapine slows and dampens rats' forelimb force oscillations and decreases force output in a press-while-licking behavioral task. *Psychopharmacology*, 116, 19-25.

Papers Under Review

Davison, H. K., Mishra, V., Bing, M. N., & Frink, D. D. (2011). "Peer evaluations and teammate accountability: How individual

performance affects peer evaluations in classroom teams," 1st revise and resubmit to Journal of Management Education.

Davison, H. K. (2011). "The paradox of the contented female worker: Why are women satisfied with less pay?," Initial submission to Basic And Applied Social Psychology.

Refereed Proceedings

Abstract Only

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

Davison, H. K., Stewart, S. M., & Bing, M. N. (2011). "Construct validation of a non-self report measure of workplace deviance".

Robinson, R. K., Davison, H. K., Vitell, S., & Cousley, S. (2011). "Affirmative inaction: The effects of Ricci v. DeStefano on disparate impact discrimination and affirmative action" targeted for Journal of Business Ethics.

Bing, M. N., Davison, H. K., & LeBreton, J. L. (2011). "The Frame-of-Reference Effect in Conditional Reasoning Tests".

Davison, H. K., Hamilton, R., Crawford, A., & Roedder, C. (2010). "How obsession with money affects perceptions and attitudes regarding pay".

Bing, M. N., Davison, H. K., Bush, D., 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".

Franklin, G., Robinson, R. K., Novicevic, M., & Davison, H. K. (2007). "Post-Tenure Review in Higher Education".

Bing, M. N., Davison, H. K., Post, J. M., & Davis, T. J. (2007). "Frame-of-reference effects in personality testing revisited: An investigation of incremental validity in an organizational setting".

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".

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".

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., Davison, H. K., Garner, B., & Novicevic, M. (2006). "Organizational attraction, religiosity, and spirituality: An initial test of an ASA model".

Davison, H. K., Maraist, C., Brief, A. P., Dietz, M. A., & O'Shea, D. P. (2006). "Does money matter? The influence of pay on subjective well-being".

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. (2006). "A meta-analysis of the relationship between cognitive ability and personality across selection and research settings".

Presentation of Refereed Papers

International

Bing, M. N., Whanger, J. C., Davison, H. K., & VanHook, J. B. (2002). Incremental validity of the frame-of-reference effect in personality scale scores: A replication and extension. International Personnel Management Association Assessment Council, New Orleans, Louisiana.

National

Bing, M. N. & Davison, H. K. (2010). The Frame-of-Reference Effect in Conditional Reasoning Tests. Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Bing, M. N., Davison, H. K., Vitell, S., Ammeter, A., Garner, B., M. Novicevic, (2010). An Experimental Investigation of an Interactive Model of Academic Cheating. Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Maraist, C. C. & Davison, H. K. (2010). Networking Opportunity on Uses of Social Networking Websites in HR. Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Bing, M. N., Kluemper, D. H., Davison, H. K., Taylor, S. G., & Novicevic, M. M. (2009). A Measurement of Faking That Enhances Personality Test Validity: Overclaiming's Suppression Effect. Academy of Management Meeting, Chicago, Illinois.

Bing, M. N., Davison, H. K., LeBreton, J. M., & Stewart, S. M. (2008). Dispositional Aggression and CWBs: New Findings for Affectivity and Personality. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Bing, M. N., Minor, I., Davison, H. K., & Novicevic, M. (2008). Meta-Analysis of the Research on Political Skill and Job Performance. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

- Bing, M. N., Davison, H. K., Stewart, S. M., & LeBreton, J. M. (2008). Examining the relationship between employee dispositional aggression and counterproductive workplace behaviors. Academy of Management Meeting, Anaheim, California.
- Davison, H. K., Maraist, C. C., Bing, M. N., Papinchock, J., Southwell, M., K. Tamanini, (2008). The Accidental Resumé: Legal and Practical Issues of E-Screening. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
- 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 Meeting, Atlanta, Georgia.
- Bing, M. N., Stewart, S. M., Davison, H. K., Green, P. D., McIntyre, M. D., L. R. James, (2006). An integrative model of assessment for aggression: Predicting counterproductive workplace behavior. Academy of Management Meeting, Atlanta, Georgia.
- 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.
- 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.
- Davison, H. K. & Bing, M. N. (2004). The multidimensionality of equity sensitivity: A case for apathy. American Psychological Association, Honolulu, Hawaii.
- Biderman, M. D., Davison, H. K., Swartout, K. .., & Newsome, M. (2003). Selecting for retention: Predicting turnover using alternative analytic techniques. Society for Industrial and Organizational Psychology, Orlando, Florida.
- Bing, M. N., Davison, H. K., LeBreton, D. L., & LeBreton, J. M. (2002). Issues and improvements in tests of mediation. Society for Industrial and Organizational Psychology, Toronto, Canada.
- Bing, M. N., Davison, H. K., Post, J. M., Davis, T. J., & Whanger, J. C. (2002). Frame-of-reference effects in personality testing revisited: Extension to an organizational setting. Academy of Management Meeting, Denver, Colorado.
- Bing, M. N., LeBreton, J. M., Migetz, D. Z., Vermillion, D. B., & 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, Canada.
- Davison, H. K. (2002). The paradox of the contented female worker: Why are women satisfied with less pay? Academy of Management Meeting, Denver, Colorado.
- Davison, H. K. & Bing, M. N. (2002). The measurement (and multidimensionality?) of the equity sensitivity construct. Society for Industrial and Organizational Psychology, Toronto, Canada.
- Bing, M. N., LeBreton, J. M., Migetz, D. Z., Vermillion, D. B., Davison, H. K., L. R. James, (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.
- Bing, M. N., Davison, H. K., Pratt, L. J., & Hutchinson, B. (2001). Latent growth modeling applied to Ohio proficiency tests. Association of Private Enterprise Education, Washington, District of Columbia.
- Davison, H. K. & Roedder, W. C. (2001). How obsession with money affects perceptions and attitudes regarding pay. Society for Industrial and Organizational Psychology, San Diego, California.
- Paullin, C. J., Carter, G. W., Chernyshenko, O., Davison, H. K., Houston, J. S., C. Cochran, (2000). Applying item response theory in the development of selection systems. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
- Johnson, J. W. & Davison, H. K. (2000). Accuracy of expert judgments of relationships between employment test and job performance dimensions. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
- Johnson, J. W., Carter, G. W., Davison, H. K., & Oliver, D. H. (2000). A synthetic validity approach to testing differential prediction hypotheses. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
- Maraist, C. C., Davison, H. K., Brief, A. P., Dietz, M. A., & O'Shea, D. P. (1999). Does pay matter? The effects of work on subjective well-being. Society for Industrial and Organizational Psychology, Atlanta, Georgia.
- Landis, R. S., Davison, H. K., & Maraist, C. C. (1998). Examinee attitudes toward computer adaptive tests. American Psychological Society Conference, Washington, District of Columbia.
- Cortina, J. M., Goldstein, N., & Davison, H. K. (1996). Does personality predict performance? A meta-analytic review. Society for Industrial and Organizational Psychology, San Diego, California.
- Davison, H. K. & Burke, M. J. (1996). A meta-analysis of sex discrimination in simulated selection contexts. Society for Industrial and Organizational Psychology, San Diego, California.
- Folger, R. G., McCline, R., & Davison, H. K. (1996). Managing the dark side of workplace behavior. Society for Industrial and Organizational Psychology, San Diego, California.
- Burke, M. J., Dunlap, W. P., Rupinski, M. T., & Davison, H. K. (1995). Meta-analysis in the context of restrictiveness of climate. Society for Industrial and Organizational Psychology, Orlando, Florida.

Regional

- 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, Asheville, North Carolina.

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, Nashville, Tennessee.

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 , Charleston, South Carolina.

Pedro, J. & Davison, H. K. (2003). Assessing dispositions in pre-service teachers. Northeastern Educational Research Association, Kerhonkson, New York.

Davison, H. K., Hutchinson, E. B. , & Pratt, L. J. (2001). Deadweight loss of gift-giving. Western Social Sciences Association , Reno, Nevada.

Soileau, A. S., Davison, H. K. , & Elliott, J. (1996). Management interns. Central/Southeast Pay Conference, New Orleans, Louisiana.

Research Grants

Funded

2002: Pedro, J., Miller, R., & Davison, H. K. , Title II Teacher Quality Enhancement Grant (\$20,000.00), Served as Assistant Principal Investigator for project to identify and assess dispositional predictors of teacher success, State of Connecticut.

2002: Davison, H. K., Technology Grant (\$1,500.00), Incorporated technology into Master's-level Experimental Design course, University of Hartford.

Research Reports

2000: Ormond, W. E., & Davison, H.K., A technical report describing the content validation of pre-employment structured interviews for Telephone Account Manager and Asst.-Sales Specialist., submitted to .

2000: Davison, H. K., & Roedder, W.C., A technical report describing the transportability of the First-Line Supervisor Test for Supervisor-Division Resources., submitted to .

2000: Davison, H. K., & Ormond, W.E., A technical report describing the content and criterion-related validation of pre-employment testing for BSW Technician and Facility Locator., submitted to .

2000: Davison, H. K., A technical report describing the content validation of a computer-based training program for Operators., submitted to .

2000: Davison, H. K., A technical report describing the transportability and content validation of pre-employment testing for Public Access Sales Technicians., submitted to .

2000: Davison, H. K., A technical report describing the transportability and content validation of pre-employment testing for Complex Line Assigners., submitted to .

2000: Davison, H. K., A technical report describing the transportability and content validation of pre-employment testing for Business Customer Support Representatives., submitted to .

2000: Davison, H. K., A technical report describing the transportability and content validation of pre-employment testing for Access Ordering Representatives., submitted to .

1998: Davison, H. K., A technical report describing the content validation of pre-employment structured interviews for Buried Service Wire Coach/Supervisor and Area Manager., submitted to .

Research Honors and Awards

Award

1995: Flowerree Research Award, \$1,500 for Master's Thesis research Tulane University, Department of Psychology.

Service:

Service to the University

Department Assignments

Director:

2001-2002 – 2003-2004: Organizational Behavior Master's Program, University of Hartford

Faculty Advisor:

2001-2002 – 2004-2005: Psi Chi, Department of Psychology, University of Hartford

Other Institutional Service Activities:

2009-2010: Management Department Colloquium, University of Mississippi: Presented a colloquium entitled 'Peer evaluations and accountability: How individual performance affects peer evaluations in classroom teams' on March 12, 2010.

2006-2007: Management Department Colloquium, University of Mississippi: Presented a colloquium entitled 'The Measurement (and Multidimensionality?) of the Equity Sensitivity Construct: A Case for Apathy' on April 28, 2006.

College Assignments

Other Institutional Service Activities:

2010-2011: Advising and assisting PhD Students in the SBA: Advised Mario Hayek and Mitch Price on how to conduct a meta-analysis. Advised and provided materials to Jack Smothers on teaching Mgmt 383 (Human Resource Management). Advised and provided materials to Alex Williams on Mgmt 494 (Compensation Management) and Mgmt 485 (Personnel Selection).

2010-2011: Guest Speaker, Alpha Kappa Psi Business Fraternity: Presented a talk on interviewing to the members of the Alpha Kappa Psi Business Fraternity at Ole Miss (April 20, 2010).

2005-2006: Students in Free Enterprise (SIFE): Prepared structured interview questions and response scales for the Desoto Center's SIFE organization. SIFE used these questions in mock interviewing of students in the School of Education, to prepare the Education students for actual job interviews.

University Assignments

Faculty Advisor:

2007-2008 – 2008-2009: Alpha Sigma Lambda Honor Society: Serving as Faculty Advisor for the Southaven Campus chapter of the Alpha Sigma Lambda National Honor Society for nontraditional adult students.

Member:

2001-2002 – 2004-2005: University of Hartford: Honors Committee

Dissertation Assignments

Chair:

2001-2002 – 2004-2005: Department of Psychology, University of Hartford: Chaired Master's and Honors Thesis Committees.

Member:

2001-2002 – 2004-2005: University of Hartford: Served on Dissertation, Master's, and Honors Thesis committees in Department of Psychology and School of Communication.

2000-2001: Department of Psychology, University of Tennessee at Chattanooga: Served on Master's and Honors Thesis committees

Service to the Profession

Academic Conference: Discussant

2009: Southern Management Association, Asheville, North Carolina (Regional).

2007: Southern Management Association, Nashville, Tennessee (Regional).

Chair: Committee / Task Force

2011: Society for Industrial and Organizational Psychology Awards Subcommittee, Chair, Society for Industrial and Organizational Psychology Awards Subcommittee M. Scott Myers Award for Applied Research in the Workplace (National).

Invited Lecture

2004: University of Connecticut, Presented a colloquium for the Department of Psychology entitled, 'The Measurement (and Multidimensionality?) of the Equity Sensitivity Construct', Storrs, Connecticut (Regional).

Member: Committee/Task Force

2009 – 2010: Society for Industrial and Organizational Psychology, SIOP Awards Committee (National).

2005 – 2008: Society for Industrial and Organizational Society, SIOP Membership Committee (National).

Other Professional Service Activities

2008: Society for Industrial and Organizational Psychology, Served as volunteer in the SIOP Conference Placement Center, San Francisco, California (National).

Reviewer - Article / Manuscript

2009: Journal of Workplace Rights (National).

2009: Journal of Managerial Issues, Ad Hoc Reviewer (International).

2008: International Journal of Psychophysiology, Ad Hoc Reviewer (International).

2008: Journal of Personality, Ad Hoc Reviewer (National).

2003: Journal of Business Research, Ad Hoc Reviewer (National).

Reviewer: Ad Hoc Reviewer for a Journal

2007 – 2011: Journal of Applied Psychology (National).

2010: Organizational Research Methods (National).

Reviewer: Conference Paper

2005 – 2009: Southern Management Association, Reviewer, SMA Conference (Regional).

1998 – 2009: Society for Industrial and Organizational Society, Reviewer, SIOP Conference (National).

Service to the Community

Other Community Service Activities

2007 – 2008: Survey Design Expert and Data Analyst, Whirlpool Corporation, 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. POC for 2007--Rebecca Latil; POC for 2008--William Nicholas.

Other

Other Honors and Awards

1991: Dean's List Tulane University.

1990: Dean's List Tulane University.

1989: Dean's List Tulane University.

1988: Dean's List Tulane University.

Memberships

American Psychological Association (APA)

Center for the Advancement of Research Methods and Analysis (CARMA)

Personnel Testing Council of Metropolitan Washington (PTCMW)

Society for Industrial and Organizational Psychology (SIOP)

Southern Management Association (SMA)

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