

**DANIEL A. NEWMAN**

Martin Wagner Professor of Labor & Employment Relations  
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**Academic Employment**

- 2016-present UNIVERSITY OF ILLINOIS, Urbana-Champaign, IL  
Full Professor, School of Labor & Employment Relations  
Full Professor, Social-Organizational Psychology (joint appt.)
- 2011-2016 UNIVERSITY OF ILLINOIS, Urbana-Champaign, IL  
Associate Professor (with tenure), Social-Organizational Psychology  
Associate Professor (with tenure), Labor & Employment Relations (since 2012)
- 2008-2011 UNIVERSITY OF ILLINOIS, Urbana-Champaign, IL  
Assistant Professor, Social-Organizational Psychology
- 2005-2008 TEXAS A&M UNIVERSITY, College Station, TX  
Assistant Professor, Organizational Psychology

**Graduate, Post-Doctoral, and Sabbatical**

- 2016 NORTHWESTERN UNIVERSITY, Evanston, IL  
Faculty Sabbatical, SONIC Social Networks Lab
- 2004-2005 UNIVERSITY OF MARYLAND, College Park, MD  
Visiting Assistant Professor (Postdoc), Organizational Psychology
- 2000-2003 PENNSYLVANIA STATE UNIVERSITY, University Park, PA  
Lecturer, Department of Management, Smeal College of Business (2002-2003)  
Lecturer, Department of Labor & Industrial Relations (2000-2002)

**Education**

- Ph.D. PENNSYLVANIA STATE UNIVERSITY, University Park, PA (2004)  
Committee: David A. Harrison (Co-Chair), James L. Farr (Co-Chair),  
Martin J. Kilduff, Kevin R. Murphy, Alicia A. Grandey
- B.A. RICE UNIVERSITY, Houston, TX (1997)

**Research Interests**

- Racial Equality in Hiring & Admissions (Diversity in HR, Adverse Impact)
- Leadership, Gender, & Personality (Emotional Intelligence, Narcissism/Dominance/Agency)
- Social Networks & Research Methods (Contagion, Multilevel, Missing Data, Measurement)
- Job Attitudes and Work Engagement/Withdrawal

**Honors & Awards**

(‡ National *Best Paper of the Year* Awards)

- ‡ *Best Paper of the Year*, Personnel Psychology (2020)
- ‡ *Sage/McDonald Advancement of Organizational Research Methodology Award* (2020), Research Methods Division, Academy of Management (Best publication 2014-2018)
- *William A. Owens Scholarly Achievement Award: Honorable Mention*, Society for I/O Psychology (2<sup>nd</sup>-best article in the field of IO psychology) (2020)
- *World's Top 2% of Researchers* across disciplines, Career-long citation impact (Ioannidis, Boyack, & Baas (2020) *PLoS Biol* 18(10): e3000918.)
- Elected *Division Chair*, Research Methods Division, Academy of Management (2,300 members; 5 year chair cycle): - Past Chair (2017-2018) - Chair (2016-2017) - Chair-Elect (2015-2016) - Program Chair (2014-2015) - Workshop Chair (2013-2014)
- *Best Paper Award Finalist*, Personnel Psychology (top 3 papers of the year) (2017)
- ‡ *Best Convention Paper Award*, Human Resources Division, Academy of Management (#1 paper out of 337 submissions to HR Division) (2016)
- Elected *SIOP Fellow* (2015), *American Psychological Association Fellow* (2016)
- ‡ *Best Paper of the Year*, Organizational Research Methods (2014)
- *Faculty Teaching Excellence Award*, School of Labor & Employment Relations, U. of Illinois (awarded to one faculty member per year, selected by students) (2013)
- *Early Career Achievement Award*, Research Methods Division, Academy of Management (2010)
- ‡ *Sage/McDonald Advancement of Organizational Research Methodology Award* (2010), Research Methods Division, Academy of Management (Best publication 2004-2008)
- *Best Reviewer of the Year*, Organizational Research Methods (2008)
- ‡ *Sage Best Paper Award*, Research Methods Division, Academy of Management (#1 paper out of 83 submissions to RM Division) (2008)
- ‡ *William A. Owens Scholarly Achievement Award*, Society for I/O Psychology (Best article in the field of IO psychology) (2008)
- ‡ *Scholarly Achievement Award*, Human Resources Division, Academy of Management ('Most significant article in human resource management') (2007)
- *Best Student Paper Award*, Human Resources Division, Academy of Management (2005)
- *Best Student Paper Award*, Research Methods Division, Academy of Management (2005)
- *Faculty Member of the Year*, California School of Org. Studies-Los Angeles (2003-2004)
- *Outstanding Reviewer Award*, Research Methods Division, Academy of Management (2003)

**Publications**

(\* Graduate student coauthors.)

[Citations: 15,113 (Google Scholar); h-index = 41; i10-index = 72; † Papers cited ≥100 times]

**Journal Articles**

1. † Newman, D. A. (2003). Longitudinal modeling with randomly and systematically missing data: A simulation of ad hoc, maximum likelihood, and multiple imputation techniques. *Organizational Research Methods*, 6, 328-362.
2. † Harrison, D. A.‡, Newman, D. A.‡, & Roth, P. L. (2006). How important are job attitudes? Meta-analytic comparisons of integrative behavioral outcomes and time sequences. *Academy of Management Journal*, 49, 305-325. (‡First two authors contributed equally.)

*Winner of 2007 HR Division Scholarly Achievement Award, Academy of Management*

*Winner of 2008 William A. Owens Scholarly Achievement Award, Society for I/O Psychology*

3. **Newman, D. A.**, Jacobs, R. R., & Bartram, D. (2007). Choosing the best method for local validity estimation: Relative accuracy of meta-analysis vs. a local study vs. Bayes-analysis. *Journal of Applied Psychology*, 92, 1394-1413.

*Winner of 2010 Sage/McDonald Advancement of Organizational Research Methodology Award, Research Methods Division, Academy of Management*

4. **Newman, D. A.**, Hanges, P. J., & Outtz, J. L. (2007). Racial groups and test fairness: Considering history and construct validity. *American Psychologist*, 62, 1082-1083.
5. Mohammed, S., Rizzuto, T., Hiller, N. J., **Newman, D. A.**, & Chen, T. (2008). Individual differences and group negotiations: The role of polychronicity, dominance, and decision rule. *Negotiation and Conflict Management Research*, 1, 282-307.
6. † **Newman, D. A.**, & Harrison, D. A. (2008). Been there, bottled that: Are state and behavioral work engagement new and useful construct ‘wines’? *Industrial and Organizational Psychology*, 1, 31-35.
7. † **Newman, D. A.**, & Lyon, J. S.\* (2009). Recruitment efforts to reduce adverse impact: Targeted recruiting for personality, cognitive ability, and diversity. *Journal of Applied Psychology*, 94, 298-317.

*Summarized as, “Recruiters: Work on massaging the message,” Executive brief in HR Magazine, July 2009.*

8. † **Newman, D. A.**, & Sin, H. P. (2009). How do missing data bias estimates of within-group agreement? Sensitivity of  $SD_{WG}$ ,  $CV_{WG}$ ,  $r_{WG(J)}$ ,  $r_{WG(J)}^*$ , and ICC to systematic nonresponse. *Organizational Research Methods*, 12, 113-147.
9. Hopwood, C. J.\*, **Newman, D. A.**, Donnellan, M. B., Markowitz, J. C., Grilo, C.M., Sanislow, C. A., Ansell, E. B., McGlashan, T. H., Skodol, A. E., Shea, M. T., Gunderson, J. G., Zanarini, M. C., & Morey, L. C. (2009). The stability of personality traits in individuals with borderline personality disorder. *Journal of Abnormal Psychology*, 118, 806-815.
10. † Joseph, D. L.\*, & **Newman, D. A.** (2010). Emotional intelligence: An integrative meta-analysis and cascading model. *Journal of Applied Psychology*, 95, 54-78.

*Profiled in Joireman, J. A., & Van Lange, P. A. M. (2015). How to publish high-quality research. American Psychological Association. Washington DC.*

*Summarized by Adam Grant in, “The Dark Side of Emotional Intelligence,” The Atlantic, January 2014.*

*Second most-cited paper in JAP from 2009 to 2016 [see Kozlowski, S. W. J. (2017), *Journal of Applied Psychology*, 102(3), 580-588].*

11. Nye, C. D.\*, **Newman, D. A.**, & Joseph, D. L.\* (2010). Never say “always”? Extreme item wording effects on scalar invariance and item response curves. *Organizational Research Methods*, 13, 806-830.
  12. † Joseph, D. L.\*, & **Newman, D. A.** (2010). Discriminant validity of self-reported emotional intelligence: A multitrait-multisource study. *Educational and Psychological Measurement*, 70, 672-694.
  13. † **Newman, D. A.**, Joseph, D. L.\*, & MacCann, C. (2010). Emotional intelligence and job performance: The importance of emotion regulation and emotional labor context. *Industrial and Organizational Psychology*, 3, 159-164.
  14. Tay, L.\*, **Newman, D. A.**, & Vermunt, J. K. (2011). Using mixed-measurement item response theory with covariates (MM-IRT-C) to ascertain observed and unobserved measurement equivalence. *Organizational Research Methods*, 14, 147-176.
  15. † Roisman, G. I., **Newman, D. A.**, Fraley, R. C., Haltigan, J. D., Groh, A. M., & Haydon, K. C. (2012). Distinguishing differential susceptibility from diathesis-stress: Recommendations for evaluating interaction effects. *Development and Psychopathology*, 24, 389-409.
  16. Wee, S.\*, & **Newman, D. A.**, & Joseph, D. L.\* (2014). More than g: Selection quality and adverse impact implications of considering second-stratum cognitive abilities. *Journal of Applied Psychology*, 99, 547-563.
  17. † MacCann, C., Joseph, D. L.\*, **Newman, D. A.**, & Roberts, R. D. (2014). Emotional intelligence is a second-stratum factor of intelligence: Evidence from hierarchical and bifactor models. *Emotion*, 14, 358-374.
  18. † **Newman, D. A.** (2014). Missing data: Five practical guidelines. *Organizational Research Methods*, 17, 372-411.
- Winner of 2020 Sage/McDonald Advancement of Organizational Research Methodology Award,  
Research Methods Division, Academy of Management*
- Winner of 2014 Best Paper of the Year, Organizational Research Methods*
19. Wang, W.\*, Neuman, E. J., & **Newman, D. A.** (2014). Statistical power of the social network autocorrelation model. *Social Networks*, 38, 88-99.

20. † Schneider, W. J., & **Newman, D. A.** (2015). Intelligence is multidimensional: Theoretical review and implications of specific cognitive abilities. *Human Resource Management Review*, 25, 12-27.
21. † Joseph, D. L.\*, Jin, J.\*, **Newman, D. A.**, & O'Boyle, E. H. (2015). Why does self-reported emotional intelligence predict job performance? A meta-analytic investigation of mixed EI. *Journal of Applied Psychology*, 100, 298-342.
22. † Grijalva, E.\*, Harms, P. D., **Newman, D. A.**, Gaddis, B. H., & Fraley, R. C. (2015). Narcissism and leadership: A meta-analytic review of linear and nonlinear relationships. *Personnel Psychology*, 68, 1-47.
- Winner of 2014 Alvah H. Chapman, Jr. Outstanding Dissertation Award (Grijalva),  
Network of Leadership Scholars (Academy of Management) and Center for Leadership (FIU)*
- Winner of 2014 Kenneth E. Clark Leadership Research Award (Grijalva),  
Center for Creative Leadership (Greensboro, N.C.) and International Leadership Association*
- Winner of 2017 Best Paper Finalist Award, Personnel Psychology  
(top 3 papers published in Personnel Psychology)*
- Featured in 15 news stories, including:*  
 “Are You Vain Enough to Get Ahead?,” *The Wall Street Journal-Careers Blog*, January 2014.  
 “Are Narcissistic Bosses All Bad?,” *Executive brief in HR Magazine*, March 2014.
23. Belsky, J., **Newman, D. A.**, Widaman, K. F., Fraley, R. C., Pleuss, M., Berry, D., Rodkin, P., Helm, J. L., & Roisman, G. (2015). Differential susceptibility to effects of maternal sensitivity? A study of candidate plasticity genes. *Development and Psychopathology*, 27, 725-746.
24. † Grijalva, E.\*, & **Newman, D. A.** (2015). Narcissism and counterproductive work behavior (CWB): Meta-analysis and consideration of collectivist culture, Big Five personality, and Narcissism’s facet structure. *Applied Psychology: An International Review*, 64, 93-126.
25. † Feitosa, J.\*, Joseph, D. L.\*, & **Newman, D. A.** (2015). Crowdsourcing and personality measurement equivalence: A warning about countries whose primary language is not English. *Personality and Individual Differences*, 75, 47-52.
26. **Newman, D. A.**, Joseph, D. L.\*, & Feitosa, J.\* (2015). External validity and multi-organization samples: Levels-of-analysis implications of crowdsourcing and college student samples. *Industrial and Organizational Psychology*, 8, 214-220.
27. Wee, S.\*, **Newman, D. A.**, & Song, Q.C.\* (2015). More than g-factors: Second-stratum factors should not be ignored. *Industrial and Organizational Psychology*, 8, 482-488.

28. Cottrell, J. M.\*, **Newman, D. A.**, & Roisman, G. I. (2015). Explaining the Black-White gap in cognitive test scores: Toward a theory of adverse impact. *Journal of Applied Psychology, 100*, 1713-1736.
29. † Grijalva, E.\*, **Newman, D. A.**, Tay, L., Donnellan, M. B., Harms, P. D., Robins, R., & Yan, T. (2015). Gender differences in narcissism: A meta-analytic review. *Psychological Bulletin, 141*, 261-310.
30. † Wang, W.\*, Hernandez, I.\*, **Newman, D. A.**, He, J., & Bian, J. (2016). Twitter analysis: Studying U.S. weekly trends in work stress and emotion. *Applied Psychology: An International Review, 65*, 355-378.
31. Schneider, W. J., Mayer, J. D., & **Newman, D. A.** (2016). Integrating hot and cool intelligences: Thinking broadly about broad abilities. *Journal of Intelligence, 4(1)*, 1-25.
32. Jeon, G.\*, & **Newman, D. A.** (2016). Equity sensitivity versus egoism: A reconceptualization and new measure of individual differences in justice perceptions. *Journal of Vocational Behavior, 95*, 138-155.
33. **Newman, D. A.**, Harrison, D. A., Carpenter, N. C., & Rariden, S. M. (2016). Construct mixology: Forming new management constructs by combining old ones. *Academy of Management Annals, 10*, 943-995.
34. † Wang, M., Beal, D. J., Chan, D., **Newman, D. A.**, Vancouver, J. B., & Vandenberg, R. J. (2017). Longitudinal research: A panel discussion on conceptual issues, research design, and statistical techniques. *Work, Aging and Retirement, 3*, 1-24.
35. Song, Q. C.\*, Wee, S.\*, & **Newman, D. A.** (2017). Diversity shrinkage: Cross-validating Pareto-optimal weights to enhance diversity via hiring practices. *Journal of Applied Psychology, 102*, 1636-1657.

*Winner of 2017 Meredith P. Crawford Dissertation Fellowship (Song),  
Human Resources Research Organization (HumRRO)*

*Winner of 2017 James C. Johnson Best Student Paper Award (Song),  
International Personnel Assessment Council (IPAC)*

36. † Badura, K. L.\*, Grijalva, E.\*, **Newman, D. A.**, Yan, T. T.\*, & Jeon, G.\* (2018). Gender and leadership emergence: A meta-analysis and explanatory model. *Personnel Psychology, 71*, 335-367.

*Winner of 2020 Best Paper Award, Personnel Psychology (best paper of the year)*

*Honorable Mention, 2020 William A. Owens Scholarly Achievement Award,*

*Society for I/O Psychology*  
*Top Downloaded Paper 2018-2019, Personnel Psychology*

37. **Newman, D. A.**, & Sin, H. P. (2020). Within-group agreement ( $r_{WG}$ ): Two theoretical parameters and their estimators. *Organizational Research Methods*, 23, 30-64.
38. Kim, J.-Y.\*, Hsu, N.\*, **Newman, D. A.**, Harms, P. D., & Wood, D. (2020). Leadership perceptions, gender, and dominant personality: The role of normality evaluations. *Journal of Research in Personality*, 87, 103984.
39. Carpenter, N. C.\*, **Newman, D. A.**, & Arthur, W. A. (2021). What are we measuring? Evaluations of items measuring task performance, organizational citizenship, counterproductive, and withdrawal behaviors. *Human Performance*, 34, 316-349.
40. Jones, K. S.\*, **Newman, D. A.**, Su, R.\*, & Rounds, J. (2021). Black-White differences in vocational interests: Meta-analysis and boundary conditions. *Journal of Business and Psychology*, 36, 589-607.
41. Wee, S.\*, **Newman, D. A.**, Song, Q. C.\*, & Schinka, J. A. (2021). Vocational interests, gender, and job performance: Two person  $\times$  occupation cross-level interactions. *Personnel Psychology*, 74, 323-368.
42. Hsu, N.\*, Badura, K.L., **Newman, D. A.**, & Speech, M.E.\* (2021). Gender, “masculinity,” and “femininity”: A meta-analytic review of gender differences in agency and communion. *Psychological Bulletin*, 147, 987-1011.
43. **Newman, D. A.**, Tang, C.\*, Song, Q. C.\*, & Wee, S.\* (2022). Dropping the GRE, keeping the GRE, or GRE-optional admissions? Considering tradeoffs and fairness. *International Journal of Testing*, 22, 43-71.
44. Hsu, N\*, **Newman, D. A.**, & Badura, K. L. (2022). Emotional intelligence and transformational leadership: Meta-analysis and explanatory model of female leadership advantage. *Journal of Intelligence*, 10, 104.
45. Twyman, M.\*, **Newman, D. A.**, DeChurch, L. A., & Contractor N. (2022). Teammate invitation networks: The roles of recommender systems and prior collaboration in team assembly. *Social Networks*, 68, 84-96.
46. Jones, K. S.\*, **Newman, D. A.**, Su, R.\*, & Rounds, J. (2022). Vocational interests and adverse impact: How attraction and selection on vocational interests relate to adverse impact potential. *Journal of Applied Psychology*, 107, 604-627.

47. Wee, S.\* , **Newman, D. A.**, Su, R.\* (2023). Hiring on vocational interests to simultaneously improve validity and organizational diversity. *International Journal of Selection and Assessment*, *31*, 504-508.
48. Headrick, L.\* , **Newman, D. A.**, Park, Y., & Liang, Y.\* (2023). Recovery experiences: A meta-analysis of positive and negative effects on work and health outcomes. *Journal of Business and Psychology*, *38*, 821-864.
49. Kim, J.-Y.\* , **Newman, D. A.**, Harms, P. D., & Wood, D. (2023). Perceived weirdness: A multitrait-multisource study of self and other normality evaluations. *Personality Science*, *4*, e7399, 1-23.
50. Lambert, L. S., & **Newman, D. A.** (2023). Construct development and validation in three practical steps: Recommendations for reviewers, editors, and authors. *Organizational Research Methods*, *26*, 574-607.
51. Song, Q. C.\* , Tang, C.\* , **Newman, D. A.**, & Wee, S.\* (2023). Adverse impact reduction and job performance optimization via Pareto-optimal weighting: A shrinkage formula and regularization technique using machine learning. *Journal of Applied Psychology*, *108*, 1461-1485.
52. Tang, C.\* , Chen, Y., Wei, W., & **Newman, D. A.** (*in press*). Under pressure: LMX drives employee unethical pro-organizational behavior via threat appraisals. *Journal of Business Ethics*.
53. Kim, J. Y.\* , Grijalva, E.\* , **Newman, D. A.**, & Li, Y.\* (*in press*). Entrepreneur weirdness as a double-edged sword: Effects on product creativity and investor attraction. *Personnel Psychology*.
54. Javalagi, A. A.\* , **Newman, D. A.**, & Li, M.\* (*in press*). Personality and leadership: Meta-analytic review of cross-cultural moderation, behavioral mediation, and honesty-humility. *Journal of Applied Psychology*.

#### ***Additional Journal Articles***

55. Murphy, K. R., Cleveland, J.N., Kinney, T. B., Skattebo, A. L., **Newman, D. A.**, & Sin, H. P. (2003). Unit climate, rater goals and performance ratings in an instructional setting. *Irish Journal of Management*, *24*, 48-65.
56. Limbers, C. A.\* , **Newman, D. A.**, & Varni, J. W. (2008). Factorial invariance of child self-report across healthy and chronic health condition groups: A confirmatory factor analysis utilizing the PedsQL 4.0 Generic Core Scales. *Journal of Pediatric Psychology*, *33*, 630-639.

57. Limbers, C. A.\*, **Newman, D. A.**, & Varni, J. W. (2008). Factorial invariance of child self-report across socioeconomic status groups: A multigroup confirmatory factor analysis utilizing the PedsQL 4.0 Generic Core Scales. *Journal of Behavioral Medicine, 31*, 401-411.
58. Varni, J. W., Limbers, C. A.\*, & **Newman, D. A.** (2008). Factorial invariance of the PedsQL 4.0 Generic Core Scales child self-report across gender: A multigroup confirmatory factor analysis with 11,356 children ages 5 to 18. *Applied Research in Quality of Life, 3*, 137-148.
59. Varni, J. W., Limbers, C. A.\*, **Newman, D. A.**, & Seid, M. (2008). Longitudinal factorial invariance of the PedsQL 4.0 Generic Core Scales child self-report version: One year prospective evidence from the California State Children's Health Insurance Program (SCHIP). *Quality of Life Research, 17*, 1153-1162.
60. Limbers, C. A.\*, **Newman, D. A.**, & Varni, J. W. (2008). Factorial invariance of child self-report across age subgroups: A confirmatory factor analysis of ages 5 to 16 years utilizing the PedsQL 4.0 Generic Core Scales. *Value in Health, 11*, 659-668.
61. Limbers, C. A.\*, Varni, J. W., **Newman, D. A.** (2009). Factorial invariance of child self-report across race/ethnicity groups: A multigroup confirmatory factor analysis approach utilizing the PedsQL 4.0 Generic Core Scales. *Annals of Epidemiology, 19*, 575-581.
62. Varni, J. W., Limbers, C. A.\*, **Newman, D. A.** (2009). Using factor analysis to confirm the validity of children's quality of life scales across different modes of administration. *Clinical Trials: Journal of the Society for Clinical Trials, 6*, 185-195.
63. **Newman, D. A.**, Limbers, C. A.\*, & Varni, J. W. (2010). Factorial invariance of child self-report across English and Spanish language groups in a Hispanic population utilizing the PedsQL 4.0 Generic Core Scales. *European Journal of Psychological Assessment, 26*, 194-202.
64. Fleary, S. A.\*, Heffer, R. W., McKyer, E. L. J., & **Newman, D. A.** (2010). Using the bioecological model to predict risk perception of marijuana use and reported marijuana use in adolescence. *Addictive Behaviors, 35*, 795-798.
65. **Newman, D. A.**, Joseph, D. L.\*, Sparkman, T. E.\*, & Carpenter, N. C.\* (2011). Invited reaction: The Work Cognition Inventory: Initial evidence of construct validity. *Human Resource Development Quarterly, 22*, 37-47.
66. Rosch, D. M., Joseph, D. L.\*, & **Newman, D. A.** (2011). The overlap between emotional intelligence and post-industrial leadership capacity: A construct validity analysis. *Journal of Leadership Education, 10*, 83-102.

*Academy of Management Best Paper Proceedings*

67. Sin, H. P., & **Newman, D. A.** (2005). Variance of means versus mean of variances: A contrarian view on operationalizing group dispersion. *Academy of Management Best Paper Proceedings*, pp. B1-B6 (AN 18783408).

68. **Newman, D. A.**, & Sin, H. P. (2008). Within-group agreement for multi-item scales: Considering interitem correlations. *Academy of Management Best Paper Proceedings*, pp. 1-7 (AN 33725364).

*Winner of 2008 Research Methods Division Sage Best Paper Award, Academy of Management*

69. Joseph, D. L.\*, **Newman, D. A.**, & Hulin, C. L. (2010). Job attitudes and employee engagement: A meta-analysis of construct redundancy. *Academy of Management Best Paper Proceedings*, pp. 1-6.

70. Jeon, G.\*, & **Newman, D. A.** (2015). Equity sensitivity versus egoism: New conceptualizations and implications for justice perceptions. *Academy of Management Best Paper Proceedings*, pp. 1-6.

71. Wang, W.\*, **Newman, D. A.**, & Dipboye, R. L. (2016). Social network contagion in the job satisfaction-intention-turnover model. *Academy of Management Best Paper Proceedings*, pp. 1-5.

*Winner of 2016 HR Division Best Convention Paper Award, Academy of Management*

*Book Chapters*

72. Farr, J. L., & **Newman, D. A.** (2001). Rater selection: Sources of feedback. In D. W. Bracken, C. W. Timmreck, & A. H. Church (Eds.), *The handbook of multisource feedback*, pp. 96-113. San Francisco: Jossey-Bass.

73. Murphy, K. R., & **Newman, D. A.** (2003). The past, present, and future of validity generalization. In K. R. Murphy (Ed.), *Validity generalization: A critical review*, pp. 403-424. Mahwah: Lawrence Erlbaum Associates.

74. **Newman, D. A.**<sup>†</sup>, Kinney, T. B.<sup>†</sup>, & Farr, J. L. (2004). Job performance ratings. In J. C. Thomas (Ed.), *Comprehensive handbook of psychological assessment, Vol. 4: Industrial/organizational assessment*, pp. 956-1008. New York: Wiley. (<sup>†</sup> Authors contributed equally.)

75. **Newman, D. A.**, Hanges, P. J., Duan, L.\*, & Ramesh, A.\* (2008). A network model of organizational climate: Friendship clusters, subgroup agreement, and climate schemas. In D. B. Smith (Ed.), *The people make the place: A festschrift for Benjamin Schneider*, pp. 101-126. New York: Erlbaum.

76. † **Newman, D. A.** (2009). Missing data techniques and low response rates: The role of systematic nonresponse parameters. 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. 7-36. New York: Routledge.
77. Outtz, J. L., & **Newman, D. A.** (2010). A theory of adverse impact. In J. L. Outtz (Ed.), *Adverse impact: Implications for organizational staffing and high stakes selection*, pp. 53-94. San Francisco: Jossey-Bass.
78. † **Newman, D. A.**, Joseph, D. L.\* & Hulin, C. L. (2010). Job attitudes and employee engagement: Considering the attitude “A-factor.” In S. Albrecht (Ed.) *The handbook of employee engagement: Perspectives, issues, research and practice*, pp. 43-61. Cheltenham, UK: Edward Elgar.
79. † Joseph, D. L.\*, **Newman, D. A.**, & Sin, H. P. (2011). Leader-member exchange (LMX) measurement: Evidence for consensus, construct breadth, and discriminant validity. In D. D. Bergh & D. J. Ketchen (Eds.), *Research methodology in strategy and management* (vol. 6, pp. 89-135). London, UK: Emerald.
80. **Newman, D. A.**, Jeon, G.\* & Hulin, C. L. (2013). Retirement attitudes: Considering etiology, measurement, attitude-behavior relationships, and attitudinal ambivalence. In M. Wang (Ed.), *Oxford handbook of retirement*, pp. 228-248. New York: Oxford University Press.
81. Harrison, D. A., & **Newman, D. A.** (2013). Absence, lateness, turnover, and retirement: Narrow and broad understandings of withdrawal behavior and behavioral engagement. In N. Schmitt & S. Highhouse (Eds.), *Handbook of psychology, Vol. 12, Industrial and organizational psychology*, pp. 262-291. Hoboken, NJ: Wiley.
82. **Newman, D. A.**, Jones, K. S.\* & Fraley, R. C., Lyon, J. S., & Mullaney, K. M.\* (2014). Why minority recruiting doesn't often work, and what can be done about it: Applicant qualifications and the 4-group model of targeted recruiting. In K. Y. T. Yu & D. M. Cable (Eds.), *Oxford handbook of recruitment*, pp. 492-526. New York: Oxford University Press.
83. **Newman, D. A.**, & Cottrell, J. M.\* (2015). Missing data bias: Exactly how bad is pairwise deletion? In C. E. Lance & R. J. Vandenberg (Eds.), *More statistical and methodological myths and urban legends*, pp. 133-161. New York: Routledge.
84. Hernandez, I.\*, **Newman, D. A.**, & Jeon, G.\* (2016). Twitter analysis: Methods for data management and a word count dictionary to measure city-level job satisfaction. In S. Tonidandel, E. King, & J. Cortina (Eds.), *Big data at work: The data science revolution and organizational psychology*, pp. 64-114. New York: Routledge.

85. **Newman, D. A.**, & Wang, W.\* (2019). Social network effects: Computational modeling of network contagion and climate emergence. In S. E. Humphrey & J. M. LeBreton (Eds.), *The handbook of multilevel theory, measurement, and analysis*, pp. 541-560. Washington D.C.: American Psychological Association.
86. **Newman, D. A.**, & Yearick, K. A.\* (2019). Job attitudes. In D. Albarracin & B. T. Johnson (Eds.), *The handbook of attitudes* (2<sup>nd</sup> ed., Vol. II), pp. 199-231. New York, NY: Psychology Press.
87. Wang, W.\*, Stark, T. H., Westaby, J. D., Parr, A. K., & **Newman, D. A.** (2023). Social network analysis in psychology: Recent breakthroughs in methods and theories. In H. Cooper, M. N. Coutanche, L. M. McMullen, A. T. Panter, D. Rindskopf, & K. J. Sher (Eds.), *APA handbook of research methods in psychology*, pp. 501-537. Washington D.C.: American Psychological Association.
88. Hsu, N.\*, **Newman, D. A.**, Kim, J.-Y.\*, & Restubog, S. L. D. (*in press*). Destructive leadership, narcissism, and gender: A facet-level approach. In P. Harms (Ed.), *Dark and destructive leadership*, pp. XX-XX. Charlotte, NC: Information Age Publishing.

### **Book Reviews**

- Newman, D. A.** (2008). Review of “Missing Data: A Gentle Introduction” (2007) by P. E. McKnight, K. M. McKnight, S. Sidani, & A. J. Figueredo, New York: Guilford Press. *Personnel Psychology*, *61*, 218-221.
- Newman, D. A.** (2010). Review of “Dyadic Data Analysis” (2006) by D.A. Kenny, D. A. Kashy, & W. L. Cook, New York: Guilford Press. *Organizational Research Methods*, *13*, 603-607.

### **Manuscripts Under Review**

- Wee, S.\*, **Newman, D. A.**, Song, Q. C.\*, & Tang, C.\* (Revise & Resubmit). TITLE REMOVED TO PROTECT BLIND REVIEW. *Journal of Applied Psychology*.
- Tang, C.\*, **Newman, D. A.**, Song, Q. C.\*, & Wee, S.\* (Revise & Resubmit). TITLE REMOVED TO PROTECT BLIND REVIEW. *Journal of Applied Psychology*.
- Li, M.\*, **Newman, D. A.**, & Javalagi, A. A.\* (under review). TITLE REMOVED TO PROTECT BLIND REVIEW. *Journal of Vocational Behavior*.

### **Refereed Conference Presentations (Academy of Management & SIOP only)**

- Meyers, M. H.\*, Kim, J.-Y.\*, Newman, D. A., & Mullaney, K. M.\* (2024). Leadership Influence Tactics and LMX: Dyadic Effects from a Social Relations Model [Poster]. Society for

Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- Reed, R.\*, Hsu, N.\*, & Newman, Daniel A. (2024). Who helps? The role of EI, Agency, and Communion [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- Javalagi, A. A.\*, Newman, D. A., & Li, M.\* (August, 2023). Leaders appear agreeable, extraverted, and honest-humble: Meta-analysis and reputational trait model. Academy of Management Annual Meeting, Boston, MA.
- Adjei, K. O.\*, Newman, D. A., Su, R., & Wee, S. (2023). Person-occupation vocational interest congruence and job satisfaction [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Javalagi, A. A.\*, Newman, D. A., & Li, M.\* (2023). Agreeableness leadership advantage: Moderation by collectivism, communication, gender [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Wee, S., Newman, D. A., Song, Q. C., & Tang, C.\* (2023). Reducing adverse impact by hiring on vocational interests: A Pareto-optimal approach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Kim, J. Y.\*, Newman, D. A., Grijalva, E., & Restubog, S. L. D. (August, 2022). Authoritarian leadership is only abusive if enacted by narcissists. Academy of Management Annual Meeting, Seattle, WA.
- Halliday, C. S., Badura, K., Sin, H. P., & Newman, D. A. (August, 2022). LMX and gender: A 25-year meta-analytic review. Academy of Management Annual Meeting, Seattle, WA.
- Li, M.\*, Newman, D. A., & Javalagi, A. A.\* (April, 2022). Transformational leadership and turnover intentions: A meta-analysis. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

*Top 10 Poster for 2022 (top 1.7%, from over 600 submissions), Society for I/O Psychology*

- Adjei, K. O.\*, Newman, D. A., Su, R.\*, & Wee, S.\* (April, 2022). Person-occupation interest congruence predicts job satisfaction: A novel cross-level examination. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.
- Tang, C.\*, Newman, D. A., Song, Q. C.\* & Wee, S.\* (April, 2022). Shrinkage of diversity tradeoff curves in personnel selection: A comparison of local validity studies, meta-analysis, and empirical Bayes analysis. In Q. C. Song & S. Wee (Chairs), Multi-Objective Optimization 3.0: Addressing Adverse Impact on Personnel Selection. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.
- Ducoff, K. R.\*, Javalagi, A. A.\*, & Newman, D. A. (April, 2022). Machiavellianism and counterproductive work behavior: A meta-analysis. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.
- Javalagi, A.\* & Newman, D. A. (August, 2021). Cross-cultural collectivism supports Extraversion and Agreeableness leadership advantage. Academy of Management Annual Meeting, Virtual Conference.

- Tang, C.\*, Newman, D. A., Song, Q. C.\* & Wee, S.\* (April, 2021). Pareto-optimal tradeoffs for three notions of test fairness: Equality, test equity, performance equity. In Q. C. Song (Chair), Multi-Objective Optimization in the Workplace 2.0: Applications in Selection. Society for Industrial and Organizational Psychology Annual Conference, Virtual Conference.
- Tang, C.\*, Newman, D. A., & Song, Q. C.\* (June, 2020). Addressing diversity-validity trade-offs via orthogonalized criteria weighting. In Q. C. Song & S. Wee (Chairs), Multi-objective optimization in the workplace: Addressing adverse impact in selection. Society for Industrial and Organizational Psychology Annual Conference, Virtual Conference.
- Hsu, N.\*, Kim, J.-Y.\*, Newman, D. A., Harms, P. D., & Wood, D. (August, 2019). Gender, dominant personality, and perceptions of leadership: The role of normality evaluations. Academy of Management Annual Meeting, Boston, MA.
- Headrick, L.\*, Park, Y., Newman, D. A., & Liang, Y. (August, 2019). Not all recovery experiences are equal: A meta-analysis of recovery. Academy of Management Annual Meeting, Boston, MA.
- Lambert, L. S., & Newman, D. A. (August, 2019). Best practices for construct development/validation: Reviewer, editor, & author recommendations. Academy of Management Annual Meeting, Boston, MA.
- Hsu, N.\*, Kim, J.\*, Newman, D. A., Harms, P. D., & Wood, D. (April, 2019). Leadership, dominant personality, and gender: The role of normality evaluations. Society for Industrial and Organizational Psychology Annual Conference. Washington, DC.
- Amrhein, R.\*, Morales, N.\*, Newman, D. A., & Rangel, B.\* (April, 2019). Gender and counterproductive work behavior: A personality-based explanatory model. Society for Industrial and Organizational Psychology Annual Conference, Washington, DC.
- Tang, C.\*, Song, Q. C.\*, Newman, D. A., Chen, Y.\* (April, 2019). Predictor weighting with adverse impact and shrinkage: Reply to Sackett et al. (2017). Society for Industrial and Organizational Psychology Annual Conference, Washington, DC.
- Morales, N.\*, Newman, D. A., & Javalagi, A.\* (April, 2018). Gender and the HEXACO model of personality: A meta-analysis. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Lee, A.\*, Newman, D. A., & Chu, C.\* (April, 2018). Leader consideration reconsidered: The L factor in leader behavior. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Twyman, M. D., II\*, Newman, D. A., DeChurch, L. A., & Contractor N. (April, 2018). Inviting your next teammate: Algorithms & acquaintances. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Javalagi, A.\*, Newman, D. A., & Ryu, S. W.\* (April, 2018). Leadership and Big Five personality: Moderating role of individualism/collectivism. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Cottrell, J. M.\*, & Newman, D. A. (April, 2018). A theory of adverse impact: Meta-analytic update of the 3-step model. In J. M. Cottrell & D. A. Newman (Chairs), What's New in Adverse Impact? Theory, Techniques, Test Types, and Tools. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Song, Q. C.\*, Wee, S.\*, & Newman, D. A. (April, 2018). Enhancing diversity via hiring: Pareto solutions for diversity-performance tradeoffs. In S. Hall & I. B. Thompson (Chairs),

- Machine learning techniques for multiple criterion optimization. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Phan, W. M. J.\*, Jones, K. S.\*, Russell, M., Newman, D. A., Rounds, J., & Lewis, P. M. (April, 2018). Not all vocational interest inventories are equal: A multitrait-multimethod study. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Badura, K.\*, Grijalva, E., Newman, D. A., Yan, T., & Jeon, G. (August, 2017). Gender and leadership emergence: An integrative meta-analysis and explanatory model. Academy of Management Annual Meeting, Atlanta, GA.
- Wee, S.\*, & Newman, D. A., Song, Q. C.\*, & Heffner, T.S. (April, 2017). Sex and vocational interest congruence predicting job performance. In C. D. Nye & A. Ion (Chairs), *New Advances in Research on the Validity of Vocational Interests*. Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL.
- Wang, W.\*, Newman, D. A., & Dipboye, R. L. (April, 2017). The effect of network types on job satisfaction and turnover. In W. Wang, T. Kluth, & T. Murase (Chairs), *Social Network Analysis: Advances in Methodology, Theory, and Application*. Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL.
- Song, Q. C.\*, Wee, S.\*, & Newman, D. A. (April, 2017). Approximating diversity shrinkage from Pareto weights for diversity-performance tradeoffs. In S. B. Morris (Chair), *Optimizing Validity/Diversity Tradeoffs in Employee Selection*. Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL.
- Wang, W.\*, Newman, D. A., & Dipboye, R. L. (August, 2016). Social network contagion in the job satisfaction-intention-turnover model. Academy of Management Annual Meeting, Anaheim, CA.

*Winner of HR Division "Best Convention Paper Award" (2016), Academy of Management (#1 paper out of 337 submissions to HR Division)*

- Amrhein, R.\*, Newman, D. A., & Grijalva, E.\* (April, 2016). Narcissism, gender, and counterproductive work behavior. In S. H. Lin & R. E. Johnson (Chairs), *New and Emerging Research on the Dark Triad of Personality*. Society for Industrial and Organizational Psychology Annual Conference, Anaheim, CA.
- Song, C.\*, Wee, S.\*, & Newman, D. A. (April, 2016). Cross-validating Pareto-optimal weights for reducing adverse impact. In J. Y. Park & P. J. Hanges (Chairs), *New Insights into Adverse Impact: Origination, Motivation, and Scale Weighting*. Society for Industrial and Organizational Psychology, Annual Conference, Anaheim, CA.
- Cottrell, J. M.\*, & Newman, D. A. (April, 2016). Explaining Black-White cognitive test gaps: A meta-analysis. In J. Y. Park & P. J. Hanges (Chairs), *New Insights into Adverse Impact: Origination, Motivation, and Scale Weighting*. Society for Industrial and Organizational Psychology Annual Conference, Anaheim, CA.
- Wang, W.\*, Hernandez, I.\*, Newman, D. A., He, J., & Bian, J. (April, 2016). Twitter analysis: U.S. weekly trends in work stress and emotion. In W. Wang & R. Boyd (Chairs), *Big Data Getting Smart: Measurement, Analysis, and Validity Challenges*. Society for Industrial and Organizational Psychology Annual Conference, Anaheim, CA.

- Jeon, G.\* & Newman, D. A. (August, 2015). Equity sensitivity versus egoism: New conceptualizations and implications for justice perceptions. Academy of Management Annual Meeting, Vancouver, BC.
- Hernandez, I.\*, Newman, D. A., & Jeon, G.\* (April, 2015). Using Twitter as a source of data: Computational methods. In T. Marase & N. Contractor (Chairs), Social Science and the Digital Revolution. Society for Industrial and Organizational Psychology Annual Conference, Philadelphia, PA.
- Mullaney, K.\* & Newman, D. A. (April, 2015). Leader-member exchange (LMX): A multilevel social relations analysis. Society for Industrial and Organizational Psychology Annual Conference, Philadelphia, PA.
- Wang, W.\*, Kluth, T. A.\*, Newman, D. A., & Neuman, E. (April, 2015). Impact of randomly missing data on social network autocorrelation models. Society for Industrial and Organizational Psychology Annual Conference, Philadelphia, PA.
- Jeon, G.\* & Newman, D. A. (April, 2015). Within-person job satisfaction stability increases with age and tenure. Society for Industrial and Organizational Psychology Annual Conference, Philadelphia, PA.
- Glerum, D.\*, Joseph, D. L.\*, & Newman, D. A. (April, 2015). The curvilinear relationship between self-reported emotional intelligence and job performance. Society for Industrial and Organizational Psychology Annual Conference, Philadelphia, PA.
- Mullaney, K.\* & Newman, D. A. (May, 2014). Antecedents of influence behavior: A multilevel approach. Society for Industrial and Organizational Psychology Annual Conference, Honolulu, HI.
- Mullaney, K.\* & Newman, D. A. (May, 2014). How followers experience leader influence tactics: A two-factor model. Society for Industrial and Organizational Psychology Annual Conference, Honolulu, HI.
- Wang, W.\*, Neuman, E. J., & Newman, D. A. (May, 2014). Unpacking the power to detect social network effects. Society for Industrial and Organizational Psychology Annual Conference, Honolulu, HI.
- Rangel, B.\*, Jones, K. S.\*, & Newman, D. A. (May, 2014). Meta-analysis of minority recruitment interventions and organizational attraction. Society for Industrial and Organizational Psychology Annual Conference, Honolulu, HI.
- Jones, K. S.\*, Newman, D. A., & Jung, S.\* (May, 2014). Targeted recruiting on vocational interests: An initial investigation. In R. Su (Chair), Interests: New Frontier for Personnel Selection. Society for Industrial and Organizational Psychology Annual Conference, Honolulu, HI.
- Vaughn, S.\*, Wax, A.\*, & Newman, D. A., & DeChurch, L. A. (May, 2014). Goal orientation and the absorption of unique information in teams. Society for Industrial and Organizational Psychology Annual Conference, Honolulu, HI.
- Grijalva, E.\*, Harms, P., Newman, D. A., & Gaddis, B. H. (August, 2013). Narcissism and leadership: A meta-analytic review of linear and nonlinear relationships. Academy of Management Annual Meeting, Orlando, FL.
- Wang, W.\* & Newman, D. A. (April, 2013). Measuring employee engagement: Toward consensus in constructs and instruments. Society for Industrial and Organizational Psychology Annual Conference, Houston, TX.

- Jeon, G.\*, Hudson, N.\*, Carpenter, N. C., & Newman, D. A. (April, 2013). Interactive effects of Agreeableness and Openness on organizational deviance. Society for Industrial and Organizational Psychology Annual Conference, Houston, TX.
- Feitosa, J.\*, Joseph, D. L., & Newman, D. A. (April, 2013). Is crowdsourcing worthwhile? Measurement equivalence across data collection techniques. Society for Industrial and Organizational Psychology Annual Conference, Houston, TX.
- McHugh, B.\*, Joseph, D. L., & Newman, D. A. (April, 2013). The substantive validity of self-reported emotional intelligence measures. Society for Industrial and Organizational Psychology Annual Conference, Houston, TX.
- Newman, D. A. & Cottrell, J. M.\* (April, 2013). When is pairwise deletion a “good enough” missing data technique? In C. E. Lance (Chair), *Statistical and Methodological Myths and Urban Legends: Part VIII*. Society for Industrial and Organizational Psychology Annual Conference, Houston, TX.
- Jin, J.\*, Joseph, D. L.\*, Newman, D. A., & O’Boyle, E. H. (August, 2012). Why does self-reported emotional intelligence predict job performance? Academy of Management Annual Meeting, Boston, MA.
- MacCann, C., Joseph, D. L.\*, Newman, D. A., & Roberts, R. D. (August, 2012). Is emotional intelligence an intelligence? Evidence from hierarchical and bifactor models. Academy of Management Annual Meeting, Boston, MA.
- Joseph, D. L.\* & Newman, D. A. (April, 2012). Leader-member exchange reciprocity effects depend upon follower Neuroticism. In D. L. Joseph (Chair), *Leadership and Big Five Personality*. Society for Industrial and Organizational Psychology Annual Conference, San Diego, CA.
- Mullaney, K.\* & Newman, D. A. (April, 2012). Leader influence tactics should be matched to follower personality. In D. L. Joseph (Chair), *Leadership and Big Five Personality*. Society for Industrial and Organizational Psychology Annual Conference, San Diego, CA.
- Joseph, D. L.\*, Newman, D. A., & Sin, H. P. (August, 2011). Measuring leader-member exchange (LMX): Evidence for consensus and construct breadth. Academy of Management Annual Meeting, San Antonio, TX.
- Carpenter, N. C.\*, Newman, D. A., & Arthur, W. (April, 2011). What do work performance items measure? A substantive validity examination. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Joseph, D. L.\*, Newman, D. A., & Hulin, C. L. (August, 2010). Job attitudes and employee engagement: A meta-analysis of construct redundancy. Academy of Management Annual Meeting, Montreal, QC.
- Tay, L.\*, Newman, D. A., & Vermunt, J. K. (August, 2010). Ascertaining observed and unobserved measurement equivalence with MM-IRT-C. Academy of Management Annual Meeting, Montreal, QC.
- Joseph, D. L.\*, Newman, D. A., Grijalva, E.\*, & Guo, J\*. (April, 2010). Self-report bias in the observed correlation: A meta-analysis. Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA.

*Featured Top Poster for 2010 (top 3%), Society for I/O Psychology*

- Newman, D. A., Spain, S. M.\*, Joseph, D. L.\*, Fisher, C. D., Miner, A. G., & Glomb, T. (April, 2010). Intrinsic dynamic regulation of work satisfaction and mood. In P. J. Hanges & C. A. Fulmer (Co-Chairs), *New Developments in Modeling Longitudinal and Dynamic Data*. Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA.
- Jones, K. S.\*, Newman, D. A., Su, R.\*, & Rounds, J. (April, 2010). Implications of vocational interests for adverse impact. In D. A. Newman & J. S. Lyon (Co-Chairs), *Recruitment and Adverse Impact: Vocational Interests, Advertisements, and Job Acceptance*. Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA.
- Lyon, J. S., Fulmer, C. A.\*, Newman, D. A., & Cox, B. E. (April, 2010). Attracting applicants through manipulations of job ad content. In D. A. Newman & J. S. Lyon (Co-Chairs), *Recruitment and Adverse Impact: Vocational Interests, Advertisements, and Job Acceptance*. Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA.
- Wee, S.\*, & Newman, D. A. (April, 2010). Differentiating cognitive subtests to minimize adverse impact. Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA.
- Nye, C. D.\*, Newman, D. A., & Rhodes, D. L.\* (August, 2009). Never say “always”? Extreme item wording effects on scalar invariance and item response curves. Academy of Management Annual Meeting, Chicago, IL.
- Newman, D. A. (April, 2009). A latent growth model of validity degradation. In D. A. Newman (Chair), *Time and Job Performance*. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.
- Cook, A. L.\*, & Newman, D. A. (April, 2009). The job satisfaction—performance relationship: An integrated model with common causes. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.

*Featured Top Poster for 2009 (top 3%), Society for I/O Psychology*

- Rhodes, D. L.\*, & Newman, D. A. (April, 2009). Sex differences in emotional intelligence: Implications for adverse impact. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.
- Rhodes, D. L.\*, & Newman, D. A., Kinney, T. B., & Pittman, J. P. (April, 2009). Promotion frustration enhances the emotional intelligence—job performance relationship. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.
- Rodriguez, J. M.\*, & Newman, D. A. (April, 2009). Racial differences in job satisfaction: A meta-analysis. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.
- Newman, D. A., & Sin, H. P. (August, 2008). Within-group agreement for multi-item scales: Considering interitem correlations. Academy of Management Annual Meeting, Anaheim, CA.

*Winner of RM Division Best Conference Paper Award for 2008, Academy of Management  
(#1 paper out of 83 submissions to RM Division)*

- Rhodes, D. L.\*, & Newman, D. A. (April, 2008). Discriminant validity of self-reported emotional intelligence: A multitrait-multimethod study. In D. Rhodes & D. A. Newman (Co-Chairs), *Measuring emotional intelligence: How, and why?* Society for Industrial and Organizational Psychology Annual Conference, San Francisco, CA.
- Newman, D. A. (August, 2007). Is job satisfaction contagious?: Simultaneous effects of social networks, tasks, and dispositions. Academy of Management Annual Meeting, Philadelphia, PA.
- Newman, D. A., & Yu, J.\* (May, 2007). Race and gender composition of cohesive network subgroups. In K. Keller, A. A. Schmidt, & C. Ostroff (Co-Chairs), *Advancing diversity research using social network analysis*. Society for Industrial and Organizational Psychology Annual Conference, New York, NY.
- Newman, D. A. (May, 2007). When do missing data invalidate results?: Using nonresponse parameters. In R. J. Vandenberg & C. E. Lance (Co-Chairs), *Where is the Kernel of Truth?*. Society for Industrial and Organizational Psychology Annual Conference, New York, NY.
- Rhodes, D. L.\*, & Newman, D. A. (May, 2007). Is emotional intelligence worthwhile?: Assessing incremental validity and adverse impact. Society for Industrial and Organizational Psychology Annual Conference, New York, NY.
- Lyon, J. S.\*, & Newman, D. A. (May, 2007). Recruiting solutions for adverse impact: Race differences in organizational attraction. Society for Industrial and Organizational Psychology Annual Conference, New York, NY.
- Boyd, S.\*, Ensari, N., Hoffman, C. C., & Newman, D. A. (May, 2007). Core self-evaluations moderating the job stress-burnout relationship. Society for Industrial and Organizational Psychology Annual Conference, New York, NY.
- Ramesh, A.\*, & Newman, D. A. (August, 2006). Social correlates of cognitive structures: Performance schema networks within social networks. In R. S. Burt (Chair), *Through a Prism Darkly? Network Cognition in Organizations*. Academy of Management Annual Meeting, Atlanta, GA.
- Yu, J.\*, & Newman, D. A. (August, 2006). Social influence and absenteeism: Norms, networks, and the role of guilt. In T. R. Lituchy (Chair), *Predicting Withdrawal: Turnover Intentions and Absenteeism*. Academy of Management Annual Meeting, Atlanta, GA.
- Slaughter, A. J.\*, Newman, D. A., Yu, J.\*, & Koehly, L. M. (May, 2006). Alternative measurement of cognitive social structures: Indexing demographic bias. In L. Duan & D. A. Newman (Co-Chairs), *Applying the Social Network Approach to I/O Psychology*. Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.
- Schwall, A. R.\*, & Newman, D. A. (May, 2006). Job satisfaction and union participation: Cross-level and group-level interactions. Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.
- Sin, H. P.\*, & Newman, D. A. (May, 2006). Correcting missing data bias in ICC(1) and ICC(2). Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.
- Slaughter, A. J.\*, Newman, D. A., & Hanges, P. J. (May, 2006). A time-sensitive Sobel test: Assessing mediation in longitudinal data. In D. L. Stone (Chair), *Testing Causal Models*

- in Non-Experimental Research. Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.
- Newman, D. A., & Hanges, P. J. (May, 2006). Which comes first, job satisfaction or performance?: Temporal precedence methodology. In D. A. Newman (Chair), Time and Job Satisfaction. Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.
- Hiller, N. J., Hausknecht, J. P., Vance, R. J., & Newman, D. A. (May, 2006). Temporal priority in the attitude-behavior relationship: A unit-level analysis. In D. A. Newman (Chair), Time and Job Satisfaction. Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.
- Dawson, J. F., & Newman, D. A. (May, 2006). Pairwise deletion problems with moderated multiple regression. In D. A. Newman (Chair), Testing Interaction Effects: Problems and Procedures. Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.
- Newman, D. A., Mayer, D. M., & Farr, J. L. (August, 2005). Social exchange and union commitment: Examining multilevel homology. In D. E. Rupp & C. Jackson (Co-Chairs), Advancements in Social Exchange Theory: Mediators, Moderators, and Unit-Level Effects. Academy of Management Annual Meeting, Honolulu, HI.
- Sin, H. P.\*, & Newman, D. A. (August, 2005). Variance of means versus mean of variances: A contrarian view on operationalizing group dispersion. Paper presented in an RM Division session entitled "Multilevel Research Methods" at the Academy of Management Annual Meeting, Honolulu, HI.

*Winner of RM Division Best Student Paper Award for 2005, Academy of Management*

- Ramesh, A.\*, & Newman, D. A. (August, 2005). Cognitive, affective, and social network influences in performance appraisal. Paper presented in an HR Division session entitled "New Directions in Performance Management Research" at the Academy of Management Annual Meeting, Honolulu, HI.

*Winner of HR Division Best Student Paper Award for 2005, Academy of Management*

- Lyon, J. S.\*, & Newman, D. A. (April, 2005). Recruiting solutions for adverse impact: Targeting applicant pool characteristics. In D. A. Newman & C. C. Hoffman (Co-Chairs), Personnel Selection with Multiple Predictors: Issues and Frontiers. Society for Industrial and Organizational Psychology Annual Conference, Los Angeles, CA.
- Williams, C.\*, & Newman, D. A. (April, 2005). When NOT to use unit weighting: A meta-analytic approach. In D. A. Newman & C. C. Hoffman (Co-Chairs), Personnel Selection with Multiple Predictors: Issues and Frontiers. Society for Industrial and Organizational Psychology Annual Conference, Los Angeles, CA.
- Newman, D. A., & Leslie, L. M.\* (April, 2005). Social network and dispositional bases of job autonomy. Society for Industrial and Organizational Psychology Annual Conference, Los Angeles, CA.

- Newman, D. A., & Sin, H. P.\* (April, 2005). Indexing diversity under missing data conditions. Society for Industrial and Organizational Psychology Annual Conference, Los Angeles, CA.
- Kling, A. S.\*, Vinitsky, M. H., Hoffman, C., & Newman, D. A. (April, 2005). Enhancing commitment to organizational change: A quasi-experiment. Society for Industrial and Organizational Psychology Annual Conference, Los Angeles, CA.
- Mohammed, S., Rizzuto, T., Erickson, K., Hiller, N. J., Newman, D. A., Chen, T. T. (April, 2005). Individual differences and group negotiation: The role of polychronicity, dominance, and decision rule. In D. Van Knippenberg (Chair), Diversity and Decision Making. Society for Industrial and Organizational Psychology Annual Conference, Los Angeles, CA.
- Newman, D. A., Jacobs, R. R., & Bartram, D. (August, 2004). Local validity and adverse impact: Using Bayes meta-analysis with predictor composites. Paper presented in an HR Division session entitled, "For Those Who Love Formulas: Statistical Issues in HR," at the Academy of Management Annual Meeting, New Orleans, LA.
- Newman, D. A. (April, 2004). Missing data in longitudinal designs: Enhancing imputation with auxiliary variables. In D. A. Newman & J. L. Farr (Co-Chairs), Assumptions and Conventions in Data Analysis: Toward New Approaches. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Newman, D. A., Harrison, D. A., & Roth, P. L. (August, 2003). Utility of overall job attitude for predicting individual effectiveness: Meta-analytic tests. Paper presented in an HR Division session entitled "Performance Management Issues: Evaluation, Turnover, Expatriates" at the Academy of Management Annual Meeting, Seattle, WA.
- Newman, D. A., & Sin, H. P. (April, 2003). Within-group agreement ( $r_{WG(j)}$ ) estimation under missing data conditions. Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL.
- Newman, D. A., Tesluk, P. E., & Farr, J. L. (April, 2002). Aggregating union socialization, commitment, and participation: Tests of multilevel homology. Society for Industrial and Organizational Psychology Annual Conference, Toronto, ON.
- Skattebo, A. L., Newman, D. A., Kinney, T. B., Cleveland, J. N. (April, 2002). The effect of rater goals and climate perceptions on rating behavior. Society for Industrial and Organizational Psychology Annual Conference, Toronto, ON.
- Newman, D. A., Erickson, K. L. & Rizzuto, T. E. (April, 2000). A dynamic look at union commitment and participation. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.

### **Chaired Symposia & Panels**

- Newman, D. A., & Wang, M. (April, 2012). Longitudinal Research: A Question & Answer Session on Recent Advancements. Panel discussion at the Society for Industrial and Organizational Psychology Annual Conference, San Diego, CA.
- Newman, D. A., & Joseph, D. L.\* (April, 2011). Emotional Intelligence: Consensus, Dissensus, and the Path Forward. Panel discussion at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

- Wang, M., & Newman, D. A. (April, 2011). Longitudinal Research: Combining Recent Advancements. Panel discussion at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Newman, D. A., & Lyon, J. S. (April, 2010). Recruitment and Adverse Impact: Vocational Interests, Advertisements, and Job Acceptance. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA.
- Newman, D. A. (April, 2009). Time and Job Performance. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.
- Rhodes, D. L.\*, & Newman, D. A. (April, 2008). Measuring Emotional Intelligence: How, and Why? Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, San Francisco, CA.
- Duan, L.\*, & Newman, D. A. (August, 2007). Social Networks and Leadership. Symposium presented at the Academy of Management Annual Meeting, Philadelphia, PA.
- Newman, D. A. (May, 2007). Time and Job Performance: New levels, Constructs, and Methods. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, New York, NY.
- Newman, D. A. (May, 2006). Time and Job Satisfaction. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.
- Newman, D. A. (May, 2006). Testing Interaction Effects: Problems and Procedures. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.
- Duan, L.\*, & Newman, D. A. (May, 2006). Applying the Social Network Approach to I/O Psychology. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.
- Newman, D. A., & Hoffman, C. C. (April, 2005). Personnel Selection with Multiple Predictors: Issues and Frontiers. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Los Angeles, CA.
- Newman, D. A., & Farr, J. L. (April, 2004). Assumptions and Conventions in Data Analysis: Toward New Approaches. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

### **Invited Talks & Panels**

- CARMA Webcast (April 2019). Construct Development and Validation in Three Practical Steps: Recommendations for Reviewers, Editors, and Authors. Center for the Advancement of Research Methods and Analysis (live webcast to universities worldwide) (co-presented with L. S. Lambert), College of Business Administration, University of Nebraska, Lincoln, NE.
- Publishing High Impact Methods Papers: Insights from ORM Editors. (August, 2017). In LeBreton, J., & Bliese, P. (Chairs). Panel discussion at the Academy of Management Annual Meeting, Atlanta, GA.
- CARMA Webcast (February 2017). Construct Mixology: Forming New Management Constructs by Combining Old Ones. Center for the Advancement of Research Methods and Analysis (live webcast to universities worldwide), College of Business Administration, University of Nebraska, Lincoln, NE.

- Construct Mixology: Forming New Management Constructs by Combining Old Ones. Georgia Tech University, Distinguished Speaker of Organizational Behavior (February 2017), Scheller College of Business. Atlanta, GA.
- Network Contagion, Job Attitudes, and Withdrawal-Engagement. Indiana University (October 2016), Kelley School of Business. Bloomington, IN.
- Job Attitudes, Withdrawal-Engagement, and Social Network Contagion. University of Nebraska (October 2016), College of Business Administration, Lincoln, NE.
- Social Network Effects and a Computational Model of Climate Emergence. Michigan State University, Multicultural Teams: Advancing Team Effectiveness in a Globalized World (October 2015), Michigan State Consortium for Multicultural Psychology Research (APA and NSF sponsored).
- Social Network Cross-Level Effects and a Formal Model of Climate Emergence. Pennsylvania State University, Multilevel Theory and Research Conference (May 2015), Penn State Center for Teams and Negotiation. (NSF sponsored)
- Statistical Power to Detect Social Network Effects in Small Groups. Northwestern University, Science of Networks in Communities (SONIC) Speaker Series (January 2015).
- Ask the Experts: Quantitative Methods. Panels sponsored by Research Methods Division, presented at annual meetings of the Academy of Management:  
- Orlando, FL (2013), - Boston, MA (2012); - San Antonio, TX (2011);  
- Montreal, QC (2010); - Chicago, IL (2009); - Anaheim, CA (2008);  
- Philadelphia, PA (2007); - Atlanta, GA (2006)
- Honoring the Career Contributions of Professor Larry James. Georgia Tech-CARMA Webcast, “Measuring Group-Level Psychological Properties: A Tribute to Larry James” (April 2013). Sponsored by Georgia Tech and the Center for the Advancement of Research Methods and Analysis (Festschrift live webcast to universities worldwide).
- Longitudinal Research: A Question & Answer Session on Recent Advancements. (April, 2012). In Newman, D. A., & Wang, M. (Chairs). Panel discussion at the Society for Industrial and Organizational Psychology Annual Conference, San Diego, CA.
- So You Think You Can Analyze Networks? (April, 2012). In DeCostanza, A., & Doty, D. (Chairs). Panel discussion at the Society for Industrial and Organizational Psychology Annual Conference, San Diego, CA.
- Longitudinal Research: Combining Recent Advancements. (April, 2011). In Wang, M., & Newman, D. A. (Chairs). Panel discussion at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- CARMA Short Course (January 2011). Multilevel Modeling. Center for the Advancement of Research Methods and Analysis, School of Business, Wayne State University, Detroit, MI.
- CARMA Webcast (April 2010). Missing Data: Problems and Prospects. Center for the Advancement of Research Methods and Analysis (live webcast to universities worldwide), School of Business, Wayne State University, Detroit, MI.
- Adverse Impact: Implications for Organizational Staffing and High-Stakes Selection (April 2010). In J. L. Outtz (Chair), Society for I/O Psychology (SIOP) invited panel. Atlanta, GA.

Continuing the Dialog on Employee Engagement. (April 2008). In P. R. Sackett (Chair), Society for I/O Psychology Executive Committee invited session to introduce SIOP's New Journal, presented at the Society for Industrial and Organizational Psychology Annual Conference, San Francisco, CA.

### **Professional Experience (consulting)**

- *National Aeronautics and Space Administration (NASA)*
- *Pennsylvania State Education Association*
- *Center for Creative Leadership*
- *Philadelphia Private Industry Council*
- *Pennsylvania Department of Transportation*
- *Washington, D.C. Capitol Police*
- *City of Houston, Bureau of HIV/STD, Dept. of Health & Human Services*
- *Federal Aviation Administration*
- *Edward Jones*

### **Teaching Experience**

*List of Teachers Ranked as Excellent by their Students, University of Illinois at Urbana-Champaign:*

Fall 2023\*,  
Spring 2023\*,  
Fall 2022\*,  
Spring 2022\*,  
Fall 2021\*,  
Spring 2021,  
Fall 2020,  
Spring 2020\*,  
Fall 2019\*,  
Spring 2019\*,  
Fall 2018\*,  
Spring 2018\*,  
Fall 2017\*,  
Spring 2017\*,  
Fall 2016\*,  
Fall 2015\*,  
Spring 2015\*,  
Fall 2014\*,  
Spring 2014,  
Fall 2013\*,  
Spring 2013,  
Fall 2012,  
Spring 2012,  
Fall 2011\*,

Fall 2010\*,  
 Fall 2009\*,  
 Spring 2009\*,  
 Fall 2008\*  
 (\* 'outstanding' rating)

**Median Overall Teacher Rating = 4.8; Mean Overall Teacher Rating = 4.6**

*Faculty Teaching Excellence Award* (2013), School of Labor & Employment Relations,  
 University of Illinois (awarded to one faculty member per year, selected by students)

- |                             |   |
|-----------------------------|---|
| Fall 2012-<br>Present       | <u>University of Illinois, School of Labor &amp; Employment Rel'ns</u> , Assoc. to Full Prof.<br>LER559: Micro Research Methods (Ph.D. seminar)<br>LER590DDD: HR Analytics: Data-Driven Prediction and Decisions<br>LER593: Quantitative Methods in LER<br>LER597: Employee Motivation and Performance  |
| Fall 2008-<br>Present       | <u>University of Illinois, Department of Psychology</u> , Assistant to Full Professor<br>PSYC593DN: Multilevel and Social Network Views of Organization (Ph.D. sem.)<br>PSYC552: Social Psychology Theory and Method II (Ph.D. Research Methods)<br>PSYC598: Current Topics in Organizational Psychology (Ph.D. seminar)<br>PSYC455: Organizational Psychology (150 students) |
| Fall 2005-<br>Spring 2008   | <u>Texas A&amp;M University, Department of Psychology</u> , Assistant Professor<br>PSYC680: Multilevel and Social Network Views of Organization (Ph.D. sem.)<br>PSYC610: Organizational Psychology (Ph.D. seminar)<br>PSYC607: Experimental Psychology (Ph.D. Statistics seminar)   |
| Fall 2004-<br>Spring 2005   | <u>University of Maryland, Department of Psychology</u> , Visiting Assistant Professor<br>PSYC738: Multilevel and Social Network Views of Organization (Ph.D. seminar)<br>PSYC733: Organizational Psychology (Ph.D. seminar)  |
| Fall 2003-<br>Spring 2004   | <u>California School of Org. Studies, Alliant International University</u> , Lecturer<br>ORG6016: Research Methods (Ph.D. seminar)<br>PSY6021-6023: Advanced Statistics I & II (Ph.D. seminars & labs)  |
| Summer 2002-<br>Spring 2003 | <u>Penn State University, Department of Management &amp; Organization</u> , Lecturer<br>MGMT341: Introduction to Human Resource Management (125 students)   |
| Fall 2000-<br>Spring 2002   | <u>Penn State University, Department of Labor &amp; Industrial Relations</u> , Lecturer<br>LIR312: Research Methods   |
| Spring 2001                 | <u>Penn State University, Department of Distance Education</u> , Course Author<br>PSY451: Leadership in the Workplace   |
| Fall 1998-<br>Spring 2000   | <u>Penn State University, Department of Psychology</u> , Teaching Assistant<br>PSY231: Introduction to Industrial/Organizational Psychology<br>PSY301: Research Methods for I/O Psychology<br>PSY451: Leadership in the Workplace<br>PSY411: Systems of Psychology and the Past   |

PSY441: Individual Motivation and Satisfaction  
Fall 1997- The Memorial Hall School, Houston, Texas, Science Teacher  
Spring 1998 Taught Chemistry, Physics, Biology at accredited private secondary school

Fall 1995- Rice University, Department of Chemistry, Teaching Assistant & Lab Supervisor  
Spring 1996 CHEM213&214: Organic Chemistry Laboratory  
Fall 1994 Rice University, Department of Physics, Grader  
PHYS101: Mechanics

### **Professional Service: Academic Journal Reviewing & Editing**

#### Associate Editor

Organizational Research Methods (2015-2017)

#### Editorial Boards

Journal of Applied Psychology (2008-2020)

Organizational Research Methods (2007-present)

Journal of Management (2011-2012)

Journal of Business & Psychology (2011-2012)

#### Reviewing

Academy of Management Journal

Academy of Management Review

Journal of Personality and Social Psychology

Organizational Behavior and Human Decision Processes

Personnel Psychology

Organizational Psychology Review

Human Performance

Leadership Quarterly

Proceedings of the National Academy of Sciences

Journal of Personality Assessment

Psychological Methods

Reviewer/Program Committee, Academy of Management, APA, and SIOP Conferences

### **Graduate Student Mentoring**

#### Ph.D. Dissertations Chaired & Co-Chaired (and placement)

22. Kwesi Adjei (in progress)

21. Mengtong Li (in progress)

20. Jun-Yeob Kim (2024), "Entrepreneur Weirdness: Positive and Negative Effects of Non-Normativity on Product Creativity and Investor Funding Decisions," **Assistant Professor of Management, University of Central Florida** (Orlando, FL)

19. Chen Tang (2023), "Diversity Tradeoff Curves in Personnel Selection: Evaluating Local Study, Meta-Analysis, Bayes-Analysis, and Ensemble Machine Learning," **Assistant**

**Professor of Management, Kogod School of Business, American University**  
(Washington, DC)

18. Ning Hsu, Ph.D. (2022), “Female Leadership Advantage: A Personality-Based Explanatory Model of the Gender Gap in Transformational Leadership,” **Assistant Professor of Psychology, Virginia Tech University** (Blacksburg, VA)
17. Anoop A. Javalagi, Ph.D. (2022), “The Agreeableness Leadership Advantage,” Postdoctoral Scholar, Northwestern University (Evanston, IL)
16. Nicole A. Morales, Ph.D. (2021), “Who Endorses ‘Think Manager-Think Male’? A Within-Person Examination of Masculine and Feminine Leader Stereotypes,” U.S. Army Research Institute (Ft. Belvoir, VA)
15. Q. Chelsea Song, Ph.D. (2018) [co-chaired with J. Rounds], “Diversity Shrinkage of Pareto-Optimal Solutions in Hiring Practice: Simulation, Shrinkage Formula, and a Regularization Technique,” **Assistant Professor of Management, Kelley School of Business, Indiana University** (Bloomington, IN)
14. Kathleen A. Yearick, Ph.D. (2018), “Competitive Personality and Work Outcomes: A Meta-Analysis and Scale Development,” Statistician, State Farm (Bloomington, IL)
13. Bertha Rangel, Ph.D. (2018), “Choosing Team Members: Taking Personality and Perceived Personality into Account,” **Assistant Professor of Psychology, Washington State University** (Vancouver, WA)
12. Rachel L. Amrhein, Ph.D. (2018), “Gender and Counterproductive Work Behavior (CWB): A Personality-Based Explanatory Model,” Manager of Admissions & Aid, Strategic Analysis, Washington University in St. Louis (St. Louis, MO).
11. Jonathan M. Cottrell, Ph.D. (2017), “A Theory of Adverse Impact: Meta-Analytic Update of the 3-Step Model,” PeopleAdmin Talent Management (Chicago, IL)
10. Angela Lee, Ph.D. (2017), “Leader Consideration Reconsidered: The L Factor in Leader Behavior,” Human Resources Research Organization (HumRRO; Alexandria, VA)
9. Ivan J. Hernandez, Ph.D. (2015), “Regional Variation in Work Absence Cultures in the United States,” **Associate Professor of Psychology, Virginia Tech University** (Blacksburg, VA)
8. Gahyun (Iris) Jeon, Ph.D. (2015), “Job Satisfaction Stability Increases over Time: Meta-Analysis and Fifteen-Year Longitudinal Study,” People Analytics, Samsung DS (Seoul, South Korea)
7. Emily Grijalva, Ph.D. (2013), “Narcissism and Leadership: A Review of Linear and Nonlinear Relationships,” **Assistant Professor of Organizational Behavior, Olin Business School, Washington University in St. Louis** (St. Louis, MO)
6. Kisha S. Jones, Ph.D. (2013), “Vocational Interests and Adverse Impact: A Meta-Analysis of Race, Cognitive Ability, and Vocational Interests,” **Assistant Professor of Psychology, Pennsylvania State University** (University Park, PA)
5. Kevin Mullaney, Ph.D. (2013), “Leadership Influence Tactics: A Social Relations Model,” **Chair of Department of Leadership Development and Research, U.S. Naval Academy** (Annapolis, MD)
4. Jennifer Klafehn, Ph.D. (2011) [co-chaired with C.-Y. Chiu], “The Effects of Metacognitive Skill on Cross-Cultural Performance,” Educational Testing Service (ETS) (Princeton, NJ)

3. Dana L. Joseph, Ph.D. (2011), “Emotional Intelligence, Leader-Member Exchange, and Behavioral Engagement: Considering Mediation and Reciprocity Effects,” **Associate Professor of Management, University of Central Florida** (Orlando, FL)
2. Janie Yu, Ph.D. (2008), “A Process Model of Applicant Faking on Overt Integrity Tests,” current employment unknown
1. Andrew J. Slaughter, Ph.D. (2008) [co-chaired with L. M. Koehly], “Emergent Leadership Structures in Organizations,” U.S. Army Research Institute (Ft. Belvoir, VA)

Ph.D. Dissertation Committee Memberships (and placement)

40. Lilang Chen (in progress)
39. Mary Eve P. Speech (2023), **Assistant Professor, University of Georgia (Management)**
38. Sang-Hoon Lee (2023), **Assistant Professor, Loyola Marymount University (Management)**
37. Randi L. Vogt (2022),
36. Lucy Headrick (2021), **Assistant Professor, San Jose State University (Management)**
35. Colin Wee Jian Ming (2021),
34. Bo Zhang (2020), **Assistant Professor, Texas A&M University (Psychology)**
33. Alexis V. Hanna (2020), **Assistant Professor, University of Nevada-Reno (Management)**
32. Yun-Kyoung Gail Kim (2020), **Assistant Professor, Salisbury University (Management)**
31. Marlon Twyman (2019), **Assistant Professor, University of Southern California (Communication)**
30. Kevin Hoff (2019), **Assistant Professor, Michigan State University (Psychology)**
29. Sooyeol Kim (2019), **Assistant Professor, National University of Singapore (Management)**
28. Wei Ming Jonathan Phan (2018), **Assistant Professor, California State University, Long Beach (Management)**
27. Justin P. Wiegand (2018), **Assistant Professor, San Diego State University (Management)**
26. Luyao Zhang (2018)
25. Ying Guo (2018)
24. Seong Hee Cho (2016), **Assistant Professor, North Carolina State University (Psychology)**
23. Mengyang Cao (2016), Facebook
22. Noam Segal (2016), Airbnb
21. Jooyeon Son (2015), **Senior Lecturer, University of Melbourne (Management)**
20. Liwen Liu (2015), American Institutes for Research, AIR
19. Emily Dworkin (2015), **Assistant Professor, University of Washington (Medicine)**
18. Wei Wang (2013), **Associate Professor, City University of New York (Psychology)**
17. Jing Jin (2013), Facebook
16. Rong Su (2012), **Associate Professor, University of Iowa (Management)**
15. Jennifer V. Fayard (2012), **Associate Professor, Ouachita Baptist University (Psychology)**
14. Jing Guo (2012), unknown
13. Louis Tay (2011), **Professor, Purdue University (Psychology)**
12. Christopher D. Nye (2011), **Associate Professor, Michigan State University (Psychology)**
11. Stephanie N. Seiler (2011), FurstPerson
10. Jo-Tzu Sun (2011), unknown

9. Seth M. Spain (2010), **Associate Professor, Concordia University (Management)**
8. Sang Eun Woo (2009), **Professor, Purdue University (Psychology)**
7. Toyah L. Miller (2008), **Assistant Professor, Indiana University (Management)**
6. Lior Noy (2007), 5. Debora R. Luczywek (2007), 4. Scott D. Boyd (2006),  
3. Boris Rashkovsky (2005), 2. Shaun B. Harris (2005), 1. Adam S. Kling (2004)

Master's Theses Chaired († 2<sup>nd</sup>-Year Papers/Master's Reports Supervised)

15. Mengtong Li (2022)
14. Jun-Yeob Kim (2022)<sup>†</sup>
13. Ning Hsu (2021)
12. Nicole A. Morales (2020)
11. Chen Tang (2019)<sup>†</sup>
10. Anoop A. Javalagi (2018)<sup>†</sup>
9. Rachel L. Amrhein (2018)
8. Kathleen A. Yearick (2017)
7. Jonathan M. Cottrell (2013)
6. Kevin Mullaney (2011)
5. Gahyun Jeon (2011)
4. Nichelle Carpenter (co-chaired with W. E. Arthur, Jr., 2010)
3. Jennifer M. Rodriguez (co-chaired with W. E. Arthur, Jr., 2009)
2. Allison L. Alexander [Cook] (2008)
1. Dana L. Joseph [Rhodes] (2008)

Master's Thesis Committee Memberships († 2<sup>nd</sup>-Year Papers/Master's Reports, Reader)

18. Will Hyland (2021)
17. Juan Alzate Vanegas (2020)
16. Sang-Hoon Lee (2019)<sup>†</sup>
15. Alexis V. Hanna (2018)
14. Kevin A. Hoff (2016)
13. Angela Lee (2016)
12. Q. Chelsea Song (2015)
11. Bertha Rangel (2015)
10. Jonathan Phan (2015)
9. Seonghee Cho (2013)
8. Kisha Jones (2011)
7. Emily Grijalva (2011)
6. Amanda Farthing (2011)
5. Shaheen Rana (2010)
4. Leticia Osterberg (2009)
3. Sasha Fleary (2008)
2. Patti Henderson (2007)
1. Christine A. Limbers (2006)

## **School/College/Departmental**

### *Executive Committee Experience*

Executive Committee, School of Labor & Employment Relations, University of Illinois  
(elected by the faculty)

- Fall 2022 to Spring 2023
- Fall 2020 to Spring 2021
- Fall 2019 to Spring 2020
- Fall 2018 to Spring 2019
- Fall 2014 to Spring 2015
- Fall 2013 to Spring 2014

Advisory Committee, Department of Psychology, University of Illinois  
(elected by the faculty)

- Fall 2023 to Spring 2024
- Fall 2022 to Spring 2023
- Fall 2021 to Spring 2022
- Fall 2020 to Spring 2021
- Fall 2019 to Spring 2020
- Fall 2018 to Spring 2019
- Fall 2017 to Spring 2018
- Fall 2016 to Spring 2017
- Fall 2015 to Spring 2016
- Fall 2014 to Spring 2015
- Fall 2013 to Spring 2014

### *Hiring/Admissions, Promotion/Tenure, and Diversity Committee Experience*

#### Search Committees

University of Illinois at Urbana-Champaign, School of Labor & Employment Relations

- Spring 2023 faculty search, [Hanyi Haylee Min]
- Fall 2022-Spring 2023 Climate Jobs Institute, Executive Director search (Co-Chair), [Richard Benton]
- Fall 2022 faculty search, [Johnnie Kallas]
- Fall 2021 faculty search (Chair), [Leo Alexander III, Bo Zhang]
- Fall 2020 faculty search, [Tingting Zhang]
- Fall 2019 Dean search, [no external candidate selected, Drasgow extended term]
- Fall 2019 faculty search, Soderstrom Endowed Chair [unfilled]
- Spring 2019 faculty search (Chair), [Marlon Twyman—declined]
- Fall 2018 faculty search, [Christine Riordan]
- Fall 2017 faculty search (Chair), [Simon Restubog]
- Fall 2016 faculty search (Chair), [Yihao Liu]
- Fall 2015 faculty search (Co-Chair), [Jiwook Jung, Shinjae Won]
- Spring 2015 faculty search (Chair), [YoungAh Park]

- Fall 2014 faculty search, [Ryan Lamare, Andrew Weaver]
- Fall 2011 faculty search [Nichelle Carpenter]

University of Illinois at Urbana-Champaign, Department of Psychology

- Spring 2023 Department Head search, [Diane Beck]
- Fall 2022 faculty search, [Brenda Straka]
- Fall 2019 faculty search (Chair), [Susu Zhang]
- Fall 2019 faculty search, [Victor Cervantes, Jared Hotaling]
- Fall 2016 Director of Budget & Resource Planning search,
- Spring 2015 Department Head search [Wendy Heller]

Texas A&M University, Department of Psychology (Fall 2007 & Fall 2006 faculty searches)

California School of Organizational Studies-LA, Alliant Internat. U. (Spring 2004 faculty search)

### Promotion and Tenure Committees

University of Illinois at Urbana-Champaign, School of Labor & Employment Relations

- Spring-Fall 2022 [Yihao Liu]
- Spring-Fall 2021 [Eunmi Mun]
- Spring-Fall 2020 (Chair) [Ryan Lamare]
- Spring-Fall 2020 [Richard Benton]
- Spring-Fall 2018 [YoungAh Park]
- Spring 2018 (Chair) [Simon Restubog]
- Spring-Fall 2016 [Teresa Cardador]
- Spring-Fall 2015 [Amit Kramer]
- Spring-Fall 2013 [Ariel Avgar]

University of Illinois at Urbana-Champaign, Department of Psychology

- 3 Committees (Chaired 1 committee)

GRE Admissions Task Force (Chair), Department of Psychology,  
University of Illinois (Fall 2020-Spring 2021)

Graduate Admissions Coordinator, Industrial/Organizational Division, Dept. of Psychology,  
University of Illinois at Urbana-Champaign

- Fall 2013 to Spring 2014
- Fall 2012 to Spring 2013
- Fall 2011 to Spring 2012
- Fall 2010 to Spring 2011
- Fall 2009 to Spring 2010
- Fall 2008 to Spring 2009

Texas A&M University (Fall 2007 to Spring 2008)

Admissions Committee, School of Labor & Employment Relations,  
University of Illinois (Fall 2012-Spring 2013; Fall 2015)

College Equal Employment Opportunity Officer, School of Labor & Employment Relations,  
University of Illinois (Fall 2013 to present)

Diversity Committee, Department of Psychology,  
University of Illinois (Fall 2012 to Spring 2019; Chair, 2013-2015)  
Affirmative Action Officer, Department of Psychology,  
University of Illinois (Fall 2011-Spring 2012)

*Curriculum & Advising Committee Experience*

LER Curricular Innovation Task Force (2023-present)

LER Undergraduate Major Feasibility Committee (2021-2022)

LER Undergraduate Minor Curriculum Review & Revision Task Force (2019)

Ph.D. Advisory Committee, School of Labor & Employment Relations,  
University of Illinois (Fall 2016 to Spring 2020)

Council for Learning Outcomes Assessment, MHRIR PhD Program Liaison (Fall 2015-Spring  
2023)

LER Online Master's (MHRIR) Development Committee (2014)

LER Master's (MHRIR) Curriculum Review Committee (Chair) (2013-2014)

Graduate Training Committee, Department of Psychology,  
Texas A&M University (Fall 2005 to Spring 2008)

**Campus-Level Service, University of Illinois at Urbana-Champaign:**

Big Ten Academic Alliance, Academic Leadership Program Fellow (2023-2024)

Campus Committee on Promotion & Tenure (2020-2023)

Campus Off-Cycle Promotion & Tenure Committee (2022-present)

Council for Learning Outcomes Assessment (2015-2016)

Campuswide Leadership Minor, Coordinator Search Committee (2011)

**Professional Societies: Academy of Management and Society for I/O Psychology**

Academy of Management, Research Methods (RM) Division (2,300 members)  
Past-Chair (2017-2018)  
Chair (2016-2017)  
Chair-Elect (2015-2016)  
Program Chair (2014-2015)

Professional Development Workshop Chair (2013-2014)  
Doctoral Consortium, Chair of the Micro Quantitative Methods Track (2013)  
Panelist, “Crafting a Methodological Contribution” (2014)  
Executive Committee (Representative at Large, elected term 2010-2013)  
Awards Committee (2007, 2011, 2013 Chair, 2018)  
Student Advisory Committee (2003)

Academy of Management, Human Resources (HR) Division  
Scholarly Achievement Award Committee (2008, 2009, 2022, 2023)

Academy of Management, Organizational Behavior (OB) Division  
Speaker, Professional Development Workshop: Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students. Montreal, QC (2010); Chicago, IL (2009).  
Best Paper Award Committee (2010)

SIOP Doctoral Consortium. Panel on Research Methods.  
Honolulu, HI (2014); San Diego, CA (2012); Atlanta, GA (2010).  
SIOP Junior Faculty Consortium. Panel on Managing the Tenure Process.  
San Diego, CA (2012).

### **Conference Hosting**

Co-Coordinator, Fritz Drasgow Festschrift Mini-Conference (Spring 2022 to Summer 2023)

Coordinator, Industrial/Organizational-Organizational Behavior Conference (IOOB),  
[National conference for grad students of I/O psychology and OB/HRM] (Fall ‘99 to Spring ‘01)

### **Professional Affiliations**

Academy of Management (Organizational Behavior, Human Resources, Research Methods)  
Society for Industrial and Organizational Psychology (SIOP)

### **References**

Available on request.