

# Curriculum Vitae

May 2009

## Zinta S. Byrne, Ph.D.

Associate Professor  
Department of Psychology  
Colorado State University  
Fort Collins, CO 80523-1876

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### EMPLOYMENT HISTORY

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#### ACADEMIC POSITIONS

- 8/2008 – present *Tenured Associate Professor of Industrial and Organizational Psychology*  
Psychology Department  
Colorado State University, Fort Collins, CO
- 8/2002 – 7/2008 *Assistant Professor of Industrial and Organizational Psychology*  
Psychology Department  
Colorado State University, Fort Collins, CO
- 8/2000 – 5/2001 *Teaching Fellow*  
Psychology Department  
Colorado State University, Fort Collins, CO

#### OTHER POSITIONS

- 6-2001 – 12/2002 *Regional Manager for West and Southwest*  
*Global Products Division*  
Personnel Decisions International (PDI), Minneapolis, MN
- 6/1998 – present *I/O Consultant for:*
- |                                      |                           |
|--------------------------------------|---------------------------|
| Poudre Valley Health Systems         | Hewlett-Packard Company   |
| DeCotiis Erhard Strategic Consulting | Advanced Energy           |
| Gravity Play                         | New Belgium Brewing       |
| BASE Camp                            | Fort Collins Country Club |
| Denver Executive Forum               | Agilent Technologies      |
- 6/1986 – 6/1997 *Hewlett-Packard Company, Cupertino, CA*
- 5/1996 – 5/1997 Educational leave of absence
- 9/1994 – 5/1996 Technical Product Marketing Manager
- 5/1993 – 9/1994 Program Manager
- 9/1992 – 5/1993 Research & Development Technical Architect
- 9/1991 – 9/1992 Research & Development Project Manager
- 6/1986 – 8/1991 Research & Development Operating System Software Design & Development Engineer

### EDUCATION

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- Ph.D. Industrial and Organizational Psychology, Colorado State University (2001)
- M.S. Industrial and Organizational Psychology, Colorado State University (1999) *Started in 8/1997*
- B.S. Computer Science with a Second Major in Mathematics (1986)  
California State University, Hayward

**REFEREED PUBLICATIONS**

\* Indicates students

- Byrne, Z. S.** (in press). What we don't know about justice: Behaviors and bridging the scientist-practitioner gap. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2(2).
- Miller, B. K., **Byrne, Z. S.**, Rutherford, M. A. & \*Hansen, A. M. (in press). A reliability generalization study of the perceptions of organizational politics scale. *Journal of Managerial Issues*.
- Hochwarter, W. A., & **Byrne, Z. S.** (in press). The interactive effects of chronic pain, guilt, and perfectionism on work outcomes. *Journal of Applied Social Psychology*.
- \*Chiaburu, D., & **Byrne, Z. S.** (in press). Predicting OCB role definitions: The roles of exchanges with the organization and psychological attachment. *Journal of Business and Psychology*.
- Byrne, Z. S.** & Miller, B.K. (2009). Is Justice the Same for Everyone? Examining Fairness Items Using Multiple-Group Analysis. *Journal of Business and Psychology*, 24, 51-64.
- Hogler, R., Gross, M., & **Byrne, Z. S.** (2009). Making Governance Work In Academia: Organizational Justice, Dispute Resolution, And Nonunion Arbitration. *International Journal of Conflict Management*, 20(1), 31-45.
- Byrne, Z. S.**, Dik, B. J. & \*Chiaburu, D. (2008). Alternatives to traditional mentoring in fostering career success. *Journal of Vocational Behavior*, 72, 429-442.
- Byrne, Z. S.** & Hochwarter, W. A. (2008). Perceived organizational support and performance: Relationships across levels of organizational cynicism. *Journal of Managerial Psychology*, 23, 54-72.
- Byrne, Z. S.** & LeMay, E. (2006). Different Media for Organizational Communication: Perceptions of Quality and Satisfaction. *Journal of Business and Psychology*, 21, 149-173.
- Byrne, Z. S.**, & Hochwarter, W. A. (2006). I get by with a little help from my friends: The interaction of chronic pain and organizational support on performance. *Journal of Occupational Health Psychology*, 11, 215-227.
- Byrne, Z. S.** (2005). Using Fairness to Reduce the Negative Effects of Organizational Politics on Turnover Intentions, Citizenship Behavior and Job Performance. *Journal of Business and Psychology*, 20, 175-200.
- Byrne, Z. S.**, Kacmar, C., \*Stoner, J., & Hochwarter, W. A. (2005). The relationship between perceptions of politics and depressed mood at work: Unique moderators across three levels. *Journal of Occupational Health Psychology*, 10, 330-343.
- Hochwarter, W. A. & **Byrne, Z. S.** (2005). Leader Member Exchange and Job Tension: Linear and Non-Linear Effects Across Levels of Affective Disposition. *Journal of Business and Psychology*, 20, 171.

- Byrne, Z. S.**, \*Stoner, J., Thompson, K. R., & Hochwarter, W. A. (2005). The interactive effects of conscientiousness, work effort, and psychological climate on job performance. *Journal of Vocational Behavior*, *66*, 326-338.
- Byrne, Z. S.**, Mueller-Hanson, R., Cardador, J., Thornton, G., III, Schuler, H., Frintrup, A., & Fox, S. (2004). Measuring achievement motivation: Tests of equivalency for English, German, and Israeli versions of the achievement motivation inventory. *Personality and Individual Differences*, *37*, 203-217.
- Cropanzano, R., & Rupp, D.E., & **Byrne, Z. S.** (2003). The Relationship of Emotional Exhaustion to Work Attitudes, Job Performance, and Organizational Citizenship Behaviors. *Journal of Applied Psychology*, *88*, 160-169.
- Cropanzano, R., & **Byrne, Z. S.** (2001). When it's time to stop writing procedures. An inquiry into procedural injustice. *Human Resource Management Review*, *11*, 31-54.
- Cropanzano, R., & **Byrne, Z.S.**, Bobocel, R., & Rupp, D.E. (2001). Moral virtues, fairness heuristics, social entities, and other denizens of organizational justice. *Journal of Vocational Behavior*, *58*, 164-209.
- Cropanzano, R., & **Byrne, Z.S.**, Bobocel, R., & Rupp, D.E. (2001). Self-enhancement biases, laboratory experiments, and the increasingly crowded world of organizational justice. *Journal of Vocational Behavior*, *58*, 260-272.

## **BOOK CHAPTERS, COMMISSIONED PAPERS, AND TECHNICAL REPORTS**

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- Byrne, Z. S.** (in press). Organizational psychology within a technologically-based work world. In H. Bidgoli (Ed.), *The Handbook of Technology Management*, (Vol.1 of 3). Hoboken, N.J: John Wiley & Sons, Inc.
- Vacha-Haase, T., \*Hansen, A. M., & **Byrne, Z. S.** (in press). Psychometrics: Measuring Attitudes and Values about the Environment. In J. Appleton (Ed.), *Attitudes and Values in Sustainable Development Research*.
- Cohen-Charash, Y., & **Byrne, Z. S.** (2008). Affect and justice – current knowledge and future directions. In N. M. Ashkanasy & C. L. Cooper (Eds.), *Research Companion to Emotions in Organizations* (pp. 360-391). Edward Elgar Publishers.
- Hochwarter, W. A., & **Byrne, Z. S.** (2005). Navigating political landmines at work. In J. H. Greenhaus & G. A. Callanan (Eds.), *Encyclopedia of Career Development*. Sage Publications.
- Masterson, S. S., **Byrne, Z. S.**, & \*Mao, H. (2005). Interpersonal and informational justice: Identifying the differential antecedents of interactional justice behaviors. In S. Gilliland, D. Steiner, D. Skarlicki, & K. Van den Bos (Eds.), *What Motivates Fairness in Organizations: Research in Social Issues in Management* (Vol. 4, pp. 79-103). Greenwich, CT: Information Age Publishing.
- Moorman, R., & **Byrne, Z. S.** (2005). What is the Role of Justice in Promoting Organizational Citizenship Behavior? In J. Greenberg and J. A. Colquitt (Eds.), *Handbook of Organizational*

*Justice: Fundamental Questions about Fairness in the Workplace* (pp. 355-382). Mahwah, NJ: Lawrence Erlbaum Associates.

Sanchez, R. J., & **Byrne, Z. S.** (2004). Review of Leader-Member Exchange and Organizational Justice: Past, present, and future. In G. Graen (Ed.), *LMX Leadership: The Series, New Frontiers of Leadership* (Vol. 2, pp. 193-223). Greenwich, CT: Information Age Publishing.

Murphy, K. & **Byrne, Z.** (2003). Assessment in personnel selection. In R. Fernandez-Ballestoros (Ed.), *Encyclopedia of Psychological Assessment* (Vol.2, pp. 714-718). London: Sage

**Byrne, Z. S.** & Cropanzano, R. (2001). History of organizational Justice: The founders speak. In R. Cropanzano (Ed.), *Justice in the workplace (Volume II): From theory to practice* (pp. 3-26). Mahwah, NJ: Lawrence Erlbaum Associates.

Beaty, J., **Byrne, Z.**, Frame, J., & Henle, C. (2000). *Technical report on the measurement equivalence of the DeCotiis Erhard paper-and-pencil and computerized selection tests.*

Cropanzano, R., & **Byrne, Z. S.** (2000). Workplace justice and the dilemma of organizational citizenship. In M. Van Vugt, M. Snyder, T. Tyler, & A. Biel (Eds.), *Cooperation in modern society: Promoting the welfare of communities, states, and organizations* (pp. 142-161). London, UK: Routledge.

Murphy, K., & **Byrne, Z.** (2000). *Applications of structured assessment in the IT workforce.* Commissioned by Workforce Needs in Information Technology Committee of the National Research Council, National Academy of Science.

## REFEREED CONFERENCE PRESENTATIONS

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### 2009

**Byrne, Z. S.**, & Eisenberger, R. (2009, April). *Perceived organizational support: New perspectives.* Co-chair of a symposium at the 24<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, New Orleans, LA.

**Byrne, Z. S.** (2009, April). *Political skill: A sneaky way to be Machiavellian.* Invited facilitator for interactive poster session at the 24<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, New Orleans, LA.

\*Hurd, B., **Byrne, Z. S.**, & Gross, M. (2009, April). *Moderation of Communication Medium Richness on Reactions to Task Feedback.* Presented as a paper at the 24<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, New Orleans, LA.

\*Steiner, Z., **Byrne, Z. S.**, Wilson, C., & \*Pitts, V. (2009, April). *Trusting the Fair Supervisor: The Role of Supervisory Support.* Presented as a paper at the 24<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, New Orleans, LA.

\*Pitts, V., **Byrne, Z. S.**, \*Chiaburu, D. S., & \*Steiner, Z. (2009, April). *Organizational support and psychological contract theories: An empirical integration.* Presented in a symposium at the 24<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, New Orleans, LA.

**2008**

**Byrne, Z. S.** (2008, April). *Preparing for the future: A critical and constructive look at I/O education*. Presented as a paper at the 23<sup>rd</sup> annual conference of the Society of Industrial and Organizational Psychology, San Francisco, CA.

**Byrne, Z. S.,** Dik, B. J., & \*Chiaburu, D. (2008, April). *Alternatives to Mentoring: Leadership, Substitutes for Leadership, and Career Management*. Presented as a paper at the 23<sup>rd</sup> annual conference of the Society of Industrial and Organizational Psychology, San Francisco, CA

\*Hansen, A. M., & **Byrne, Z. S.** (2008, April). *Organizational Justice and Support: Moderating the Organizational Politics-Job Tension Relationship*. Presented as a paper at the 23<sup>rd</sup> annual conference of the Society of Industrial and Organizational Psychology, San Francisco, CA

\* Pitts, V., & **Byrne, Z. S.** (2008, April). *Mediators of Relationship between Stressors and Psychological Outcomes*. Presented as a paper at the 23<sup>rd</sup> annual conference of the Society of Industrial and Organizational Psychology, San Francisco, CA

**2007**

Gross, M., Hogler, R., & **Byrne, Z. S.** (2007, August). *Tightening the Ties that Bind: Nonunion Arbitration, Organizational Justice & Governance in Academia*. Presented as an interactive poster at the annual Academy of Management Meetings in Philadelphia, PA.

Miller, B.K., **Byrne, Z. S.**, Rutherford, M.A., & \*Hansen, A. M. (2007, August). *A reliability generalization study of the perceptions of organizational politics scale*. Presented as a poster at the annual Academy of Management Meetings in Philadelphia, PA.

**2006**

\*Johnson, R. M. & **Byrne, Z. S.** (2006, August). *Personality correlates of prosocial whistle-blowing*. Presented in a symposium at the Academy of Management Meetings in Atlanta, GA.

Moorman, R., & **Byrne, Z. S.** (2006, August). *From fairness to OCBs: Opening the "black-box"* Presented in a symposium at the Academy of Management Meetings in Atlanta, GA.

**Byrne, Z. S.,** \*Baranczyk, M. C., \*Johnson, R. M., James, S., & El-Hakim, O. (2006, May). *Interactive Effects of Organizational Politics and Role Conflict on Turnover*. Presented as a poster at the 21<sup>st</sup> annual conference of the Society of Industrial and Organizational Psychology, Dallas, TX.

**Byrne, Z. S.,** \*Johnson, R. M., & Nilsen, D. (2006, May). *Is Fairness Truly in the Eye of the Beholder?* Presented as a poster at the 21<sup>st</sup> annual conference of the Society of Industrial and Organizational Psychology, Dallas, TX.

**Byrne, Z. S.** & Hochwarter, W. A. (2006, May). *Interaction of Job-Limiting Pain and Perceived Support on Work Contributions*. Presented as a poster at the 21<sup>st</sup> annual conference of the Society of Industrial and Organizational Psychology, Dallas, TX.

**2005**

Zatzick, C. D., \*Patient, D., **Byrne, Z. S.**, & Masterson, S. S. (2005, August). *Channel selection and performance feedback in teams*. Presented in a symposium at the Academy of Management Meetings in Honolulu, HI.

**Byrne, Z. S.** (2005, April). *What IS organizational justice? Augmenting and consolidating the justice construct*. Chair of symposium presented at the 20<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Los Angeles, CA.

\*Eurich, T. L., & **Byrne, Z. S.** (2005, April). *Social entity and event based justice judgments: A qualitative study*. Presented at the 20<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Los Angeles, CA.

\*Eurich, T. L., & **Byrne, Z. S.** (2005, April). *Testing event based and social entity justice judgments*. Presented as a poster at the 20<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Los Angeles, CA.

\*Eurich, T. L., \*Eldridge, B. M., & **Byrne, Z. S.** (2005, April). *Confirmed expectations, fairness, and emotional reactions: Testing the egoism hypothesis*. Presented as a poster at the 20<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Los Angeles, CA.

## 2004

**Byrne, Z. S.**, Kacmar, C., Stoner, J., & Hochwarter, W. A. (2004, August). *The politics perceptions - depressed mood at work relationship: Unique moderators across three levels*. Presented as a poster at the Academy of Management Meetings in New Orleans, LA.

**Byrne, Z. S.**, Rupp, D. E., \*Eurich, T. L., & Mattern, K. (2004, August). *Effects of Discrete Emotions on Fairness: Do Angry People See Fair Situations as Unfair? Do Happy People Perceive All as Fair?* Presented in a symposium at the Academy of Management Meetings in New Orleans, LA.

**Byrne, Z. S.**, & LeMay, E. (2004, August). *Different Media for Organizational Communication: Perceptions of Quality and Satisfaction*. Presented as an interactive poster at the Academy of Management Meetings in New Orleans, LA.

Cohen-Charash, Y., & **Byrne, Z. S.** (2004, August). *Justice, emotions, and related constructs*. Co-chairs of symposium presented at the Academy of Management Meetings in New Orleans, LA.

**Byrne, Z. S.**, Masterson, S. S., & \*Rogers, D. A. (2004, April). *Communication medium and message: Effects on fairness perceptions and reactions*. Presented as a symposium at the 19<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Chicago, IL.

**Byrne, Z. S.**, Rupp, D. E., \*Mattern, K. D., \*Eurich, T. L. (2004, April). *Emotions and Affectivity as Moderators of Justice Effects*. Presented as a symposium at the 19<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Chicago, IL.

\*Eurich, T. L. & **Byrne, Z. S.** (2004, April). *A Closer Look at Social Comparison Orientation*. Presented as a poster at the 19<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Chicago, IL.

Hochwarter, W. A. & **Byrne, Z. S.** (2004, April). *Leader Member Exchange and Job Tension: Linear and Non-Linear Effects Across Levels of Affective Disposition*. Presented as a poster at the 19<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Chicago, IL.

Masterson, S. S. & **Byrne, Z. S.** (2004, April). *Beyond the message: Communication media, fairness perceptions, and employee reactions*. Co-chair of symposium at the 19<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Chicago, IL.

Masterson, S. S. & **Byrne, Z. S.** (2004, April). *Communication Channels, Fairness Perceptions, and Employee Reactions: Identifying the Links*. Presented as a symposium at the 19<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Chicago, IL.

\*Mohler, C. J., **Byrne, Z. S.**, & Cropanzano, R. (2004, April). *Emotional Exhaustion, Work Relationships and Health Effects on Organizational Outcomes*. Presented as a poster at the 19<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Chicago, IL.

\*Ward, J. R., \*Rogers, D. A., **Byrne, Z. S.**, & Masterson, S. S. (2004, April). *State Versus Trait Goal Orientation: Is There Truly a Difference?* Presented as a poster at the 19<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Chicago, IL.

\*Reeves, C., \*Schilling, N., & **Byrne, Z. S.** (2004, April). *The effects of personality on the ratings of supervisor competence*. Presented as a poster at the annual conference of the Rocky Mountain Psychological Association, Las Vegas, NV.

McWhorter, L., Henle, C., & **Byrne, Z. S.** (2004, January). *An investigation of organizational justice and job performance outcomes associated with strategic performance measurement system us*. Presented as a poster at the Management Accounting Section Research Conference, Miami, FL.

### 2003

McWhorter, L., Henle, C., & **Byrne, Z. S.** (2003, October). *An Investigation of Organizational Justice and Job Performance Outcomes Associated with Strategic Performance Measurement System Use*. Presented in a symposium at the ABO Research Conference, Denver, CO.

**Byrne, Z.S.** (2003, April). *Perceptions of Organizational Justice, Identification, and Support Within Work Teams*. Presented as a poster at the 18<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Orlando, FL.

**Byrne, Z.S.** & Masterson, S.S. (2003, April). *Effects of Communication Medium and Feedback Direction on Fairness Perceptions*. Presented as a poster at the 18<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Orlando, FL.

**Byrne, Z.S.**, Rupp, D.E., & \*Eurich, T. (2003, April). *Effects of Discrete Emotions on Distributive, Procedural, and Interactional Justice*. Presented as a poster at the 18<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Orlando, FL.

Rupp, D.E., **Byrne, Z.S.**, & \*Wadlington, P. (2003, April). *Justice Orientation and its Measurement: Extending the Deontological Model*. Presented as a poster at the 18<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Orlando, FL.

### 2000

**Byrne, Z. S.** (2000, April). *What does it mean to be fair? Organizational justice and effective work behaviors*. Chair of symposium at the 15<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, New Orleans, LA.

- Byrne, Z. S., & Cropanzano, R.** (2000, April). *To which source do I attribute this fairness? Differential effects of multi-foci justice on organizational work behaviors.* Presented at the 15<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, New Orleans, LA.
- Byrne, Z. S., & Rupp, D.** (2000, April). *Expectations, voice, and outcome: Framing effects on perceptions of fairness judgments.* Presented as poster at the 15<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, New Orleans, LA.
- Cropanzano, R., & **Byrne, Z. S.** (2000, April). *The relationship of emotional exhaustion to performance and citizenship behaviors.* Presented as poster at the 15<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, New Orleans, LA.
- 1995 - 1999**
- Byrne, Z. S.** (1999, April). *How do procedural and interactional justice influence multiple levels of organizational outcomes?* Symposium presentation at the 14<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Byrne, Z. S.** (1998, May). *Organizational Justice: The Founders Speak.* Panel presentation at International Social Justice Research Conference, Denver, CO.
- Malatesta, R. M., & **Byrne, Z. S.** (1997, April). *The impact of interactional and formal justice on organizational outcomes.* Presented as poster session at the 12<sup>th</sup> annual conference of the Society for Industrial Organizational Psychology, St. Louis, MO.
- Byrne, Z. S., Griffin, M. G., & Bartels, L.** (1996, April). *Effect of career on relocation decision making in dual-career couples.* Poster session presented at annual conference for the Western Psychological Association, San Jose, CA.
- Griffin, M. G., **Byrne, Z. S., & Bartels, L.** (1996, April). *Effect of children on relocation decision making in dual-career couples.* Poster session presented at annual conference of the Western Psychological Association, San Jose, CA.

### **Invited presentations**

- Byrne, Z. S.** (March, 2008). *Technology in the workplace: It's supposed to help, but how do we react?* Invited presentation to the IOOB Graduate student conference. Denver, CO.
- Cropanzano, R., & **Byrne, Z. S.** (June, 1999). *On the relationship between justice and organizational citizenship: It's the level that counts!* Paper presented to the Institute of Work Psychology. Sheffield, England.
- Cropanzano, R., **Byrne, Z. S., & Prehar, C.** (June, 1999). *A multi-foci perspective on organizational justice.* Paper presented at the International Round Table: Innovations in Organizational Justice. Nice, France.

**TEACHING EXPERIENCE**

Year	Semester	Course No./Title	Cr. Hrs	Enrolled
1999	Summer	*PY370 Psychological Measurement & Testing	3	15
2000	Fall	*PY100 Introductory Psychology	3	193
2001	Spring	PY100 Introductory Psychology (key & majors)	3	37
2002	Fall	*PY100 Introductory Psychology (honors)	3	15
2003	Spring	PY100 Introductory Psychology	3	193
2003	Fall	*PY600G Advanced Social Psychology <sup>†</sup>	3	15
2004	Spring	PY600G Advanced Social Psychology <sup>†</sup>	3	15
2004	Fall	PY600G Advanced Social Psychology <sup>†</sup>	3	14
2004	Fall	*PY370 Psychological Measurement & Testing	3	93
2004	Fall	*PY596V Weekly Seminar	1	6
2005	Spring	PY370 Psychological Measurement & Testing	3	49
2005	Spring	PY596V Weekly Seminar	2	6
2006	Spring	*PY792CV Advanced Seminar in Justice <sup>†</sup>	2	5
2006	Spring	PY370 Psychological Measurement & Testing	3	129
2006	Fall	*PY340 Organizational Psychology	3	35
2006	Fall	*PY644 Advanced organizational psychology <sup>†</sup>	3	9
2007	Spring	PY370 Psychological Measurement & Testing	3	130
2007	Fall	PY370 Psychological Measurement & Testing	3	120
2007	Fall	PY340 Organizational Psychology	3	20
2008	Spring	PSY370 Psychological Testing & Measurement	3	100
2008	Fall	PSY340 Organizational Psychology	3	30
2008	Fall	PSY644 Advanced Organizational psychology <sup>†</sup>	3	10
2009	Spring	*PSY646 Industrial/Organizational Psychology at Work II <sup>†</sup>	2	8

<sup>†</sup> Graduate course    \* Indicates a new prep    shaded lines break between academic years

Supervised undergraduate research assistants:

Regan West	Scott Owen	Whitney McCaffrey	Courtney DeWitt
Stacy Belkonin	Christa Westerbuhr	Lisa Aden	Bethany Springer
John Arend	Jessica Baxter	Kelly Brown-O'Neal	Shaina Jubert <sup>†</sup>
Erin Flynn	Rosie Francis	Jaclyn Gentry	Edyta Biegunajtys
Jessica Humphrey	Jay Iglehart*	Lindsay Jackson	Erin Lampert* <sup>†</sup>
Mikael Magnuson*	Chrissy McGinni		

## GRANTS

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### Funded:

- *Career Enhancement Grant* to CSU (Role: PI): \$3161.00
- *Colorado Department of Education, Enhanced Assessment Data Analysis of Alternative Assessment Outcomes for Special Populations* to CO Dept. of Ed. (PI: M. DeMiranda; Role: Scientist) \$25,000
- *Organizational Innovation for Energy Conservation* from CSU Energy Cluster (Role: Co-PI): \$29,000.00

### Under Review:

*Intelligent Personal Agents for Protecting Users in Cyberspace* to NSF-CISE (CO-PI): \$977,779.00  
*Moral Action and the American Journalist* (CO-PI): \$152,030.00 CSU: Journalism and Technical Communication

### Submitted But Not Funded:

- *DRU: Effects of Psychological Reactions to Electronically-Mediated Communication on Decision Making In Organizations* to NSF (PI): \$748,933.00
- *ADVANCE-IT: Colorado State University Alliance for Institutional Transformation* (Senior Personnel): \$4,228,698.00
- *AAUW Educational Foundation American Fellowship* to AAUW (PI): \$6000
- *Mitigators of the Politics to Strains Relationship* to NIOSH-CDC (PI): \$49,226.00
- *Mitigators of the Politics to Strains Relationship* (revision) to NIOSH-CDC (PI): \$35,651.00
- *ANS: Colorado Advance/Institutional Transformation Initiatives* to NSF (Scientist): \$3,749,994.00
- *DRU: Judgments in situations of uncertainty: A framework of technology-mediated communications* to NSF (PI): \$709,109.00
- *CAREER: Implementing the Scientist/Educator Model* to NSF (PI): \$680,271

## HONORS AND RECOGNITIONS

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- 2009 Nominated for 2009 Best Teacher Award, Colorado State University
- 2008 Outstanding Reviewer of the Year, Organizational Behavior Division of the Academy of Management
- 2008 Psi Chi Distinguished Teacher Award, Colorado State University
- 2008 Nominated for 2008 Best Teacher Award, Colorado State University
- 2005 Nominated for 2005 Best Teacher Award, Colorado State University
- 2001 Membership in Colorado Chapter of National Honor Society of Phi Kappa Phi
- 2000 Outstanding Graduate Student in Industrial/Organizational Psychology Award  
Department of Psychology, Colorado State University
- 2000 Suinn Outstanding Graduate Scholar Award  
Department of Psychology, Colorado State University
- 2000 Teaching Fellowship for 2000-2001 Academic year  
Department of Psychology, Colorado State University
- 1996 Best-Speaker Award Recipient  
Client Systems Inc. Reseller Conference, Denver, CO
- 1995 Outstanding Technical Speaker Award  
Interex Users Group Conference, Toronto, Canada

## **PROFESSIONAL AFFILIATIONS and SERVICE**

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### Affiliations

Academy of Management	Society for Industrial Organizational Psychology
American Psychological Association	Society for the Teaching of Psychology
Society for Human Resource Management	

### Editorial Boards

*Journal of Organizational Behavior*

### Ad Hoc Manuscript Review

<i>Academy of Management Journal</i>	<i>Journal of Occupational Health Psychology</i>
<i>Journal of Applied Psychology</i>	<i>Organizational Dynamics</i>
<i>Journal of Applied Social Psychology</i>	<i>Personnel Psychology</i>
<i>Journal of Management</i>	<i>Journal of Business and Psychology</i>
<i>Organizational Behavior and Human Decisions Processes</i>	<i>Journal of Organizational and Occupational Psychology</i>

### Conference Review

- *American Psychological Association* 2006 Conference
- Organizational Behavior Div. and the Human Resource Management Div. of the *Academy of Management*; 2003, 2004, 2008, 2009 Conferences
- *Society for Industrial and Organizational Psychology*, Division 14 of the American Psychological Association; 2003, 2004, 2005, 2006, 2009 Conferences

### University Service

- Invited speaker in the Seminar on College Teaching GS792V, Fall04, SP06, SP07, SP08  
Topic: Testing and Grading; Instructors: Dr. Frank Vattano and Dr. Jack Avens
- Faculty Advisor to IOPAC (graduate student organization: Fall 2004 – present)

### College Service

- College of Natural Sciences, Member-at-large Representative to Faculty Council (2003-2009)

### Psychology Department Service

- Graduate Curriculum Committee (Fall 2004 – Spring 2007; chair Fall 2007-present)
- Search Committee for two Neuropsychology faculty positions Fall04/Spring05
- Search Committee for IO psychology and Applied Social faculty positions Fall05/Spring06
- Chair – PY100 Subject Pool Use Committee
- Co-Director IO Doctoral Program (Summer 2007-present)

### Dissertation or Thesis Committee Member \* *Currently active as committee member*

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Sara Wright: Psychology	*Martin Lanik: Psychology
*Brandy Eldridge: Psychology	*Lindsay Sharp: Psychology
Mike Potemra: Psychology	*Sydney Felker: Psychology
Evan Joseph: Human Dimensions of Natural Resources	

Dissertation Chair (defense date in italics) \* *Currently advising and chairing*


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Carolyn Mohler – <i>June 30, 2004</i>	Rachel M. Johnson – <i>August 25, 2008</i>	*Brian Hurd
*Virginia Pitts	Mark Mazurkiewicz – <i>March 13, 2009</i>	
Anne Hansen – <i>March 13, 2009</i>	*Zach Steiner	

Thesis Chair (defense date in italics) \* *Currently advising and chairing*


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Tasha Eurich – <i>December 3, 2004</i>	Anne Hansen – <i>December 4, 2006</i>
Rachel Maxwell – <i>October 28, 2005</i>	Brian Hurd – <i>November 2, 2007</i>
Christina Wilson – <i>March 27, 2008</i>	Michele Chapin Baranczyk – <i>May 15, 2007</i>
*Christa Palmer	* Janet Weidert

IO Program Service

- Jacob E. Hautaluoma Distinguished Alumni Award Coordinator (Fall 2002 – present)
- Obtained external funding for two ½-time assistantships (stipend only) for 2 graduate students in IO for Fall 2003 semester.
- Co-coordinated 2003, 2005, 2007 IO Recruitment weekend
- IO Graduate Admissions Committee co-chair for 2005, 2007 academic years
- Alumni coordinator (Fall 2002 – present)
- Coordinate doctoral comps (qualifying) exams

Community Outreach*Consulting Projects Which Involve Graduate Students*

- Competency modeling: 4 graduate students in Spring 2003 with one local organization. Project provided external funding of \$2000 paid to IOPAC (student organization).
- Performance management system development: one organization for 3 graduate students for Summer 2003. Project provided summer money for students.
- Competency modeling: for 3 graduate students for Fall 2004 semester with one local organization. Project provided external funding of \$1000 paid to IOPAC (student organization), with some funds paid directly to all 3 graduate students.
- Organizational survey: for 1 graduate student for Fall 2004-Spring 2005 with local organization. Student paid.
- Organizational survey: for 4 undergraduate students Fall 2005 with 2 local organizations. Students paid.
- Training needs assessment: for 2 graduate and 2 undergraduate students Spring 2006 with 2 local organizations. Students paid.
- Workforce planning: for 1 graduate student Fall 2006 with 1 local organization. Students paid.
- Training needs assessment: for 1 graduate student with 3 assisting for special session Spring 2007, with 2 local organizations. Students paid.
- Focus groups for employee retention project with local organization: 5 graduate students Spring 2008. Students paid.