
KARL NEAL KELLEY

Harold and Eva White Distinguished Professor in the Liberal Arts

North Central College

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REVISED
JANUARY 1, 2024

Home Address

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EDUCATION

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

ACADEMIC JOB HISTORY

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

TEACHING

Interests

- Psychology Applied to Industrial/Organizational Settings
- Applied Statistics and Psychometrics
- History & Science of Care (Medical & Psychological)

Courses Taught at North Central College

- PSYC 250 Statistics
- PSYC 270 Industrial Organizational Psy
- PSYC 320 Personality
- PSYC 360 Psychological Assessment
- PSYC 490: Positive Psychology
- GLS 260: Portraits of Health (London)
- SCI 210 Landmark Discoveries in Science
- IDS 125 Work & Family

RESEARCH

Interests

- Organizational justice
- Positive psychology in organizations (industry, athletic teams, academia)
- Personal & organizational issues related to Work/Family/Leisure time
- Psychological testing/assessment

Publications (In Chronological Order)

Book/Book Chapters

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

Published Papers

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

- Kelley, K. N. (2023). The Psychometric History of the 16-PF: From 1947 to the 5th edition. In Janet F. Carlson, Kurt F. Geisinger, and Jessica L. Jonson (Eds.), *The Twenty-second Mental Measurements Yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Kelley, K. N. (2021). **Perman Personality Indicator: Employee Coaching and Leadership Development**. In Janet F. Carlson, Kurt F. Geisinger, and Jessica L. Jonson (Eds.), *The Twenty-first Mental Measurements Yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.

- Kelley, K. N. (2017). Work Personality Indicator (WPI): Range of Application in Work Environments. In R. A. Spies & B. S. Plake (Eds.), *The Twentieth Mental Measurements Yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Kelley, K. N. (2017). Leadership Judgment Indicator-2 (LJI-2): Effectiveness of Situational Judgment Testing in Selecting and Developing Organizational Leaders. In Janet F. Carlson, Kurt F. Geisinger, and Jessica L. Jonson, (Eds.), *The Twentieth Mental Measurements Yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Kelley, K. N. (2014). LEAP - Leadership Potential Assessment. In Janet F. Carlson, Kurt F. Geisinger, and Jessica L. Jonson (Eds.), *The Nineteenth Mental Measurements Yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Kelley, K. N. (2014). Mechanical Aptitude Test - Form MAT-3C. In Janet F. Carlson, Kurt F. Geisinger, and Jessica L. Jonson (Eds.), *The Nineteenth Mental Measurements Yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Forsyth, D. R., Story, P. A., Kelley, K. N., & McMillan, J. H. (2009). What causes failure and success? Students' perceptions of their academic outcomes. *Social Psychology of Education*, 12(2), 157-174. doi:10.1007/s11218-008-9078-7
- Ruggeri, K., Díaz, C., Kelley, K. N., Papousek, I., Dempster, M., & Hanna, D. (2009). International issues in statistics education. *Psychology Teaching Review*, 14, 65 - 74.
- Kelley, K. N. (2008). The P-Det 1.0 & 2.0 Police Detective Tests. In R. A. Spies & B. S. Plake (Eds.), *The Eighteenth Mental Measurements Yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Kelley, K. N. (2008). Effects of Failure. In Neil Salkind (Ed.) *Encyclopedia of Educational Psychology*. Thousand Oaks, CA: Sage Publications. 393 - 395.
- Kelley, K. N. (2005). Selection using the Ball Aptitude Battery, Form M. In R. A. Spies & B. S. Plake (Eds.), *The Sixteenth Mental Measurements Yearbook* (pp. 77-79). Lincoln, NE: Buros Institute of Mental Measurements.
- Kelley, K. N. (2005). The Work Importance Locator (Version 3). In R. A. Spies & B. S. Plake (Eds.), *The Sixteenth Mental Measurements Yearbook* (pp. 732-734). Lincoln, NE: Buros Institute of Mental Measurements.
- Kelley, K. N. (1996). Academic probation: A theoretical model. *National Academic Advising Association Journal*, 16, 28-34.

- Deering, T. E., Cavenagh, T.D., Kelley, K. N., & Stanutz, A. G. (1994). Absolutism and relativism: Philosophies of education and business majors. *Educational Horizons*, 72, 146-152.
- Deering, T. E., Cavenagh, T. D., & Kelley, K. N. (1994). Ethical orientation as an influence upon leadership style. *Journal of Leadership Studies*, 1(2), 55-64.
doi:10.1177/107179199400100206.
- Forsyth, D. R. & Kelley, K. N. (1994). Ego-centric versus socio-centric reactions to collective endeavors. *Small Group Research*, 25, 367-383.
- Kelley, K. N. (1994). *Instructor's manual to accompany Brewer & Crano's Social Psychology*. New York: West Publishing.
- Kelley, K. N. & Lynch, M. J. (1991). Factors students use when evaluating advisors. *National Academic Advising Association Journal*, 11, 26-33.
- Forsyth, D. R., Nye, J. L., & Kelley, K. N. (1988). Idealism, relativism, and the ethic of caring. *Journal of Psychology*, 222, 243-248.
- Forsyth, D. R., Kelley, K. N., & Nye, J. L. (1987). *Instructor's manual to accompany Forsyth's Social Psychology*. Monterey, CA: Brooks-Cole.
- Noel, J. G.**, Forsyth, D. R., & Kelley, K. N. (1987). Improving the performance of failing students by overcoming their self-serving attributional biases. *Basic and Applied Social Psychology*, 8(1-2), 151-162. doi:10.1207/s15324834basp0801&2_10.

Reviews

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

- Kelley, K. N. (2009). Qualitative crystallization research: Concise, clear, and complete. *PsycCRITIQUES*, 54 (12), doi:10.1037/a0014963
- Kelley, K. N. (2008). Doing good work: The importance of understanding and accepting responsibility. *PsycCRITIQUES*, 53 (22), doi:10.1037/a0011328.
- Kelley, K. N. (2007). The psychology of economic decision making. *PsycCRITIQUES*, 52 (49), doi:10.1037/a0009971.
- Kelley, K. N. (2007). The integrated tasks of life. *PsycCRITIQUES*, 52 (40), doi:10.1037/a0008824.
- Kelley, K. N. (2007). Applying Six Sigma techniques to training programs. *PsycCRITIQUES*, 52 (26), doi:10.1037/a0007601.
- Kelley, K. N. (2007). A Textbook Case for Mixing Methods. *PsycCRITIQUES*, 52 (10), doi:10.1037/a0006641.
- Kelley, K. N. (2007). A Significant Book on Probability ($p < .05$). *PsycCRITIQUES*, 52 (5), doi:10.1037/a0006317.
- Kelley, K. N. (2006). Balancing the Demands of Work and Nonwork. *PsycCRITIQUES*, 51(36), doi:10.1037/a0003147.
- Kelley, K. N. (2006). What Would You Do? The Use of Situational Judgment Tests in Organizational Selection. *PsycCRITIQUES*, 51(19), doi:10.1037/a0002436.
- Kelley, K. N. (2006). A History of Choosing. *PsycCRITIQUES*, 51 (13), doi:10.1037/a0001892.
- Kelley, K. N. (2005). Seeking Testable Ideas in Winning. *PsycCRITIQUES*, 50 (50), doi:10.1037/05196612.
- Kelley, K. N. (2005). Using the Myers-Briggs Type Indicator. *PsycCRITIQUES*, 50 (33), doi:10.1037/05159912.
- Kelley, K. N. (2005). Understanding the Broader Context of Decision Making. *PsycCRITIQUES*, 50 (20), doi:10.1037/051453.
- Kelley, K. N. (2005). The Highly Sensitive Person at Work. *PsycCRITIQUES*, 50 (3), doi:10.1037/040370.

Peer-Reviewed Conference Papers & Posters

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

Kulpinski, A. M. & Kelley, K. N. (2023, May). *The Games Are Not the Same: Evaluating Participant Experiences When Taking Tests of Executive Function*. Poster at the 35th Annual Convention of the Association for Psychological Science, Washington DC.

<https://www.psychologicalscience.org/conventions/2023-aps-annual-convention>

McAloon, B. M., Kelley, K. N. & **Gatto, O. J.** (2023, May). *Time Well Spent: Visualizing Time and Well-Being during the Pandemic*. Poster at the 35th Annual Convention of the Association for Psychological Science, Washington DC.

<https://www.psychologicalscience.org/conventions/2023-aps-annual-convention>

Chornopyska, V., Kelley, K. N., & **Judd, T.** (2023, April). *Ukrainian Accents Influence Perceptions in Job Interviews*. Poster presented at the 95th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Stoffregen, L. R., Kelley, K. N., & **Bicking, F.** (2022, May). *Taking Off the Cape: Evaluating Firefighters Requesting Leave to Address Mental and Physical Health*. Poster at the 34th Annual Convention of the Association for Psychological Science, Chicago, IL.

<https://www.psychologicalscience.org/conventions/2022-aps-annual-convention>

Seitz, C., Kelley, K. N., & **Allison, R.** (2020, April). *Art Heals? Impressions of Effectiveness of Art Therapy Based on Quantitative and Qualitative Video Presentations*. Poster presentation at the 92nd Annual Midwestern Psychological Association Conference, Chicago, IL.

Kelley, K. N., **Luchetti, L. F.** (2019, May). *Evaluating Academic Dishonesty as a Function of Gender Bias and Regulatory Focus*. Poster at the 31st Annual Convention of the Association for Psychological Science, Washington, DC.

<https://www.psychologicalscience.org/conventions/archive/2019-2>

Kelley, K. N., **Wright, A. R.**, & **Vestuto, G. E.** (2019, May). *Oops: Evaluating Professional Competency Following a Diagnostic Error*. Poster at the 31st Annual Convention of the Association for Psychological Science, Washington, DC.

<https://www.psychologicalscience.org/conventions/annual/planner#plan>

Post, M., Kelley, K. N., & **Altmayer, S.** (2017, May). *Evaluating Employees Following FMLA Leave: Negative Personality and Financial Biases Against LGBT Employees*. Poster presented at the 29th Annual Convention of the Association for Psychological Science, Boston, MA.

<https://www.psychologicalscience.org/conventions/archive/2017-2>

- Kelley, K. N., **Knapczynski, E. A., Fermin, K. M., Conlin, A. L.** (2016, May). *Justice Stories: Measuring Content and Emotion in Employee Interviews About Fairness in the Workplace*. Poster presented at the 2016 Measuring Behavior Conference, Dublin, Ireland. <http://www.measuringbehavior.org/mb2016/home>
- Kelley, K. N., **Gleaves, S. J., & Soforic, K. A.** (2014, May). *Was I Treated Fairly? Factors Affecting Perceptions of Justice Following Employee Leave*. Poster presented at the 26th Annual Convention of the Association for Psychological Science, San Francisco, CA. <https://www.psychologicalscience.org/conventions/archive/2014-2>
- Soforic, K. A., Gleaves, S. J., & Kelley, K. N.** (2013, August). *Evaluating Perceptions of Organizational Justice Using Video Vignettes*. Poster presented at the annual Junior Researcher Programme Conference, Cambridge, England. <http://www.efpsa.org/>
- Rivera, N. R., Azarbad, L., & Kelley, K. N. (2013, May). *Integrating and Managing Psychology Internships in the Undergraduate Curriculum*. Roundtable Discussion at the 85th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
- Kelley, K. N., **Cadwallader, J. M., & Styles, S. M.** (2013, May). *Requests for Employee Leave: The Subtle Stigma of Mental Illness*. Poster presented at the 25th Annual Convention of the Association for Psychological Science, Washington D.C. <https://www.psychologicalscience.org/conventions/archive/2013-2>
- Kelley, K. N. & **Ciesiulka, J.** (2012, May). *The Undergraduate Teaching Assistant Perspective: Understanding the Structure of the Experience*. Poster presented at the 24th Annual Convention of the Association for Psychological Science: Teaching Institute, Chicago, IL.
- Kelley, K. N., **Balensiefen, B. L., & Vandenberg, J. M.** (2011, May). *Short Term Positive Emotions: Building Resources and Unraveling Negativity*. Paper presented at the 5th Annual International Conference on Psychology, Athens, Greece. <http://www.atiner.gr/psychology>
- Kelley, K. N., **Bajorski, J. & Ciesiulka, J.** (2011, May). *Perceptions of Procedural and Interpersonal Justice Using Video Vignettes*. Poster presented at the 83rd Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
- Kelley, K. N., **Heneghan, C. J. & Pojman, L.** (2010, May). *Status and Success: Perceptions of Employee Requesting Family Leave using Video Vignette*. Poster presented at the 22nd Annual Convention of the Association for Psychological Science, Boston, MA.
- Gonzalez A. A., & Kelley K. N.** (2009, May). *Pre-Employment Personality Assessments*. Poster presented at the 80th Annual Meeting of the Eastern Psychological Association, Pittsburg, PA.

- Kelley, K. N., **Kniss, K. K.**, & **Maloney, A.** (2009, May). *Evaluating employees returning from leave: Influence of organizational status, reason for leave, and manager's level of optimism.* Poster presented at the 21st Annual Convention of the Association for Psychological Science, San Francisco, CA.
- Kelley, K. N. & **Konrad, E. A.** (2008, May). *Ethical Ideology Influences Judgment of Employees Returning from Family and Medical Leave.* Poster presented at the 20th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Kelley, K. N., **McDermott, M. A.**, & **Humphrey, K. R.** (2008, May). *Perception of Employees Using the Family and Medical Leave Act: Reasons for Request and Responsibility for Outcomes.* Poster presented at the 20th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Ruggeri, K., Díaz, C., Kelley K. N., & Papousek, I. (2008, July). *International Study of Statistical Anxiety.* Paper presented at the 3rd International Conference on the Teaching of Psychology, St. Petersburg, Russia. <http://ictp2008.interteachpsy.org/>
- Kelley, K. N. & **Lesiewicz, B.** (2007, October). *Darwin & Evolution: Does the analogy work in different disciplines?* Paper presented at the NEH Conference on Science & the Humanities, Asheville, NC.
- Kelley, K. N., **Congdon, J.**, & **Crettol, A. E.** (2006, May). *Perceptions about employees taking family leave following positive and negative organizational outcomes.* Poster presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.
- Mari, L. M.** & Kelley, K. N. (2006, May). *Using Holland Codes to Predict Responses to Tedious Tasks.* Poster presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
- Kelley, K. N., **Bandura, B. P.**, & **Chaddick, T.** (2003, May). *Responses to employee transgressions: Influence of gender, attractiveness, and explanation of violation.* Poster presented at the 15th Annual Convention of the American Psychological Society, Atlanta, GA.
- Kelley, K. N., **Nita, L. B.**, & **Bandura, B. P.** (2002, June). *Evaluating employee transgressions: Influence of attractiveness and ethical ideology.* Poster presented at the 14th Annual Convention of the American Psychological Society, New Orleans, LA.
- Kelley, K. N. (2001, June). *Student-developed study guides as a tool for teaching statistics.* Poster presented at the 8th Annual Institute on the Teaching of Psychology, Toronto, Canada.

- Kelley, K. N., **Wojcik, K. A.**, & **Aglinskas, C. T.** (1998, May). *Attributional interventions for students on academic probation: A longitudinal study*. Poster presented at the 10th Annual Convention of the American Psychological Society, Washington, D.C.
- Kelley, K. N., **Ellingsworth, R.**, & **Edwards, T.** (1997, May). *Procrastination and performance: Measures related to performance in general psychology and statistics*. Poster presented at the 9th Annual Convention of the American Psychological Society, Washington, D.C.
- Kelley, K. N. & **Brooks, K.** (1996, March). *Causes and consequences of academic probation: Affective, behavioral, and cognitive perspectives*. Paper presented at the 9th Annual Student Success Conference, Wichita, KS.
- Kelley, K. N. (1994, July). *Teaching Tests & Measurements using STATA 3*. Poster presented at the 1st Annual Teaching Conference of the American Psychological Society, Washington, D.C.
- Deering, T. E., Stanutz, A. G., & Kelley, K. N. (1994, April). *Ethical ideologies: Idealism and relativism*. Paper presented at the 74th Annual Meeting of The Association of Teacher Educators, Atlanta, GA.
- Deering, T. E., Stanutz, A. G., Kelley, K. N., & Cavanagh, T.D. (1993, September). *Idealism and the ethic of caring in preservice teachers*. Paper presented at the Moral Leadership Conference, Naperville, IL.
- Kelley, K. N. (1992, October). *Advising academically at-risk students: An attributional model*. Paper presented at the National Academic Advising Association's 16th National Conference, Atlanta, GA.
- Kelley, K. N. & Moore, D. L. (1992, June). *The challenge of the first year: Using freshman assessment*. Paper presented at the 7th Annual Meeting of the American Association for Higher Education Conference on Assessment in Higher Education, Miami Beach, FL.
- Kelley, K. N. & Smith, D. C. (1992, April). *Leadership and values: Forging the link*. Paper presented at the National Conference on Leadership and Social Responsibility, West Long Branch, NJ.
- Dippel, D. J.**, Kelley, K. N., & **Lettieri, S. A.** (1991, May). *Job descriptions and selection: Effects of gender-biased and gender-pure language*. Poster presented at the 63rd Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
- Kelley, K. N. & **Offerdahl, P.** (1990, May). *Cognitive and behavioral effects of gender-biased and gender-pure language*. Poster presented and the 62nd Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

- Lynch, M. J. & Kelley, K. N. (1989, November). *Student perceptions of advisors: A cognitive framework*. Paper presented at the Annual Meeting of the Chicago Area Advising Network, Naperville, IL.
- Forsyth, D. R., Kelley, K. N., & Mooney, J. A. (1988, August). *The structure of attributional thought following success and failure*. Poster presented at the 95th Annual Convention of the American Psychological Association, Atlanta, GA.
- Kelley, K. N., Forsyth, D. R., & **Crelia, R.** (1988, March). *The organization of performance attributions: An unstructured recall assessment*. Poster presented at the 34th Annual Meeting of the Southeastern Psychological Association, New Orleans, LA.
- Kelley, K. N. (1987, November). *Performance attributions: Methods and models*. Paper presented at the 10th Annual Conference of the Society of Southeastern Social Psychologists, Athens, GA.
- Kelley, K. N. (1986, August). *The hierarchical organization of attributions*. Poster presented at the 94th Annual Convention of the American Psychological Association, Washington, D.C.
- Noel, J. G.**, Forsyth, D. R., & Kelley, K. N. (1986, August). *Attributional intervention for failing students*. Paper presented at the 94th Annual Convention of the American Psychological Association, Washington, D.C.
- Kelley, K. N., Forsyth, D. R., & **Noel, J. G.** (1986, April). *Attributional reverberations after task performance: A network view*. Paper presented at the 57th Annual Meeting of the Eastern Psychological Association, New York, NY.
- Redstrom, V.**, Kelley, K. N., Forsyth, D. R., & **Noel, J. G.** (1986, April). *The impact of global causal attributions on affect*. Poster presented at the 57th Annual Meeting of the Eastern Psychological Association, New York, NY.
- Forsyth, D. R. & Kelley, K. N. (1985, May). *The network model of attributions*. Paper presented at the 2nd International Conference on the Self, Nags Head, NC.
- Forsyth, D. R., Nye, J. L., & Kelley, K. N. (1985, March). *Ethical ideology and personal moral philosophies: Revisions and extensions*. Poster presented at the 31st Annual Meeting of the Southeastern Psychological Association, Atlanta, GA.
- Kelley, K. N. & Forsyth, D. R. (1985, March). *The affect-attribution interaction: An exploration over time*. Poster presented at the 31st Annual Meeting of the Southeastern Psychological Association, Atlanta, GA.

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

Workshops and Seminars

VanHorn, A., VanHorn, D. & Kelley, K. N. (2019) **Developing Your Character Strengths: Applications on the Field, In the Classroom, and In Life**. A series of workshops using the Clifton Strengths Finder for the 2019 North Central College Women's Soccer Team.

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

Invited Addresses

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

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

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

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

Supervised Research Presented at Undergraduate Conferences

McAloon, Brianna, Gatto, Olivia, Walsh, Kaylyn, & Kelly, Giovanina (2022). *Time Well Spent Visual Narrative Technique: Examining Time Allocation and Well-being of Remote Workers During the COVID-19 Pandemic*. Conference on Undergraduate Research (NCUR), virtual.

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

Faber, Kelly (2016). *Your Body Language: What Does It Tell Others?* Paper presented at the 88th Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session). Chicago, IL.

Bartz, Kayla. (2015, April). *Superhuman, Is It in You? A Study of Psychological Resiliency*. Paper presented at the ACCA symposium.


- Fraser, Margaret.** (2015, April). *Music, Stress, and Resilience*. National Conference on Undergraduate Research (NCUR), Eastern Washington University.
- Jones, Julia.** (2015, April). *Perceptual Fairness of Women in Power*. Paper presented at the ACCA symposium.
- Knapczynski, Emilia & Fermin, Katherine.** (2015, April). *Justice Stories: A qualitative analysis*. Paper presented at the ACCA symposium.
- Holland, Megan.** (2011, May). *The Link between Relationship Satisfaction, Conflict Management Style, and Personal Well-Being*. Paper presented at the 83rd Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session). Chicago, IL.
- Warren, Melissa & Klinger, Sherry.** (2011, March). *Materialism, Priming Work Values, & Self-Determination*. National Conference on Undergraduate Research (NCUR), Ithaca, NY.
- Brown, Emily & Vineyard, Kelly.** (2010, April). *Personality and help-seeking behaviors: the predictive ability of openness, extraversion, and self-monitoring*. Paper presented at the ACCA symposium.
- Carlson, Jennifer.** (2009, May). *Rape Allegations in the Military: An Examination of the Effects of Rank and Alcohol on Blame and Accountability*. Paper presented at the 81st Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session). Chicago, IL.
- Ocwieja, Karen.** (2009, May). *Anterior Cruciate Ligament Injuries in the Female Athlete: Psychological Predictors of Injury*. Paper presented at the 81st Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session). Chicago, IL.
- O'Brien, Jessica.** (2009, May). *Perceptions of Management Effectiveness as a Function of Gender Congruent Attire*. Paper presented at the 81st Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session). Chicago, IL.
- Romero, Lauren.** (2008, May). *Perceptions of employees returning from family leave as a function of organizational status*. Paper presented at the 80th Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session). Chicago, IL.
- Hauser, Melissa.** (2004, March). *Evaluation of employee transgressions: Perceptual influence based on employee status and evaluator type*. Paper presented at the 18th National Conference on Undergraduate Research (NCUR), Indianapolis, IN.
- Novy, Laura.** (2004, March). *Evaluating workplace transgressions: Effects of idealism and relativism on perceptions of the incident*. Paper presented at the 18th National Conference on Undergraduate Research (NCUR), Indianapolis, IN.

Bandura, Brittain. (2003, March). *The effects of jurors' ethical ideology on their perception of a crime.* Paper presented at the 17th National Conference on Undergraduate Research (NCUR), Salt Lake City, UT.


Zeitlin, Deborah. (2001, March). *Attitudes and perceptions concerning alcohol: a comparison study of the United States and Scotland.* Paper presented at the 15th National Conference on Undergraduate Research (NCUR), Lexington, KY.

Johnson, Stephanie L. (1995, May). *Academic self-concept: A multidimensional model.* Paper presented at the 67th Annual Meeting of the Midwestern Psychological Association (Psi Chi Poster Session), Chicago, IL.


Student Honors Theses (thesis director)


 indicates the student is in or has complete graduate school

McAloon, Brianna (2022). *Time Well Spent: How Visualizing Time Affects Well-Being*

Stoffregen, Lauryn  (2022). *Taking Off the Cape: Evaluating Firefighters Requesting Leave to Address Mental and Physical Health.*

Hasiewicz, Samantha "Sam"  (2020). *Let Me Out: The Intersection of Race & Class on Parole Decisions.*


Setiz, Christine  (2019). *Art Heals? Impressions of Effectiveness of Art Therapy Based on Quantitative and Qualitative Video Presentations.*

Post, Marissa.  (2017). *Evaluating Employees Following FMLA Leave: Negative Personality and Financial Biases Against LGBT Employees*


Faber, Kelly.  (2016). *Your Body Language: What Does It Tell Others?*

Bartz, Kayla.  (2015). *Superhuman, Is It in You? A Study on Resiliency*

Fraser, Margaret.  (2015, April). *Music, Stress, and Resilience.*

Tabor, Todd.  (2013). *Effects of Taking or Not Taking Vacation on Psychological Well-Being: An International Comparison.*

O'Connor, Mike. (2011). *Presumed Innocent –or so you thought.*

Carlson, Jennifer.  (2009). *Perceptions of Violence against Women in the Military.*

- Thorpe, Miranda.**  (2009). *The Effects of Body Symmetry on Athletic Performance & Self Efficacy.*
- Crettol, Ashley.**  (2008). *Outcome Effect on Responsibility Assignment in Jury Decision Making.*
- Lesiewicz, Brian.**  (2008). *Evolutionary Psychology and the Law: Reasons behind Rules.*
- Plemich, Michelle.** (2005). *If Looks Could Kill: Sexual Transgression & Attractiveness.*
- Harkness, Alyssa.**  (2002). *How Gender Values in the Workplace Effect Work-Family Conflict.*
- Duffecy, Jennifer.**  (2001). *Social Psychological Theories of Ethnic Conflict.*
- Roashan, Husai.**  (2000). *Analysis of how Changes in the Nursing Field Effects Nurses.*
- Swanson, Marta.**  (1999). *Attention-Deficit/Hyperactivity Disorder: Assessment and Diagnosis.*
- Aglinkas, Cindy.**  (1999). *Athletes' Perceptions: An Examination of Locus of Control and Body Image in Distance Runners, Basketball Players and Non-competitive Students.*
- Varys, Brenda.** (1998). *Alcohol and Cocaine Effects on the Unborn Child: Social Perceptions of Consequences, Responsibility, and Severity.*

PROFESSIONAL ACTIVITIES

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

2000 – 2011	Reviewer: The Journal of Applied Social Psychology
1994-1998	ACT Test Site Coordinator, North Central College Campus
1993-1998	Editorial Board: NACADA Journal
1989-1998	Reviewer: H.R. Magazine: Human Resource Management
1988-1998	Reviewer: Organizational Development Journal
1988-1990	Ethics Committee: Organizational Development Institute

RESEARCH & TEACHING GRANTS

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

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

COMMITTEE & CITIZENSHIP PARTICIPATION

Administrative Positions

- 2015 – present First-Generation College Student Program
<https://www.northcentralcollege.edu/cardinal-first>
- 2018 – 2022 College Scholars Committee
<https://www.northcentralcollege.edu/undergraduate-studies/college-scholars-honors-program>
- 2016-2017 Promotion & Tenure Committee (PTC) –one-year appointment
- 2012-2016 **Director of the First Year Experience (FYE) Program**
<http://northcentralcollege.edu/x48272.xml>
- 2012 North Central College Presidential Search Committee: Faculty representative
<http://www.northcentralcollege.edu/content/presidential-search>
- 2009 –2011 **Department Chair:** Psychology
- 2003-2009 **Division Chair:** Science Division (Biology, Biochemistry, Chemistry, Computer Science, Mathematics, Physics, Psychology)
- 1993-2003 **Department Chair:** Psychology
- 1997-2000 **Chair, Faculty Personnel Committee** (elected)
- 1991-1994 Representative, Faculty Personnel Committee (elected)

Other Service

2018-present	College Persistence/Retention Committee
2017-present	Title IX Investigator <ul style="list-style-type: none"> • Level 4 certification • Restorative justice certification • Trauma informed interview certification
2007-present	Faculty Athletic Mentor Program <ul style="list-style-type: none"> • 2020- present Women's Lacrosse • 2016 - 2020 Women's Soccer • 2010 - 2016 Men's Football • 2007 - 2010 Women's Volleyball
2019	Search Committee: Assistant Director Leadership, Ethics & Values Program
2018-2019	Recent Search Committees: <ul style="list-style-type: none"> • Head Women's Lacrosse Coach • Psychology (2) • Sociology (2): Criminal Justice & Quantitative positions • English (2): Technical Writing & Department Chair positions • LEV: Virtue Based Leadership position (part of the Kern Grant) https://www.northcentralcollege.edu/news/2018/12/06/north-central-college-receives-record-setting-32m-grant-kern-family-foundation
2016-2017	Search Committee: Exercise Science Tenure Track (member)
2015-2016	Title IX panel member
2012-2016	Student Persistence Committee
1993-present	Participant, NCC Dispute Resolution Program (<i>undergraduate focused program</i>)
2010-2012	Grievance Panel Member
1992-2012	Faculty Advisor for PSI CHI
1990-2011	Faculty Mentor Program (<i>program for new NCC Faculty</i>)
2005 - 2008	Member: NCC Retention Committee
2004 - 2005	Member: NCC Retention Task Force
2005	Search Committee: Dean of Admissions & Financial Aid
1996-1997	Representative to the Faculty Development Program

- 1990-1994 Coordinator of Freshman Assessment, North Central College
- 1990-1994 Leadership, Ethics, & Values Advisory Committee
- 1990-1992 Faculty Grants Committee
- 1989-1991 Student Affairs Committee/Student Discipline Committee

INDUSTRIAL/ORGANIZATIONAL CONSULTATION

1987 – present Consultant

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

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

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

HONORS AND AWARDS

- 2020 **Marti Bogart Award for Distinguished Collaboration**, North Central College
- 2020 **Harold R. Wilde Distinguished Service Award**, North Central College
- 2015 **United Methodist Church Exemplary Teaching Award**, General Board of Higher Education and Ministry
- 2014 **Dissinger Award Senior Faculty: Teaching & Mentoring**, North Central College
- 2007-2013 **Ruge Teaching Fellow**, North Central College
<http://www.northcentralcollege.edu/x18373.xml>
- 2001 **Dissinger Award Senior Faculty: Teaching & Leadership**, North Central College
- 2001 **United Methodist Church Exemplary Teaching Award**, General Board of Higher Education and Ministry

- 1999 **Dissinger Award for Faculty Scholarship**, North Central College
- 1989 **Dissinger Teaching Award –First Year Faculty**, North Central College
- 1981 **PSI CHI National Honor Society in Psychology**

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

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

Certifications & Special Training

- 2022 **Sex Crimes Investigation Certification.** Advanced investigation skills SUNY Student Conduct Institute. <https://scidigital.suny.edu>
- 2021 **Sex Crimes Investigation Certification Level 4 investigator.** Advanced investigation skills. <https://atixa.org/>
- 2019 **Sex Crimes Investigation ATIXA Training.** Focus on Credibility Assessment. <https://atixa.org/>
- 2018 **Sex Crimes Investigation Certification, Level 2 investigator.** Stafford & Associates, National Association of Clergy Compliance Officers & Professionals, www.dstaffordandassociates.com & www.naccop.org
- 2017 **Sex Crimes Investigation Certification Level 1 investigator.** Stafford & Associates, National Association of Clergy Compliance Officers & Professionals, www.dstaffordandassociates.com & www.naccop.org
- 2016 **Title IX Certification.** North Central College.
- 2015 **Echoing Green: Work on Purpose Certified Instructor** <http://www.echoinggreen.org/work-on-purpose>
- 2015 **Green Dot: Sexual Violence Prevention.** <http://livethegreendot.com/>
- 2003 **Evolution Education: Issues for Science and Faith.** Dayton, OH. *Funded by a grant from the Catholic Church, U.S.A.*
- 1996 **Science by Litigation.** Chautauqua Course, DeKalb, IL.