

ELIZABETH L. SHOENFELT

(formerly Elizabeth Shoenfelt Erffmeyer)

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EDUCATION

Ph.D. in Industrial/Organizational Psychology
Louisiana State University, 1983
Minor in Experimental Statistics and Sport Psychology

Master of Arts in Experimental Psychology
Louisiana State University, 1980

Bachelor of Arts in Psychology, Summa Cum Laude
Louisiana State University, 1978

LICENSURE/CERTIFICATION

Licensed Industrial/Organizational Psychologist, Commonwealth of Kentucky (License #539)
Certified Consultant - Association for Applied Sport Psychology
United States Olympic Committee Sport Psychology Registry, Member 2000-2004, 2004-2008

EMPLOYMENT HISTORY

- 1992-2007 Professor of Industrial/Organizational Psychology, Department of Psychology, Western Kentucky University. Responsible for industrial/organizational psychology classes at the graduate and undergraduate level, an on-going program of research, and the direction of graduate students. Director I/O Master's Degree Program (1994 - present).
- 1987-1992 Associate Professor of Industrial/Organizational Psychology, Department of Psychology, Western Kentucky University. Director of I/O Master's Degree Program, 1988.
- 1983-1987 Assistant Professor of Industrial/Organizational Psychology, Department of Psychology, Western Kentucky University, Bowling Green, KY.
- 1982-1983 Research Associate on Louisiana State Board of Regents Grants, "A Causal Model of Nurse Turnover: Understanding the Nurse's Decision to Leave the Hospital and/or Profession" and "Understanding the Decision to Drop Out: A Test of the Theory of Reasoned Action," Louisiana State University, Baton Rouge, LA.
- 1981-1982 Instructor, Introductory Psychology, Louisiana State University, Baton Rouge, LA.
- 1978-1980 Team teaching of Introductory Psychology; Teaching Assistant/Lab Instructor; Research Assistant in Primate Lab; Louisiana State University, Baton Rouge, LA.

PUBLICATIONS

A. Books

Sanderford, P. & Shoenfelt, E. L. (2001) *Women's Basketball: Inside the Practice Court*. Terre Haute, IN: Wish Publishing.

B. Refereed Journal Articles

Grieve, F. G., Shoenfelt, E. L., Wann, D. L., & Zaplac, R. (2007). The puck stops here: A brief report on the National Hockey League fans' reactions to the 2004-2005 lockout. *International Journal of Sports Management and Marketing (in press)*.

Shoenfelt, E. L. & Huddleston, M. R. (2006). The Truancy Court Diversion Program of the Kentucky Family Court System Warren Circuit Court Division III, Bowling Green, Kentucky: An evaluation of impact on attendance and academic performance. *Family Court Review: An Interdisciplinary Journal*, 44, 673-685.

Shoenfelt, E. L., & Pedigo, L. C. (2005). A review of cognitive ability testing court decisions, 1992-2004. *Review of Public Personnel Administration*, 25, 271-287.

Shoenfelt, E. L. (2005). Book Review: *101 Teambuilding activities: Ideas every coach can use to enhance teamwork, communication, and trust*, by G. Dale & S. Conant. *The Sport Psychologist*, 19, 461-462.

Shoenfelt, E. L., & Battista, L. (2004). A laboratory study of the effect of job and life satisfaction on mood state, withdrawal intentions, and organizational citizenship behavior. *Psychological Reports*, 95, 803-820.

Shoenfelt, E. L. (2003). Utilizing applied projects in industrial/organizational psychology graduate training: A checklist to help ensure successful experiences. *The Industrial/Organizational Psychologist*, 41 (2), 109-115.

Shoenfelt, E. L. (2003). Utilizing applied projects in industrial/organizational psychology graduate training: A checklist to help ensure successful experiences. *Resources in Education*. Document No. ED 470 414, *Educational Resources Information Center (ERIC)*.

Shoenfelt, E. L., Maue, A. E., & Nelson, J. (2002). Reasonable person versus reasonable woman: Does It Matter? *American University Journal of Gender, Social Policy, and the Law*, 10, 633-678.

Shoenfelt, E. L., Snyder, L.A., Maue, A. E., McDowell, C. P., & Woolard, C. D. (2002). Comparison of constant and variable practice conditions on free-throw shooting. *Perceptual and Motor Skills*, 94, 1113-1123.

Shoenfelt, E. L., Maue, A. E., & Hatcher, E. B. (1999). "We Got Next" - Next what? An evaluation of the effectiveness of the WNBA tag line and a case for sport marketing research. *Sport Marketing Quarterly*, 8 (No. 3), 31-40.

- Shoenfelt, E. L. (1998). Increasing role clarity for an intercollegiate basketball team. *Journal of Applied Sport Psychology, 10 (Supplement)*, S83.
- Shoenfelt, E. L. (1996). Goal setting and feedback as a post-training strategy to increase the transfer of training. *Perceptual and Motor Skills, 83*, 176-178.
- Shoenfelt, E. L. (1991). Immediate effect of weight training as compared to aerobic exercise on free-throw shooting in collegiate basketball players. *Perceptual and Motor Skills, 73*, 367-370.
- Shoenfelt, E. L., Eastman, N. A., & Mendel, R. M. (1991). The relative effectiveness of training methods for attaining training objectives: Current opinion of training practitioners. *Resources in Education*, Document No. ED329879, Educational Resources Information Center (ERIC).
- Mendel, R. M. & Shoenfelt, E. L. (1991). Gender bias in the evaluation of male and female police officer performance. *Resources in Education*. Document No. ED329877. Educational Resources Information Center (ERIC).
- Erffmeyer, E. S. & Martray, C. R. (1990). A quantified approach to the evaluation of teacher professional growth and development and professional leadership through a goal-setting process. *Journal of Personnel Evaluation in Education, 3*, 275-300.
- Erffmeyer, E. S., & Mendel, R. M. (1990). Master's level training in industrial/organizational psychology. A case study of the perceived relevance of graduate training. *Professional Psychology: Research and Practice, 21 (5)*, 405-408.
- Erffmeyer, R. C., Erffmeyer, E. S., & Eastman, N. A. (1990). An investigation of the effects of computer personalized cover letters on survey response rates. *Journal of Midwest Marketing, 5*, 179-184.
- Erffmeyer, E. S. (1988). Increasing free throw accuracy through behavior modeling and goal setting. *Resources in Education*. Document No. SPO29659, Educational Resources Information Center (ERIC).
- Erffmeyer, E. S. & Martray, C. R. (1988). A goal-setting process for evaluating teacher professional growth and development and professional leadership. *Resources in Education*. Document No. TMO11419. Educational Resources Information Center (ERIC).
- Erffmeyer, R. C., Erffmeyer, E. S., & Lane, I. M. (1986). The Delphi technique: An empirical evaluation of the optimal number of rounds. *Journal of Group and Organization Studies, 11*, 120-128.
- Erffmeyer, E. S. (1984). Rule-violating behavior on the golf course. *Perceptual and Motor Skills, 59*, 591-596.
- Erffmeyer, R. C. & Erffmeyer, E. S. (1983). An application of a realistic job preview in an instructional setting. *Psychological Reports, 53*, 939-944.

- Hall, E. G. and Erffmeyer, E. S. (1983). The effect of visuo-motor behavior rehearsal with video-taped modeling on the free-throw accuracy of intercollegiate female basketball players. *Journal of Sport Psychology*, 5, 343-346.
- Erffmeyer, E. S. (1982). The nocturnal behavior of caged rhesus monkeys (*Macaca mulatta*). *Folia Primatologica*. 38, 240-249.
- Matthews, R. C., Erffmeyer, E. S. & Valentine, E. (1982). The use of single- and multi-level organization schemes in recall. *Journal of General Psychology*, 106, 313-321.

C. Professional Practice Articles

These articles are invited publications presenting direct applications that target the general public.

- Shoenfelt, E. L. (2006, October) Mental Skills for Golf: Focus - The Power is in the present. PDGA Radio News. www.pdga.com/pdgaradio.
- Shoenfelt, E. L. (2006, July) Mental Skills for Golf: Putting - Part II. PDGA Radio News. www.pdga.com/pdgaradio.
- Shoenfelt, E. L. (2006, May) Mental Skills for Golf: Putting. PDGA Radio News. www.pdga.com/pdgaradio.
- Shoenfelt, E. L. (2006, March) Mental Skills for Golf: Confidence - The Key to Success. PDGA Radio News. www.pdga.com/pdgaradio.
- Shoenfelt, E. L. (2005, December) Mental Skills for Golf: Controlled Physiological Arousal. *Golfer's Tee Times*, page 19.
- Shoenfelt, E. L. (2005, November) Mental Skills for Golf: The Pre-Shot Routine. PDGA Radio News. www.pdga.com/pdgaradio.
- Shoenfelt, E. L. (2005, August) Mental Skills for Golf: Practice Fundamentals. PDGA Radio News. www.pdga.com/pdgaradio.
- Shoenfelt, E. L. (2005, August) Mental Skills for Golf: Focus on the Three P's. *Golfer's Tee Times*, page 22.
- Shoenfelt, E. L. (2005, May) Mental Skills for Golf - Self-Talk: The Power of Positive Thinking. *Golfer's Tee Times*, page 22.
- Shoenfelt, E. L. (2005, May) Mental Skills for Golf: Goal setting for directing attention and effort for performance enhancement. PDGA Radio News. www.pdga.com/pdgaradio.
- Shoenfelt, E. L. (2005, February) Mental Skills for Golf: Imagery for performance enhancement. PDGA Radio News. www.pdga.com/pdgaradio.

Shoenfelt, E. L. (2004, December) Mental Skills for Golf: Goal setting for focused performance. *Golfer's Tee Times*, page 19.

Shoenfelt, E. L. (2004, September) Mental Skills for Golf: The optimal level of arousal: Control physiological arousal for performance enhancement. PDGA Radio News. www.pdga.com/pdgaradio.

Shoenfelt, E. L. (2004, July) Mental skills for golf: Building confidence. *Golfer's Tee Times*, page 5.

Shoenfelt, E. L. (2004, June) Self-talk for enhancing performance. PDGA Radio News. www.pdga.com/pdgaradio.

Shoenfelt, E. L. (2004, May) Mental skills for golf: Putting - Bring your entire toolbox of mental skills. *Golfer's Tee Times*, page 11.

Shoenfelt, E. L. (2004, April) Focus: The 3 P's for Effective Focus. PDGA Radio News. www.pdga.com/pdgaradio.

Shoenfelt, E. L. (2004, March) Mental skills for golf: An Introduction to the Mental Side of Putting. *Golfer's Tee Times*, page 17.

Shoenfelt, E. L. (2003, December) Mental skills for golf: The Post-shot Routine. *Golfer's Tee Times*, page 21.

Shoenfelt, E. L. (2003, November) Mental skills for golf: The Pre-shot Routine. *Golfer's Tee Times*, page 14.

Shoenfelt, E. L. (2003, September) Mental skills for golf: Getting the Most Out of Your Practice. *Golfer's Tee Times*, page 6.

Shoenfelt, E. L. (2003, August) Mental skills for golf: Imagery Can Enhance Performance. *Golfer's Tee Times*, page 6.

Shoenfelt, E. L. (2003, June) Mental skills for golf: Control of Physiological Arousal. *Golfer's Tee Times*, page 7.

Shoenfelt, E. L. (2003, May) Mental skills for golf: Self-Talk - The Power of Positive Thinking. *Golfer's Tee Times*, page 8.

Shoenfelt, E. L. (2003, April) Mental skills for golf: Goal Setting. *Golfer's Tee Times*, page 24.

Shoenfelt, E. L. (2002, December) Mental skills for golf: Control of Physiological Arousal. *Going for the Green*, 4 (4), 6.

Shoenfelt, E. L. (2002, October) Mental skills for golf - the power is in the present. *Golfer's Tee Times*, page 7.

- Shoenfelt, E. L. (2002, September) Mental skills for golf: Self-Talk: The mind-body connection. *Going for the Green*, 4 (3), 6.
- Shoenfelt, E. L. (2002, June) Mental skills for golf: Focus - the power is in the present. *Going for the Green*, 4 (2), 4.
- Shoenfelt, E. L. (2002, March) Mental skills for golf: Goal setting. *Going for the Green*, 4 (1), 5
- Erffmeyer, E. S. (1989). Making feedback more effective. *The Sport Strategy & Performance Report*. 2 (April), 3.
- Erffmeyer, E. S. (1988). Prerequisites for effective goal setting. *The Sport Strategy & Performance Report*. 1 (August). 2.

D. Refereed Conference Proceedings

- Shoenfelt, E. L. (2006). Values added team building. *2006 Conference Proceedings of the Association for the Advancement of Applied Sport Psychology*, 62-63.
- Shoenfelt, E. L. & Grieve, F. G. (2006). The puck stops here: Fan reaction to the 2005 NHL work stoppage. *2006 Conference Proceedings of the Association for the Advancement of Applied Sport Psychology*, 13.
- Grieve, F. G., Shoenfelt, E. L., Trail, G., James, J., Lanter, J. R., Dietz-uhler, B., Partridge, J., Wann, D., Elison, J., Zapalac, R. K., Haponstall, C. D., & Peace, D. G. (2006). Leading edge research examining sport fans' cognition, affect, and behavior. *2006 Conference Proceedings of the Association for the Advancement of Applied Sport Psychology*, 13.
- Shoenfelt, E. L. & Usry, A. (2005). Evaluation of a mental skills for serving intervention in an intercollegiate volleyball team. *2005 Conference Proceedings of the Association for the Advancement of Applied Sport Psychology*, 91.
- Klonsky, B. G., Wann, D. L., Shoenfelt, E. L., Eggleston, T., Pemberton, C. & Zaichkowsky, L. (2005). Teaching sport and exercise psychology: New directions, tools, techniques, activities, and approaches. *2005 Conference Proceedings of the Association for the Advancement of Applied Sport Psychology*, 22-24.
- Shoenfelt, E. L. (2004). Sport psychology? It's kid's stuff. *2004 Conference Proceedings of the Association for the Advancement of Applied Sport Psychology*, 25-26.
- Shoenfelt, E. L. (2003). A structured approach to increasing role clarity with intercollegiate volleyball players. *2003 Conference Proceedings of the Association for the Advancement of Applied Sport Psychology*, 90.
- Shoenfelt, E. L. & Bucur, D. (2002). Distributive justice in team disciplinary decisions. *2002 Conference Proceedings of the Association for the Advancement of Applied Sport Psychology*, 92.
- Shoenfelt, E. L. (1999). A technique for providing team feedback on an athlete's individual role performance. Association for the Advancement of Applied Sport Psychology Conference,

Banff, Canada, *1999 Conference Abstracts*, 40-41.

Shoenfelt, E. L. & Snyder, L. A. (1999). A comparison of constant and variable practice conditions on free-throw shooting. Association for the Advancement of Applied Sport Psychology Conference, Banff, Canada, *1999 Conference Abstracts*, 55.

E. Presentations

Shoenfelt, E. L. (2007, July) The Western Kentucky University Staff Satisfaction Survey Results. Presented to the WKU Staff Council, Western Kentucky University, Bowling Green, KY.

Shoenfelt, E. L., Walker, S. A. Walker, A. G., Maue, A. E. & Snyder, L. (2007, April). I/O Master's Careers: Successful Paths to Divergent Destinations. Presented at the 2007 Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Shoenfelt, E. L. (Chair), Kisamore, J., Colwell, S., & Folger, R. (2007; April). Ethics: An Interactive Poster Session. Presented at the 2007 Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Shoenfelt, E. L. (2006, September). Values added team building. Paper presented at the Association for the Advancement of Applied Sport Psychology Conference, Miami, FL.

Shoenfelt, E. L., & Grieve, F. G. (2006, September). The puck stops here: Fan response to the 2005 NHL work stoppage. Paper presented at the Association for the Advancement of Applied Sport Psychology Conference, Miami, FL.

Shoenfelt, E. L. (2006, August). Solutions to logistical problems encountered in applied student engagement projects. Presented at the Engaging the Spirit: Best Practices for Student Success, Western Kentucky University Bowling Green, KY.

Shoenfelt, E. L., Grieve, F. G., & Jones, E. L. (2006, August). Supervising theses, specialist projects, and dissertations. Presented at the Western Kentucky University College of Education and Behavioral Sciences Professional Development Workshop. Bowling Green, KY.

Shoenfelt, E. L., & Pedigo, A. S. (2006, April). A Longitudinal Study of Faculty Pregnancy Leave Practices: 1995-2005. Paper presented at the 21st Annual Meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Shoenfelt, E. L. & Usry, A. (2005, October). Evaluation of a mental skills for serving intervention in an intercollegiate volleyball team. Paper presented at the Association for the Advancement of Applied Sport Psychology Conference, Vancouver, BC, Canada.

Klonsky, B. G., Wann, D. L., Shoenfelt, E. L., Eggleston, T., Pemberton, C. & Zaichkowsky, L. (2005, October). Teaching sport and exercise psychology: New directions, tools, techniques, activities, and approaches. Symposium presented at the Association for the Advancement of Applied Sport Psychology Conference, Vancouver,

BC, Canada.

Shoenfelt, E. L. (2005, August). Key traits of successful leaders: Translating theory into practice for successful coaching. In Shoenfelt, E. L., Hall, E. G. Ballinger, D. A., & Yambor, J. Critical components of team development: Leadership and communication. Symposium presented at the International Society of Sport Psychology 11th World Congress of Sport Psychology, Sydney, Australia.

Shoenfelt, E. L. & Nickel, K. E. (2005, April) Individual and jury perceptions of sexual harassment: Effects of intoxication. Paper presented at the 20th Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Shoenfelt, E. L. (2005, April) Experiential and service learning in an advanced training in business and industry graduate course. Paper presented as part of a symposium, Teaching I/O concepts more effectively: Experiential and service-learning pedagogy at the 20th Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Pedigo, L. & Shoenfelt, E. L. (2005, April) A review of cognitive ability court cases from 1991-2004. Paper presented at the 20th Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Shoenfelt, E. L. (2004, October) Sport Psychology - It's kid stuff. Paper presented in the session Teaching Sport Psychology: New Directions, Tools, Techniques, Activities, and Approaches at the Association of Applied Sport Psychology Conference, Minneapolis, MN.

Wilson, S. & Shoenfelt, E.L. (2004, October) Hands on program at Western Kentucky University. Presented at the Society of Women Engineers National Conference - Engineers Leading Through Change Program, Milwaukee, WI.

Shoenfelt, E. L., & Battista, L.(2004, April) Satisfaction effects on mood state, withdrawal intentions, and OCB. Presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Shoenfelt, E. L. (2003, October) A structured approach to increasing role clarity with intercollegiate volleyball players. Paper presented at the Association for the Advancement of Applied Sport Psychology, October, 2003, Philadelphia, PA.

Stone, N., Shoenfelt, E. L., Kottke, J., Huffcutt, A., & Walker, S. A. (2003, April). Just do it! Developing I/O Student Competencies Through Applied Experiences. Panel Discussion presented at the Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Shoenfelt, E. L. & Mack, J. A. (2003, April). Juror sexual harassment judgements: Effects of victim and perpetrator intoxication. Presented at the Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Shoenfelt, E. L. & Phillips, D. M. (2003, April). Procedural and distributive justice in Disciplinary Decisions. Presented at the Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Shoenfelt, E. L. (2002, August). Utilizing applied projects in industrial/organizational psychology graduate training. Paper presented as part of AStrategies for Teaching Industrial/Organizational Psychology.@ N. Stone, Chair, at the 2002 Conference of the American Psychological Association, Chicago, IL.
- Shoenfelt, E. L. (2002, August). Chair of session, AInternational Issues in I/O Psychology: France, Portugal, The United States, and India@ presented at the 2002 Conference of the American Psychological Association, Chicago, IL.
- Shoenfelt, E. L., & Bucur, D. R.(2002, October) Distributive Justice and Disciplinary Decisions in Teams. Paper presented at the Association for the Advancement of Applied Sport Psychology Conference, October, 2002, Tucson, AZ.
- Shoenfelt, E. L., & Clark, M. (2002, August). Justice Perceptions of Disciplinary Decisions in a Team Setting. Paper presented at the American Psychological Association Conference, August 2002, Chicago, IL.
- Shoenfelt, E. L., & Arnold, C. (2002, June) Victim's Performance Level and Current Employment Status Impact Perceptions of Sexual Harassment. Paper presented at the American Psychological Society Conference, New Orleans, LA.
- Watt, J. D., Shoenfelt, E. L., Horne, D. A. , Hutton, D. A., Closson, R. K., & DeZouche, C., (2002, April). The current state of Total Quality Management: Neither a Fad nor a Panacea. Panel discussion presented at the 2002 Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, CA.
- Elias, D. A. & Shoenfelt, E. L. (2001, April). Use of situational judgment test to measure teamwork components and their relationship to overall team performance. Paper presented at the 2001 Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Little, J., Shoenfelt, E.L., & Brown, R. D. (2000, April) The situational versus the patterned-behavioral-descriptive interview for predicting customer-service performance. Paper presented at the 2000 Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Koppes, L. L., Gilbert, J., Hays-Thomas, R. L., Jex, S. M., Shoenfelt, E. L. (2000, April) Faculty in an I-O master's degree program: Strategies for success. Roundtable Session presented at the 2000 Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Shoenfelt, E. L. (1999, September) A technique for providing team feedback on an athlete's individual role performance. Paper presented at the Association for the Advancement of Applied Sport Psychology Conference, Banff, Canada.

- Shoenfelt, E. L. & Snyder, L. A. (1999, September) A comparison of constant and variable practice conditions on free-throw shooting. Paper presented at the Association for the Advancement of Applied Sport Psychology Conference, Banff, Canada.
- Maue, A. E. & Shoenfelt, E. L. (1999, April) Comparing the standards used in determining hostile environment sexual harassment. Paper presented at the 1999 Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Shoenfelt, E. L. (1998, September). Increasing role clarity for an intercollegiate basketball team. Paper presented at the Association for the Advancement of Applied Sport Psychology Conference, Cape Cod, MA.
- Shoenfelt, E. L. & Leider, S. J. (1998, April). Perceived fairness of maternity leave policies in a university setting. Paper presented at the 1998 Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Shoenfelt, E. L., Sims, W. A., & Mendel, R. M. (1993, June). Goal setting and feedback as a post-training strategy to increase the transfer of training. Paper presented to the 1993 Annual Conference of the American Psychological Society, Chicago, Illinois.
- Mendel, R. M. & Shoenfelt, E. L. (1992, May). Gender and somatotype bias in ratings of physically demanding performance. Paper presented at the 1992 Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Canada.
- Shoenfelt, E. L., Eastman, N. A., & Mendel, R. M. (1991, March). The relative effectiveness of training methods for attaining training objectives: Current opinion of training practitioners. Paper presented at the 1991 Annual Meeting of the Southeastern Psychological Association, New Orleans, LA.
- Mendel, R. M. & Shoenfelt, E. L. (1991, March). Gender bias in the evaluation of male and female police officer performance. Paper presented at the 1991 Annual Meeting of the Southeastern Psychological Association, New Orleans, LA.
- Erffmeyer, E. S. (1990, April). Curriculum for the 90's. Invited paper presented at the 1990 Annual Meeting of the Southeastern Industrial/Organizational Psychological Association, Atlanta, Georgia.
- Erffmeyer, R. C., Erffmeyer, E. S., & Eastman, N. A. (1990, March). An investigation of the effects of computer personalized cover letters on survey response rates. Paper presented at the 1990 Midwest Marketing Association Conference, Chicago, Illinois.
- Erffmeyer, E. S., Kirkman, M. C., & Mendel, R. M. (1989, June). The effects of stress on the perception of job characteristics. Paper presented at the 1989 Annual Meeting of the American Psychological Society, Alexandria, VA.
- Mendel, R. M. & Erffmeyer, E. S. (1989, June). Over-estimation of validity for physical performance tests validated against ratings criterion. Paper presented at the 1989 Annual Meeting of the American Psychological Society, Alexandria, VA.

- Erffmeyer, E. S. & Martray, C. R. (1988, April). A Goal-Setting Process for Evaluating Teacher Professional Growth and Development and Professional Leadership. Paper presented at the 1988 Annual Meeting of the American Educational Research Association, New Orleans, Louisiana.
- Erffmeyer, E. S. (1987, August). Increasing the accuracy of free throw shooting through behavior modeling and goal setting. Paper presented at the 1987 Annual Conference of The American Psychological Association, New York.
- Erffmeyer, E. S. (1986, March). The effects of feedback specificity and goal specificity on the performance of a simple task. Paper presented at the 1986 Annual Meeting of the Southeastern Psychological Association, Orlando, Florida.
- Minix, N. A., Erffmeyer, E. S., & Martray, C. R. (1986, November). Development of a goal setting process and instrumentation for teachers and principals. Paper presented at the Annual Conference of the Mid-South Educational Research Association, Memphis, TN.
- Mitchell, J. D. & Erffmeyer, E. S. (1986, March). An application of realistic previews in an instructional setting: A research extension. Paper presented at the 1986 Annual Meeting of the Southeastern Psychological Association, Orlando, Florida.
- Erffmeyer, E. S. (1985, March). An empirical evaluation of the Vroom-Yetton model in organizational settings. Paper presented at the 1985 Annual Meeting of the Southeastern Psychological Association, Atlanta, Georgia.
- Erffmeyer, E. S. (1984, March). The master's degree program in industrial/organizational psychology at Western Kentucky University. Invited paper presented as part of a symposium, Perspectives on Master's Level Training in I/O Psychology, at the 1984 Annual Meeting of SEIOPA, New Orleans, Louisiana.

E. Technical Reports

Much of the applied organizational research and program evaluation work I do requires extensive documentation of the methodology utilized, the data analyses conducted, and the results and interpretation of the analyses. These reports are utilized for funding and/or litigation purposes, as well as meeting the required professional standards for the discipline of Industrial/Organizational Psychology.

Shoenfelt, E. L., King, S., & Yanul, T. (2007) *Report on the Evaluation of the People First Leadership Experience*. Prepared for the Vice President of Human Resources, FedEx Freight, Memphis, TN.

Shoenfelt, E. L., Long, S., Yanul, T. & Alexander, J. (2007). *Western Kentucky University 2007 Staff Satisfaction Survey Results*. Western Kentucky University, Bowling Green, KY.

Shoenfelt, E. L. (2007) *Review of the Undergraduate Major in Industrial/Organizational Psychology at Middle Tennessee State University*. Prepared for Office of Institutional Effectiveness, Planning, and Research, Middle Tennessee State University, Murfreesboro, TN.

Shoenfelt, E. L. (2007) *Congregation and Pastor Assessment Tools for the Kentucky Annual Conference of the United Methodist Church*. Prepared for the Kentucky Annual Conference of the United Methodist Church, Louisville, KY.

Shoenfelt, E. L. (2006) *Guideline for the Utilization of the Kentucky Annual Conference United Methodist Congregational Performance Evaluation System*. Prepared for the Kentucky Annual Conference of the United Methodist Church, Louisville, KY.

Shoenfelt, E. L. (2006) *Guideline for the Utilization of the Kentucky Annual Conference United Methodist Pastor Performance Evaluation System*. Prepared for the Kentucky Annual Conference of the United Methodist Church, Louisville, KY.

Shoenfelt, E. L. (2006) *Comments of the Town of Montreat 2006 Comprehensive Plan Survey*. Prepared for the Comprehensive Plan Steering Committee and the property owners of Montreat, NC.

Shoenfelt, E. L., Dunn, J. A., King, S., & Love, R. (2006) *Report on the Evaluation of Just Think! For the Housing Authority of Bowling Green After-School Program Academic Year 2005-2006*. Prepared for the Western Kentucky University Just Think Grant, Western Kentucky University, Bowling Green, KY.

Shoenfelt, E. L., Dunn, J. A., King, S., & Love, R. (2006). *Western Kentucky University Staff Satisfaction Survey, June 2006*. Western Kentucky University, Bowling Green, KY.

Shoenfelt, E. L., & Long, S. A. (2006). *An Evaluation of the Western Kentucky University Girls in Science Day Program March 4, 2006*. Western Kentucky University, Bowling Green, KY.

- Shoenfelt, E. L. (2006). *Recommendations for a Master's Level Graduate Concentration in Industrial-Organizational Psychology*. Prepared for The Department of Psychology, Southeastern Louisiana University, Hammond, LA.
- Shoenfelt, E. L., Starling, P. G., & Usry, A. N. (2005). *Report on the Evaluation of the Warren County Public School Alternative to Suspension Program and Alternate Elementary Program for the Academic Year 2004-2005*. Prepared for the Western Kentucky University Juvenile Delinquency Prevention Grant, Western Kentucky University, Bowling Green, KY.
- Shoenfelt, E. L., Dunn, J. A., Usry, A. N., & Fultz, C. V. (2005). *Report on the Evaluation of the Housing Authority of Bowling Green After-School Program for the Academic Year 2004-2005*. Prepared for the Western Kentucky University Juvenile Delinquency Prevention Grant, Western Kentucky University, Bowling Green, KY.
- Shoenfelt, E. L., & Starling, P. G. (2005). *The ALIVE Center: A Report on the Evaluation of the year 2004-2005*. Prepared for the Western Kentucky University Juvenile Delinquency Prevention Grant, Western Kentucky University, Bowling Green, KY.
- Shoenfelt, E. L., & Dunn, J. A. (2005). *Western Kentucky University Staff Satisfaction Survey, April 2005*. Western Kentucky University, Bowling Green, KY.
- Shoenfelt, E. L., & Starling, P. G. (2005). *An Evaluation of the Western Kentucky University Girls in Science Day Program April 23, 2005*. Western Kentucky University, Bowling Green, KY.
- Shoenfelt, E. L., Usry, A. N., & Schirmer, A. R. (2005). *Microsensor Systems, Inc. Employee Satisfaction: February 2005*. Prepared for ISO 9000 compliance for Microsensor Systems, Inc., Bowling Green, KY.
- Shoenfelt, E. L., & Schirmer, A. R. (2005). *Western Kentucky University Faculty Pregnancy Leave Practices 2005: A Report on Department Head and Faculty Perceptions*. Western Kentucky University, Bowling Green, KY.
- Shoenfelt, E. L., & Schirmer, A. R. (2005). *Western Kentucky University Faculty Pregnancy Leave Practices 2005: A Report on Current Practices and A Comparison to Practices in 1995*. Prepared for the Office of the Provost, Western Kentucky University, Bowling Green, KY.
<http://www.wku.edu/Dept/Support/AcadAffairs/DeptHeadPGReport2005-1.doc>
- Shoenfelt, E. L., & Kanisto, J. (2004). *The ALIVE Center: A Report on the Evaluation of the year 2003-2004*. Prepared for the Western Kentucky University Juvenile Delinquency Prevention Grant, Western Kentucky University, Bowling Green, KY.
- Shoenfelt, E. L., & Wang, X. (2004). *Report on the Evaluation of the Housing Authority of Bowling Green After-School Program for the Academic Year 2003-2004*. Prepared for the Western Kentucky University Juvenile Delinquency Prevention Grant, Western

Kentucky University, Bowling Green, KY.

- Shoenfelt, E. L., & Wang, X. (2004). *Report on the Evaluation of the Warren County Public School Alternative to Suspension Program and Alternate Elementary Program for the Academic Year 2003-2004*. Prepared for the Western Kentucky University Juvenile Delinquency Prevention Grant, Western Kentucky University, Bowling Green, KY.
- Shoenfelt, E. L., & Wang, X. (2004). *Report on the Evaluation of the Girls in Science Day Program April 17, 2004*. Western Kentucky University, Bowling Green, KY.
- Shoenfelt, E. L., Nickel, K., Wang, X., Schirmer, A., Dobbs, S., & Daniel, J. (2003). *Report on the Evaluation of the Housing Authority of Bowling Green After-School Program for the Academic Year 2002-2003*. Prepared for the Western Kentucky University Juvenile Delinquency Prevention Grant, Western Kentucky University, Bowling Green, KY.
- Shoenfelt, E. L., Nickel, K., Dobbs, S., Daniel, J., Schirmer, A., & Wang, X. (2003). *Report on the Evaluation of the Warren County Public School Alternative to Suspension Program for the Academic Year 2002-2003*. Prepared for the Western Kentucky University Juvenile Delinquency Prevention Grant, Western Kentucky University, Bowling Green, KY.
- Shoenfelt, E. L., Wang, X., Nickel, K., Schirmer, A., Battista, L., & Dobbs, S. (2003). *Report on the Evaluation of the Girls in Science Day Program April 26, 2003*. Western Kentucky University, Bowling Green, KY.
- Shoenfelt, E. L., Kegley, J., & Garrett, J. (2002). *Report on the Evaluation of the Truancy Court Diversion Program of the Kentucky Family Court Division III, Bowling Green, KY: Projects 1 and 2*. Prepared for Judge Margaret Huddleston, Bowling Green, KY.
- Shoenfelt, E. L. & Brown, R. D. (2001). *Report on the Validation of Selection Tests for the Job of Production Technician*. Prepared for SCA Incontinence Care, Bowling Green, KY.
- Shoenfelt, E. L. (2001) Utilizing Applied Projects in Undergraduate Industrial/Organizational Psychology Courses. In *Exploring the Scholarship of Teaching: Appropriate Methods, Vol. 3, 9*, Center for Teaching and Learning, Western Kentucky University, Bowling Green, KY. [<http://www.wku.edu/teaching/booklets/apmeth.htm>]
- Shoenfelt, E. L. (2001). *Report Concerning: Larie Payne v. Seagle Pizza, Inc. and Robert Simon, Commonwealth of Kentucky Daviess Circuit Court, Division II, Case Number 99-CI-01319*. Prepared for Kevin Hackworth, Esq. Broderick & Thornton, Attorneys at Law, Bowling Green, Kentucky.
- Shoenfelt, E. L. (2000.) *Report Concerning: Shonell Scott v. Belden Wire and Cable, United States District Court Western District of Kentucky at Bowling Green, Civil Action No. 1:99-CV-113-R*. Prepared for James D. Cockrum, Esq., Frost Brown Todd LLC, Louisville, Kentucky.
- Shoenfelt, E. L., & Reber, R. A. (2000). *DESA International, Inc. Employee Satisfaction*

- Survey Report - 2000.* Prepared for DESA International, Inc., Bowling Green, KY.
- Shoenfelt, E. L. (2000). *Job Analysis for the Position of the Director of Christ Church Kindergarten.* Prepared for The Christ Church Kindergarten Director Search Committee, Charlotte, NC.
- Shoenfelt, E. L. (1999). *Quality Improvement Management Report.* Prepared for Active Services Corporation Adult Day Health Services, Birmingham, AL.
- Shoenfelt, E. L. (1997). *A Report on the Comments from Team Building Sessions for the University of Nebraska Women's Basketball Team.* Prepared for Women's Basketball, University of Nebraska, Lincoln, NE.
- Shoenfelt, E. L. (1995). *Report Concerning: Dorothy Galas v. E. I. DuPont de Nemours & Company, a Delaware Corporation, United States District Court for the Eastern District of Tennessee, Southern Division at Chattanooga, Civil Action No. 1:94-CV-136.* Prepared for R. Stephen Doughty, Weed, Hubbard, Berry, & Doughty, Attorneys at Law, Nashville, Tennessee.
- Shoenfelt, E. L. (1995). *Western Kentucky University Faculty Pregnancy Leave Practices: A Report on Current Practices and Perceptions.* Prepared for Western Kentucky University, Bowling Green, Kentucky.
- Myers, D., Reber, R. A., & Shoenfelt, E. L. (1995). *Western Kentucky University Exempt and Nonexempt Salary Study.* Prepared for the Office of the Vice President for Finance and Administration, Western Kentucky University, Bowling Green, Kentucky.
- Shoenfelt, E. L. (1991). *GTE Plant Maintenance Department Task Safety Priority Rating Results.* Prepared for General Telephone and Electronics (GTE), Sylvania Glass Plant, GTE Products Corporation, Versailles, Kentucky.
- Erffmeyer, E. S. (1990). *Results and Implications of the GTE Versailles Glass Plant Safety Climate Survey.* Prepared for General Telephone and Electronics (GTE), Sylvania Glass Plant, GTE Products Corporation, Versailles, Kentucky.
- Erffmeyer, E. S. (1990). *GTE Sylvania Glass; Versailles, Kentucky Plant - Exhaust Department; Safety Manual.* Developed for GTE Sylvania Glass Plant, Group Products Division, Versailles, Kentucky.
- Erffmeyer, E. S. (1990). *GTE Sylvania Glass; Versailles, Kentucky Plant - Shipping and Receiving Department; Safety Manual.* Developed for GTE Sylvania Glass Plant, Group Products Division, Versailles, Kentucky.
- Erffmeyer, E. S. (1989). *1988-1989 Free-Throw Training Program and Mid-Season Intervention.* Prepared for Lady Topper Basketball, Western Kentucky University, Bowling Green, Kentucky.
- Erffmeyer, E. S., Erffmeyer, R. C., & Mendel, R. M. (1989). *Safety Needs Analysis and Proposed Behavioral Safety Program for the Waldoboro, Maine Plant.* Prepared for

Sylvania GTE Lighting - GTE Products Corporation, Waldoboro, Maine Plant.

- Erfmeyer, E. S. (1988). *1987-1988 Free-Throw Training Program Report*. Prepared for Lady Topper Basketball, Western Kentucky University, Bowling Green, Kentucky.
- Erfmeyer, E. S. & Mendel, R. M. (1988). *Development and Validation of a Promotional Exam for the Job of Fire Apparatus Operator for the City of Louisville Fire Department*. Prepared for the City of Louisville Department of Law, Louisville, Kentucky.
- Mendel, R. M. & Erfmeyer, E. S. (1988). *Job Analysis of Louisville Fire Department Apparatus Operator*. Prepared for the City of Louisville Department of Law, Louisville, Kentucky.
- Mendel, R. M. & Erfmeyer, E. S. (1988). *Impact of Excellence in Armor Program on Soldier Performance in One Station Unit Training*. U.S. Army Research Institute for the Behavioral and Social Sciences, Research Report 1502.
- Mendel, R. M. & Erfmeyer, E. S. (1988). *Research Note: Appendices to Accompany the Impact of Excellence in Armor Program on Soldier Performance in OSUT*. Prepared for the U.S. Army Research Institute for the Behavioral and Social Sciences. Fort Knox Field Unit, Fort Knox, Kentucky.
- Mendel, R. M. & Erfmeyer, E. S. (1988). *The Analyses of Line Assembly and Machine Operator Positions at Drackett Plants in Franklin, Kentucky and Urbana, Ohio*. Prepared for the Drackett Company, Cincinnati, Ohio.
- Erfmeyer, E. S. (1987). *Behavior Modeling, Mental Rehearsal, Goal Setting Training Program for Free Throw Shooting*. Prepared for Lady Topper Basketball, Western Kentucky University, Bowling Green, Kentucky.
- Erfmeyer, E. S. & Erfmeyer, R. C. (1987). *The Development and Implementation of a Behavioral Safety Program for the Lime Department of the GTE Sylvania Glass Plant, Versailles, Kentucky*. Prepared for General Telephone and Electronics (GTE), Sylvania Glass Plant, GTE Products Corporation, Versailles, Kentucky.
- Erfmeyer, E. S. & Erfmeyer, R. C. (1987). *GTE Sylvania Glass; Versailles, Kentucky Plant - Lime Department; Safety Manual*. Developed for GTE Sylvania, Group Products Division, Versailles, Kentucky.
- Erfmeyer, E. S. & Erfmeyer, R. C. (1987). *GTE Sylvania Glass; Versailles, Kentucky Plant - Lead Department; Safety Manual*. Developed for GTE Sylvania, Group Products Division, Versailles, Kentucky.
- Erfmeyer, E. S. & Erfmeyer, R. C. (1986). *A Brief Report on the Analysis of Accident Reports for the Detection of Patterns of Occurrence for the Lime Department*. Prepared for General Telephone and Electronics (GTE), Sylvania Glass Plant, GTE Products Corporation, Versailles, Kentucky.
- Erfmeyer, E. S. (1985). *Relaxation, Mental Rehearsal Free-Throw Training Program*.

Prepared for Lady Topper Basketball, Western Kentucky University, Bowling Green, Kentucky.

Mendel, R. M. & Erffmeyer, E. S. (1985). *Mental Ability and Training: Variables affecting Armor Systems Performance (Contract MDA903-85-C-0309): A Research Proposal*. Prepared for the U.S. Army Research Institute for the Behavioral and Social Sciences, Fort Knox Field Unit, Fort Knox, Kentucky.

Erffmeyer, E. S. (1983). *Manual for the Organizational Assessment Instrument: Guidelines and Suggestions for Implementation*. Prepared for the Louisiana State Department of Civil Services, Division of Personnel Management.

Erffmeyer, R. C. & Erffmeyer, E. S. (1982). *Manual for Test Administration and Scoring for the Exxon Physical Abilities Test Program*. Prepared for Exxon Company, U.S.A., Personnel Research, Houston, Texas.

Erffmeyer, R. C. & Erffmeyer, E. S. (1982). *Training Manual for Test Administrators for the Exxon Physical Abilities Test Program*. Prepared for Exxon Company, U.S.A., Personnel Research, Houston, Texas.

Erffmeyer, R. C. & Shoenfelt, E. L. (1980, 1981). *Revision of Instructions for the Physical Abilities Tests*. Prepared for the Exxon Company, U.S.A., Baton Rouge Refinery, Baton Rouge, Louisiana.

E. Manuscripts Submitted or In Preparation

Shoenfelt, E. L., Stone, N., Walker, S., Kottke, J., Shadrick, S., & Moffett, R. Getting Your Feet Wet: Master's and Undergraduate I/O Internship Experiences. Submitted for presentation at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA, April 2008.

Shoenfelt, E. L. & Walker, S. A. Sexual Harassment: Awareness, Prevention, and Remediation. A Master Tutorial submitted for presentation at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA, April 2008.

Shoenfelt, E. L. Experienced v. inexperienced intercollegiate coaches: Differences in assigning player role responsibilities. Paper to be presented at the Annual Conference of the Association for Applied Sport Psychology, October 2007.

Shoenfelt, E. L., & Usry, A. N. A Mental Skills for Serving Training Program for an Intercollegiate Volleyball Team. Manuscript submitted for publication.

Shoenfelt, E. L., & Pedigo, A. S. Department Head and Faculty Fairness Perceptions of Pregnancy Leave Practices. In preparation for publication.

Shoenfelt, E. L., Bucur, D., & Clark-Heard, M. Perceptions of fairness and deterrence to future misconduct of intercollegiate sport team disciplinary decisions. In preparation for re-submission.

Shoenfelt, E. L. A structured approach to increasing role clarity for intercollegiate athletes.
Manuscript in preparation for re-submission.

Dunn, J. & Shoenfelt, E. L. Development of a Realistic Job Preview for Deputy Jailer Applicants.
In preparation for publication.

COURSES TAUGHT AT WESTERN KENTUCKY UNIVERSITY

Content Courses

Psychology 100 Introduction to Psychology
Psychology 340 Sport Psychology (499)
Psychology 370 Industrial/Organizational Psychology
Psychology 410 Psychology of Learning
Psychology 541 Introduction to Professional Psychology
Psychology 570 Introduction to Industrial/Organizational Psychology/Job Analysis
Psychology 571 Personnel Psychology
Psychology 572 Organizational Psychology
Psychology 670 Equal Employment Opportunity, the Law, and Ethical Considerations
Psychology 673 Advanced Training in Business and Industry
Lead 500 Effective Leadership Studies

Applied/Experiential Courses

Psychology 490 Research/Readings/Special Projects in Psychology
Psychology 590 Readings of Research in Psychology
Psychology 592 Psychology Internship
Psychology 599 Thesis Research
Psychology 662 Practicum in Psychology

PUBLIC SERVICE ACTIVITIES

- 1996-2007
1988-1991 Western Kentucky University Project Director for Consortium Research Fellows Program between the U.S. Army Research Institute Field Unit at Fort Knox, the Consortium of Universities of the Washington Metropolitan Area, and the WKU I/O Psychology Program. Other universities participating in the Consortium include University of Maryland, George Mason, Georgetown, Penn State, Kansas State, Auburn, Alabama, and Boise State.
- 2006-2007 External reviewer for the Middle Tennessee State University undergraduate program in industrial/organizational psychology. Involves two-day site visit and writing a report for academic program review by the State of Tennessee Board of Regents.
- 2006-2007 Human Resources Consultant for the United Methodist Ministers Kentucky Annual Conference. Developed performance appraisal/performance management system to be implemented for 600+ congregations/churches in the Kentucky Conference. Prepared and delivered training for the implementation of the performance management system.
- 2005-2007 Human Resources Consultant for the United Methodist Pastors Annual Conference. Developed performance appraisal/performance management system to be implemented for 600+ ordained Kentucky Conference Methodist Pastors. Prepared and delivered training for the implementation of the performance management system.
- 2005-2007 Human Resources Consultant for Lyons Company, Inc., Glasgow, KY. Provided executive coaching; developed and conducted training in emotional intelligence for company officers and project managers. Developed inventory of strengths and weaknesses linked to performance evaluation system; provided individual feedback based on self assessment.
- 2005-2007 Human Resources Consultant for Lyons Service Company, Bowling Green, KY. Conducted team building with Vice Presidents; analyzed results from employee satisfaction survey for vice presidents and technicians and provided survey feedback. Developed safety training program based on NFPA 70E and OSHA regulations.
- 2005-2007 Re-Engineering for Best Practices. Contract with the Office of Employment and Training, Kentucky Education Cabinet Department for Workforce Investment. Developing best practices model for the walk-in registration process for unemployment insurance to be implemented in 28 OET field offices throughout the Commonwealth of Kentucky.
- 2007 Human Resources Consultant for Edvantia (formerly AEL: Appalachian Education Laboratories), Charleston, WV. Developed and delivered training: Personal Development Planning: The Role of Feedback, Plans, Goals, and Coaching.
- 2007 Program Evaluation for FedEx Freight East, Memphis, TN. Conducted extensive evaluation of the People First Leadership Experience, a weeklong, outdoor experiential leadership development program for FedEx Freight Managers and Officers. Memphis, TN and, Harrison, AK.
- 2007 Mental Skills for Disc Golf Workshop. Presented workshop/clinic for participants in the Professional Disc Golf Association Bowling Green Open Professional Disc Golf Tournament (~ 150 participants) on key mental skills for mental toughness and performance

enhancement. Bowling Green, KY.

- 2007 Mental Skills for Disc Golf Workshop. Presented workshop/clinic for participants in the Bowling Green Amateur Disc Golf Championship Tournament (~ 750 participants) on key mental skills for competitive performance. Bowling Green, KY.
- 2007 Mental Skills for Volleyball: Mental Toughness. Presented workshop/clinic for the Glasgow High School Volleyball team and coaches. Glasgow, KY.
- 2005-2006 Program Evaluation of the “Just Think” grant for the After School Program for the Housing Authority of Bowling Green, KY. Developed criterion measures, collected and analyzed data, and wrote technical reports for evaluation of an after-school program serving 200+ students from low-income housing.
- 2005-2006 Human Resources Consultant for Edvantia (formerly AEL: Appalachian Education Laboratories), Charleston, WV. Developed performance management system for staff members; trained employees in performance evaluation and standards setting.
- 2006 Consultant for the Comprehensive Plan Steering Committee and the Montreat, NC Cottage Owners Association. Reviewed constituent survey results and made recommendations for further data analyses and interpretation of results.
- 2006 Consultant for Southeastern Louisiana University, Hammond, LA. Conducted site visit and evaluated potential for an Industrial/Organizational Psychology Graduate Program, documented in a technical report.
- 2006 Performance Appraisal Training for Supervisors. Training conducted for the Accounts Payable Networking Group of Kentucky Universities and Colleges. Provided performance appraisal training for supervisors from Western Kentucky University, University of Kentucky, University of Louisville, and Murray State University. Western Kentucky University, Bowling Green Kentucky.
- 2006 Mental Skills for Golf Workshop for Glasgow High School Girls Golf Team. A 3-week workshop for developing mental skills for focus, shot routines, and goal setting; Olde Stone Country Club, Bowling Green, KY.
- 2005 Human Resources Consultant for Microsensor Systems, Inc., Bowling Green, KY . Conducted employee attitude assessment for use in ISO 9000 certification and organization development efforts.
- 2005 Human Resources Consultant for Eagle Industries, Bowling Green, KY. Developed and conducted supervisory training in change management. Consulted on organizational change strategy.
- 2005 Team building for the Office of Whitaker and Lawless, D. M. D. Conducted team building on interpersonal styles for office personnel.
- 2004-2005 Program Evaluation for the ALIVE Center (A Local Information and Volunteer Exchange), Bowling Green, KY, a component of the WKU Juvenile Delinquency Prevention Grant.

- 2002-2005 Program Evaluation for the Alternative to Suspension Program for the Warren County School Board, Bowling Green, KY. Developed criterion measures, collected and analyzed data, and wrote technical reports for evaluation of a structured instructional program for students suspended from Warren County Schools.
- 2002-2005 Program Evaluation of the After School Program for the Housing Authority of Bowling Green, KY. Developed criterion measures, collected and analyzed data, and wrote technical reports for evaluation of an after-school program serving 200+ students from low-income housing.
- 2003-2005 Program Evaluation for Girls in Science Day, Western Kentucky University, Bowling Green KY. Developed criterion measures, collected and analyzed data, and wrote technical report for the evaluation of an outreach program to introduce girls to professionals and careers in science, math, and engineering.
- 2003-2004 Sport Psychology Consultant for the Western Kentucky University Lady Topper Basketball Team, Bowling Green, KY. Worked with team and individually with student-athletes to build mental skills in the areas of focus, effort, confidence, and mental preparation for road games; conducted team building for players and coaching staff.
- 2004 Sport Psychology Consultant for the Western Kentucky University Men's Golf Team. Developed and delivered a four-week training program on mental skills for golf.
- 2004 Development of a performance management system for The Exemplary Educators Program of the State of Tennessee Department of Education. AEL (Appalachian Educational Laboratories), Nashville, TN.
- 2002-2003 Career Transitioning Training for Displaced Plant Workers. Developed the training program and directed the delivery of the TORCH (Training, Orientation to the Workplace, Resume Writing, Career Planning, and Hope for the Future) Program through the Allen County Public Library, Scottsville, KY.
- 2003 Human Resources Consultant for Microsensor Systems, Inc. Bowling Green, KY. Conducted employee attitude assessment; conducted job analyses, developed job descriptions; developed performance management system for organization-wide use.
- 2003 Mental Skills for Golf - Workshop for the Montreat Golfer's Association. Montreat, NC.
- 1997-2002 Sport Psychology Consultant for the University of Nebraska Women's Basketball Team, Lincoln, Nebraska. Worked with team and individually with coaches and players to enhance performance in competitive situations through a structured role clarification program and team building. Developed prospective player profiles for recruiting. Served as an executive coach for the head coach.
- 2001-2002 Sport Psychology Consultant for the East Carolina University Women's Basketball Team, Greenville, NC. Worked with athletes and coaches to enhance performance in competitive situations through a structured role clarification program and team building.

- 2002 Membership Survey for The Executive Women's Golf Association of Middle Tennessee, Nashville, TN. Analyzed and interpreted data for member satisfaction survey.
- 2002 Program Evaluation of the Truancy Court Diversion Program (TCDP) for the Kentucky Family Court System of Warren Circuit Court Division III, Bowling Green, KY. Evaluated academic performance and attendance data for students participating in the TCDP and matched controls.
- 2002 Sport Psychology Consultant for the Western Kentucky University Lady Topper Women's Basketball Team, Bowling Green, KY. Conducted team building for players and coaches.
- 2002 Mental Skills for Golf - Workshop for The Executive Women's Golf Association of Middle Tennessee. Nashville, TN.
- 2001 Human Resource Management consultant for Kevin Hackworth, Esq. Broderick & Thornton, Attorneys at Law, Bowling Green, Kentucky. Served as an Employment Practices Expert on sexual harassment and gender discrimination in the work place, the employer's obligation and liability, and what constitutes appropriate and reasonable employer actions. (*Larie Payne v. Seagle Pizza, Inc. And Robert Simon*, Commonwealth of Kentucky Daviess Circuit Court, Division II, Case Number 99-CI-01319.
- 2001 Validation of Selection Tests for the Job of Production Technician. SCA Incontinence Care, Bowling Green, KY.
- 2001 Mental Skills for Golf - Workshop for Competitive Women Golfers. Workshop for intercollegiate and varsity high school golfers. Bowling Green Country Club, Bowling Green, KY.
- 2001 Introduction to Stress Management. Workshop for the President's Club of Bowling Green, Bowling Green, KY.
- 2001 Program Evaluation for the City of Bowling Green Community Education, Bowling Green, KY. Developed instrumentation for self-report evaluation by students, parents, and teachers of the Youth Activities Program.
- 2000-2001 Human Resource Management consultant for James D. Cockrum, Esq., Frost Brown Todd LLC, Louisville, Kentucky. Served as an Employment Practices Expert on sexual harassment and gender discrimination in the work place, the employer's obligation and liability, and what constitutes appropriate and reasonable employer actions. (*Shonell Scott v. Belden Wire and Cable*, United States District Court Western District of Kentucky at Bowling Green, Civil Action No. 1:99-CV-113-R)
- 2000 Organizational Assessment for DESA International, Inc., Bowling Green, KY. Questionnaire refinement, data analyses, interpretation, and reporting for Employee Satisfaction Survey.
- 2000 Dealing With Difficult People. Training for the Nashville District Army Corps of Engineers Park Ranger Workshop, Paducah KY.

- 2000 Test Development for Spherion Assessment Group, Charlotte, NC. Development of situational judgment test items for Internet-based selection and assessment for IT, Managerial, and Commissioned Sales positions.
- 2000 Job Analysis for the Position of the Director of Christ Church Kindergarten. Prepared for The Christ Church Kindergarten Director Search Committee, Charlotte, NC.
- 1994-1999 Human Resource Management in a Total Quality Management Culture. Training for the United States Army Corps of Engineers, Huntsville, AL, Ft. Worth, TX, Arlington, TX, St. Louis, MO, and Denver, CO. Subcontractor for the United States Department of Defense through Kathryn Huddleston Associates, Ltd., Nashville, TN.
- 1998-1999 Quality Improvement Management, Active Services Corporation Adult Day Health Services, Birmingham, AL. Data analysis, interpretation, and reporting for Continuous Quality Improvement Audit and Customer Satisfaction Survey.
- 1999 Sexual Harassment and Diversity Issues. Training for Huish Detergents, Inc. Bowling Green, KY.
- 1999 Human Resource Management Consultant to the University of Nebraska Women's Basketball Program, Lincoln, Nebraska. Developed and implemented performance management system for coaching and administrative staff.
- 1998 Organizational Change. Training workshop conducted for managers, supervisors, and team leaders. The Weyerhaeuser Company, Bowling Green, KY.
- 1997 Faculty Evaluation: Performance Appraisal in the University Setting. Training workshop conducted for Department Heads, Deans, and other administrators. Western Kentucky University, Bowling Green, KY.
- 1985-1997 Sport Psychology Consultant for the Western Kentucky University Women's Basketball Team. Worked with team and individually with coaches and players to enhance performance in competitive situations by building psychological skills and team skills.
- 1996 Employment Practices Expert Witness for Douglas E. Robertson, Attorney at Law, Bowling Green, Kentucky. Provided expert testimony regarding sexual harassment and gender discrimination and employer's obligation and liability concerning sexual harassment in the work place. (*Robyn Ann Ladd v. Scotty's Contracting and Stone, Inc.*, United States District Court Western District of Kentucky, Case No. 1:95-CV-103-R)
- 1996 Leadership Training. Training in communication skills, delegation, problem solving, and self-management skills for all managers, supervisors, and team leaders at Span Tech, Inc., Glasgow, KY.
- 1996 Sport Psychology Consultant for professional, intercollegiate, and junior golfers. Worked individually with golfers to enhance performance in competitive situations by building psychological skills, cognitive skills, physiological skills, and problem solving.
- 1994-1995 Western Kentucky University Exempt and Nonexempt Salary Study. Conducted for the

Office of the Vice President for Finance and Administration, Western Kentucky University, Bowling Green, Kentucky.

- 1995 Human Resource Management expert witness for R. Stephen Doughty, Weed, Hubbard, Berry, & Doughty, Attorneys at Law, Nashville, Tennessee. Reviewed and critiqued performance appraisal system used to identify permanent excess employees in downsizing effort of Fortune 500 organization; provided employment practices expert testimony. (*Dorothy Galas v. E. I. DuPont de Nemours & Company, a Delaware Corporation*, United States District Court for the Eastern District of Tennessee, Southern Division at Chattanooga, Civil Action No. 1:94-CV-136)
- 1993-1995 Sexual Harassment: How to Recognize, Prevent and Resolve It in an Academic Context. Training for administrators, department heads, and faculty at Western Kentucky University, Bowling Green, KY.
- 1993-1994 Team Building. Emmerson Electric, Russellville, Ky; Techno Trim, Glasgow, KY. Training sessions for managerial, supervisory, and line personnel coordinated through the Center for Training and Development, Western Kentucky University.
- 1992-1993 Performance Appraisal Training for Managers and Supervisors. The Kendall Company, Franklin, KY; Batesville Casket, Campbellsville, KY; ACK Controls, Russellville, KY; J. S. Technos, Russellville, KY; Camping World, Bowling Green, KY. Training sessions for managerial and supervisory personnel coordinated through the Center for Training and Development, Western Kentucky University.
- 1992-1993 Sexual Harassment: How to Recognize, Prevent, & Resolve It - Training for Managers and Supervisors. General Electric, Scottsville, KY; Eaton Axle & Brake, Glasgow, KY; The Stoddy Company, Bowling Green, KY. Training sessions for managerial and supervisory personnel coordinated through the Center for Training and Development, Western Kentucky University.
- 1992 Sexual Harassment: How to Recognize, Prevent, & Resolve It - Training for Managers, Supervisors, and Non-Supervisory Personnel. Life Skills, Inc., Bowling Green, KY.
- 1986-1991 Behavioral Safety Training Programs developed, implemented, and evaluated for General Telephone and Electronics (GTE) Sylvania Glass Plant, Versailles, KY.
- 1991 Outlook 24: Sexual Harassment, WKYU-TV. Member of panel addressing issues of sexual harassment in the work place. WKU, Bowling Green, KY.
- 1991 Affirmative Action: An Overview of Past, Present, and Future Directions. Presentation for the Women's Alliance of Western Kentucky University, Bowling Green, KY.
- 1991 Goal Setting and Action Planning. Workshop conducted for the Warren County Council for Literacy, Bowling Green, KY.
- 1991 Family Responsive Organizational Practices. Presentation for the Women's Alliance of Western Kentucky University, Bowling Green, KY.

- 1991 Responding to Cultural Diversity: Family Responsive Organizational Practices. Presentation for the Kentucky Chapter of College and University Personnel Association, Western Kentucky University, Bowling Green, KY.
- 1990 Team Development Training: Group Problem Solving and Decision Making. Conducted for Electronic Data Systems Corporation (EDS), Chevrolet-Pontiac-GM of Canada Group Bowling Green Plant, Bowling Green, KY.
- 1986-1990 Research design and statistical consultant for Mid-South Marketing Research, Bowling Green, KY. Clients included Storer Cable Television, Bowling Green, KY; Logan Memorial Hospital, Russellville, KY; Camping World, Bowling Green, Ky; U.S. Army, Ft. Campbell, KY.
- 1985-1990 Behavior-Modeling Training Program for Free-Throw Shooting for the Lady Topper Intercollegiate Basketball Team, Western Kentucky University, Bowling Green, KY.
- 1984-1990 Faculty Member, General Electric Institute for Retail Appliance Managers. Operated through the Department of Continuing Education, Western Kentucky University. Responsible for training sessions on the recruitment and selection of employees.
- 1989 Performance Appraisal Training for Managers and Supervisors. Eaton Axle and Brake, Glasgow, KY. Training sessions for managerial and supervisory personnel coordinated through the Center for Training and Development, Western Kentucky University.
- 1988-1989 Safety Needs Analysis for Sylvania GTE Lighting - GTE Products Corporation, Waldoboro, ME.
- 1988-1989 Training needs analysis for hourly workers for the Drackett Company, Franklin, KY. Job analyses and selection program development for the positions of line assembler and machine operator for the Drackett Company, Franklin, KY and Urbana, OH.
- 1988 Faculty Member, General Electric Institute for Professional Business Management. Operated through the Department of Continuing Education, Western Kentucky University. Responsible for training sessions on the employee selection, performance appraisal, and sexual harassment.
- 1988 Development of Armor Crewman Performance Profile. Training evaluation and prediction study conducted for the U.S. Army Research institute for the Behavioral and Social Sciences, Ft. Knox Field Unit, Ft. Knox KY.
- 1988 Development and validation of Promotional Exam for the Job of Fire Apparatus Operator for the City of Louisville Fire Department. Developed for the City of Louisville Department of Law, Louisville, KY.
- 1987-1988 Job Analysis for the Position of Fire Apparatus Operator for the City of Louisville Fire Department, Louisville, KY.
- 1986-1988 Kentucky Career Ladder, Kentucky Department of Education. Developed instrumentation and procedure for assessing teachers (state-wide) in the areas of Professional Growth and

- Development and Professional leadership/Initiative; developed training materials and served as facilitator for training; conducted pilot study on implementation of the Career Ladder Process.
- 1985-1987 Technical Director for Mental Ability and Training: Variables Affecting Armor Systems Performance. Training evaluation project conducted for U.S. Army Research Institute, Ft. Knox Field Unit, Ft. Knox, KY.
- 1985-1986 Training needs assessment conducted for the tri-state area served by Training and Technical Assistance Service, Head Start Regional Training Office, Western Kentucky University, Bowling Green, KY.
- 1984-1985 Employee Performance Appraisal Training Workshop, Barren River District Health Department. Conducted training sessions on the evaluation of employee behavior and the performance appraisal interview for supervisory personnel and all program coordinators.
- 1985 “An Affirmative Action Update.” Presentation for the Women's Alliance of Western Kentucky University, Bowling Green, KY.
- 1985 “The Current Status of Affirmative Action.” Presentation for the Bowling Green Business and Professional Women’s Club.
- 1984 Teacher Evaluation Workshop, Kentucky State Department of Education, sponsored by the Professional Development Center, WKU, Bowling Green, KY. Conducted training sessions on the development and implementation of a performance appraisal system.
- 1983 Assessor, Entrepreneurial Assessment Center Program, Center for Private Enterprise and Entrepreneurship. Administered by the College of Business Administration, Louisiana State University, Baton Rouge, LA.
- 1982-1983 Louisiana State Civil Service, Personnel Management Division, Organizational Assessment Project. Developed organizational assessment instrument and implementation manual and assisted with initial implementation of assessment instrument to be used statewide..
- 1981-1982 Organizational Assessment Projects: Developed assessment instrument, administered, analyzed and fedback data for a real estate agency. Administered job attitude surveys to large metropolitan hospital and to an industrial equipment manufacturing firm.
- 1981-1982 Exxon Company, U.S.A., Personnel Research, Houston, TX. Assisted in preparing technical reports on pre-employment physical abilities tests for training and litigation purposes. Assisted in standardizing new test site apparatus with existing Baton Rouge site.
- 1980-1982 Assistant Supervisor of the Exxon U.S.A. Baton Rouge Refinery Pre-Employment Physical Abilities Testing Program. Duties included the recruitment and training of test administrators, test equipment maintenance, & administration of the physical abilities test.

UNIVERSITY SERVICE

- 2002-2007 Member of the University Benefits Committee
2005 University Benefits Committee Task Force on Optional Retirement (ORP).
2004-2005 University Benefits Committee Insurance Broker Sub-Committee
- 2002-2007 Performance Appraisal Training for WKU Non-faculty Supervisors. Developed and delivered a two-hour training session on performance management and performance evaluation. In seven sessions the first year and one to three sessions each subsequent year, this training has been delivered to over 400 WKU non-faculty supervisors. My handout on Performance Appraisal posted on the WKU Human Resources web page was used by the City of Jacksonville, FL as the basis for their Performance Management Manual.
- 2002-2007 Member of the Steering Committee for the Center for Leadership Excellence and the Leadership Studies Certificate Program. Provide oversight for curriculum and programming of the undergraduate and graduate Leadership Certificate programs. Assisted with the Annual Leadership Banquet; teach LEAD 500 course; taught Lead 200 classes on Traits of Successful Leaders and Leadership Decision Making; serve on the Leadership Curriculum Committee; serve/direct a number of project committees for Lead 400 and Lead 600; scaled oral presentation topics for Center of Leadership Excellence Assessment Center to ensure equivalence on topic relevance and difficulty.
- 2002-2007 Sport Psychology Consultant for the Western Kentucky University Lady Topper Volleyball Team. Worked with team and individually with coaches and players to enhance performance in competitive situations through a structured role clarification program and mental skills training during fall season. Conducted biweekly series of teambuilding sessions during spring season. Served as an executive coach for the head coach.
- 2004-2007 WKU Staff Satisfaction Survey: assisted the Staff Council with the development of a job satisfaction questionnaire, analyzed the data, and wrote a technical report interpreting the findings. I presented these results to the Staff Council Retreat and to the Administrative Council.
- 2006-2007 Sport Psychology Consultant for the Western Kentucky University Lady Topper Basketball Team, Bowling Green, KY. Worked with team and individually with student-athletes to build mental skills in the areas of focus, effort, confidence, and mental preparation for competition; conducted role clarification program for players and coaching staff.
- 2002-2006 Program Evaluation for Girls in Science Day. Conducted program evaluation for the WKU one-day outreach program to introduce girls grades 4 to 7 to professionals and careers in science, math, and engineering. Developed criterion measures, collected and analyzed data, and wrote technical report for the evaluation of an outreach program to introduce girls to professionals and careers in science, math, and engineering.
- 2006 Reviewed and critiqued the WKU Sexual Harassment Training program for supervisors and for non-supervisory employees at the request of the university attorney.

- 2006 Reviewed and critiqued the WKU Statsmats Marketing Survey for the Office of the President.
- 2002-2005 Faculty member for Girls in Science Day, a multi-disciplinary campus event to promote interest in middle school girls in science and engineering. Taught multiple sections of class "Sport Psychology: Using Behavioral Science to Improve Performance." Served as a facilitator for team project competition.
- 2004-2005 Conducted organizational assessment of faculty pregnancy leave practices including department head and faculty member perceptions of fairness and willingness to use. This research resulted in two technical reports that were distributed on campus: one reporting department head and faculty perceptions; the other reporting a longitudinal comparison of practices across the past decade. These reports resulted in a questions from a number of faculty, to which I responded.
- 2005 Developed and delivered Team Building Training workshop for the WKU Department of Supply Services.
- 2005 Developed and delivered Performance Appraisal Training for the Apraisee for the WKU Downing University Center Staff.
- 2005 Served as a panel member in the Women's Studies Program program: "Nine Months and Then What? Faculty Maternity Leave Policy at WKU."
- 2005 Served as a member of the WKU Health Fair Planning Committee.
- 2005 Was instrumental in establishing the endowment for the Bowling Green Country Club Ladies Golf Association Scholarship, which will award a scholarship to a graduating senior on a Bowling Green high school girls golf team.
- 2005 Reviewed IT Survey for Dr. Richard Kirchmeyer and made recommendations for successful data collection with the instrument.
- 2003-2004 Member of the Steering Committee for the interdisciplinary Sports Management undergraduate program being developed by the College of Business, the College of Health Sciences, and the College of Education and Behavioral Sciences.
- 2001-2003 Sport Psychology Consultant for the Western Kentucky University Lady Topper Women's Basketball Team, Bowling Green, KY. Worked with team and individually with student-athletes to build mental skills in the areas of focus, effort, confidence, and mental preparation for road games; conducted team building for players and coaching staff.
- 2000-2002 Served as Psychology Department Representative on the Advisory Committee on Faculty Continuance and Faculty Grievance.
- 2000-2001 Served on the NCAA Athletics Certification Interim Report Subcommittee on Gender and Racial Equity

- 2001 Reviewed and provided feedback on research protocol and instrument development for Dr. Uta Ziegler of the Computer Science Department.
- 2001 Served in focus group on Faculty Incentives and Economic and Community Development for the WKU President's Office.
- 1999-2000 Chaired Faculty Task Force for developing a university-wide Post-Tenure Review Policy.
- 1999-2000 Reviewed and provided feedback for David Lee, the Dean of the Potter College, regarding the college faculty performance evaluation format.
- 1999-2000 Served as the out-of-discipline member for the Management and Information Systems Department/CIS Search Committee for an Assistant Professor position in the Spring of 1999 and for an Instructor position in the summer of 1999.
- 1999 Designed and developed a training workshop on Conducting Organizational Surveys for the Center for Teaching and Learning.
- 1997-1998 Served as the chair of the faculty committee tasked with developing a Post-Tenure Review Policy for the University. Presented proposed policy to the Department Head Retreat and to the Dean Retreat.
- 1997-1998 Designed, developed, and delivered training workshop on faculty performance evaluation to department heads, deans and other university administrators.
- 1996-1998 Served as member on the President's Special Grant Fund Committee. Critiqued numerous applications from College of Education and Behavioral Sciences prior to submission and made suggestions for revision.
- 1996-1998 Member of Advisory Committee on Faculty Grievance.
- 1996-1998 Chaired Grievance Committee for Sexual Harassment complaint against two Western Kentucky University faculty members. Chaired committee meetings, chaired hearing, and edited report on the committee's resolution of the complaints (1997).
- 1996-1998 Member of Advisory Committee on Faculty Continuance.
- 1997 Served as reviewer of Goff, B. & Roenker, D (1977, August). A Quantitative Assessment of Gender Gaps in WKU Salaries. A Report Prepared for the Committee on Gender Equity, Western Kentucky University.
- 1996-1997 Served as member of the Faculty Evaluation Committee. Attended the June American Association for Higher Education Conference on Assessment. Wrote summary for *Teaching Spirit, Volume 7, No. 6*, the Center for Teaching and Learning news letter.
- 1995-1996 Conducted university-wide study on departmental practices for faculty pregnancy leave.
- 1994-1996 Developed and presented sexual harassment training to numerous WKU departments including psychology, Consumer and Family Sciences, Theater and Dance, Institute for

Economic Development, WKU Foundation, Alumni Affairs, University Relations, the Women's Alliance, and undergraduate classes.

- 1994-1995 Member of the NCAA Certification Steering Committee
- 1994-1995 NCAA Certification Gender and Racial Equity Sub-Committee Chair
- 1994-1995 Conducted job evaluation study (with Reber and Myers) for all exempt and non-exempt university employees, conducted for the office of the Vice-President for Finance and Administration.
- 1992-1995 Leadership for the 90's series. Presented workshops for department heads, deans, and faculty on performance appraisal, team building, and sexual harassment.
- 1992-1995 Faculty Representative on the Women's Advisory Council to the President; Chair 1993-1995.
- 1993-1995 Member of the University Disciplinary Committee
- 1993-1994 Member of the University Non-Faculty Salary Committee: conducted equity study of exempt and non-exempt Western Kentucky University employee salaries.
- 1992-1995 Member of the President's Unrestricted Development Fund Committee.
- 1991-1993 Committee for the Accreditation Self-Study for Southern Association of Colleges and Schools (SACS), Human Resources and Personnel Policy Committee Chair
- 1992 Member of the Sexual Harassment Brochure Development Committee
- 1990-1992 Task Force for the Development of a university-wide sexual harassment policy.
- 1987-1989 Member of the Faculty Research Committee

SERVICE TO THE COLLEGE OF EDUCATION AND BEHAVIORAL SCIENCES

- 2004-2007 Steering Committee to develop an Ed.D. in Educational Leadership. Serve on Organizational Leadership Sub-Committee. The three members of this sub-committee conducted a needs analysis, wrote the proposal, and developed the curriculum for the proposed Organizational Leadership track.
- 2006-2007 Served as the CEBS representative on the Leadership Enhancement Council.
- 2003-2005 Served as Co-Chair and Member of the College of Education and Behavioral Sciences Dean's Faculty/Staff Advisory Council.
- 2003-2004 Served on the College of Education and Behavioral Science Sabbatical Leave Committee
- 2001 Chaired Search Committee for the Department Head position for the Special Instructional Programs Department, College of Education and Behavioral Sciences.
- 2001 Reviewed and provided feedback on the School of Education Post-Tenure Review Evaluation Guidelines.
- 1999 Provided training in Progressive Muscle Relaxation to Counselor Ed 590 class.
- 1998 Served on the CEBS Sabbatical Leave Committee.
- 1995-1996 Served as initial reviewer for College of Education for proposals submitted to the President's Special Grant Fund Committee.
- 1994-1996 Served as faculty mentor in MASTER Plan.
- 1988-1991 Member of the Educational reform Task Force on School-Based Decision Making
- 1987-1989 Member of the Graduate Programs Committee
- 1985-1989 Member of the Dean's Advisory Council.
- 1985-1989 Member of the Released Time for Research Committee of the Dean's Advisory Council.
- 1984 Conducted PDCN in-service workshop for Henderson County High School teachers on "Apathy and Motivation in the Classroom."
- 1984 Served as member of the College of Education Faculty Excellence Award Committee.

SERVICE TO THE DEPARTMENT OF PSYCHOLOGY

- 1994-2007 Serve as Director of the Industrial/Organizational Psychology Graduate Program as well as the I/O-Social Psychology Group Moderator. Responsible for recruitment and selection of graduate students. Respond to numerous phone calls and e-mails regarding I/O program from potential applicants; arrange campus visits and meet with prospective I/O graduate students. Served as advisor to all 18 full-time I/O graduate students. Serve as the supervisor of I/O graduate students while they complete their internships. I coordinate the fall I/O-Social Psychology colloquium in which faculty and graduate students present their research. I developed and keep current the Program Guide for the I/O graduate program. In 2004-2005, I conducted a follow-up assessment of our graduates. I maintain a current data base of contact information of our I/O graduates, who often serve as internship hosts and/or contacts for job placements for new graduates. I assist graduates of the I/O program in finding job placements. I write letters of recommendation or serve as references for virtually all I/O graduate students, even several years after they have graduated from our program. (I receive one-course loading per academic year (i.e., 1/8 load reduction) for directing the I/O program.)
- 1983-2007 Serve as an advisor to undergraduate students interested in the Industrial/-Organizational Psychology and Sport Psychology areas
- 1987-2007 Serve on departmental promotion and tenure committee.
- 2004-2007 I serve as acting department head on occasions when Dr. Steve Haggbloom is required to be out of the office.
- 2001-2007 Serve as member of the Department Advisory Committee (Area Coordinators) to Department Head
- 2003-2007 Assisted with recruiting of student-athletes for the WKU Lady Topper Softball Team, Lady Topper Volleyball, the WKU Lady Topper Basketball Team, and the WKU Lady Topper Dive Team when recruits are interested in Psychology as an area of study.
- 2006 Department of Psychology Academic Program Review for the University. Responsible for sections dealing with the Industrial/Organizational Psychology graduate program.
- 2006 Psychology Departmental Graduate Commencement Representative for the WKU 2006 Graduate Commencement.
- 2005 Attended the Athletic Academic Banquet as an invited guest of the Athletic Department and the Volleyball Team and as a representative of the Psychology Department/CEBS faculty.
- 2003-2004 Served as the chair of the Search Committee for the I/O psychology faculty position.
- 1985-2002 Served as OAR advisor for psychology undergraduates.
- 1983-2002 Served as member of the Introductory Psychology Committee.

- 2001-2002 Worked with my graduate assistants to cover class for fellow psychology faculty member when she unexpectedly missed a week of class due to emergency surgery.
- 2001-2002 Chaired the Task Force to revise the Psychology Department Evaluation Standards for Promotion, Tenure, and Annual Post-Tenure Review. Had primary responsibility for instrument development and data analyses and interpretation for developing revised departmental standards.
- 2001-2002 Served on the Search Committee for the Educational Psychology faculty position.
- 2001-2002 Served on Search Committee for Psychology Department Head position.
- 2001 Chaired Search Committee for the Industrial/Organizational Psychology position.
- 1999-2000 Committee to develop a department mission statement.
- 1999 Coordinatated and hosted the University of Southern Indiana Psi Chi Chapter visit to the WKU campus for USI students to learn more about our graduate programs.
- 1993-1994 Member Department of Psychology Performance Appraisal Format Review Committee
- 1992-1994 Member Department of Psychology Curriculum Committee
- 1992-1993 Member of Search Committee for Educational and School Psychology positions
- 1990-1991 Member of Search Committee for Experimental and Developmental Psychology positions.
- 1989-1990 Member of the Department of Psychology Rules Committee
- 1988 Served as Director of the I/O Psychology Graduate Program.
- 1988 Member of the Ph.D. Task Force
- 1984-1988 Member Department of Psychology Curriculum Committee
- 1987 Member of Search Committee for five departmental positions (Experimental, Clinical).
- 1983-1984 Member of search committee for Experimental Psychology position.

THESES DIRECTED

Berry, D. (In progress; expected completion date May 2008). The role of procedural justice in perceptions of employees who utilize Family Medical Leave Act leave.

Yanul, T. (In progress; expected completion date May 2008). Revision of Behavioral Anchored Ratings Scales for the evaluation of university faculty performance for promotion and tenure.

Zink, A. (In progress; expected completion date May 2008). Utilizing a realistic job preview to reduce voluntary turnover for Center Attendants employed at Goodwill Industries of Middle Tennessee.

Asburn, C. (2007). An evaluation of the psychometric characteristics of criterion measures used in a leadership assessment center.

Long, S. (2007). A longitudinal study of the role of emotional intelligence in predicting college on-time graduation, GPA, and organizational involvement.

Dunn, J. (2006). A realistic job preview for deputy jailer applicants.

Starling, P. G. (2006). Physical abilities testing: A review of court cases, 1992-2006.

Krastman, M. (2005). The effect of gender, victim job performance, and victim employment status on individual and jury perceptions of sexual harassment.

Schirmer, A. (2005). Hey! That's not fair. A longitudinal study of faculty pregnancy leave practices: Willingness to use and fairness perceptions.

Usry, A. (2005). The effects of mental skills training on serve accuracy of an intercollegiate volleyball team.

Dobbs, S. (2004). Accident and injury prevention: The effects of job factors and employee behaviors.

Nickel, K. (2004). The effect of gender, jury instructions, victim intoxication, and perpetrator intoxication on individual and jury perceptions of sexual harassment.

Pedigo, L. (2004). Cognitive ability testing and selection: A review of court decisions since 1991.

Wang, X. (2004). Organizational justice and punishment in team and individual settings.

Kaunisto, J. (2004). The ALIVE Center (A Local Information & Volunteer Exchange): An evaluation of the year 2003-2004.

Largen, J. (2004). The relationship between stress, satisfaction, and emotional intelligence in college students.

Battista, L. (2003). The influence of job satisfaction and life satisfaction on immediate mood states, withdrawal intentions, and organizational citizenship behaviors.

Rainey, S. (2003). Influences on juror's perceptions of sexual harassment.

- Ziady, N. (2003). Distributive justice: Perceptions of star player treatment in work team settings.
- Bucor (2002). Procedural justice factors in team sport disciplinary decisions and organizational justice perceptions of fairness of athletes.
- Mack, J. (2002). The influence of victim and perpetrator intoxication on juror perceptions of hostile environment sexual harassment.
- Phillips, D. (2002). Perceptions of fairness of discipline events in the work place.
- Rogers, L. (2002). Modeling organizational culture in a financial institution.
- Walton, C. (2002). An investigation of the relationship between motivation, test preparation and test performance.
- Glaze, A. (2001). Orientation programs and realistic job previews : tactics to reduce dysfunctional turnover.
- Stanley, D. (2001). Differences among incumbent responses to job analysis as a function of job performance.
- Yap, K. (2001). Electronic versus paper surveys in an upward feedback application: Are the methods equivalent?
- Fieselman, E. (2000). The role of EEOC factors in determining perceptions of hostile environment sexual harassment.
- Arnold, C. (2000). Impact of employee performance and job status on perceptions of sexual harassment.
- Ball, R. (2000). Differences in turnover intentions between exempt and nonexempt employees.
- Dumanois, A. (2000). A descriptive study of the selection procedures used by Kentucky manufacturers.
- Elias, D. (2000). The ability of a situational judgment test to measure the components of team work and their relationship to an overall teamwork performance measure.
- Johnson, V. (2000). The role of gender interactions, company tenure, and job tenure in upward feedback ratings.
- Lavoie, M. (2000). The role of trust in virtual team performance.
- Little, J. (2000). A comparison of the situational and patterned behavioral description interview in predicting job performance.
- Specht, L. (2000). Distributive justice and perceptions of fairness in team sports.
- Tapp, J. (2000). Attitudinal outcomes of punishment events in team-sport settings.

- Wang, L. (2000). The upward Pymalion effect in an organizational settings.
- Beeler, R. (1999). Rater training to improve student evaluations of teaching effectiveness.
- Dulaney, E. (1998). Modern sexist attitudes toward female supervisors.
- Maue, A. (1998). "Reasonable person" vs. "reasonable woman": An evaluation of the standards used in determining hostile work environment sexual harassment.
- Snyder, L. (1998). The effects of constant and variable practice on performing a gross motor skill.
- Chadwell, J. (1997). The application of leadership skills by managers, supervisors, and group leaders in a small manufacturing company: Self-management as a transfer of training method.
- Leider, S. (1996). Examination of perceptions of procedural justice when establishing a maternity leave policy in a university setting.
- Howard-Johnson, J. (1992). A quantitative approach to content evaluation of a worker training program: A replication and expansion.
- Sims, B. (1992). An examination of a post-training strategy to increase the transfer of training.
- Kolosh, K. (1991). The vertical dyad linkage model and the perception of task characteristics.
- Buote, K. (1990). Type of negative feedback and source credibility: Effects on self-efficacy, goal-setting, and self-esteem.
- Eastman, N. (1990). Opinion of training practioners: The effectiveness of training methods for attaining training objectives.
- Dancho, N. (1989). Training program evaluation for a prototype command, control, and communications system: Soldier requirements, performance, and feedback.
- Holloway, K. (1989). Individual differences in computer assisted instruction.
- Moore, R. (1989). Development and implementation of a quality training program and its effects in the organization.
- Troutman, J. (1989). The relationship between shiftwork, job satisfaction, no-wrok satisfdaction, and health.
- Bowers, J. (1988). The effect of social context and group decision making formats on an evaluative task.
- Kirkman, M. (1988). The effects of stress on the perception of job characteristics.
- Mitchell, J. D. (1988). Application of realistic job preview in an instructional context : a research extension.
- Rivkin, D. (1986). The effects of individual-team training versus group-team training on group task

performance.

Dahmer, B. (1985). Truck driver selection: A weighted application blank approach.

Campshire, D. (1985). The Effects of frequency and source of feedback on performance under goal-setting conditions.

THESES COMMITTEE MEMBER

Burke, T. J. (In progress; expected completion date, May 2007) Detecting malingering on the MMPI-2: The use of the validity scales in a non-compensatory model

Love, R. (In progress; expected completion May 2007) Convergent and discriminant validity of assessment center ratings.

Preston, M. (In progress; expected completion May 2007) Creating Conflict: Antecedents of Workplace Incivility.

Carter, N. (2006). The effect of divulging the intent of the conditional reasoning test of aggression to respondents.

Fultz, C. (2006). Comparison of distributed versus collocated command group collaboration performance.

King, S. (2006). "None of the above" as an answer option in observation based multiple-choice questions.

Littlejohn, T. (2006). Does item exposure impact the relationship between specificity and inter-rater agreement?

Mackey, H. (2006). The effects of item grouping on test reliability.

Minton, A. (2006). Detecting intentional, realistic response distortion on the MMPI-2 using multiple validity scales.

Settle, S. (2006). Gender, occupational position, and incivility: The role of status on rude behaviors at work.

Windhorst, S. (2006). Workplace incivility and the low-status target.

Ayres, K. (2005). A comparison of information, referral, and volunteer centers in Kentucky.

Cromwell, B. (2005). A meta-analysis of test-retest reliability studies.

Hunt, J. T. (2005). An examination of the effects of item grouping on internal consistency and scale intercorrelation.

Mudd, J. (2005). Revealing socially undesirable information: A comparison of bipolar adjective scaling

methods.

- Meredith, R. (2005). Relations between job analysis questionnaire responses and incumbent characteristics.
- Tate, C. A. (2005). Observed incivility at work and job outcomes: The moderating role of workgroup characteristics.
- Wolf, S. (2005). Juvenile delinquency prevention through the ALIVE Center (A Local Information and Volunteer Exchange).
- Carnahan, T. (2004). Interpersonal dynamics of volunteers for a simulated prison study, general psychological study, and a helping-behavior study.
- Daniel, J. (2004). The effects of rejected job offers on the costs and benefits associated with the use of banding strategies for employee selection.
- Garrett, J. (2004). Relationships between personality and individual perceptions of social cohesion.
- Kegley, J. (2004). Development of a multidimensional scale to measure attitudes toward workers with a disability.
- Stewart-Congdon, C. (2004). Job applicant faking of overt integrity tests: Fact or fantasy?
- Cook, S. (2003). The citizen police academy: Assessment of a program's effects on community and officer attitudes.
- Daniel, S. (2003). The influence of job satisfaction, organizational commitment, and perceptions of equity/fairness on customer service interests.
- Leezer, A. (2003). The effects of goal orientation and type of feedback on perceived competence and performance.
- Nichols, J. (2003). The implicit association test as a measure of attitudinal biases towards individuals with disabilities: Assessing the convergent validity with the Interaction with Disabled Persons Scale and Tringo's Disability Social Distance Scale.
- Sheehan, K. (2003). Further investigation of the factor structure of the Five Factor Model of Personality: A search for moderator variables.
- Holt, B. (2002). Using appropriateness measurement to detect realistic faking of personality tests.
- Doyle, A. (2002). The viability of the implicit association test applied to attitudes toward individuals with disabilities and measurement of coworker attitudes toward individuals with a disability.
- Cothorn, C. (2002). Faking integrity tests: More than a mindset?
- Cullum (2002). An investigation into traits common to structured ministers and traits common to musical ministers.

- Myers, J. (2001). The effects of attitudes towards homosexuality on the ability to reason logically about homosexuality.
- Rauscher, S. (2000). Cognitive processes underlying practical intelligence: Are they different from cognitive processes invoked during analytical thinking?
- Mason, K. (1999). Evaluating the relative effectiveness of a shortened rater training program.
- McDowell, C. P. (1999). The role of appearance in the selection interview.
- Shadrick, S. (1999). The effectiveness of computer-assisted-instruction in the acquisition of knowledge, skills and abilities for adult learners: A meta-analysis.
- Brown, R. (1998). A meta-analytic investigation of the effect of freshman seminars on student attrition at four year colleges and universities.
- Mattis, C. (1998). A further exploration of college attrition: The incremental predictive validity of the college adjustment scales.
- Woolard, C. (1998). Moderation of personality test validity.
- Huffman (1997). Local use of a nationally-developed predictor of university student attrition.
- Pankratz, R. (1996). Using biodata to predict alternative measures of training period turnover.
- Ross, R. (1995). The effects of race and evidence on jury decision-making in sexual harassment cases.
- Wininger, S. (1995). The relationship between vision and athletic performance.
- Dunville, D. (1993). Personnel managers' attitudes towards affirmative action and its potential correlates.
- Walker, A. (1990). Effects of three organizational policies on individuals' attitudes about drug testing.
- Walker, S. (1990). Effects of employment-at-will policies on corporate image, job pursuit intentions, and union membership intentions.
- Young Smith, S. (1990). The comparability of a field and a device-mediated performance test for M1 armor crewmen.
- Buenahora, S. (1988). The sex stereotype of a job as a moderator variable for the presence of a sex effect in performance evaluation: A replication.
- Gabbard, L. (1988). Development of a weighted application blank for the carryout clerk classification in a large retail organization.
- Hill, C. (1988). Effects of gender and body size on ratings of physically demanding task performance.
- Holmes-Ard, C. (1988). Eliminating sex bias through rater cognitive processes training.

Kuhn, D. (1988). Using a weighted application blank to predict success of big brother/big sister volunteers.

Utley, J. (1988). Sex role orientation and self-esteem of female varsity athletes, recreational athletes, and nonathletes.

Beckford, I. (1987). The effect of the type A coronary behavior pattern on intergroup conflict reduction.

DuBois, R. (1987). The M1 Unit of Fire Trainer (U-Coft).as a tank gunnery testing device: A psychometric evaluation.

Gendron, D. (1987). Better differentiation of Kohlberg's stage 6 using a modified form of Rest's Defining Issues Test.

Seibert, J. (1987). The development of a knowledge test for armor trainers.

Baker, M. (1986). A comparison of illusory halo levels between conventionally-developed and factor analytically-developed behaviorally anchored rating scales.

Guttman, J. (1985). Effect of internal consistency on the CPI social dominance scale on the predictability of dominance behaviors.

DIRECTION OF UNDERGRADUATE THESES AND LEAD 400 THESES

Ashburn, C. Rater training for a leadership assessment center (LEAD 600 Project, Completed May 2007).

Blodgett, B. The BCM Freshman Impact Program (Lead 400 Project, Completed December 2006).

Liao, T. J. An application of leadership principles to the role of residence hall assistant. (Lead 400 Project, Completed May 2006)

Bolton, D. Using coach and player feedback to increase coaching effectiveness for a youth soccer coach. (Leadership Studies Certification Senior Thesis, Completed Fall 2004)

Dawson, K. Encouraging civic engagement. (Leadership Studies Certification Senior Thesis, Completed Spring 2005)

Vena, A. Situational leadership in cheering competition management (Leadership Studies Certification Senior Thesis, Completed Spring 2005)

Hicks, A. (1995).Assessing the need for a formal training program for shoplifter apprehension. Undergraduate Honors Thesis.

Borrman, L. Organization development in a hospital environment. (Lead 600 Thesis, Committee Member, Completed 2004).

SERVICE TO THE PROFESSION

- 2006-2007 External reviewer for the Middle Tennessee State University undergraduate program in industrial/organizational psychology. Involves two-day site visit and writing a report for academic program review by the State of Tennessee Board of Regents.
- 2004-2007 Serve as a quarterly reviewer for *Journal of Applied Psychology*. Each quarter, this involves reviewing and providing written feedback on manuscripts submitted for publication in *JAP*. *JAP* is considered the top I/O journal.
- 2003-2007 Serve as a member of AAASP Program Committee. Reviewed submissions for the Conference of the Association of the Advancement of Applied Sport Psychology Annual Conference for October 2005.
- 2003-2007 Serve as a consultant on EEO issues to I/O Psychology program graduates who now work in organizations including Asurion Consulting, FedEx, and Sidley, Austin, Brown, and Wood, LLP.
- 2001-2007 Serve as a member SIOP Program Committee. Reviewed manuscripts for the Annual Conference of the Society for Industrial/Organizational Psychology. This involves providing written feedback on four to five 15-20 page submissions.
- 1994-2007 Short-term Sport Psychology consultation with individual athletes, which included the following: Provided materials for self-study for Bowling Green and Nashville golfers. Worked with USA Top 50 professional dart thrower. Worked with competitive amateur tennis player recently inducted into the USTA-TN Hall of Fame. Worked with member of the Bowling Green High School Track and Soccer Teams and a Green County High School basketball player on mental skills training; provided assistance to Fairfax County Schools, VA in obtaining materials for the volleyball unit of high school PE course; conducted mental skills for golf workshops for Glasgow Girls Golf Team.
- 2004-2006 Serve as a sport psychology expert contributing professional practice interviews to Professional Disc Golf Association Radio News. www.pdga.com/pdgaradio.
- 2002-2006 Serve as a sport psychology columnist contributing professional practice articles, *Mental Skills for Golf*, to *Golfer's Tee Times*, a monthly golf trade publication, Nashville, TN.
- 2001-2006 Serve as a sport psychology reference for various publications, including Barbara Feiner of the Los Angeles Professional Writers Group for an article on the role of mental toughness for professional poker players; Robert Chapel for an article in *Citizen's Culture Magazine* on the sport psychology take on the New York Nationals Basketball team, the team that loses to the Harlem Globe Trotters night after night; Tommy Newsom from Western's Public Relations to develop story on sport psychology research for the Western Scholar; and a group of 7th grade school children at Lanier Middle School, Houston, TX working on a class project entitled "The WNBA as a Frontier of Change."

Less frequently, I serve as an I/O Psychology subject matter expert, for example for John McCatharine of Capella University, Captain Jason Rockeroni of Capella University, Jonna McGill of Capella University, and Kathy Herb, West Virginia Southern College.

(The Capella I/O graduate program requires their students to interview a working I/O psychologist.)

- 2005-2006 Served as President of the President's Club of Bowling Green, a service organization that supports numerous local charities. Organized silent auctions which raised \$2,700+ for various charitable organizations in the community.
- 2006 Consultant for Southeastern Louisiana University, Hammond, LA. Conducted site visit and evaluated potential for an Industrial/Organizational Psychology Graduate Program, documented in a technical report.
- 2004-2005 Served as a bi-annual reviewer for *Research Quarterly for Exercise and Sport*.
- 2004-2005 Served as a reviewer for *The Sport Psychologist*.
- 2002-2005 Sport psychology columnist contributing professional practice articles, *Mental Skills for Golf*, to *Golfer's Tee Times*, a monthly golf trade publication, Nashville, TN.
- 2005 and 2003 Served as the external reviewer for promotion decisions from Associate to Full Professor for I/O psychology faculty members at Creighton University. This involved reviewing a large amount of material and writing an extensive and thorough review.
- 2004 Served as an ad hoc reviewer for Prentice Hall Publishing: Blanchard, P. N., & Thacker, J. W. (2004). *Effective Training: Systems, Strategies, and Practices, 2nd Edition*.
- 2003 Served as an ad hoc reviewer for *British Journal of Sports Medicine*.
- 2004 Served as the external reviewer for the promotion decision for I/O faculty member and director of the I/O Graduate Program at Indiana University Purdue University Indianapolis. This involved the review of a substantial amount of material and writing an extensive and thorough review.
- 2004-2005 Served as an arbitrator for the Kentucky Bar Association to settle fee disputes between attorneys and their clients (client names are confidential).
- 2003-2004 Served as a data collection coordinator for the US Department of Labor O*Net Data Collection program. O*Net is the job description data base for the Office of Personnel Management for the US Government.
- 2003-2004 Provided feedback on the Northern Kentucky University proposal for the development of an I/O Psychology Master's Level Graduate Program.
- 2000-2002 Served as a Member of the Kentucky State Board of Psychology Committee on Industrial and Organizational Psychology, Frankfort, KY.
- 2000-2002 Served as a Member of the Kentucky Psychological Association Task Force on Master's Issues, Louisville, KY.

- 2001-2002 Served as adjunct faculty advisor for the Option II paper (~ thesis) on sport psychology for a master's level graduate student at the University of Nebraska, Lincoln, NE.
- 2002 Served as a Member of Board of Directors and Communications Chair, The Executive Women's Golf Association (EWGA) of Middle Tennessee, Nashville, TN. EWGA is a professional organization of business women whose mission is promote professional development and networking through golf and other development and career enhancement programs (17,000+ members nationwide).
- 2002 Editor, *Going for the Green*, Quarterly Newsletter of the Executive Women's Golf Association of Middle Tennessee. Nashville, TN.
- 2000-2001 Reviewed and provided feedback to Eastern Kentucky University on ECU's proposed master's level graduate program in Industrial/Organizational Psychology.
- 2000 Appeared on WBKO Channel 13 Live at 5 news broadcast as an expert on Aggression in Sports.
- 1997-1998 Wrote article on faculty evaluation for the Western Kentucky University CTL Newsletter.
- 1993-1994 Consulting Reader for West Publishing Company.
- 1991 Consulting Reader for Harper Colins Publishers.
- 1991 Consulting Reader for McGraw-Hill, Inc. Publishers.
- 1988-1989 Contributing Editor for *The Sport Strategy and Performance Report*. A refereed publication targeted for practitioners in the fields of athletics and sport psychology, published by the Sport Psychology Institute, St. Petersburg Beach, FL.
- 1986 Consulting Reader for Wadsworth Publishing Company.
- 1984 Served as "Qualified Scientist" for Warren Central High School for Southern Kentucky Regional Science Fair.
- 1984/1989 Presentation to Psi Chi, Psychology Honor Society on the specialty of Industrial/Organizational Psychology.
- 1984 Presentation to delta Sigma Phi, Professional Marketing fraternity on the specialty of Industrial/Organizational Psychology.
- 1984 Consulting Reader for *Perceptual and Motor Skills* and *Psychological Reports*.

EXTERNAL FUNDING ACTIVITY

The Consortium Research Fellows Program between the U.S. Army Research Institute Field Unit at Fort Knox, the Consortium of Universities of the Washington Metropolitan Area, and WKU. This position allows one to three I/O graduate student/research fellows currently to earn \$18,000+ annually. Total funding for I/O graduate students to date is approximately \$225,000 across life of the partnership. Other universities participating in the Consortium include University of Maryland, George Mason, Georgetown, Penn State, Kansas State, Auburn, Alabama, and Boise State. (1988-1991; 1996-2007)

Contract with Commonwealth of Kentucky Office of Employment and Training: Re-Engineering of the Workforce and Employment Services Process (\$87K). Funds an I/O graduate assistantship for two academic years and one summer. (2005-2007)

External Contract with the Kentucky Annual Conference of the United Methodist Church to develop a performance assessment tool for congregations (600+) and pastors (600+) throughout the commonwealth of Kentucky. Some 25 I/O graduate students have participated in the project, each earning from \$50 to \$350. (2005-2007)

Grant (\$1,000) from Remy International, Indianapolis, IN to fund purchase of reprints of publication co-authored with colleague at Remy. (2004)

Trace Die Cast awarded a \$500 Western Kentucky University scholarship to an I/O student for the 2001-2002 academic year. Caitlin Stewart, who completed a summer community placement at Trace, was the recipient of the scholarship. (2001-2002)

In appreciation of the applied training project completed by the Psychology 673 class, Trace Die Cast donated \$1,000 to The Western Kentucky University Foundation to provide SIOP 2001 travel funds for I/O graduate students. (2001)

Trace Die Cast created a \$1,000 Western Kentucky University scholarship to be awarded to a deserving second-year I/O graduate student. The scholarship was awarded to Andrea Glaze for the 2000-2001 academic year. (2000-2001)

External contract with Spherion Assessment Group of Charlotte, NC for the development of situational judgment test items for Internet-based selection and assessment for IT, Managerial, and Commissioned Sales positions provided supplemental support for 18 I/O graduate students (\$27/hour: most students earned ~ \$500). (2000)

External contract with Andrulis Research Corporation for \$195K for program evaluation of the entry level accelerated infantry training, *Impact of Excellence in Armor Program on Soldier Performance in One Station Unit Training*, U.S. Army Research Institute for the Behavioral and Social Sciences. This contract supported two to three graduate students over the life of the contract. (1985-1988)

PROFESSIONAL ASSOCIATION MEMBERSHIPS

The Academy of Management
The American Psychological Association (APA)
 APA Division 14: The Society for Industrial and Organizational Psychology (SIOP)
 APA Division 47: Sport and Exercise Psychology
The Association for Psychological Science (APS)
The Association for Applied Sport Psychology (AASP)
United States Olympic Committee Registry of Sport Psychologists
Phi Beta Kappa National Honor Society
Phi Kappa Phi National Honor Society
Sigma Xi, The Scientific Research Society

RECENT AWARDS AND RECOGNITION

2007 College of Education and Behavioral Sciences Award for Student Advisement
2007 Department of Psychology Faculty Award for Student Advisement
2006 College of Education and Behavioral Sciences Award for Public Service
2006 Department of Psychology Faculty Award for Public Service
2006 Joseph P. Cangemi Award for Excellence in Leadership in Psychology and Education
2005 College of Education and Behavioral Sciences Faculty Award for Student Advisement
2005 Department of Psychology Faculty Award for Student Advisement
2005 Women's Alliance Award for Outstanding Contribution to Women

CONTINUING EDUCATION

Licensure for the practice of psychology in the Commonwealth of Kentucky requires 30 Continuing Education Units per three-year licensing cycle.

Building Legal Defensibility into your HR Processes (R. Lawrence Ashe Jr., Esq., Kathleen Kappy Lundquist). Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; New York, NY, April 2007.

Get to the Point! Presenting Survey Research Data for Maximum Impact (Sarah R. Johnson, Kristopher Fenlason). Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; New York, NY, April 2007.

The Nonresponse Bias Impact Assessment Strategy (NBIAS) for Survey Researchers. (S. Rogelberg, J. Stanton). Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; New York, NY, April 2007.

Media Training Workshop: Preparing for the Media Interview (Rhea K. Farberman). Sponsored by APA and the Society for Industrial and Organizational Psychology Division 14 of the American Psychological Association, SIOP Annual Conference; Dallas, TX, May 2006.

Measuring and Maximizing the POI of Executive Coaching (Katherine E. Holt & David B. Peterson). Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; Dallas, TX, May 2006.

Employment Law: That Was The Year That Was - And What Might Be Next (Arthur Gutman & Donald Zink). Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; Dallas, TX, May 2006.

Recent Practical, Methodological, and Statistical Advances in the Detection of Adverse Impact and Test Bias (James J. Outtz & Paul J. Hanges). Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; Dallas, TX, May 2006.

Sexual Harassment: Legal Issues and Implications for Employer Policies (Arthur Gutman). Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; Los Angeles, CA, April, 2005.

Cognitive Behavioral Psychology Applied to Organizational Settings. (Gary Latham & Janel Gauthier). Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; Los Angeles, CA, April, 2005.

Sexual Harassment: Legal Issues and Implications for Employer Policies. (Art Gutman) Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; Los Angeles, CA, April, 2005.

I-O Psychologist as Expert Witness: The Challenges of Testimony. (Frank J. Landy & David Copas) Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; Los Angeles, CA, April, 2005.

Bridging the Gap Between Coaches and Sport Psychology Through Coaching Enrichment Workshops. (Glen Albaugh & Kevin Sverduk) Sponsored by the Association for the Advancement of Applied Sport Psychology at the AAASP Annual Conference, Minneapolis, MN., 2004.

Coaching for Leadership: Partners on a Journey. (Robert J. Lee & Anna Maire Valerio) Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; Chicago, IL, April, 2004.

Developing Leadership Without Emotional Intelligence is Like Dancing Without Rhythm. (Richard E. Boyatzis). Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; Chicago, IL, April, 2004.

Advanced Supervision. (Henry S. Davis, Ronald M. Stephens, David D. Lanier, Myrna L. Boland, & James Thompson) Sponsored by the Kentucky Psychological Association, Bowling Green, KY, February 2004.

Sport Psychology Mini-Conference. Sponsored by United States Olympic Committee, Association for the Advancement of Applied Sport Psychology, and Professional Sports Psychology Group at the AAASP Annual Conference, Philadelphia, PA, October, 2003.

Developments in Employment Litigation: Are We Now Where We Were Then? (Wade M. Gibson & Keith M. Pyburn, Jr.) Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; Orlando, FL, April, 2003.

Advanced Coaching: Accelerating the Transition from Good to Great. (David B. Peterson & Elyse Sutherland) Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; Orlando, FL, April, 2003.

Strategies for Gaining Acceptance Into and Effective On-Site Interventions for Golf and Tennis Cultures. Sponsored by the Association for the Advancement of Applied Sport Psychology, Annual Conference, Orlando, FL, September, 2001.

Emotional Intelligence in Organizations: Do We Need It and Can We Really Measure It? Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; San Diego, CA, April, 2001.

Executive Coaching: How and When to Use It. Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; San Diego, CA, April, 2001.

Personality and Work. Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; San Diego, CA, April, 2001.

Advanced Supervision. Sponsored by the Kentucky Psychological Association, Western Kentucky University, Bowling Green, KY, April 2001.

Mental Skills and Drills: An Applied Teaching Experience for Sport Professionals. Sponsored by the Association for the Advancement of Applied Sport Psychology, Annual Conference, Nashville, TN, October, 2000.

Facilitating Life Skills and Mentoring Youth Through First Tee. Sponsored by the Association for the Advancement of Applied Sport Psychology, Annual Conference, Nashville, TN, October, 2000.

Effective Team Building Strategies for Sport and Non-Sport Organizations. Sponsored by the Association for the Advancement of Applied Sport Psychology, Annual Conference, Nashville, TN, October, 2000.

Coping with Acute Stress in Sport: From Theory to Practice. Sponsored by the Association for the Advancement of Applied Sport Psychology, Annual Conference, Banff, Canada, September, 1999.

Coaching the Coaches: How to Collaborate with Coaches for Motivation, Confidence, and Commitment in Utilizing Sport Psychology. Sponsored by the Association for the Advancement of Applied Sport Psychology, Annual Conference, Banff, Canada, September, 1999.

Preparing for Employment Litigation and OFCCCP Audits. Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Mid-Year Conference; Atlanta, GA, April, 1999.

Recent Developments in Employment Litigation. Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Mid-Year Conference; Atlanta, GA, April, 1999.

Understanding and Applying Sport Science Concepts in the Practice of Sport Psychology. Sponsored by the Association for the Advancement of Applied Sport Psychology, Annual Conference, Cape Cod, MA, September, 1998.

Focus and Intensity for Training and Competition. Sponsored by the Association for the Advancement of Applied Sport Psychology, Annual Conference, Cape Cod, MA, September, 1998.

Recent Developments in Employment Litigation. Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Mid-Year Conference; St. Louis, MO, April, 1997.

Personality and Integrity Testing for Personnel Selection. Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Mid-Year Conference; St. Louis, MO, April, 1997.

Using Surveys to Assess Student Learning. Sponsored by the American Association for Higher Education, Annual Conference; Miami, FL, June 1997.

Faculty Evaluation. Sponsored by the American Association for Higher Education, Annual Conference; Miami, FL, June 1997.

EEO: Legal and Regulatory Developments. Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Mid-Year

Conference; San Diego, CA, April, 1996.

Managing Contextual Performance. Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Mid-Year Conference; San Diego, CA, April, 1996.

Beyond EEO and ADA: Employment Law. Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Mid-Year Conference; Nashville, TN, April, 1994.

TQM: Implications for Human Resource Management. Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Mid-Year Conference; Nashville, TN, April, 1994.

Designing and Managing Teams. Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Mid-Year Conference; Montreal, Canada, April, 1992.

EEO and Employment Law. Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Mid-Year Conference; Montreal, Canada, April, 1992.

Emotions at Work: Research Findings and Practical Implications. (Howard M. Weiss) Sponsored by the Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, SIOP Annual Conference; Toronto, Ontario CA, April, 2002.

Workplace Dynamics and Job Retraining. Sponsored by Division 14 of the American Psychological Association, SIOP Mid-Year Conference; Boston, Massachusetts, April, 1989.

Innovative Approaches to Performance Appraisal. Sponsored by Division 14 of the American Psychological Association, SIOP Mid-Year Conference; Boston, Massachusetts, April, 1989.

Test Item Construction. Sponsored by Division 14 of the American Psychological Association, SIOP Mid-Year Conference; Dallas, Texas, April, 1988.

Non-EEO Legal Issues: AIDS, Substance Abuse, Employment-at-Will, Workplace Health Concerns, and Privacy. Sponsored by Division 14 of the American Psychological Association, SIOP Mid-Year Conference; Dallas, Texas, April, 1988.

Job Analysis: Current Perspectives on Research and Application. Sponsored by Division 14 of the American Psychological Association, APA Conference, New York, New York, August 1987.

Content Validity. Sponsored by Division 14 of the American Psychological Association, APA Conference, New York, New York, August 1987.

Job Analysis: Application to Effective Human Resource Management. Sponsored by Division 14 of the American Psychological Association, APA Conference, Toronto, Ontario, Canada, August 1984.

EEO Update. Sponsored by Division 14 of the American Psychological Association, APA Conference,

Toronto, Ontario, Canada, August 1984.

Measurement Techniques of the Future: Meta-Analysis and Item Response Theory Issues and Applications. Sponsored by The Personnel Testing Council of Metropolitan Washington, Washington, D.C., June 1984.

A Behind-the-Scenes View of Behavioral Improvement Programs. Sponsored by Division 14 of the American Psychological Association, SEIOPA, Atlanta, Georgia, March 1983.

Consulting with Industry. Sponsored by Division 14 of the American Psychological Association, APA Conference, Washington, D.C., August, 1982.

Performance Assessment and Feedback: Substance and Style. Sponsored by Division 14 of the American Psychological Association, APA Conference, Washington, D.C., August 1982.

Current Directions in Productivity: Evolving Japanese and American Practices. Sponsored by the Houston Area Industrial/Organizational Psychologists in cooperation with the Bureau of National Affairs, Inc. Conferences. (Approved by Division 14 of APA for Continuing Education Credit). Houston, Texas, May 1982.

Advanced EEO: The Art/Science/Politics of Personnel Selection Today. Sponsored by Division 14 of the American Psychological Association, SEIOPA, New Orleans, Louisiana, March 1982.