

## **GARNETT S. STOKES**

### **PERSONAL DATA**

Office Address: 110 Jesse Hall  
Columbia, MO 65211

E-mail Address: garnettstokes@mindspring.com

### **EDUCATION**

May, 1977	B.A.	Carson-Newman College Jefferson City, Tennessee Major: Psychology; Minors: Political Science & Religion
March, 1980	M.S.	University of Georgia Athens, Georgia Area of Study: Measurement and Human Differences
December, 1982	Ph.D.	University of Georgia Athens, Georgia Area of Study: Industrial/Organizational Psychology

### **PROFESSIONAL EXPERIENCE**

2015 -- present	Provost & Executive Vice Chancellor for Academic Affairs University of Missouri; Interim Chancellor (May – July, 2017)
2014	Interim President, Florida State University
2011 – 2015	Provost & Executive Vice President for Academic Affairs Florida State University
2004 -- 2011	Dean, Franklin College of Arts and Sciences, University of Georgia
1999 -- 2004	Head, Department of Psychology, University of Georgia
1985 -- 2011	Professor (1997), Associate Professor (1990), Assistant Professor (1985), Department of Psychology, University of Georgia
1991 -- 1999	Chair, Applied Psychology Program, University of Georgia

## **PROFESSIONAL AFFILIATIONS AND HONORS**

Fellow, Association for Psychological Science (APS)  
Fellow, American Psychological Association (APA)  
Fellow, Society for Industrial and Organizational Psychology (SIOP)  
Phi Beta Kappa, Alpha of Florida  
Summer Institute for Women in Higher Education Administration, Bryn Mawr (2002)  
1997 PSI CHI Graduate Teaching Award  
1993 PSI CHI Graduate Teaching Award  
1990 State of Georgia Licensed Psychologist  
1989 PSI CHI Graduate Teaching Award  
1986 PSI CHI Graduate Teaching Award

## **ACADEMIC AND ADMINISTRATIVE SERVICE**

Chair, Conflict of Interest Committee (MU)  
Board Member, Thompson Center for Autism (MU)  
Board Member, Kinder Institute for Constitutional Democracy (MU)  
Chair, Advisory Search Committee, Athletic Director, FSU (2013)  
Chair, Search Committee, VP for Finance and Administration, FSU (2013)  
Chair, Recruitment & Retention Committee, Diversity and Inclusion Council (2012 – present)  
Chair, IT Governance Committee, FSU (2011- present)  
Chair, Long Range Planning Subcommittee, Civic Center, FSU (2012-2013)  
Co-chair, FSU United Way Campaign for Charity (2012)  
Member, Florida Medical Practice Plan Board (2011-present)  
Member, Athletics Board, FSU (2013 – present)  
Member, Panama City, Panama Board (2013 – present)  
Member, ERP Management Council  
Member, FSU Research Foundation Board  
Member, Council of Academic Vice Presidents, Board of Governors, Florida  
Chair, Review Team for UGA Human Resources (2010-2011)  
Chair, Search Committee for Associate Provost for International Education (2009)  
Chair, Search Committee for Dean of College of Environment and Design (2007)  
Chair, UGA's Campaign for Charities (2006)  
Chair, Dean's Review Committee, College of Environment and Design (2005 – 2006)  
Member, UGA's Task Force for Enhancing Research (2007)  
Member, Review Team for Office of Vice-President for Research (2006 – 2007)  
Member, UGA's Task Force on Enrollment Management (2006 - 2007)  
Member, UGA's Task Force on Pay and Benefits for Low-Wage Earners (2006)  
Member, UGA's Task Force on Fall Break (2006)  
Member, University Council, (2004 – present)  
Member, Executive Committee, APA Committee on Accreditation (2004)  
Member, American Psychological Association Committee on Accreditation (2002 - 2004)  
Head, Department of Psychology (1999- 2004)  
Member, University Promotion and Tenure Appeals Committee (2003 - 2004)  
Member, Steering Committee, Etowah Watershed Habitat Conservation Plan  
Co-Chair, Review Committee for Comparative Literature, UGA (2001-2002)

Search Committee, Graduate School Dean (2001-2002)  
Search Committee, VP for Instruction, UGA (2001-2002)  
External Review Committee, Department of Psychology, Georgia Institute of Technology (2002)  
External Review Committee, Department of Management, University of Tennessee (2000)  
Chair, Applied Psychology Program, UGA (1991 - 1999)  
American Psychological Society Program Committee (1995-1996)  
Society for Industrial and Organizational Psychology Awards Committee (1997 – 2000)  
Advisor, Students for Applied Psychology, UGA (1988 - 1999)  
Member, Graduate Studies Committee (1991 - 1999)  
Member, Research Participants Pool Committee (1985 - 1999)  
Member, Grievance Committee (1985 - present)  
Member, Undergraduate Studies Committee (1984 - 1991)  
Member, Measurement Committee (1984 - 1988)  
Member, Quantitative Committee (1984 - 1988)  
Chair, Applied Program Student Selection Committee (1989 - 1990)  
Member, Strategic Planning Committee (1993)  
Member, Department Head Search Committee (1993 - 1994)  
Member, Ad hoc Personnel Advisory Committees (1990 - 1999)

### **SELECTED LEADERSHIP/ADMINISTRATIVE TRAINING**

Crisis Leadership in Higher Education, Harvard Kennedy School, February 29 – March 3, 2016

10<sup>th</sup> Annual National Outreach Scholarship Conference, Athens, GA, September 28 – 30, 2009

Fundraising and Media Relations Workshop, The Osborne Group, September 2, 2009

Academic Affairs Symposium: The Challenged University: Communication and Collaboration in Good and Bad Times, March 27 – 28, 2009

Biennial Institute for Georgia Legislators, Athens, GA, December 8 – 9, 2008

ACE Network/Georgia Association for Women in Higher Education, Clayton State University, Georgia, November, 2008

Academic Affairs Symposium: Enhancing Faculty Impact through Engagement and Renewal, March 28– 29, 2008

Council of Colleges of Arts and Sciences (CCAS) Washington Seminar, March 12 – 14, 2008

CASE Conference, Development for Deans, Boston, Massachusetts, February 20 - 22, 2008 & Montreal, Canada, October, 2004

Academic Affairs Symposium: Achieving Academic Excellence Through Rigor, Relevance, & Reflection, April 14 – 15, 2006

Council of Colleges of Arts and Sciences (CCAS) Development for Deans of Colleges of Arts and Sciences, Tucson, AZ, September, 2004

Academic Affairs Symposium: Enhancing the Undergraduate Experience through Discovery, Engagement, and Transformation, March 30 – 31, 2007

Southeastern Conference Academic Consortium: Deans of Arts and Sciences; bi-annually 2006-2011

HERS Summer Institute for Women in Higher Education Administration, Bryn Mawr College, Pennsylvania, Summer, 2002

## **ACADEMIC PUBLICATIONS**

### **Books:**

Stokes, G. S., Mumford, M. D., & Owens, W. A. (Eds.) (1994). Biodata handbook: Theory, research, and use of biographical information in selection and performance prediction. Palo Alto, Consulting Psychologists Press.

Mumford, M. D., Stokes, G. S., & Owens, W. A. (1990). Patterns of life adaptation: The ecology of human individuality. Hillsdale, NJ: Lawrence Erlbaum & Associates.

### **Peer Reviewed Articles, Book Chapters, and Reports:**

Gilmer, P. J., Stokes, G. S., & Holbrook, K. A. (2014). Developing academic leaders in STEM. In Gilmer, P. J., Hansel, B., Miller, M. H. (Eds.), Alliances for advancing academic women: Guidelines for collaborating in STEM fields. Boston, MA: Sense Publishers.

Yang, W., Stokes, G. S., Hui, C. H. (2005). Cross-cultural validation of Holland's interest structure in Chinese population. Journal of Vocational Behavior, 67, 379-396.

Ciavarella, M. A., Buchholtz, A. K., Riordan, C. M., Gatewood, R. D., & Stokes, G. S. (2004). The Big Five and venture survival: Is there a linkage? Journal of Business Venturing, 19(4), 465-483.

Stokes, G. S., & Cooper, L. A. (2003). Biodata. In J. Thomas (Ed.), Comprehensive handbook of psychological assessment: Industrial and organizational assessment (v.4). New York: John Wiley & Sons.

Johnson, C. D., & Stokes, G. S. (2002). Understanding the meaning, development and outcomes of breadth of vocational interests: A longitudinal investigation. Journal of Vocational Behavior, 61, 327-347.

Stokes, G. S., & Cooper, L. A. (2001). Content/construct approaches in developing life history measures for selection. International Journal of Selection and Assessment, 9, 1-14.

Stokes, G. S. (1999). One hundred years of biodata. Human Resource Management Review, 9(2), 111-116.

Stokes, G. S., Toth, C. S., Searcy, C. A., Stroupe, J. P., & Carter, G. W. (1999). Construct/rational biodata dimensions to predict salesperson performance: Report on the U.S. Department of Labor sales study. Human Resource Management Review 9(2), 185-218.

Stokes, G. S., & Searcy, C. A. (1999). Biodata Scoring Strategies: Empirical vs Rational and Global vs. Specific. International Journal of Selection and Assessment (Special Issue on Biodata) 7(2), 72-85.

Stokes, G. S., Barroso, C., Hecht, J., & Boyle, B. (1999). Personality, Values, Attitudes, and Life Experiences as Predictors of Occupational Choice: A Longitudinal Investigation. In Mervielde, I., Dreary, I., De Fruyt, F., & Ostendorf, F. (Eds.) Personality Psychology in Europe. Tilburg University Press.

Stokes, G. S., Searcy, C., & Toth, C. (1996). U. S. Department of Labor Biodata Project: Final Report. Detroit, MI: Northern Assessment Research and Development Center.

Stokes, G. S., & Toth, C. (1996). Background data. In R. S. Barrett (Ed.). Fair Employment Strategies. Quorum Books.

Stokes, G. S., Toth, C., & Searcy, C. (1996). Validation Methods Research Project: Final Report. Raleigh, NC: Southeastern Assessment Research and Development Center.

Iezzi, A., Stokes, G. S., Adams, H. E., Pilon, R. N., & Ault, L. (1994). Somatothymia in chronic pain patients. Psychosomatics, 35, 460-468.

Stokes, G. S. (1994). Introduction and history. In G. S. Stokes, M. D. Mumford, & W. A. Owens (Eds.). Biodata handbook: Theory, research, and use of biographical information in selection and performance prediction. Palo Alto, CA: Consulting Psychologists Press.

Stokes, G. S., & Cooper, L. A. (1994). Selection using biodata: Old notions revisited. In G. S. Stokes, M. D. Mumford, & W. A. Owens (Eds.), Biodata handbook: Theory research and use of biographical information in selection and performance prediction. Palo Alto, CA: Consulting Psychologists Press.

Snell, A. F., Stokes, G. S., Sands, M. M., & McBride, J. R. (1994). Adolescent life experiences as predictors of occupational attainment. Journal of Applied Psychology, 79, 131-141.

Stokes, G. S., Hogan, J. E., & Snell, A. (1993). Comparability of incumbent and applicant samples for the development of biodata keys: The influence of social desirability. Personnel Psychology, 46, 739-762.

Russo, M., Stokes, G. S., Lahey, B. B., Christ, M. A. G., McBurnett, K., Loeber, R., Stouthamer-Loeber, M., & Green, S. M. (1993). A sensation seeking scale for children: Further refinement and psychometric development. Journal of Psychopathology and Behavioral Assessment, 15, 69-86.

Stokes, G. S. (1992). Convergence of clinical and actuarial assessment: Life history subgroups. Applied Psychology: An International Review. [Reprinted keynote address]

Stokes, G. S., & Reddy, S. (1992). Use of background data in organizational decisions. In C. L. Cooper & I. T. Robertson (Eds.), International review of industrial and organizational psychology. London: Wiley.

Mumford, M. D., & Stokes, G. S., (1992). Developmental determinants of individual action. In

M. D. Dunnette & Leetta M. Hough (Eds.), Handbook of industrial and organizational psychology (Vol. 3). Palo Alto, CA: Consulting Psychologists Press.

Iezzi, A., Adams, H. E., Stokes, G. S., Pilon, M. D., & L. C. Ault, (1992). An identification of low back pain groups using biobehavioral variables. Journal of Occupational Rehabilitation, 1, 19-33.

Iezzi, A., Adams, H. E., Bugg, F., & Stokes, G. S. (1991). Facial expressions of pain in muscle-contraction headache patients. Journal of Psychopathology and Behavioral Assessment, 13, 269-283.

Stokes, G. S., Mumford, M. D., Owens, W. A., & Jackson, K. E. (1990). Sequential study. In Mumford, M., Stokes, G. S., & Owens, W. A., Patterns of life adaptation: The ecology of human individuality. Hillsdale, NJ: Lawrence Erlbaum & Associates.

Stokes, G. S., Mumford, M. D., & Owens, W. A. (1989). Life history prototypes in the study of human individuality. Journal of Personality, 57, 509-545.

Block, L. K., & Stokes, G. S. (1989). Performance and satisfaction in private versus nonprivate work settings. Environment and Behavior, 21, 277-297.

Anderson, L. M., & Stokes, G. S. (1989). Planting in parking lots to improve perceived attractiveness and security. Journal of Arboriculture, 15, 7-10.

Stokes, G. S. (1988). Social and industrial/organizational psychologists: Friends or foes? Journal of Social Behavior and Personality, 3, 85-92. [Reprinted: In M. R. Leary (1989; Ed.), The state of social psychology, Newbury Park: Sage.]

Mumford, M. D., Wesley, S. S., & Shaffer, G. S. (1987). The origins of developmental trajectories: An empirical examination of the crystallization phenomenon. Human Development, 30, 291-321.

Lautenschlager, G., & Shaffer, G. S. (1987). Reexamining the factor stability of Owens's Biographical Questionnaire. Journal of Applied Psychology, 72, 149-152.

Shaffer, G. S. (1987). Patterns of work and nonwork satisfaction. Journal of Applied Psychology, 72, 115-124.

Shaffer, G. S., Saunders, V., & Owens, W. A. (1986). Additional evidence for the accuracy of biographical information: Long-term retest and observer ratings. Personnel Psychology, 39, 791-809.

Shaffer, G. S., & Anderson, L. M. (1985). Perceptions of security and attractiveness of urban parking lots. Journal of Environmental Psychology, 5, 311-323.

Shaffer, D. R., & Shaffer, G. S. (1985). Intelligence: Measuring mental performance. In D. R. Shaffer, Developmental Psychology: Theory, Research, and Applications. Monterey, CA: Brooks/Cole Publishing Company.

Varca, P. E., Shaffer, G. S., & Saunders, V. (1984). A longitudinal investigation of

sport participation and life satisfaction. Journal of Sport Psychology, 6, 440-447.

Shaffer, G. S. (1984). Influence of vegetation on perceptions of security and attractiveness of commercial developments. USDA Forest Service, Southeastern Experiment Station, Athens, Georgia.

Varca, P. E., Shaffer, G. S., & McCauley, C. (1983). Sex differences in job satisfaction revisited. Academy of Management Journal, 26, 348-353.

Shaffer, G. S., & Payne, R. B. (1982). Contralateral transfer of reactive inhibition as a function of sex and interpolated rest. Perceptual and Motor Skills, 54, 979-985.

Varca, P. E., & Shaffer, G. S. (1982). Holland's theory: The stability of avocational interests. Journal of Vocational Behavior, 21, 288-298.

Shaffer, G. S. (1982). The relationship of personal characteristics to accident involvement and safety performance. DuPont de Nemours, Inc., Wilmington, Delaware.

Ledvinka, J., Stokes, G. S., & Thomas, L. (1980). Legal issues. The Score, Fall.

#### **TECHNICAL REPORTS (Project Reports with Public and Private Sector Organizations)**

Cooper, L. A., & Stokes, G. S. (1999). Development and Validation of a Biodata Form to Select Foreign Service Officers for the U.S. State Department. Iowa City, Iowa: ACT, Inc.

Stokes, G. S., Hecht, J. E., Barroso, C., Baxter, D., Boyle, B., Cader, J., & Gerber, E. (1999). Validation of the Standard Timing Model for Selection of Machine Operators and Mechanics. Winston- Salem, NC: RJR Packaging.

Stokes, G. S., Barroso, C., Baxter, D., Gerber, E., & Hecht, J., (1999). Validation of the Standard Timing Model for Selection of Operators, Processors, and Mechanics. Wilson, NC: Merck.

Stokes, G. S., Barroso, C., & Boyle, B. (1998). Validation of the Standard Timing Model for selection of machine tenders and production mechanics. Phoenix, AZ: Revlon Consumer Products Corporation.

Stokes, G. S., Barroso, C., Baxter, D., Hecht, J., & Crowe-Taylor, M. A. (1998). Validation of the Standard Timing Model for selection of machine operators and mechanics. Oxford, NC: Revlon Consumer Products Corporation.

Stokes, G. S., Boyle, B., Thompson, K., Eastman, L., & Searcy, C. (1996). Report on the validation of a test battery for selection into set-up and operate positions. Lincoln, NE: Square D Company Human Resources.

Stokes, G. S., Solomonson, A., Barroso, C., Hecht, J., Holliday-Wayne, J., Mack, D., Parisi, A., Perkins, L., Sabatini, K., Thompson, K., & Williams, K. (1996). Validation of the Standard Timing Model for Selection of Machine Adjusters at Westvaco. Enfield, CT: Westvaco, Inc.

Stokes, G. S., Eastman, L., & Boyle, B., Thompson, K., & Toth, C. (1995). Validation of the Electrical Skills Test Device for Electricians. Sylacauga, AL: Avondale Mills.

Stokes, G. S., Crowley, C., Toth, C., & Stennett, R. B. (1994). Validation of the Standard Timing Model for Selection of Mechanics. Graniteville, SC: Graniteville Company.

Stokes, G. S., Barksdale, R., Boyle, B., Crowley, C., Searcy, C., Stennett, R. B. (1994). Development of the Salesperson Biodata Questionnaire (SBQ). Raleigh, NC: Southern Research and Development Center.

Stokes, G. S., Crowley, C., Snell, A. F., & Stennett, R. B. (1994). Validation of the STM and the Electrical Skills Test Device for Selection of Mechanics and Electricians. Champaign, Illinois: Kraft General Foods.

Stokes, G. S., & Havill, V. (1994). Development and validation of a test battery to select Gas Customer Service Dispatchers. Central Islip, NY: Long Island Lighting Company.

Stokes, G. S., Cooper, L. A., & Reddy, S. (1993). Job Analysis Results for Alabama Power Job Families. Birmingham, AL: Alabama Power.

Stokes, G. S., Snell, A. F., Nio-Woods, P., Thompson, K., Eastman, L., Wise, G. (1993). Development of a background experience inventory to select Southern Company Customer Service Representatives. Atlanta, GA: Southern Company.

Stokes, G. S., Cooper, L. A., Snell, A. F., Reddy, S., Eastman, L., Nio-Woods, P., Thompson, K., & Ogletree, C. (1993). Development of a background experience inventory to select Southern Company Engineers. Atlanta, GA: Southern Company.

Stokes, G.S., Eastman, L. J., Searcy, C., Cooper, L., Nio-Woods, P., Stewart, A., & Toth, C. (1993). Development and validation of a biodata inventory for selection MAC Tools distributors. Columbus, OH: MAC Tools, Inc.

Stokes, G. S. & Palmer, H. T. (1993). Development of a background questionnaire to select transport drivers. Houston, TX: Conoco Oil Company.

Stokes, G. S. & Gore, B. (1992). Validation of the P-3 Inventory. Greenville, SC: David Tollison, Ph.D.

Stokes, G. S., Palmer, H. T., Morris, D., Snell, A. F., & Allison, I. A. (1992). Validation of the Guilford-Zimmerman Temperament Survey for Use in the Selection of Gas Customer Service Specialists. Central Islip, NY: Long Island Lighting Company.

Palmer, H. T., Stokes, G. S., Allison, I. A., Morris, D., & Snell, A. F. (1992). Content validation of mechanic B performance exercise for selection of gas customer service specialists. Central Islip, NY: Long Island Lighting Company.

Stokes, G. S., Woods, P. N., & Gerks, J. (1992). Validation of Standard Timing Model for Selection of Mechanics and Operators. Fort Washington, PA: McNeil Consumer Products.

Stokes, G. S., Gore, B., Eastman, L., & Morris, D. (1992). Report on validation of a test battery in select machine adjusters and craftsmen. Reidsville, NC: American Tobacco Company.

Stokes, G. S., Snell, A., & Allison, I. A. (1992). Validation of Standard Timing Model for



Selection of Mechanics. Philadelphia, PA: Merck, Sharp & Dohme.

Stokes, G. S., Allison, I. A., & Snell, A. (1991). Validation of Standard Timing Model for Selection of Mechanic-Technicians. Philadelphia, PA: Merck, Sharp & Dohme.

Stokes, G. S., Allison, I. A., & Reddy, S. (1991). Development of Firefighter Assessment Laboratory. Personnel Office: Clarke County Fire Department, Athens, GA.

Stokes, G. S., Cooper, L. A., & Eastman, L. (1991). Validation of Standard Timing Model for Selection of Operator A, Operator C, OCL Operator, Granulator, Set-up Mechanics, and Maintenance Mechanics. Personnel Office, Burroughs Wellcome, Montreal, Quebec.

Stokes, G. S., Jago, A., & Henderson, R. (1991). Validation of Standard Timing Model for Selection of Craftsmen and Set-up Mechanics. Personnel Office, Marion Merrell Dow, Kansas City, Missouri.

Stokes, G. S., & Palmer, H. (1991). Use of the Position Analysis Questionnaire (PAQ) for a Job Evaluation System at York Lithonia. Personnel Office, York Lithonia, Montreal, Quebec.

Stokes, G. S., Palmer, H., & Allison, I. (1990). Validation of the Standard Timing Model for Selection of Packaging Mechanic Artisans. Personnel Office, Rorer Pharmaceuticals, Fort Washington, PA.

Stokes, G. S., Palmer, H., Mayfield, D., Gore, B., Allison, I., & Henderson, R. (1990). Validation of the Standard Timing Model for Selection of Technicians. Personnel Office, Avondale Mills, Sylacauga, AL.

Stokes, G. S., Palmer, H., & Block, L. K. (1990). Use of the PAQ in a job evaluation system. Personnel Office, Lithonia Lighting, Conyers, GA.

Stokes, G. S., Allison, I., & Foster, M. (1989). Literacy audit. Personnel Office, Sara Lee Hosiery, Marion, SC.

Stokes, G. S., Block, L. K., Reddy, S., Boyd, J., & Foster, M. (1989). Development and Validation of a Test Battery for Secretarial Selection. Personnel Office, Burroughs Wellcome, Research Triangle Park, NC.

Stokes, G. S., & Foster, M. (1988). Development of Master Police Officer Assessment Lab. Personnel Office, City of Athens, Athens, GA.

Stokes, G. S. (1988). Comparison of Alternate Forms of the Standard Timing Model. Personnel Office, Hanes Hosiery, Inc., Winston-Salem, North Carolina.

Stokes, G. S., & Bracken, D. T. (1988). Use of the Standard Timing Model for Selection of Operators and Mechanics: Job Analysis and Validation. Personnel Office, Merrell-Dow Pharmaceuticals, Cincinnati, Ohio.

Stokes, G. S., & Cooper, L. A. (1988). Chatham County Entry-level Police Examination. University of Georgia, Carl Vinson Institute of Government, Athens, GA.

Stokes, G. S., & Cooper, L. A. (1988). Chatham County Entry-level Police Examination: Job Analysis and Test Development. University of Georgia, Carl Vinson Institute of Government, Athens, GA.

Stokes, G. S., & Bracken, D. T. (1987). Validation of the MacQuarrie Test for Mechanical Ability for Machine Operators. Personnel Office, Tambrands, Inc., Palmer, MA.

Shaffer, G. S., Block, L. K., Donnelly, T., Sloan, C. E., & Reddy, S. (1987). Use of the Standard Timing Model for Selection of Customer Service Representatives: Job Analysis and Validation. Personnel Office, Pitney-Bowes, Inc., Stamford, CT.

Shaffer, G. S., & Block, L. K. (1987). Validation of the Standard Timing Model for Selection of Operators. Personnel Office, The Upjohn Company, Kalamazoo, MI.

Shaffer, G. S., & Block, L. K. (1987). Validation of the Standard Timing Model for Selection of Fixers at Hanes. Personnel Office, Hanes Hosiery, Inc., Winston-Salem, NC.

Shaffer, G. S., & Block, L. K. (1986). Preliminary validation study report for North American Philips Lighting Corporation, Personnel Office, North American Philips Lighting Corporation, Richmond, KY.

Shaffer, G. S., & Block, L. K. (1986). Validation of the Standard Timing Model for Selection of Mechanics at L'eggs, Personnel Office, L'eggs Products, Inc., Winston-Salem, NC.

Shaffer, G. S., & Block, L. K. (1985). Job Analysis and Evaluation: Machine Attendant on N. V. Philips and Wedgebase, Personnel Office, North American Philips Lighting Corporation, Richmond, Kentucky.

Bryant, L. D., & Shaffer, G. S. (1985). Final Report on "Train the Trainer" Program at Southern Tea Company, Personnel Office, Marietta, Georgia.

Shaffer, G. S., Bryant, L. D., Hogan, J., Lambert, G., & Bayless, A. (1985). Validation of Test Battery to Select Entry-level Employees at Liggett and Myers Tobacco Company, Personnel Office, Durham, North Carolina.

Shaffer, G. S., Lambert, G., Bryant, L. D., Hogan, J., & Bayless, A. (1984). Job Analysis for Tobacco Makers and Packers at Liggett and Myers Tobacco Company, Personnel Office, Durham, North Carolina.

Shaffer, G. S., Bryant, L. D., Hogan, J., & Lambert, G. (1984). Job Analysis for Entry-level Production Positions at Liggett and Myers Tobacco Company, Personnel Office, Durham, North Carolina.

Owens, W. A., & Shaffer, G. S. (1984). Development of a Biographical Questionnaire to Select Fingerprint Examiners for the FBI. Psychological Services, Atlanta, Georgia.

## **ACADEMIC PRESENTATIONS**

### **Keynote Address:**

Stokes, G. S. (1990, July). Clinical versus actuarial assessment: A convergence. Keynote address presented at The 22nd International Congress of Applied Psychology, Kyoto, Japan.

### **Invited Presentations:**

#### **International:**

Stokes, G. S., Gatewood, R., Barroso, C., Hecht, J., & Boyle, B. (1996, July). Personality as a predictor of occupational attainment. Invited paper presentation at the Eighth European Conference on Personality, Ghent, Belgium.

#### **National/Regional:**

Meade, A. W., Hecht, J. E., Lautenschlager, G. J., Barroso, C. R., & Stokes, G. S. (2001, April). Using item response theory to identify beta change over time in Likert-scale job satisfaction data. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Riordan, C. M., Gatewood, R. D., Ciavarella, M. A., Gerard, J. G., Rutherford, M. A., Schaffer, B. S., & Stokes, G. S. (2000, August). Who gets ahead? A longitudinal study of biodata, personality, and career success. Poster presented at the annual meeting of the Academy of Management, Toronto, Ontario.

Mitchell, T. W. & Stokes, G. S. (2000, April). Ask the selection experts: Biodata. Roundtable discussion presented at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Stokes, G. S. (1999, April). Should biodata serve as an alternative to cognitive ability tests? Invited keynote address to Applied Psychology Conference, Valdosta State University, Valdosta, GA.

Stokes, G. S. (1998, April). Faking: An issue of integrity. Disentangling the effects of faking from social desirability: An examination of multiple measurement strategies, A. F. Snell, Chair. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX. (Invited Discussant)

Stokes, G. S., Searcy, C., & Toth, C. (1998, April). Is it rational to be empirical? An indepth look at an unresolved issue. In Biodata in selection: An investigation of constructs and keying methods, B. L. Hesketh, Chair. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX. (Invited)

Southwick, R., & Stokes, G. S. (1998, April). Antecedents of transformational and transactional leadership. In New frontiers in leadership research, R. H. Lucius, Chair. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX. (Invited)

Stokes, G. S. (1997, April). Biodata as an alternative to cognitive ability tests: Current issues and recent evidence. Presentation made to the Southeastern Industrial and Organizational Psychology Association, Atlanta, GA.

Stokes, G. S., & Searcy, C. (1995, May). Biodata Scoring Strategies: Rational versus empirical and general versus specific. Symposium titled Leveraging empirical keying procedures to advance theory in performance prediction. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Stokes, G. S. (1994, April). Methodological and theoretical issues in the construction of biodata predictors. Presented as discussant at the annual meeting of the Society of Industrial and Organizational Psychology, Nashville, TN.

Stokes, G. S. (1994, February). Use of biodata in selection. Presentation made to the Atlanta Society of Industrial and Organizational Psychologists, Atlanta, GA.

Stokes, G. S. (1993, May). Furthering rationality in biodata research. Presented as discussant at the annual meeting of the Society of Industrial and Organizational Psychology, San Francisco.

Stokes, G. S. (1990, March). Teaching I/O Psychology in the 1990s. Chair of session at meeting of the Southeastern Industrial and Organizational Psychologists, Atlanta, GA.

Stokes, G. S. (1987, November). Do the people make the place? Biodata research in industry. Invited presentation to Psi Chi, University of Louisville, Louisville, KY.

Shaffer, G. S. (1987, April). New directions in life history research. Symposium at annual meeting of Industrial and Organizational Psychology Conference, Atlanta, GA.

Shaffer, G. S. (1985, April). Role of urban forestry in increasing perceptions of security. Invited address at conference on Managing the South's Urban Forests, Athens, Georgia.

#### **Other:**

Durley, J., Butts, M., & Stokes, G. S. (2004, August). Woodsy Owl isn't ubiquitously effective: Examining environmental information mediums. Paper presented at the annual meeting of the American Psychological Association, Honolulu, Hawaii.

Butts, M., Durley, J., & Stokes, G. S. (2004, August). Investigating environmental consciousness: Its correlates and possible antecedents. Paper presented at the annual meeting of the American Psychological Association, Honolulu, Hawaii.

Riordan, C. M., Gatewood, R. D., Ciavarella, M. A., Gerard, J. G., Rutherford, M. A., Schaffer, B. S., & Stokes, G. S. (2000, August). Who gets ahead? A longitudinal study of biodata, personality, and career success. Poster presented at the annual meeting of the Academy of Management, Toronto, Ontario.

Meade, A. W., Hecht, J. E., Lautenschlager, G. J., Barroso, C. R., & Stokes, G. S. (2000, August). Using item response theory to identify beta change over time in Likert-scale job satisfaction data. Poster presented at the annual meeting of the Academy of Management, Toronto, Ontario.

Stanley, S. A., Hecht, J. E., Montagliani, A. M., Stokes, G. S., Barroso, C. R., & Hause, O. R. (2000, April). Biodata item attributes in multiple samples: Validity and response distortion. Poster presented at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Schaffer, B. S., Riordan, C. M., Gatewood, R. D., & Stokes, G. S. (2000, April). Career success differentials between dual-earner males and females: The importance of family position variables. Poster presented at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Johnson, C. D., Mack, D. A., Hecht, J. E., & Stokes, G. S. (2000, April). Relating Holland's RIASEC and the big five longitudinally: Can the relationship withstand the test of time? Paper presented in symposium, Linking career-related constructs with personality, at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Stanley, S. A., & Stokes, G. S. (1999, May). Controlling faking with test format: An examination. Poster presented at the 14th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Johnson, C. D., & Stokes, G. S. (1999, August). Understanding the meaning, development, and career outcomes of breadth of vocational interests: A proposed framework and longitudinal investigation. *Awarded Best Paper in Careers Division* at the 1999 Academy of Management Conference, Chicago, IL.

Stokes, G. S. (1999, August). My life as an I/O psychologist. Presentation made to the Applied Psychology Student Association, Athens, GA.

Hecht, J. E., Stokes, G. S., & Gatewood (1998, November). An examination of the relationship between job involvement and psychosomatic and physical health complaints. Poster presented at the Southern Management Association, New Orleans, LA.

Stokes, G. S. (1998, August). My life as an I/O psychologist. Presentation made to the Applied Psychology Student Association, Athens, GA.

Boyle, B., Stokes, G. S., Noble, B., Ellis, L., & Stanley, S. (1998, August). Forced-choice vs. Likert formats in personality assessment for selection. Poster presented at the annual meeting of the American Psychological Association, San Francisco, CA.

Toth, C. S., Stokes, G. S., Ellis, L., & Noble, B. (1998, August). Using personality to differentiate between Holland's groups. Poster presented at the annual meeting of the American Psychological Association, San Francisco, CA.

Barroso, C., Hecht, J., Stokes, G. S., & Gatewood, R. (1998, April). Profiles of work and nonwork satisfaction: A fifteen year follow-up. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Crowe-Taylor, M.A., Johnson, C. D., Meade, A., Montagliani, A., Stokes, G. S., & Gatewood, R. D. (1998, April). Biodata, interests, values, and achievement: Predictors of advanced degree attainment. Poster presented at the annual meeting of the Society for Industrial and

Organizational Psychology, Dallas, TX.

Stokes, G. S. (1997, October). Wading through the I's and the O's and the ID's of IO psychology. Presentation made to the Applied Psychology Student Association, Athens, GA.

Searcy, C. A., Stokes, G. S., & Toth, C. S. (1997, April). Use of bootstrapping to identify stable biodata predictors in small samples. Poster presentation at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Stokes, G. S. (1996, November). Is life history all that matters? Presentation made to the Applied Psychology Student Association, Athens, GA.

Stokes, G. S., Boyle, B., Hecht, J., Crowe, M. A., Barroso, C., & Gatewood, R. (1996, October). Life history and personality as predictors of occupational choice. Paper presented at the First Biennial Conference on Biodata, Athens, GA.

Gatewood, R., Hecht, J., Crowe, M. A., Stokes, G. S., Sarabia, C., & Barroso, C. (1996, October). Predicting adult work attitudes from pre-college biodata. Paper presented at the First Biennial Conference on Biodata, Athens, GA.

Solomonson, A., Stokes, G., & Gatewood, R. (1996, October). Exploring construct relations in personality and biodata scales. Paper presented at the First Biennial Conference on Biodata, Athens, GA.

Searcy, C. A., Stokes, G. S., & Toth, C. (1996, October). Report on the Department of Labor Sales Study. Paper presented at the First Biennial Conference on Biodata, Athens, GA.

Eastman, L., & Stokes, G. S. (1996, April). Understanding the early retirement decision: Beyond health and finances. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Stennett, B., Stokes, G. S., Thompson, K., & Wise, G. (1995, August). Prescreening of biodata items to prevent adverse impact. Poster presented at the annual meeting of the American Psychological Association, New York, New York.

Stokes, G. S., Toth, C. A., Ellis, L., & Elder, B. (1995, August). Development of a personality measure for career counseling of adults. Poster presented at the annual meeting of the American Psychological Association, New York, New York.

Stokes, G. S., Boyle, B., Nio-Woods, P., & Snell, A. F. (1995, May). College and post-college experiences as predictors of occupational attainment. Poster presented at annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Toth, C., Cooper, L., Reddy, S., Thompson, K., Crowley, C., & Stokes, G. (1994, April). Further validation of biodata-formed subgroups. Paper presented at meeting of the Southeastern Psychological Association, New Orleans, Louisiana.

Toth, C., Crowley, C., & Stokes, G. S. (1994, October). Work Force 2000: Predicting effective teams through biodata. Paper presented at Conference on Work Teams Dynamics and Productivity in the Context of Diversity, Center for Creative Leadership, Greensboro, North Carolina.

Snell, A. F., Stokes, G. S., & Cooper, L. A. (1994, April). Toward a taxonomy of work performance. Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, Nashville, TN.

Stokes, G. S., & Havill, V. (1994, July). Personality and life history in the formation of developmental niches. Paper presented at the Seventh European Conference on Personality, Madrid.

Stokes, G. S. (1994, July). Personality and work performance: The importance of complex criteria. Paper presented at the Seventh European Conference on Personality, Madrid, Spain.

Stokes, G. S., Hogan, J. B., & Snell, A. F. (1993, May). Impression management: Influence on biodata key development. Presented as part of symposium at the annual meeting of the Society of Industrial and Organizational Psychology, San Francisco.

Allison, I., Snell, A., & Stokes, G. S. (1992, May). Biodata as a predictor of occupational discontinuity. Poster presented at annual meeting of the Society Industrial and Organizational Psychology. Montreal, Quebec, CANADA.

Mayfield, D. L., & Stokes, G. S. (1992, March). Relationships regional between raters' demographic characteristics and the actual and perceived validity of job analysis ratings. Poster presented at meeting of the Southeastern Psychological Association, Knoxville, Tennessee.

Stokes, G. S., Snell, A. F., Gore, B. A., Allison, I. E., Weeks, A. J., & Owens, W. A. (1991, August). Adolescent life experiences as predictors of job choice. Poster presented at annual meeting of the American Psychological Association, San Francisco, CA.

Lance, C. E., Mayfield, D. L., Foster, M. R., Stokes, G. S., & Mecham, R. C. (1991, April). Development and validation of cross-job retraining time estimates based on the Position Analysis Questionnaire (PAQ). Poster presented at annual meeting of the Society of Industrial and Organizational Psychology, St. Louis, Missouri.

Iezzi, A., Stokes, G. S., & Adams, H. E. (1991, March). Assessment of chronic low-back pain psychophysiology during mental and physical stress. Paper presented at the annual meeting of the Society of Behavioral Medicine, Washington, D. C.

Iezzi, A., Stokes, G. S., & Adams, H. E. (1991, March). Somatization: The final common pathway of biopsychosocially determined health problems. Paper presented at the annual meeting of the Society of Behavioral Medicine, Washington, D. C.

Iezzi, A., Adams, H. E., Stokes, G. S., & Pilon, M. D. (1990, April). Prediction of dysfunctional chronic low back pain: Biobehavioral determinants. Paper presented at the meeting of the Society of Behavioral Medicine, Chicago, IL.

Snell, A., & Stokes, G. S. (1990, March). Examining life history prototypes: Does crystallization make a difference? Poster presented at meeting of the Southeastern Psychological

Association, Atlanta, GA.

Iezzi, A., Stokes, G. S., Adams, H. E., Pilon, M. D., & Borenstein, M. (1989, June). Prevalence of somatization in a chronic low back pain population. Presentation at meeting of the American Psychological Society, Alexandria, VA.

Hogan, J. B., & Stokes, G. S. (1989, April). Influence of socially desirable responding on empirically validated biodata keys. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, Boston, MA.

Stokes, G. S., Mecham, R. C., Block, L. K., & Hogan, J. B. (1989, April). Classification of persons and jobs. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, Boston, MA.

Iezzi, A., Stokes, G. S., Adams, H. E., Pilon, M. D., & Averitt, S. E. (1989, March). Relationship of functional capacity and psychological variables in chronic low back pain. Poster presented at meeting of the Society for Behavioral Medicine, San Francisco, CA.

Sloan, C. E., & Shaffer, G. S. (1987, March). The impact of central life interests on the work-nonwork satisfaction relationship. Poster presented at meeting of the Southeastern Psychological Association, Atlanta, GA.

Cooper, L. A., & Shaffer, G. S. (1987, March). Biodata used to predict career choice: Traditional versus nontraditional. Paper presented at meeting of the Southeastern Psychological Association, Atlanta, GA.

Shaffer, G. S., Mecham, R. C., Block, L. K., & Hogan, J. (1987, March). Life history variables as predictors of worker-oriented job elements. Paper presented at meeting of the Southeastern Psychological Association, Atlanta, GA.

Lautenschlager, G. J., Shaffer, G. S., & Blakley, B. (1986, August). Reexamining the component stability of Owens's Biographical Questionnaire. Paper presented at meeting of the American Psychological Association, Washington, D.C.

Shaffer, G. S. (1986, April). A follow-up to a classification of persons. Presentation made at the Institute for Behavioral Research seminar, University of Georgia, Athens, GA.

Blakley, B., Lautenschlager, G., & Shaffer, G. S. (1986, March). A comparison of male biodata and female biodata factors. Paper presented at meeting of the Southeastern Psychological Association, Orlando, FL.

Haney, L. G., & Shaffer, G. S. (1986, March). The effects of pay decisions on employees perceptions of job equity and satisfaction. Paper presented at meeting of the Southeastern Psychological Association, Orlando, FL.

Block, L. K., & Shaffer, G. S. (1986, March). Determinants of performance and satisfaction in private versus nonprivate work settings. Paper presented at meeting of the Southeastern Psychological Association, Orlando, FL.

Anderson, L. M., & Shaffer, G. S. (1985, March). Perceptions of security and attractiveness



in urban areas. Paper presented at meeting of Southeastern Psychological Association, Atlanta, Georgia.

Shaffer, G. S., Jackson, K., Lautenschlager, G., Neiner, A., & Owens, W. A. (1985, March). What is the Best Predictor of Behavior? Twenty years of biodata research. Symposium presented at meeting of Southeastern Psychological Association, Atlanta, Georgia.

Dove, D., & Shaffer, G. S. (1985, February). Equal Employment Opportunity since 1960: An analysis of EEO laws in terms of contingencies of reinforcement. Paper presented at meeting of Human Resources Management and Organizational Behavior, Denver, CO.

Shaffer, G. S. (1983, March). A study of differential patterns of life and job satisfaction. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, Georgia.

Saunders, V., Shaffer, G. S., & Varca, P. E. (1983, March). A longitudinal study of sport participation and life satisfaction. Paper presented at a symposium at the Southeastern Psychological Association, Atlanta, Georgia.

Shaffer, G. S., & Ames, S. P. (1983, March). The impact of social desirability and acquiescence on personal history measures. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, Georgia.

Lykins, K. B., Shaffer, G. S., & Varca, P. E. (1982, March). Antecedents of job involvement. Paper presented at the meeting of the Southeastern Psychological Association, New Orleans, LA.

Stokes, G. S., & McCauley, C. (1982, March). Sex differences in job satisfaction: An equity interpretation. Paper presented at the meeting of the Southeastern Psychological Association, New Orleans, LA. [Honorable Mention: Outstanding Student Research Award]

Smith, J. E., & Shaffer, G. S. (1981, August). Developmental antecedents of locus of control. Paper presented at the meeting of the American Psychological Association, Los Angeles, California.

Stokes, G. S. (1981, May). Use of a biographical questionnaire in the early identification of college dropouts. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, Georgia.

Mumford, M. D., & Shaffer, G. S. (1981, March). Developmental antecedents and behavioral correlates of positive and negative emotionality. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, Georgia.

Grant, D. L., Denning, D., Neiner, A., & Stokes, G. S. (1980, May). Use of assessment centers in police and fire departments. Paper presented at the meeting of the Georgia Psychological Association, Macon, Georgia.

Grant, D. L., Denning, D., Lee, J. A., Neiner, A., Jackson, K., Small, N., Stokes, G. S., & Thomas, L. (1980, March). Development of assessment centers for selection of police and fire department personnel. Symposium presented at the meeting of the Southeastern Psychological Association, Washington, D.C.

## **SELECTED ADMINISTRATIVE PRESENTATIONS AND SPEECHES/REMARKS**

Franklin College Dean's Update: Bi-annual presentation to Franklin College Dean's Council, 2004-2011

Presentations, UGA Senior Administrators Retreat:

Graduate Education at UGA, August 28 – 29, 2008

Profile of UGA Faculty: Current and Future, August 24 – 25, 2006

College Fundraising Strategies, August 19 – 20, 2005

The Path to Promotion and Tenure, Presentation at New Faculty Colloquium, August 12, 2004

Introduction, Ambassador Gertrude Mongella (Pan-African Parliament), National Outreach Conference, Athens, GA, September 29, 2009

Introduction, Andrea Carson Coley Lecture, Michelle Cliff, University Chapel, April 17, 2009

Introduction, UGA Charter Lecture, Dr. Robert Hazen, University Chapel, March 18, 2009

Remarks, Dedication of Singer Moye, Columbus, GA, November 17, 2008

Opening Remarks, German Studies Conference: "The Meaning of Culture," Athens, GA, March 28, 2008

Remarks, Dedication, Lamar Dodd School of Art, ARCH Foundation Trustees, September 4, 2008

Introduction, Coleman Barks and Art Rosenbaum, "Lion of the Heart," Reading and Performance, UGA Arts Festival, September 5, 2008

Introduction, UGA Arts Festival, Theatre performance of "Art," September 4, 2008

Introduction, Dr. Jim Young Kim (former head of HIV/AIDS program, World Health Organization & co- Founder, Partners in Health), Voices from the Vanguard Series, Global Diseases Lecture, February 12, 2008

Introduction, Natasha Trethewey, 2007 Pulitzer Prize for Poetry, UGA Alumni Association, Atlanta, GA, September 18, 2007

Remarks, Music Business Program Advisory Board Meeting, Atlanta, GA, August 11, 2007

Remarks, Franklin College in New York City, New York Friends and Alumni, Music Business Program, University Club, June 1, 2007

Remarks, "The Art of Science: Nano Structures Unstructured," Exhibit, Athens, GA, March 25, 2007

Opening Remarks, Symposium, "Democracy and Culture: The African Perspective," Symposium, Athens, GA, February 16 – 17, 2007

Remarks, “UGA in the Big Apple,” Arader Galleries, James Cobb Lecture, NYC, December 5, 2006

Remarks, Dedication of Old College, October 13, 2006

Remarks, Campaign for Charities Kick-off Breakfast, October 5, 2006

Remarks, Alumni Association Board of Directors, Athens, GA, September 15, 2006

Remarks, New York City Alumni Reception, University Club, Jasper Johns Lecture (Professor Isabelle Wallace), June 2, 2006

Remarks, Redcoat Marching Band Send-off to China, Athens, GA, May 11, 2006

Opening Remarks, “African Democracy and Culture Symposium,” February 16, 2006

Remarks, “The Gertrude Mongella – UGA Initiative,” Opening Ceremonies of Pan African Parliament, Pretoria, South Africa, November 21, 2005

Opening Remarks, Byzantine Studies Conference, Georgia Center, October 28, 2005

Opening Remarks, Image and Substance Symposium, Georgia Museum of Art, May 27, 2005

Graduation Keynote Speaker, Department of Microbiology, University of Georgia, May 13, 2005

Introduction, Cantrell Lecture, Roger Penrose, Physics, May 2, 2005

Remarks, 25<sup>th</sup> Anniversary Celebration of Genetics Department, April 16, 2005

Opening Remarks, Four IMACS International Conference, April 11, 2005

Remarks, University of Georgia’s Archway to Excellence Capital Campaign Kick-off Event, World Congress Center, Atlanta, GA, April 14, 2005

Remarks, Lamar Dodd School of Art Groundbreaking Ceremonial Luncheon, October 1, 2004

Remarks, Partnership for Reform in Science and Mathematics (PRISM) Dinner, September 7, 2004

Presentation, Women’s History Month panel, “Pursuing the Equal Rights Amendment: Memories from the Early 1980s,” Athens, GA, March 19, 2004

## **ORGANIZATIONAL CONSULTING**

### **Organizations:**

U. S. Department of Labor, Washington, D.C.  
Graniteville Company, Graniteville, South Carolina  
Kraft General Foods, Champaign, Illinois  
Alabama Power Company, Birmingham, Alabama  
Square D, Lincoln, Nebraska  
Westvaco, Springfield, Massachusetts

Merck, Sharp, & Dohme, Philadelphia, Pennsylvania  
American Tobacco Company, Reidsville, North Carolina  
Long Island Lighting Company, Islip, New York  
NcNeil Consumer Products, Fort Washington, Pennsylvania  
MacTools, Inc., Columbus, Ohio  
Uniroyal, Baton Rouge, Louisiana  
Meredith Associates, Westport, Connecticut  
Dow Chemical, Geismar, Louisiana  
Butler Shoes, Atlanta, Georgia  
DuPont de Nemours, Wilmington, Delaware  
Brown & Williamson Tobacco Corporation, Macon, Georgia  
Psychological Services, Atlanta, Georgia  
Bowman Transportation, Atlanta, Georgia  
USDA, Food Science Inspection Service, Washington, D.C.  
Liggett and Myers Tobacco Company, Durham, North Carolina  
North American Phillips Lighting Corporation, Richmond, Kentucky  
Southern Tea Company, Marietta, Georgia  
L'eggs, Inc., Winston-Salem, North Carolina  
Pitney-Bowes, Inc., Stamford, Connecticut  
The Upjohn Company, Kalamazoo, Michigan  
Hanes, Inc., Winston-Salem, North Carolina  
Chatham County, Georgia Police Department  
Tambrands, Inc., Palmer, Massachusetts  
Merrell-Dow Pharmaceuticals, Cincinnati, Ohio  
Athens, Georgia Police Department  
Lithonia Lighting, Conyers, Georgia  
Burroughs-Wellcome, Research Triangle Park, North Carolina  
Westpoint Pepperell, Westpoint, Georgia  
Conoco, Houston, Texas  
Avondale Mills, Sylacauga, Alabama  
Rorer Pharmaceuticals, Fort Washington, Pennsylvania  
Clarke County Fire Department, Athens, Georgia  
Burroughs Wellcome, Montreal, Quebec  
Marion-Merrell Dow, Kansas City, Missouri  
Revlon Consumer Products, Phoenix, Arizona and Oxford, North Carolina  
RJR Packaging, Winston-Salem, North Carolina  
Merck, Wilson, North Carolina  
ACT, Iowa City, Iowa

**Examples of Work Completed for Organizations:** Developed and validated biographical questionnaires; validated tests of mechanical ability for production jobs; conducted job analyses using multiple methods, such as the Position Analysis Questionnaire, task analysis, etc.; developed assessment centers and other selection/promotion tests for managers, police departments, and fire departments; investigated turnover problems; conducted workshops on conflict in organizations; conducted studies of organizational safety; developed test batteries for selection of secretaries and a number of different production jobs; evaluated a variety of training programs; conducted a job evaluation study; validated a large number of tests; served as expert witness.

## **PROFESSIONAL SERVICE**

**Editorial Board:**     Journal of Applied Psychology (1994 - 2002)  
                          Personnel Psychology (2002 – 2008)

**Reviewer:**        American Psychologist  
                          Personnel Psychology  
                          Professional Psychology  
                          Human Relations  
                          Journal of Psychopathology and Behavioral Assessment  
                          Journal of Personality  
                          Journal of Behavioral Medicine  
                          Journal of Applied Social Psychology  
                          Journal of Organizational and Occupational Psychology  
                          National Science Foundation

**Workshops:**     "The Nuts and Bolts of Biodata," Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL, May, 1995. (with Terry Mitchell)

                          "Finding the Past that Predicts the Future: Biodata in Selection" at the Personnel Testing Council of Metropolitan Washington, Washington, D.C., October, 1999.

                          "Ethics in Academia," Georgia Psychological Association, Atlanta, GA, September 12, 2001.

                          "Accreditation of Psychology Programs," American Psychological Association, Honolulu, Hawaii, August 2004.

                          "Ethics in I/O Psychology" Atlanta, GA, December, 2004.

## **STUDENT SUPERVISION AS MAJOR PROFESSOR**

Lisa K. Block	M.S.	August, 1985
Gail Tomlinson	M.S.	August, 1985
Cynthia Hartley	M.S.	December, 1985
Carol Parker	M.S.	March, 1986
Chris E. Sloan	M.S.	August, 1986
Lisa Anne Cooper	M.S.	August, 1986
Jill Weeks	M.S.	December, 1988
Barbara Gore	M.S.	August, 1990
Kathryn Thompson	M.S.	March, 1996
Sarah Stanley	M.S.	June, 1998
Ragin Hause	M.S.	August, 1998
Douglas Johnson	M.S.	May, 1999
Claudia Barroso	M.S.	December, 1999
Mary Alice Crowe	M.S.	December, 1999
Dirk Baxter	M.S.	December, 1999
David Finch	M.S.	May, 2002
Weiwei Yang	M.S.	May, 2004

Gary Lambert	Ph.D. December, 1987
James Hogan	Ph.D. June, 1988
Wanda Ward	Ph.D. June, 1990
Mary Russo	Ph.D. June, 1991
Helen Palmer	Ph.D. June, 1992
Jill Weeks	Ph.D. June, 1992
Ina Allison	Ph.D. August, 1992
Jeff Boyd	Ph.D. December, 1992
Andrea F. Snell	Ph.D. December, 1994
Ann Jago	Ph.D. December, 1994
Mark Foster	Ph.D. March, 1995
Patty Nio Woods	Ph.D. December, 1995
Amy Stewart	Ph.D. March, 1996
Lorrina Eastman	Ph.D. March, 1996
Lisa Cooper	Ph.D. March, 1998
Sarita Reddy	Ph.D. March, 1998
Richelle Southwick	Ph.D. March, 1998
Cheryl Toth	Ph.D. May, 1999
Barbara Gore	Ph.D. May, 2000
Carlton Crowley	Ph.D. May, 2000
Ragin Hause	Ph.D. December, 2000
Kathryn Thompson	Ph.D. August, 2001
Amy Montagiani	Ph.D. May, 2003
Sarah Stanley Fallaw	Ph.D. May, 2003
Claudia Barroso	Ph.D. December, 2003
Mary Alice Crowe-Taylor	Ph.D. December, 2003
David Finch	Ph.D. May, 2004
Janet Hecht	Ph.D. December, 2005

## **REFERENCES**

Available upon request