

Jill E. Ellingson
Neeli Bendapudi Professor of Management
Area Director, Management and Entrepreneurship

Management Area • University of Kansas School of Business
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ACADEMIC EXPERIENCE

Area Director, Management and Entrepreneurship Area
School of Business, University of Kansas (2024 – present)

Professor, Management and Entrepreneurship Area
School of Business, University of Kansas (2016 – present)

Associate Professor, Department of Management and Human Resources
Fisher College of Business, The Ohio State University (2005 – 2016)

Assistant Professor, Department of Management and Human Resources
Fisher College of Business, The Ohio State University (1999 – 2005)

EDUCATION

Ph.D. UNIVERSITY OF MINNESOTA, 1999
Human Resources and Industrial Relations, Carlson School of Management

B.A. UNIVERSITY OF MINNESOTA, 1994
Department of Psychology, College of Liberal Arts

JOURNAL ARTICLES¹

Ellingson, J. E., & **Tirol-Carmody, K. B.** (2022). Unlocking the potential of other-ratings for human resource management research. *Research in Personnel and Human Resources Management*, 40, 1-41.

Dachner, A. M., **Ellingson, J. E.**, Noe, R. A., & Saxton, B. M. (2021). The future of employee development. *Human Resource Management Review*, 31, 1-14.

Roth, P. L., Thatcher, J. B., Bobko, P., Matthews, K. D., **Ellingson, J. E.**, & Goldberg, C. B. (2020) Political affiliation and employment screening decisions: The role of similarity and identification processes. *Journal of Applied Psychology*, 105, 472-486.

Jo, J., & **Ellingson, J. E.** (2019). Social relationships and turnover: A multidisciplinary review and integration. *Group & Organization Management*, 44, 247-287.

Dachner, A. M., **Ellingson, J. E.**, & Tews, M. J. (2017). Clarifying the association between personality and interpersonal citizenship behavior. *SAM: Advanced Management Journal*, 82, 36-47.

Ellingson, J. E., Tews, M. J., & **Dachner, A. M.** (2016). Constituent attachment and voluntary turnover in low-wage/low-skill service work. *Journal of Applied Psychology*, 101, 129-140.

Tews, M. J., Michel, J. W., & **Ellingson, J. E.** (2013). The impact of coworker support on employee

¹ Current and former PhD students underlined, in this section and sections that follow.

² Received the KU School of Business *Best Paper Award*.

turnover in the hospitality industry. *Group & Organization Management*, 38, 630-653.

³**Ellingson, J. E.**, Heggestad, E. D., & Makarius, E. E. (2012). Personality retesting for managing intentional distortion. *Journal of Personality and Social Psychology*, 102, 1063-1076.

Ellingson, J. E., & McFarland, L. A. (2011). Understanding faking behavior through the lens of motivation: An application of VIE theory. *Human Performance*, 24, 322-337.

Ellingson, J. E., Sackett, P. R., & Connelly, B. S. (2007). Personality assessment across selection and development contexts: Insights into response distortion. *Journal of Applied Psychology*, 92, 386-395.

Schmitt, N., Sackett, P. R., & **Ellingson, J. E.** (2002). No easy solution to subgroup differences. *American Psychologist*, 57, 305-306.

Smith, D. B., & **Ellingson, J. E.** (2002). Substance versus style: A new look at social desirability in motivating contexts. *Journal of Applied Psychology*, 87, 211-219.

Ellingson, J. E., Smith, D. B., & Sackett, P. R. (2001). Investigating the influence of social desirability on personality factor structure. *Journal of Applied Psychology*, 86, 122-133.

Sackett, P. R., Schmitt, N., **Ellingson, J. E.**, & Kabin, M. B. (2001). High-stakes testing in employment, credentialing, and higher education: Prospects in a post-affirmative action world. *American Psychologist*, 56, 302-318.

Ellingson, J. E., Sackett, P. R., & Hough, L. M. (1999). Social desirability corrections in personality measurement: Issues of applicant comparison and construct validity. *Journal of Applied Psychology*, 84, 155-166.

Ellingson, J. E., Gruys, M. L., & Sackett, P. R. (1998). Factors related to the satisfaction and performance of temporary employees. *Journal of Applied Psychology*, 83, 913-921.

Sackett, P. R., Gruys, M. L., & **Ellingson, J. E.** (1998). Ability-personality interactions when predicting job performance. *Journal of Applied Psychology*, 83, 545-556.

Sackett, P. R., & **Ellingson, J. E.** (1997). The effects of forming multi-predictor composites on group differences and adverse impact. *Personnel Psychology*, 50, 707-721.

EDITED BOOK

Ellingson, J. E., & Noe, R. A. (2017). *Autonomous learning in the workplace*. New York: Routledge.

INVITED CONTRIBUTIONS AND PRACTITIONER PERIODICALS (NON-REFEREED)

Roth, P. L., Thatcher, J. B., Bobko, P., Matthews, K. D., **Ellingson, J. E.**, & Goldberg, C. B. (July-August 2021). Divided we hire. *Harvard Business Review*, p. 30.

Roth, P. L., Thatcher, J. B., Matthews, K. D., **Ellingson, J. E.**, & Goldberg, C. B. (October 2019). Social media cues about your political leanings might influence whether you're hired. *London School of Economics Business Review*, p. 1-4.

³ Received the SIOP Foundation Jeanneret Award for Excellence in the Study of Individual or Group Assessment.

Ellingson, J. E. (2018). Training the workforce: Autonomous learning. In H. G. Rhodes (Ed.), *Proceedings of the National Academies of Sciences, Engineering, and Medicine Workshop: Workforce Development and Intelligence Analysis for National Security Purposes* (pp. 15-19). Washington, DC: The National Academies Press.

Ellingson, J. E. (2017). Adverse impact/Disparate treatment/Discrimination at work. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial and organizational psychology, 2nd Edition* (pp. 21-25). Thousand Oaks, CA: Sage.

Noe, R. A., & **Ellingson, J. E.** (2017). Autonomous learning in the workplace: An introduction. In **J. E. Ellingson** & R. A. Noe (Eds.), *Autonomous learning in the workplace* (pp. 1-11). New York: Routledge.

Ellingson, J. E. (2011). People fake only when they need to fake. In M. Ziegler, C. MacCann, & R. Roberts (Eds.), *New perspectives on faking in personality assessments* (pp. 19-33). New York: Oxford University Press.

Ellingson, J. E. (2007). Adverse impact/Disparate treatment/Discrimination at work. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial and organizational psychology* (pp. 7-10). Thousand Oaks, CA: Sage.

Ellingson, J. E. (2004). Transforming the process of staffing toward innovation. In S. Chowdhury (Ed.), *Next generation business handbook: New strategies for tomorrow's thought leaders* (pp. 971-985). Hoboken, NJ: John Wiley.

Ellingson, J. E., & Wiethoff, C. (2002). From traditional to virtual: Staffing the organization of the future today. In R. L. Heneman & D. B. Greenberger (Eds.), *Human resource management in virtual organizations* (pp. 141-177). Greenwich, CT: Information Age.

PROPRIETARY TECHNICAL REPORTS (NON-REFEREED)

Ellingson, J. E., Klein, H. J., & Noe, R. A. (2015). *Self-guided development research report*. Prepared for the Ohio State University Medical Center Resident Program, Columbus, OH.

Ellingson, J. E., Klein, H. J., Noe, R. A., & Dachner, A. M. (2013). *Talent management through informal human capital development*. Prepared for RG Barry, Columbus, OH.

Chen, J. T., & **Ellingson, J. E.** (2012). *Comparing the relative effectiveness of campus recruiting practices*. Prepared for the Office of Career Management, Fisher College of Business, The Ohio State University, Columbus, OH.

Stafford, B., & **Ellingson, J. E.** (2011). *Recruiter consensus when judging applicant resume content*. Prepared for the Office of Career Management, Fisher College of Business, The Ohio State University, Columbus, OH.

Ellingson, J. E. (2010). *Constructing a job compatibility tool*. Prepared for jobZook.com, LLC, Columbus, OH.

Ellingson, J. E., Reichers, A., Molloy, J., & Sutton, K. (2005). *Retaining female tenure-track assistant professors: A descriptive evaluation of the faculty cohort project conducted at The Ohio State University*. Prepared for the Office of Academic Affairs and The Women's Place, The Ohio State University, Columbus, OH.

Ellingson, J. E., & Arvey, R. D. (2002). *Adverse impact analysis of the ACT WorkKeys Assessment System: Under consideration as a selection tool for the operator job at Marathon Ashland Petroleum refineries*. Prepared for Marathon Ashland Petroleum, LLC, Findley, OH.

Ellingson, J. E., & Arvey, R. D. (2002). *Third party review and analysis of the ACT WorkKeys Assessment System content validation report*. Prepared for Marathon Ashland Petroleum, LLC, Findley, OH.

Ellingson, J. E., Gruys, M. L., & Sackett, P. R. (1997). *Understanding temporary employees: A joint study between ProStaff and the University of Minnesota*. Prepared for ProStaff Personnel Services, Inc., Minneapolis, MN.

CONFERENCE PRESENTATIONS (REFEREED)

Hershey, K. & **Ellingson, J. E.** (2024, August). *The career trajectories of high potential*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Lee, E. & **Ellingson, J. E.** (2023, August). *How gender shapes ambivalence in differentially-powered workplace friendships*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Hershey, K. & **Ellingson, J. E.** (2023, August). *When to identify and grow high potential: A life stage perspective*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

⁴Jo, J. & **Ellingson, J. E.** (2022, August). *Toward a theory of voice motives*. Paper presented at the annual meeting of the Academy of Management, Seattle, WA.

Tirol-Carmody, K., **Ellingson, J. E.**, & Solomon, B. (2021, August). *On the generality of other-ratings*. Synchronous live open paper presented at the virtual annual meeting of the Academy of Management.

Dachner, A. M., Astrove, S., & **Ellingson, J. E.** (2021, April). *The role of emerging adult status on organizational identification and engagement*. Poster session presented at the virtual annual meeting of the Society for Industrial and Organizational Psychology.

Jo, J., **Ellingson, J. E.**, Lee, E-S., & Kim S. (2018, August). *Constructive voice in an organization in decline: A loss mitigation model*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Zhan, Y., Noe, R. A., & **Ellingson, J. E.** (2018, August). *A new look at workplace learning: A qualitative study of autonomous learning*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Dachner, A. M., Noe, R. A., **Ellingson, J. E.**, & Saxton, B. (2018, April). Proactive employee development: A contemporary perspective on employee development. In E. E. Makarius & B. Z. Larson (Co-chairs), *Changing Perspectives of Employee Learning and Development*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

⁴ Received an Academy of Management Human Resources Division Best Conference Paper Award.

Roth, P. L., Bobko, P., Thatcher, J. B., Matthews, K. D., **Ellingson, J. E.**, & Goldberg, C. (2017, August). *Political affiliation and employment screening: The role of similarity and disidentification*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

Dachner, A. M., **Ellingson, J. E.**, & Tews, M. J. (2015, October). *Clarifying the association between personality and interpersonal citizenship behavior*. Paper presented at the annual meeting of the Midwest Academy of Management, Columbus, OH.

Myers, H., Heggestad, E. D., & **Ellingson, J. E.** (2014, May). *The Workplace IPIP: A contextualized measure of personality*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Vroom, V., **Ellingson, J. E.**, & McFarland, L. A. (2012, August). Then and now: An application of VIE theory to faking behavior. In R. C. Ford & R. F. Piccolo (Co-chairs), *Expectancy Theory: Then and now*. Symposium conducted at the annual meeting of the Academy of Management, Boston, MA.

Ellingson, J. E. (2011, April). In favor position. In M. Ziegler, C. E. MacCann, & B. D. Naemi (Co-chairs), *Can faking ever be overcome in high-stakes testing?* Debate conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Ellingson, J. E. (2009, April). The role of marketability in a theory of faking behavior. In R. L. Griffith & M. H. Peterson (Co-chairs), *Uncovering the Nature of Applicant Faking Behavior: A Theoretical Examination*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Coyne, E. E., **Ellingson, J. E.**, & Heggestad, E. D. (2007, August). Personality retest effects and intentional distortion: Understanding how guilty feelings lead to more honest responses. In C. Cycyota (Chair), *Issues in Research 1*. Interactive paper session conducted at the annual meeting of the Academy of Management, Philadelphia, PA.

Connelly, B., **Ellingson, J. E.**, & Sackett, P. R. (2006, May). *Consistency in personality assessment across selection and development contexts*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Wang, C., & **Ellingson, J. E.** (2004, April). *Building trust from the beginning: The psychological process of recruitment*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Ellingson, J. E., & Heggestad, E. D. (2003, April). The viability of retesting and warnings for managing faking tendencies. In E. D. Heggestad (Chair), *Practical Considerations for Implementing Personality Testing in Organizations*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Ellingson, J. E., & Sackett, P. R. (2001, April). *Consistency of personality scale scores across selection and development contexts*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Roth, P. L., & **Ellingson, J. E.** (2001, April). Adverse impact. In P. L. Roth (Chair), *Ask the selection experts*. Roundtable conducted at the annual meeting of the Society for Industrial and

Organizational Psychology, San Diego, CA.

Roth, P. L., & **Ellingson, J. E.** (2000, April). Adverse impact. In P. L. Roth (Chair), *Ask the selection experts*. Roundtable conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Ellingson, J. E., Smith, D. B., & Sackett, P. R. (1999, April). Investigating the influence of social desirability on personality factor structure. In P. R. Sackett (Chair), *New empirical research on social desirability in personality measurement*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Smith, D. B., & **Ellingson, J. E.** (1999, August). Personality and personnel selection: Reexamining the impact of motivated distortion on construct validity. In K. M. Kacmar (Chair), *Person-organization fit and employee selection*. Symposium conducted at the annual meeting of the Academy of Management, Chicago, IL.

Ellingson, J. E., Sackett, P. R., & Hough, L. M. (1998, April). *Social desirability corrections in personality measurement: Issues of applicant comparison and construct validity*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Ellingson, J. E., Gruys, M. L., & Sackett, P. R. (1997, April). *Satisfaction and performance of voluntary and involuntary temporary employees*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Gruys, M. L., **Ellingson, J. E.**, & Sackett, P. R. (1997, April). *Ability-personality interactions when predicting job performance*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

INVITED PRESENTATIONS

Conference Paper Reviewing

Webinar Series Panel

Academy of Management, Human Resources Division (January 2023)

How to be a Peer Reviewer

Webinar Series Panel

Academy of Management, Human Resources Division (January 2022)

Political Affiliation and Employment Screening

KU Endowment "Return to the Hill" School of Business alumni event

University of Kansas, Lawrence, KS (November 2019)

Training the Workforce: Learning Autonomously

Decadal Survey of Social and Behavioral Sciences Applications to National Security

National Academies of Science, Washington, DC (January 2018)

Recruiter Consensus when Judging Applicant Resume Content

Management Seminar Series, School of Business

University of Kansas, Lawrence, KS (November 2012)

Recruiter Consensus when Judging Applicant Resume Content

Lunch Bag Series, Department of Industrial and Organizational Psychology
Purdue University, West Lafayette, IN (April 2010)

I'll Stay if You'll Stay: Using Personality to Enhance Constituent Attachment and Reduce Voluntary Turnover in the Service Sector

Center for Human Resources and Labor Studies Distinguished Alumna Speaker Series
Carlson School of Management, University of Minnesota, Minneapolis, MN (March 2010)

Personality Retest Effects: Guilt as a Mechanism for Managing Response Distortion

Educational Testing Service Technical Advisory Group Meeting
Princeton, NJ (October 2006)

Cross-situational Consistency of Personality Scale Scores in Organizations

Lunch Bag Series, Department of Industrial and Organizational Psychology
Wayne State University, Detroit, MI (February 2004)

On-line Learning Environments: Building a Web-based Instructional Survey Course

Instructional Technology Brown Bag Series, Fisher College of Business
The Ohio State University, Columbus, OH (May 2003)

High-stakes Testing in Employment, Credentialing, and Higher Education: Prospects in a Post-affirmative Action World

OH-IO meeting, central Ohio regional group of industrial/organizational psychologists
Columbus, OH (February 2002)

Non-cognitive Attributes: Identification of Key Attributes

50th Anniversary Conference, Human Resources Research Organization (HumRRO)
Washington, DC (August 2001)

Social Desirability and Selection: Issues of Applicant Evaluation and Construct Validity

Lunch Bag Series, Human Resources Research Organization (HumRRO)
Washington, DC (March 1999)

Investigating the Influence of Social Desirability on Personality Factor Structure

Lunch Bag Series, Department of Psychology, Industrial/Organizational Group
Bowling Green State University, Bowling Green, OH (October 1999)

WORK IN PROGRESS⁵

Dachner, A. M., Astrove, S., **Ellingson, J. E.**, & Schinoff, B. [organizational identification and adult development].

Hershey, K. L., **Ellingson, J. E.**, Cooney, R., & Rong, S. [high potential career trajectories].

Zhan, Y., Noe, R. A., & **Ellingson, J. E.** [costs of informal learning].

Lee, S., & **Ellingson, J. E.** [friendship and power at work].

Jo, J., **Ellingson, J. E.**, Han, J. H., Lee, E-S, & Kim, S. [job insecurity and employee voice].

Ellingson, J. E., den Nieuwenboer, N., & Poppo, L. [recruiting, public scandals, and moral disengagement strategies].

Ellingson, J. E., Downes, P., & Hershey, K. L. [job offer differentiation judgments].

⁵ Manuscript titles omitted for confidentiality purposes.

Ellingson, J. E., Heggestad, E. D., & Myers, H. [job-relevant personality assessment].
Ellingson, J. E., & LeBreton, J. A. [recruiter judgments of resumes].
Ellingson, J. E., & Tirol-Carmody, K. [other-ratings].
Hershey, K. L., & Ellingson, J. E. [high potential and the life span].
Jo, J., & Ellingson, J. E. [voice motives].
Tirol-Carmody, K., Ellingson, J. E., & Li, C. [anticipatory fit trajectories and turnover]

GRANTS

General Research Fund (2025)

School of Business, University of Kansas

- Taxonomy of individual personal benefits from job crafting (\$6,515)

General Research Fund (2022)

School of Business, University of Kansas

- The differential experience of ambivalent relationships at work (\$9,660)

General Research Fund (2020)

School of Business, University of Kansas

- Toward a theory of voice motives (\$5,350)

General Research Fund (2018)

School of Business, University of Kansas

- Psychological safety and constructive voice behavior (\$5,350)

National Center for the Middle Market Fellowship (2012)

Fisher College of Business, The Ohio State University

- Co-Principal Investigator with R. Noe and H. Klein; Antecedents and impact of informal human resource practices in middle market firms (\$60,000)

Dean's Summer Research Fellowship (2006)

Fisher College of Business, The Ohio State University

- Emotions in employment assessment (\$15,000)

University Summer Research Fellowship (2004)

Office of Academic Affairs, The Ohio State University

- Assistant professor retention (\$23,000)

Research on Research: Student-Faculty ePartnerships Grant (2004)

Technology Enhanced Learning & Research, The Ohio State University

- eportfolio documenting research on the effectiveness of a socialization program (\$6,000)

Dean's Summer Research Fellowship (2003)

Fisher College of Business, The Ohio State University

- Contextual effects on personality assessment (\$22,000)

Dean's Summer Research Fellowship (2002)

Fisher College of Business, The Ohio State University

- Retesting on employment assessment (\$20,000)

POPULAR PRESS COVERAGE

When Experts Attack, Kansas Public Radio (podcast #29)

- “Your politics might help you get the job, or not”

The Washington Post (November 2021)

- “Some Gen Z job applicants are scrubbing campus political activism from their résumés”

The Hill.com (November 2019)

- “Is political affiliation the new discrimination? Our research suggests 'yes'”

Up to Date, Kansas Public Radio (November 2019)

- “Political affiliation and its effect on job hiring”

Radiolab, New York Public Radio (November 2018)

- “G: The concept of intelligence”

The Build Network.com (September 2013)

- “Make employees responsible for their own development”

Psychology Progress.com (July 2013)

- “Breaking journal articles that represent the best in Psychology research”

CardHub.com (May 2013)

- “Why should you care about your credit standing? To get a job, for one thing”

Forbes (May 2010)

- “Beat the system: How to beat a personality test”

The Cleveland Plain Dealer (November 2004)

- “It's not your enthusiasm that's contagious”

The Columbus Dispatch (September 2003)

- “Co-working pals: Socializing with colleagues can make time on job less stressful”

Business First (September, October 2003)

- “Executive recruiters find health care a fertile niche”
- “Contract staffing providers make pitch to call centers”

Employment News (November 2001)

- “Are you a good match for the job? Employers might give you a test to find out”

COURSES TAUGHT WITHIN CURRICULA

Ph.D. in Business Administration with specialization in human resource management

Seminar in Human Resource Management

Advanced Micro-Behavioral Research Methods

Master of Business Administration

Managing People

Master of Human Resource Management

Data Analysis and Decision Making in Human Resource Management

Staffing the Organization

Undergraduate Business Management Major

Training, Development, and Career Management for Individuals and Organizations

Recruiting and Selecting Effective Employees

Human Resource Management

DISSERTATION AND MASTERS ADVISING

Dissertation Chair (and placement)

- Kylie Hershey (expected May 2027)
- Sareum (Ella) Lee (expected May 2026)
- Kristina Tirol-Carmody (June 2024, Indiana University)
- Matthew Deeg (2021, co-chair, Abilene Christian University)
- Jinhwan Jo (2020, Wright State University)
- Alison Dachner (2013, John Carroll University)

Dissertation Committee Member

- Jiatian Chen (2018)

Ph.D. Comprehensive Exam Committee Chair

- Sareum (Ella) Lee (2023)
- Kylie Hershey (2023)
- Kristina Tirol-Carmody (2020)

Ph.D. Comprehensive Exam Committee Member

- Ilhwan (Ian) Na (2020)
- Mengwei Li (2020)
- Jinhwan Jo (2018)
- Matthew Deeg (2018)
- Alison Dachner (2010)
- Janice Molloy (2006)
- Chongwei Wang (2004)

Master's Thesis Chair (and placement)

- Jiatian Chen (2012, University of Kansas PhD program)
- Benjamin Stafford (2009, University of Minnesota PhD program)

Master's Thesis Committee Member

- Andrew Scheurer (2013)

EXECUTIVE EDUCATION PROGRAMS

The Employee Voice: Speaking Up, Speaking Out

- AASHTO Leadership Institute
- School of Public Affairs and Administration, University of Kansas (August 2021)

Human Resource Management: Recruitment, Selection, and Retention

- Core of Knowledge Long-Term Health Care Administrators Program
- Fisher College of Business, The Ohio State University (February 2005, August 2005)

Introduction to Human Resource Management

- Institute for Scrap Recycling Industries Management Program
- Fisher College of Business, The Ohio State University (July 2001, June 2003)

Staffing Issues and Interviewing Skills

- Alliance Data Systems Management Certificate Program
- Fisher College of Business, The Ohio State University (April 2002)

Selection: The Basics, the Challenges, and the Solutions

- Management and Human Resources Certificate Program
- Fisher College of Business, The Ohio State University (April 2000)

CONSULTING EXPERIENCE

jobZook.com, Columbus, OH

Job compatibility model for applicant screening

Marathon Ashland Petroleum, Findley, OH

Adverse impact analysis and third-party review of content validation report

Avert, Inc., Fort Collins, CO

Member of external technical review board for assessment tools

Limited, Inc., Columbus, OH

Executive coach for career development

PROFESSIONAL SERVICE

<i>Board Appointment</i>	Board of Examiners for the Foreign Service (2025 – present) U.S. Department of State
<i>Associate Editor</i>	Journal of Applied Psychology (2014 – 2020)
<i>Editorial Board Member</i>	Journal of Applied Psychology (2008 – 2013, 2020 – present) Journal of Management (2020 – present) SIOP Frontiers book series (2013 – 2020) Journal of Business and Psychology (2008 – 2013) Personnel Psychology (2004 – 2010)
<i>Paper Development</i> <i>Workshop Leader</i>	Journal of Applied Psychology (2021 – 2025)
<i>Mentorship</i>	AIM High Mentor, Journal of Management (2025)
<i>Conference Panels</i>	New Faculty Consortium roundtables (2022) Academy of Management, Human Resources Division New Doctoral Student Consortium roundtables (2022, 2023) Academy of Management
<i>Ad-hoc Reviewing</i>	Academy of Management Journal Academy of Management Review Administrative Science Quarterly Organizational Behavior and Human Decision Processes International Journal of Selection and Assessment Human Performance Organizational Research Methods Human Resource Management Journal Military Psychology Psychological Reports Psychological Science SIOP annual conference programs AOM Human Resources Division annual conference programs
<i>Elected Officer</i>	Strategy Lead (2024 – 2025) Past Division Chair (2023 – 2024) Division Chair (2022 – 2023) Division Chair-Elect (2021 – 2022)

Program Chair (2020 – 2021)
PDW Chair (2019 – 2020)
Academy of Management, Human Resources Division

Committee Chair
Middle-stage Doctoral Consortium (2013 – 2016)
Academy of Management, Human Resources Division
Best Conference Paper Award (2010)
Academy of Management, Human Resources Division

Committee Member
Division and Interest Group Relations Committee (2025 – 2026)
Academy of Management, Board of Governors

Executive Committee (2013 – 2016)
Academy of Management, Human Resources Division
Pre-Dissertation Doctoral Consortium (2013)
Academy of Management, Human Resources Division

Adverse Impact Reduction Research Initiative and Action (AIRRIA)
Research Grant (2013)
Society for Industrial and Organizational Psychology

Hogan Award for Personality and Work Performance (2011 – 2014)
Society for Industrial and Organizational Psychology

Best Conference Paper Award (2008 – 2009)
Academy of Management, Human Resources Division

SHRM Foundation Dissertation Grants (2005)
Academy of Management, Human Resources Division

S. Rains Wallace Dissertation Research Award (2003)
Society for Industrial and Organizational Psychology

UNIVERSITY SERVICE

University
Academic Program Coordinating Committee (2025 – present)
Provost IRISE Faculty Fellow (2024 – 2025)
Invited Participant, University Strategic Plan Retreat (2022)
Invited Participant, Kansas Board of Regents Dinner (2019)
Invited Participant, KU Visioning Day (2019)
University Committee on Promotion and Tenure (2017 – 2019)
Senior Administrative Fellow (2017 – 2018)

School of Business
Chair, Core Curriculum Review Task Force (2024)
PRE for Jon Beck, Progress Toward Tenure Review (2024)
PRE for Patricia Dahm, Associate Professor with Tenure Review (2023)
Lead Contributor, Instrument for Teaching Evaluation (2023)
Chair, Fellowship/Professorship Review Committee (2023)
PRE for Patrick Downes, Associate Professor with Tenure Review (2022)
PRE for Jessica Li, Full Professor Promotion Review (2022)
Fellowship/Professorship Review Committee (2020)
Post-Tenure Review Committee (2019 – 2020)
Dean's Advisory Executive Education Task Force Liaison (2019)
Dean's Advisory Course Fee Committee (2018)

	Chair, Faculty Advisory Committee (2018 – 2020) Strategic Planning Coordinating and Outreach Committee (2017 – 2018) PRE for Noelle Nelson, Associate Professor with Tenure Review (2017) PRE for Niki den Nieuwenboer, Progress Toward Tenure Review (2017) Dean Search Committee (2016 – 2017) PRE for Clint Chadwick, Full Professor Promotion Review (2016) School of Business, University of Kansas
<i>Management Area</i>	Coordinator, Professional Development Workshops (2016 – 2024) Assistant Teaching Professor Review Committee (2023) Chair, HR/OB Faculty Search Committee (2019 – 2021) Ad hoc Committee, Management PhD Curriculum Redesign (2017, 2023) Ad hoc Committee, MBA Program HR Certificate (2016)
<i>Prior Institution</i>	Chair, J. Alutto Chair in Leadership Search Committee (2015) Graduate Study in Labor and HR Committee (2001 – 2016) Undergraduate Curriculum Improvement Committee (2004 – 2006) Undergraduate Pace Setters Selection Committee (2003)

HONORS AND AWARDS

Best Reviewer Award (2025)
Journal of Applied Psychology, American Psychological Association

Best Reviewer Award (2025)
Journal of Management, Southern Management Association

Louise Byrd Graduate Mentor Award, nominee (2025)
Office of Graduate Studies, University of Kansas

HOPE Teaching Award, nominee (2022)
Student Alumni & Endowment Board, University of Kansas

Best Conference Paper Award (2022)
Academy of Management, Human Resources Division

PhD Student Faculty Mentor of the Year (2020)
School of Business, University of Kansas

Best Paper Award (2019)
School of Business, University of Kansas

Society for Industrial and Organizational Psychology Fellow (2019)
SIOP Fellowship Committee, Bowling Green, OH

Neeli Bendapudi Professorship (2016 – present)
School of Business, University of Kansas

Jeanneret Award for Excellence in the Study of Individual or Group Assessment (2013)
SIOP Foundation, Bowling Green, OH

Pace Setters Research Award (2002)
Fisher College of Business, The Ohio State University

Undergraduate Program Teaching Award (2001)
Fisher College of Business, The Ohio State University

Graduate Research Award (2000)
Institute for Personality and Ability Testing, Savoy, IL

Ranked among most published female authors in Journal of Applied Psychology and Personnel Psychology during the 1990's (2000)

The Industrial/Organizational Psychologist

Dissertation Fellowship in Industrial/Organizational Psychology (1998)

Human Resources Research Organization (HumRRO), Washington, DC

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology (APA Division 14)

- Sterling Circle 25-year member

Academy of Management (Human Resources Division and Organizational Behavior Division)

Society for Human Resource Management