

**Frederick P. Morgeson**

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**EDUCATION**

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Purdue University, Doctor of Philosophy, Industrial and Organizational Psychology (1998)

Eastern Michigan University, Master of Science, General Experimental Psychology (1995)

Eastern Michigan University, Bachelor of Science, Psychology/Philosophy (1989)

**RESEARCH INTERESTS**

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My research focuses on four distinct areas. First, I have a continuing interest in *leadership*, particularly with respect to the role of leadership in self-managing teams and the nature of the relationship between leaders and followers. Second, I am interested in fundamental questions about the *nature of work*, which includes how work is structured and how people perceive their work. I have explored these issues in a series of studies in the job analysis, work design, and work teams areas. Third, I have studied the effectiveness and consequences of different *selection* techniques. Fourth, I have explored issues of *theory development* and sought to produce integrative research in the substantive research areas noted above.

**PROFESSIONAL EXPERIENCE**

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2009-Present	Adjunct Professor, Department of Psychology, Michigan State University
2007-Present	Professor, Department of Management, Michigan State University
2007-2012	Valade Research Scholar, The Eli Broad Graduate School of Management, Michigan State University
2007-Present	Visiting Research Scientist, Center for Creative Leadership
2003-2007	Associate Professor, Department of Management, Michigan State University
2000-2003	Assistant Professor, Department of Management, Michigan State University
1998-2000	Assistant Professor, Department of Management, Texas A&M University
1997-1998	Independent Management Consultant
1994-1997	Graduate Teaching Assistant, Department of Psychology, Purdue University
1993-1994	Graduate Research Assistant, Department of Psychology, Eastern Michigan University
1987-1993	Manager, Studio A Recording, Inc.

## AWARDS

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- Emerald Citations of Excellence Award for the article, “Reconsidering the use of personality tests in personnel selection contexts.” This article was chosen as one of the top 50 articles published in 2007 from among the top 300 management publications, 2011.
- Lewis Quality Award, MBA Core Course (Leading Responsibly) Course Development, *Eli Broad College of Business, Michigan State University*, 2010.
- John D. and Dortha J. Withrow Endowed Teacher-Scholar Award, *Eli Broad College of Business, Michigan State University*, 2009.
- Lewis Quality Award, Broad Career Coaches Program, *Eli Broad College of Business, Michigan State University*, 2006.
- Distinguished Scientific Award for Early Career Contribution to Psychology in Applied Psychology, *American Psychological Association*, 2005.
- John D. and Dortha J. Withrow Endowed Emerging Scholar Award, *Eli Broad College of Business, Michigan State University*, 2005.
- Best Paper Award, *Organizational Behavior Division, Academy of Management Conference*, 2005.
- Lewis Quality Award, Leadership and Teams Course Development, MGT460/840, *Eli Broad College of Business, Michigan State University*, 2004.
- John C. Flanagan Award for Best Student Contribution, *Society for Industrial and Organizational Psychology Conference*, 1998.
- Dissertation Research Award, *American Psychological Association*, 1997.
- Charles H. Lawshe Doctoral Research Award, *Department of Psychology, Purdue University*, 1997.
- Summer Research Grant, *Purdue Research Foundation, Purdue University*, 1996, 1997.
- Graduate Deans’ Award for Research Excellence, *Eastern Michigan University*, 1995.

## HONORS

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- One of the Top-10 most cited articles published in *Leadership Quarterly* during the period 2007-2011, “The leadership skills strataplex: Leadership skill requirements across organizational levels.”
- Named SIOP Scholar, 2012.
- Most-cited paper in the research area of Psychiatry & Psychology, “Leader-member exchange and citizenship behaviors: A meta-analysis,” Thomson Reuters ScienceWatch, 2011.
- One of three most highly downloaded articles from 2009-2010 across the 645 journals published by SAGE across 39 disciplines, “Leadership in teams: A functional approach to understanding leadership structures and processes,” *Journal of Management*, 2011.
- Invited keynote speaker at the *15th Conference of the European Association of Work and Organizational Psychology*, Maastricht, The Netherlands, 2011.
- Most frequently read article of the year, “Leadership in teams: A functional approach to understanding leadership structures and processes,” *Journal of Management*, 2010.
- Most frequently read article of the year, “Understanding the motivational contingencies of team leadership,” *Small Group Research*, 2010.

- Outstanding Article of the Year Award finalist, “Same as it ever was: Recognizing stability in the BusinessWeek rankings,” *Academy of Management Learning & Education*, 2009.
- Elected Fellow, *Association for Psychological Science*, 2009.
- Elected Fellow, *American Psychological Association*, 2008.
- Elected Fellow, *Society for Industrial and Organizational Psychology*, 2008.
- Nominated for Best Article of the Year, “The leadership skills strataplex: Leadership skill requirements across organizational levels,” *Leadership Quarterly/Center for Creative Leadership*, 2007.
- Nominated for Outstanding Publication in Organizational Behavior, “Understanding reactions to job redesign: A quasi-experimental investigation of the moderating effects of organizational context on perceptions of performance behavior,” *Organizational Behavior Division, Academy of Management*, 2007.
- Innovative Teaching Award finalist, *Human Resources Division, Academy of Management*, 2006.
- Best Paper finalist, *Careers Division, Academy of Management Conference*, 2006.

## GRANTS

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- Society for Human Resource Management (SHRM) Foundation Research Grant, Daily Fluctuations in Work Design: Impact on Employee Attitudes, Well-being, Emotions, Physical Health, and Performance, *SHRM Foundation*, 2012 (\$110,847).
- Management Education Research Institute Grant, Quantifying Academic Quality: Establishing Program-level Criteria in Graduate Management Education, *Graduate Management Admission Council*, 2010 (\$79,899).
- CIBER Research Grant, WDQ Translation, *Eli Broad College of Business, Michigan State University*, 2010 (\$4,500).
- Summer Research Grant, *Eli Broad College of Business, Michigan State University*, 2004, 2005, 2006, 2007 (\$10,000-\$20,000).

## JOURNAL PUBLICATIONS

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### In Press

1. Dierdorff, E. D., & Morgeson, F. P. (in press). Getting what the occupation gives: Exploring multilevel links between work design and occupational context. *Personnel Psychology*.
2. Johnson, M. D., Holley, E., Morgeson, F. P., Stetzer, A., & La Bonar, D. (in press). Intended and unintended consequences of absence control initiatives: A quasi-experimental investigation into the effects of policy and perceptions on employee absenteeism. *Journal of Management*.

3. Morgeson, F. P., Campion, M. A., Bruning, P. F. (in press). Job and team design. In G. Salvendy (Ed.), *Handbook of human factors and ergonomics* (4th ed.). Hoboken, NJ: John Wiley & Sons.

## 2012

4. Garza, A. S., & Morgeson, F. P. (2012). Exploring the link between organizational values and human resource certification. *Human Resource Management Review*, 22, 271-278.
5. Johnson, M. D., Morgeson, F. P., & Hekman, D. R. (2012). Cognitive and affective identification: Exploring the links between different forms of social identification and personality with work attitudes and behavior. *Journal of Organizational Behavior*, 33, 1142-1167.
6. Levashina, J., Morgeson, F. P., & Campion, M. A. (2012). Tell me some more: Exploring how verbal ability and item verifiability influence responses to biodata questions in a high-stakes selection context. *Personnel Psychology*, 65, 359-383.
7. Morgeson, F. P., Garza, A. S., & Campion, M. A. (2012). Work design. In N. Schmitt & S. Highhouse (Eds.), *Handbook of psychology: Industrial and organizational psychology* (Vol. 12, 2<sup>nd</sup> Ed., pp. 525-559). Hoboken, NJ: John Wiley & Sons.
8. Morgeson, F. P., Humphrey, S. E., & Reeder, M. C. (2012). Team selection. In N. Schmitt (Ed.), *The Oxford handbook of personnel assessment and selection* (pp. 832-848). New York, NY: Oxford University Press.
9. Briner, R. B., Engwall, L., Juillerat, T. L., Mintzberg, H., Morgeson, F. P., Pratt, M. G., & Tengblad, S. (2012). Bridging the management theory and practice gap. In S. Tengblad (Ed.), *The work of managers* (pp. 318-336). New York, NY: Oxford University Press.
10. Morgeson, F. P., & Campion, M. A. (2012). A framework of sources of inaccuracy in job analysis. In M. A. Wilson, W. Bennett, Jr., S. G. Gibson, & G. M. Alliger (Eds.), *The handbook of work analysis: The methods, systems, applications and science of work measurement in organizations* (pp. 593-601). New York: Routledge.

## 2011

11. Van Iddekinge, C. H., Morgeson, F. P., Schleicher, D. J., & Campion, M. A. (2011). Can I retake it? Exploring subgroup differences and criterion-related validity in promotion retesting. *Journal of Applied Psychology*, 96, 941-955.
12. Nahrgang, J. D., Morgeson, F. P., & Hofmann, D. A. (2011). Safety at work: A Meta-analytic investigation of the link between job demands, job resources, burnout, engagement, and safety outcomes. *Journal of Applied Psychology*, 96, 71-94.

13. Morgeson, F. P., & Dierdorff, E. C. (2011). Work analysis: From technique to theory. In S. Zedeck (Ed.), *APA handbook of industrial and organizational psychology* (Vol. 2, pp. 3-41). Washington, DC: APA.

## 2010

14. DeRue, D. S., Barnes, C. M., & Morgeson, F. P. (2010). Understanding the motivational contingencies of team leadership. *Small Group Research*, 41, 621-651.
  - Most frequently read article in *Small Group Research* in 2010.
15. Schleicher, D. J., Van Iddekinge, C. H., Morgeson, F. P., & Campion, M. A. (2010). If at first you don't succeed, try, try again: Understanding race, age, and gender differences in retesting score improvement. *Journal of Applied Psychology*, 95, 603-617.
16. Morgeson, F. P., Lindoerfer, D., & Loring, D. J. (2010). Developing team leadership capability. In E. Van Velsor, C. D. McCauley, & M. N. Ruderman (Eds.), *The Center for Creative Leadership handbook of leadership development* (3rd ed., pp. 285-312). San Francisco, CA: Jossey-Bass.
17. Morgeson, F. P., Dierdorff, E. C., & Hmurovic, J. L. (2010). Work design in situ: Understanding the role of occupational and organizational context. *Journal of Organizational Behavior*, 31, 351-360.
18. Morgeson, F. P., DeRue, D. S., & Karam, E. P. (2010). Leadership in teams: A functional approach to understanding leadership structures and processes. *Journal of Management*, 36, 5-39.
  - Most frequently read article in the *Journal of Management* in 2010.

## 2009

19. Morgeson, F. P., & Ryan, A. M. (2009). Reacting to applicant perspectives research: What's next? *International Journal of Selection and Assessment*, 17, 431-437.
20. Levashina, J., Morgeson, F. P., & Campion, M. A. (2009). They don't do it often, but they do it well: Exploring the relationship between applicant mental abilities and faking. *International Journal of Selection and Assessment*, 17, 271-281.
21. Dierdorff, E. C., & Morgeson, F. P. (2009). Effects of descriptor specificity and observability on incumbent work analysis ratings. *Personnel Psychology*, 62, 601-628.
22. Dierdorff, E. C., Rubin, R. S., & Morgeson, F. P. (2009). The milieu of managerial work: An integrative framework linking work context to role requirements. *Journal of Applied Psychology*, 94, 972-988.

23. Sin, H. P., Nahrgang, J. D., & Morgeson, F. P. (2009). Understanding why they don't see eye to eye: An examination of leader-member exchange (LMX) agreement. *Journal of Applied Psychology*, 94, 1048-1057.
24. Morgeson, F. P., Campion, M. A., & Levashina, J. (2009). Why don't you just show me? Performance interviews for skill-based promotions. *International Journal of Selection and Assessment*, 17, 203-218.
25. Nahrgang, J. D., Morgeson, F. P., & Ilies, R. (2009). The development of leader-member exchanges: Exploring how personality and performance influence leader and member relationships over time. *Organizational Behavior and Human Decision Processes*, 108, 256-266.
26. Humphrey, S. E., Morgeson, F. P., & Mannor, M. J. (2009). Developing a theory of the strategic core of teams: A role composition model of team performance. *Journal of Applied Psychology*, 94, 48-61.

## 2008

27. Toh, S. M., Morgeson, F. P., & Campion, M. A. (2008). Human resource configurations: Investigating fit with the organizational context. *Journal of Applied Psychology*, 93, 864-882.
28. Morgeson, F. P., & Nahrgang, J. D. (2008). Same as it ever was: Recognizing stability in the BusinessWeek rankings. *Academy of Management Learning & Education*, 7, 26-41.
  - Finalist for Academy of Management Learning & Education's Outstanding Article of the Year Award.
29. Morgeson, F. P., Reider, M. H., Campion, M. A., & Bull, R. A. (2008). Review of research on age discrimination in the employment interview. *Journal of Business and Psychology*, 22, 223-232.
30. Mumford, T. V., Van Iddekinge, C. H., Morgeson, F. P., & Campion, M. A. (2008). The team role test: Development and validation of a team role knowledge situational judgment test. *Journal of Applied Psychology*, 93, 250-267.
31. Morgeson, F. P., & Humphrey, S. E. (2008). Job and team design: Toward a more integrative conceptualization of work design. In J. Martocchio (Ed.), *Research in personnel and human resource management* (Vol. 27, pp. 39-91). United Kingdom: Emerald Group Publishing Limited.

## 2007

32. Morgeson, F. P., Campion, M. A., Dipboye, R. L., Hollenbeck, J. R., Murphy, K., & Schmitt, N. (2007). Are we getting fooled again? Coming to terms with limitations in the use of personality tests for personnel selection. *Personnel Psychology*, 60, 1029-1049.

33. Morgeson, F. P., Campion, M. A., Dipboye, R. L., Hollenbeck, J. R., Murphy, K., & Schmitt, N. (2007). Reconsidering the use of personality tests in personnel selection contexts. *Personnel Psychology*, 60, 683-729.
  - Won Emerald Citations of Excellence Award as one of the top 50 articles published in 2007 from among the top 300 management publications.
34. Humphrey, S. E., Nahrgang, J. D., & Morgeson, F. P. (2007). Integrating motivational, social, and contextual work design features: A meta-analytic summary and theoretical extension of the work design literature. *Journal of Applied Psychology*, 92, 1332-1356.
35. DeRue, D. S., & Morgeson, F. P. (2007). Stability and change in person-team and person-role fit over time: The effects of growth satisfaction, performance, and general self-efficacy. *Journal of Applied Psychology*, 92, 1242-1253.
36. Dierdorff, E. C., & Morgeson, F. P. (2007). Consensus in work role requirements: The influence of discrete occupational context on role expectations. *Journal of Applied Psychology*, 92, 1228-1241.
37. Barnes, C. M., & Morgeson, F. P. (2007). Typical performance, maximal performance, and performance variability: Expanding our understanding of how organizations value performance. *Human Performance*, 20, 259-274.
38. Ilies, R., Wagner, D. T., & Morgeson, F. P. (2007). Explaining affective linkages in teams: Individual differences in susceptibility to contagion and individualism–collectivism. *Journal of Applied Psychology*, 92, 1140-1148.
39. Mumford, T. V., Campion, M. A., & Morgeson, F. P. (2007). The leadership skills strataplex: Leadership skill requirements across organizational levels. *Leadership Quarterly*, 18, 154-166.
  - One of the Top-10 most cited articles published in *Leadership Quarterly* during the period 2007-2011.
  - Nominated for Leadership Quarterly/Center for Creative Leadership Best Article.
40. Shin, S. J., Morgeson, F. P., & Campion, M. A. (2007). What you do depends on where you are: Understanding how domestic and expatriate work requirements depend upon the cultural context. *Journal of International Business Studies*, 38, 64-83.
41. Boyce, A. S., Ryan, A. M., Imus, A. L., & Morgeson, F. P. (2007). “Temporary worker, permanent loser?” A model of the stigmatization of temporary workers. *Journal of Management*, 33, 5-29.
42. Ilies, R., Nahrgang, J. D., & Morgeson, F. P. (2007). Leader-member exchange and citizenship behaviors: A meta-analysis. *Journal of Applied Psychology*, 92, 269-277.

43. Brannick, M. T., Levine, E. L., & Morgeson, F. P. (2007). *Job analysis: Methods, research, and applications for human resource management* (2nd ed.). Thousand Oaks, CA: Sage Publications.
44. Morgeson, F. P. (2007). Job analysis. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology* (Vol. 1, pp. 377-380). Thousand Oaks, CA: Sage.
45. Morgeson, F. P. (2007). Job analysis methods. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology* (Vol. 1, pp. 380-383). Thousand Oaks, CA: Sage.
46. Morgeson, F. P. (2007). Job description. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology* (Vol. 1, pp. 391-392). Thousand Oaks, CA: Sage.

## 2006

47. Conlon, D. E., Morgeson, F. P., McNamara, G., Wiseman, R. M., & Skilton, P. F. (2006). Examining the impact and role of special issue and regular journal articles in the field of management. *Academy of Management Journal*, 49, 857-872.
48. Morgeson, F. P., & Humphrey, S. E. (2006). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. *Journal of Applied Psychology*, 91, 1321-1339.
49. Schleicher, D. J., Venkataramani, V., Morgeson, F. P., & Campion, M. A. (2006). So you didn't get the job...now what do you think? Examining opportunity-to-perform fairness perceptions. *Personnel Psychology*, 59, 559-590.
50. Morgeson, F. P., & DeRue, D. S. (2006). Event criticality, urgency, and duration: Understanding how events disrupt teams and influence team leader intervention. *Leadership Quarterly*, 17, 271-287.
51. Morgeson, F. P., Johnson, M. D., Campion, M. A., Medsker, G. J., & Mumford, T. V. (2006). Understanding reactions to job redesign: A quasi-experimental investigation of the moderating effects of organizational context on perceptions of performance behavior. *Personnel Psychology*, 59, 333-363.
  - Nominated for Outstanding Publication in Organizational Behavior Award, *Organizational Behavior Division, Academy of Management*.
52. Johnson, M. D., Morgeson, F. P., Ilgen, D. R., Meyer, C. J., & Lloyd, J. W. (2006). Multiple professional identities: Examining differences in identification across work-related targets. *Journal of Applied Psychology*, 91, 498-506.
53. Mumford, T. V., Campion, M. A., & Morgeson, F. P. (2006). Situational judgment in work teams: A team role typology. In J. A. Weekley & R. E. Ployhart (Eds.), *Situational judgment tests: Theory, measurement, and application* (pp. 319-343). Mahwah, NJ: Lawrence Erlbaum Associates.



54. Morgeson, F. P., Medsker, G. J., & Campion, M. A. (2006). Job and team design. In G. Salvendy (Ed.), *Handbook of human factors and ergonomics* (3rd ed., pp. 428-457). Hoboken, NJ: John Wiley & Sons.

## 2005

55. Campion, M. A., Mumford, T. V., Morgeson, F. P., & Nahrgang, J. D. (2005). Work redesign: Eight obstacles and opportunities. *Human Resource Management*, 44, 367-390.
56. Morgeson, F. P., Mumford, T. V., & Campion, M. A. (2005). Coming full circle: Using research and practice to address 27 questions about 360-degree feedback programs. *Consulting Psychology Journal: Practice and Research*, 57, 196-209.
57. Morgeson, F. P., Reider, M. H., & Campion, M. A. (2005). Selecting individuals in team settings: The importance of social skills, personality characteristics, and teamwork knowledge. *Personnel Psychology*, 58, 583-611.
58. Ilies, R., Morgeson, F. P., & Nahrgang, J. D. (2005). Authentic leadership and eudaemonic well-being: Understanding leader-follower outcomes. *Leadership Quarterly*, 16, 373-394.
59. Morgeson, F. P. (2005). The external leadership of self-managing teams: Intervening in the context of novel and disruptive events. *Journal of Applied Psychology*, 90, 497-508.
- Reprinted in Gopalan, S., & Taher, N. (2007). *Empowering teams: An Introduction*. Hyderabad, India: Icfai University Press.
60. Morgeson, F. P., Delaney-Klinger, K., & Hemingway, M. A. (2005). The importance of job autonomy, cognitive ability, and job-related skill for predicting role breadth and job performance. *Journal of Applied Psychology*, 90, 399-406.

## 2004

61. Morgeson, F. P., Delaney-Klinger, K., Mayfield, M. S., Ferrara, P., & Campion, M. A. (2004). Self-presentation processes in job analysis: A field experiment investigating inflation in abilities, tasks, and competencies. *Journal of Applied Psychology*, 89, 674-686.
62. Hofmann, D. A., & Morgeson, F. P. (2004). The role of leadership in safety. In J. Barling & M. R. Frone (Eds.), *The psychology of workplace safety* (pp. 159-180). Washington, DC: APA.

## 2003

63. Ilgen, D. R., Lloyd, J. W., Morgeson, F. P., Johnson, M. D., Meyer, C. J., & Marrinan, M. (2003). Personal characteristics, knowledge of the veterinary profession, and

influences on career choice among students in the veterinary school applicant pool. *Journal of the American Veterinary Medical Association*, 223, 1587-1594.

- 64. Hofmann, D. A., Morgeson, F. P., & Gerrass, S. J. (2003). Climate as a moderator of the relationship between leader–member exchange and content specific citizenship: Safety climate as an exemplar. *Journal of Applied Psychology*, 88, 170-178.
- 65. Morgeson, F. P., & Campion, M. A. (2003). Work design. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.), *Handbook of psychology: Industrial and organizational psychology* (Vol. 12, pp. 423-452). Hoboken, NJ: John Wiley & Sons.

## **2002**

- 66. Morgeson, F. P., & Campion, M. A. (2002). Minimizing tradeoffs when redesigning work: Evidence from a longitudinal quasi-experiment. *Personnel Psychology*, 55, 589-612.
- 67. Posthuma, R. A., Morgeson, F. P., & Campion, M. A. (2002). Beyond employment interview validity: A comprehensive narrative review of recent research and trends over time. *Personnel Psychology*, 55, 1-81.

## **2001**

- 68. Morgeson, F. P., Campion, M. A., & Maertz, C. P. (2001). Understanding pay satisfaction: The limits of a compensation system implementation. *Journal of Business and Psychology*, 16, 133-149.
- 69. McDaniel, M. A., Morgeson, F. P., Finnegan, E. B., Campion, M. A., & Braverman, E. P. (2001). Use of situational judgment tests to predict job performance: A clarification of the literature. *Journal of Applied Psychology*, 86, 730-740.
- 70. Peterson, N. G., Mumford, M. D., Borman, W. C., Jeanneret, P. R., Fleishman, E. A., Levin, K. Y., Campion, M. A., Mayfield, M. S., Morgeson, F. P., Pearlman, K., Gowing, M. K., Lancaster, A. R., Silver, M. B., & Dye, D. M. (2001). Understanding work using the occupational information network (O\*NET): Implications for practice and research. *Personnel Psychology*, 54, 451-492.

## **2000**

- 71. Morgeson, F. P., & Campion, M. A. (2000). Accuracy in job analysis: Toward an inference-based model. *Journal of Organizational Behavior*, 21, 819-827.

## 1999

72. Hofmann, D. A., & Morgeson, F. P. (1999). Safety-related behavior as a social exchange: The role of perceived organizational support and leader-member exchange. *Journal of Applied Psychology*, 84, 286-296.
73. Morgeson, F. P., & Hofmann, D. A. (1999). The structure and function of collective constructs: Implications for multilevel research and theory development. *Academy of Management Review*, 24, 249-265.
74. Morgeson, F. P., Seligman, M. E. P., Sternberg, R. J., Taylor, S. E., & Manning, C. M. (1999). Lessons learned from a life in psychological science: Implications for young scientists. *American Psychologist*, 54, 106-116.
75. Campion, M. A., Morgeson, F. P., & Mayfield, M. S. (1999). O\*NET's theoretical contributions to job analysis research. In N. G. Peterson, M. D. Mumford, W. C. Borman, P. R. Jeannerette, & E. A. Fleishman (Eds.), *An occupational information system for the 21st century: The development of O\*NET* (pp. 297-304). Washington, DC: APA.

## 1997

76. Morgeson, F. P., & Campion, M. A. (1997). Social and cognitive sources of potential inaccuracy in job analysis. *Journal of Applied Psychology*, 82, 627-655.
77. Stetzer, A., Morgeson, F. P., & Anderson, E. L. (1997). Organizational climate and ineffectiveness: Evidence from 25 outdoor work crew divisions. *Journal of Quality Management*, 2, 251-265.
78. Morgeson, F. P., Aiman-Smith, L. D., & Campion, M. A. (1997). Implementing work teams: Recommendations from organizational behavior and development theories. In M. Beyerlein, D. Johnson, & S. Beyerlein (Eds.), *Advances in interdisciplinary studies of work teams: Issues in the implementation of work teams* (Vol. 4, pp. 1-44). Greenwich, CT: JAI Press.

## OTHER PUBLICATIONS

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1. Morgeson, F. P. (2011). Bringing science & technology to hospital HR. *Directions: National Association for Health Care Recruitment*, 35 (4), 6-7.
2. Rubin, R. S., Dierdorff, E. C., & Morgeson, F. P. (2011, April 28). MBA rankings: A better way. *Bloomberg Businessweek*. Retrieved from [http://www.businessweek.com/bschools/content/mar2011/bs20110324\\_646277.htm](http://www.businessweek.com/bschools/content/mar2011/bs20110324_646277.htm).
3. Schleicher, D. J., Van Iddekinge, C. H., Morgeson, F. P., & Campion, M. A. (2008, June). Demographic differences in improvement with retesting: All tests are not created equal. *Personnel Testing Council of Metropolitan Washington, DC Newsletter*, 14-16.

4. Mumford, T. V., Van Iddekinge, C. H., Campion, M. A., & Morgeson, F. P. (2007). The team role test: Development and validation of a team role knowledge situational judgment test. *Best Paper Proceedings, 67th Annual Meeting of the Academy of Management*, Philadelphia, PA.
5. Fulmer, I. S., Barber, A. E., DeRue, D. S., & Morgeson, F. P. (2006). The person and the situation: Job seeker personality in the choice and outcomes of career coaching. *Best Paper Proceedings, 66th Annual Meeting of the Academy of Management*, Atlanta, GA.
6. Johnson, M. D., & Morgeson, F. P. (2005). Cognitive and affective identification in organizational settings. *Best Paper Proceedings, 65th Annual Meeting of the Academy of Management*, Honolulu, HI.
7. Ilgen, D. R., Lloyd, J. W., Morgeson, F. P., Johnson, M. D., Meyer, C. J., & Marrinan, M. (2004). Letters to Editor (response to letter about article). *Journal of the American Veterinary Medical Association*, 224, 500-501.
8. Ilgen, D. R., Lloyd, J. W., Morgeson, F. P., Johnson, M. D., Meyer, C. J., & Marrinan, M. (2003). Veterinary Medicine Careers: Present Practices and Future Needs as Seen by Veterinarians and College Students. Final report for the American Veterinary Medical Association and the National Committee of Veterinary Economic Issues.
9. Mumford, T. V., Campion, M. A., & Morgeson, F. P. (2003). A leadership skills strataplex: Leadership skill requirements across organizational levels. *Best Paper Proceedings, 63rd Annual Meeting of the Academy of Management*, Seattle, WA.
10. Kaufman, J. D., Morgeson, F. P., Camara, W., DeNisi, A., Howell, W. C., Brown Maranto, D., Roberts Fox, H., & Tenopyr, M. L. (2000). SIOP and the APA: Where we've been and where we're headed. *The Industrial-Organizational Psychologist*, 38 (2), 148-150.
11. Maertz, C. P., Morgeson, F. P., & Campion, M. A. (1998). How to make millions in the new millennium. *The Industrial-Organizational Psychologist*, 35 (4), 97-99.
12. Manning, C., & Morgeson, F. P. (1997). Highlights from the distinguished scientist discussion hour at the 105th annual meeting of the American Psychological Association. *The Newsletter of the American Psychological Association of Graduate Students*, 9 (4), 22.
13. Morgeson, F. P. (1996). Ask the experts: Q & A with Robert Sternberg. *The Newsletter of the American Psychological Association of Graduate Students*, 8 (3), 20-21.
14. Morgeson, F. P. (1996). An introduction to the APA Science Student Council (APASSC). *The Industrial-Organizational Psychologist*, 34 (2), 56.

## MANUSCRIPTS UNDER REVIEW

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- Hoch, J. E., & Morgeson, F. P. The Shared Leadership Questionnaire (SLQ): Developing a short scale to measure vertical and shared leadership in teams. *Leadership Quarterly* (revise & resubmit).
- Kim, Y. J., Morgeson, F. P., & D'Amato, A. When leaders get off track: The interactive effects of leader behaviors, organizational level, and power distance on derailment potential. *Leadership Quarterly* (revise & resubmit).
- Levashina, J., Hartwell, C. J., Morgeson, F. P., & Campion, M. A. The structured employment interview: Narrative and quantitative review of the research literature. *Personnel Psychology* (revise & resubmit).
- Morgeson, F. P., Mitchell, T. R., & Liu, D. Event Systems Theory: An event-oriented approach to the organizational sciences. *Academy of Management Review* (revise & resubmit).
- Morgeson, F. P., Spitzmuller, M., Garza, A. S., & Campion, M. A. Pay attention! The liabilities of respondent experience and carelessness when making job analysis judgments. *Journal of Management* (revise & resubmit).
- Wagner, D. T., Ilies, R., & Morgeson, F. P. Affective mechanisms explaining the charismatic leadership of teams: Understanding affective, motivational, and performance outcomes. *Leadership Quarterly*.

## CHAIR, PANELIST, OR DISCUSSANT IN CONFERENCE SESSIONS

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1. Nahrgang, J. D., & Morgeson, F. P. (2011, August). Leadership at the top: Exploring behaviors and processes of senior level leaders. Symposium co-chairperson at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX.
2. Morgeson, F. P. (2011, May). Panelist in D. Truxillo (Chairperson), Meet the editors: Everything you've always wanted to know about publishing and reviewing. Roundtable discussion presented at the *15th Conference of the European Association of Work and Organizational Psychology*, Maastricht, The Netherlands.
3. Morgeson, F. P. (2011, May). Discussant in F. Zijlstra (Chairperson), Psychology of decent work: Where we are, where we ought to be, how we can get there. Interactive debate presented at the *15th Conference of the European Association of Work and Organizational Psychology*, Maastricht, The Netherlands.
4. Morgeson, F. P. (2011, April). Panelist in R. Lyons, M. L. Shuffler, & L. A. DeChurch (Chairpersons), Understanding the implications of modern organizational change for team leadership. Panel discussion at the *26th Annual Conference of the Society for*

*Industrial and Organizational Psychology*, Chicago, IL.

5. Morgeson, F. P. (2011, April). Panelist in C. L. Pearce (Chairperson), The future of shared leadership research. Panel discussion at the *26th Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
6. Morgeson, F. P. (2011, February). Discussion of neuroscience and applied/personnel psychology journals. Panelist at *Neuroscience Applications for Leadership & Management Challenges Workshop*, Phoenix, AZ.
7. Morgeson, F. P. (2010, August). Panelist in R. J. Klimoski (Chairperson), Evidence-based practice: Evidence on the nature of organizational leadership. Panel discussion at the *118th Annual Convention of the American Psychological Association*, San Diego, CA.
8. Morgeson, F. P. (2010, August). Panelist in J. R. Edwards (Organizer), Ethics in the publication process: Policy, practice, and consequences. Symposium at the *70th Annual Meeting of the Academy of Management*, Montreal, Canada.
9. Morgeson, F. P. (2010, August). Panelist in A. M. Grant, Y. Fried, & S. K. Parker (Organizers), The future of job design. PDW session at the *70th Annual Meeting of the Academy of Management*, Montreal, Canada.
10. Morgeson, F. P. (2010, May). Panelist in D. J. Schleicher (Chairperson), Writing, publishing, and living happily ever after: Tips and strategies from exceptionally successful I/O researchers. *Association for Psychological Science 22nd Annual Convention*, Boston, MA.
11. Morgeson, F. P., & Karam, E. P. (2010, April). Team effectiveness: Concepts, causes, correlates, and consequences. Symposium co-chairperson at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
12. Morgeson, F. P. (2009, August). Panelist in T. L. Juillerat (Chairperson), Managerial work in modern organizational contexts: New work or new challenges? Panel discussion at the *69th Annual Meeting of the Academy of Management*, Chicago, IL.
13. Morgeson, F. P. (2009, May). Panelist in D. M. Truxillo (Chairperson), Meet the editors: Everything you've always wanted to know about publishing and reviewing. Roundtable discussion presented at the *14th European Congress on Work and Organizational Psychology*, Santiago de Compostela, Spain.
14. Morgeson, F. P. (2009, April). Discussant in D. Ford & D. M. Truxillo (Chairpersons), Identifying and correcting potential bias in job analysis ratings. Symposium presented at the *24th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.

15. Morgeson, F. P., & Sharma, P. (2009, April). Leadership and culture: Relationships across individual, organizational, and societal levels. Symposium co-chairperson at the *24th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.
16. Morgeson, F. P. (2008, June). Advancing work design research and theory: Looking back and moving forward. Panel discussion chairperson and panelist at the *IWP Conference 2008*, Sheffield, England.
17. Morgeson, F. P., & Wagner, D. T. (2008, April). Leadership in groups and teams: How and why it matters. Symposium co-chairperson at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
18. Morgeson, F. P. (2008, April). Bridging the scientist-practitioner gap: Senior executives identify critical research needs. Panel discussion chairperson and panelist at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
19. Morgeson, F. P., & Kirkman, B. L. (2007, August). Virtual team leadership in organizations. Symposium co-chairperson at the *67th Annual Meeting of the Academy of Management*, Philadelphia, PA.
20. Morgeson, F. P. (2007, April). Panelist in M. A. Wilson (Chairperson), Unanswered questions in competency modeling and job analysis. Academic-practitioner-collaborative forum presented at the *22nd Annual Conference of the Society for Industrial and Organizational Psychology*, New York, NY.
21. Morgeson, F. P., & DeRue, D. S. (2006, May). Team leaders: Who are they and what do they do? Symposium co-chairperson at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
22. Morgeson, F. P., & Nahrgang, J. D. (2006, May). Innovations in work design: Going beyond the usual suspects. Symposium co-chairperson at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
23. Morgeson, F. P., Mason, C. D., & Winter, J. L. (2006, May). Purpose driven job analysis: Analyzing jobs by job families. Practitioner forum co-chairperson at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
24. Morgeson, F. P., & Johnson, M. D. (2005, April). Cognitive, affective, and social influences on work withdrawal. Symposium co-chairperson at the *20th Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.
25. Ryan, A. M., & Morgeson, F. P. (2005, April). Not the usual suspects: Expanding our conception of workplace stigma. Symposium co-chairperson at the *20th Annual*

*Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.

26. Morgeson, F. P. (2004, August). Panelist in R. Konopaske, K. G. Brown, & K. J. Jansen (Chairpersons), Leveraging relationships with the Society for Human Resource Management: From advising to research. Professional development workshop presented at the *64th Annual Meeting of the Academy of Management*, New Orleans, LA.
27. Morgeson, F. P. (2004, August). Current issues in work design. Interactive paper facilitator at the *64th Annual Meeting of the Academy of Management*, New Orleans, LA.
28. Morgeson, F. P. (2004, April). Won't get fooled again? Editors discuss faking in personality testing. Panel discussion chairperson at the *19th Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
29. Morgeson, F. P. (2003, August). Perceived organizational support. Interactive paper facilitator at the *63rd Annual Meeting of the Academy of Management*, Seattle, WA.
30. Morgeson, F. P., & Humphrey, S. E. (2003, April). Making 360<sup>0</sup> matter: Program attributes and links to organizational outcomes. Practitioner forum co-chairperson at the *18th Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.
31. Morgeson, F. P. (2002, April). Selection for teams: A tale of five approaches. Symposium chairperson at the *17th Annual Conference of the Society for Industrial and Organizational Psychology*, Toronto, Canada.
32. Morgeson, F. P. (2002, April). Selection for teams: A tale of five approaches. Symposium chairperson at the *17th Annual Conference of the Society for Industrial and Organizational Psychology*, Toronto, Canada.
33. Morgeson, F. P. (2001, April). Developing human resource systems in legally contentious environments. Panel discussion chairperson at the *16th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
34. Morgeson, F. P. (2000, August). Voice. Interactive paper facilitator at the *60th Annual Meeting of the Academy of Management*, Toronto, Canada.
35. Morgeson, F. P. (2000, April). Debate participant in J. R. Hollenbeck (Chairperson), Shootout at the I/O corral: Debating the accuracy of job analysis. Debate at the *15th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.
36. Kaufman, J., & Morgeson, F. P. (2000, April). SIOP and the APA: Where we've been and where we're headed. Panelist and co-chairperson at the *15th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.



37. Morgeson, F. P., & Hofmann, D. A. (1999, April). New perspectives on higher level phenomena in industrial/organizational psychology. Symposium co-chairperson at the *14th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
38. Campion, M. A., & Morgeson, F. P. (1998, April). Job analysis inaccuracy: Cracks in the foundation of HR management? Symposium co-chairperson at the *13th Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
39. Morgeson, F. P. (1997, August). Distinguished scientists meet with students to discuss critical issues in psychological science. Panel discussion chairperson at the *105th Annual meeting of the American Psychological Association*, Chicago, IL.

## CONFERENCE PRESENTATIONS

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1. Morgeson, F. P., & Garza, A. S. (2012, September). The content and implications of work design configurations. In P. Cappelli (Chairperson), *Workplace interactions*. Symposium presentation at the *5<sup>th</sup> Annual People and Organizations Conference*, The Wharton School of the University of Pennsylvania, Philadelphia, PA.
2. Morgeson, F. P., Mitchell, T. R., & Liu, D. (2012, August). Event systems theory: An event-oriented approach to the organizational sciences. In L. Dragoni (Chairperson), *Some events just matter more than others: Advances in the study of individuals' transitions*. Symposium presentation at the *72<sup>nd</sup> Annual Meeting of the Academy of Management*, Boston, MA.
3. Nahrgang, J. D., & Morgeson, F. P. (2012, August). Pathways to leadership in self-managing teams: A longitudinal investigation of leadership status. In N. C. Cotton-Nessler (Chairperson), *Leadership emergence and development*. Symposium presentation at the *72<sup>nd</sup> Annual Meeting of the Academy of Management*, Boston, MA.
4. Karam, E. P., Hartnell, C. A., Kinicki, A. J., & Morgeson, F. P. (2012, August). All for one or one for all? Investigating servant leadership's influence on stakeholder outcomes. In R. C. Liden (Chairperson), *Servant leadership: Providing socially responsible pathways to individual and team effectiveness*. Symposium presentation at the *72<sup>nd</sup> Annual Meeting of the Academy of Management*, Boston, MA.
5. Gentry, W. A., & Morgeson, F. P. (2012, April). Managerial decisiveness and effectiveness: Exploring their connection across cultures. Poster session presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
6. Morgeson, F. P., Spitzmuller, M., Garza, A. S., & Campion, M. A. (2012, April). Exploring convergence in decomposed and holistic job analysis judgments. In E. C. Dierdorff (Chairperson), *Eyes of the beholder? Rater effects in work analysis*.

Symposium presentation at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.

7. Nahrgang, J. D., & Morgeson, F. P. (2012, April). Two pathways to leadership status in self-managing teams. Poster session presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
8. Hartwell, C. J., Levashina, J., Morgeson, F. P., & Campion, M. A. (2012, April). Deconstructing structured interviews: Content analysis of recent research on structure. Poster session presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
9. Levashina, J., Hartwell, C. J., Morgeson, F. P., & Campion, M. A. (2012, April). Impression management in structured interviews: Review of research and meta-analysis. In J. Levashina & N. Roulin (Chairpersons), *New trends on impression management, faking, and deception in interviews*. Symposium presentation at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
10. Reeder, M. C., Golubovich, J., Piszczek, M. M., Ryan, A. M., & Morgeson, F. P. (2012, April). Malleability perceptions: Extending implicit theory concepts to selection research. Poster session presented at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
11. Levashina, J., Hartwell, C. J., Morgeson, F. P., & Campion, M. A. (2012, April). Reducing bias through structure: A literature review. In M. Kleinmann & K. G. Melchers (Chairpersons), *A social interaction at their core: Relevant issues for interviews*. Symposium presentation at the *27th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
12. Garza, A. S., Morgeson, F. P., Nahrgang, J. D., & Humphrey, S. E. (2011, August). Work design and the task context: The consequences of error criticality. In L. Borgogni & S. D. Russo (Chairpersons), *The role of context in shaping organizational behavior*. Symposium presentation at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX.
13. Nahrgang, J. D., Morgeson, F. P., Smith, R., & Campbell, M. (2011, August). Senior leadership teams: Changes and stability in structure, behaviors, processes, and effectiveness. In J. D. Nahrgang & F. P. Morgeson (Chairpersons), *Leadership at the top: Exploring behaviors and processes of senior level leaders*. Symposium presentation at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX.
14. Morgeson, F. P. (2010, November). Personnel selection, work designs, and leadership in nursing homes: Business, organizational, and management perspectives. In E. Siegel (Chairperson), *New approaches to addressing nursing home industry challenges: Insights from business, management, and organizational sciences*. Symposium presentation at the

*Gerontological Society of America's 63rd Annual Scientific Meeting*, New Orleans, LA.

15. Morgeson, F. P., & Karam, E. P. (2010, August). The role of shared leadership in meeting team challenges. In N. Wellman (Chairperson), *One for all and all for one? New directions in shared leadership research*. Symposium presentation at the *70th Annual Meeting of the Academy of Management*, Montreal, Canada.
16. Van Iddekinge, C. H., Morgeson, F. P., Schleicher, D. J., & Campion, M. A. (2010, August). Exploring the effects of retesting on subgroup differences and criterion-related validity. In P. L. Roth (Chairperson), *Selection: Methods of assessing candidates and their outcomes*. Symposium presentation at the *70th Annual Meeting of the Academy of Management*, Montreal, Canada.
17. Morgeson, F. P., & Nahrgang, J. D. (2010, July). Work design and social relationships: Exploring the role of leader-member exchange. In K. Unsworth (Chairperson), *Putting "people" back into job design*. Symposium presentation at the *27th International Congress of Applied Psychology*, Melbourne, Australia.
18. Conlon, D. E., Miles, J. D., Morgeson, F. P., & DeRue, D. S. (2010, July). Communication breakdown? The role of pit crew communication climate and pit crew efficiency in predicting NASCAR team performance. Paper presented at the *2010 INGroup Conference*, Washington, DC.
19. Karam, E., Morgeson, F. P., & Reeder, M. (2010, April). Selection in teams: Examining knowledge, personality, and cognitive ability. Poster session presented at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
20. Levashina, J., Morgeson, F. P., & Campion, M. A. (2010, April). Biodata response elaboration: A large-scale field experiment. Poster session presented at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
21. Spitzmuller, M., Morgeson, F. P., & Nahrgang, J. D. (2010, April). Understanding the antecedents and consequences of role breadth self-efficacy. In D. Bergeron & G. Sharma (Chairpersons), *Re-thinking role breadth: Relationships to antecedents and outcomes*. Symposium presentation at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
22. Humphrey, S. E., Karam, E. P., & Morgeson, F. P. (2010, April). Team effectiveness: A meta-analytic review. In F. P. Morgeson & E. P. Karam (Chairpersons), *Team effectiveness: Concepts, causes, correlates, and consequences*. Symposium presentation at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
23. Morgeson, F. P. (2009, May). The psychology of team leadership: The past is prologue. In D. J. Schleicher (Chair), *The (psychological) science behind leadership*. Invited

symposium presentation at the *Association for Psychological Science 21st Annual Convention*, San Francisco, CA.

24. Morgeson, F. P., Petersen, E., Humphrey, S. E., & Mannor, M. J. (2009, April). Antecedents and consequences of team leader adaptability. Poster session presented at the *24th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.
25. Hmurovic, J., Morgeson, F. P., & Nahrgang, J. D. (2009, April). Linking diverse work design features to OCB and absenteeism. Poster session presented at the *24th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.
26. Munyon, T., Humphrey, S. E., & Morgeson, F. P. (2009, April). Interactive work design: Examining individual responses to work characteristics. Poster session presented at the *24th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.
27. Gentry, W., Morgeson, F. P., & Hmurovic, J. (2009, April). How the cultural context shapes leader behavior and performance. In F. P. Morgeson & P. Sharma (Chairpersons), *Leadership and culture: Relationships across individual, organizational, and societal levels*. Symposium presentation at the *24th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.
28. DeRue, D. S., Petersen, E., Mannor, M. J., & Morgeson, F. P. (2008, August). A two-horse race? The impact of CEO characteristics and governance structures on firm performance. In D. S. DeRue & M. J. Mannor (Chairpersons), *Is it all about the CEO? How dare we ask?* Symposium presentation at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.
29. Nahrgang, J. D., Morgeson, F. P., & Ilies, R. (2008, August). How critical are the early stages of the LMX relationship? In J. D. Nahrgang & C. C. Rosen (Chairpersons), *Novel questions (and answers!) concerning leader-member exchange*. Symposium presentation at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.
30. Petersen, E., Morgeson, F. P., & Roth, J. (2008, August). Team contextual knowledge: Relationships to team processes and team performance. In K. Tata (Chairperson), *Teams in context: Current findings and future directions*. Symposium presentation at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.
31. Morgeson, F. P., & DeRue, D. S. (2008, June). Contingencies in team leadership: Understanding the intersection of team needs and leader behavior. Paper presented at the *Insead/Wharton Research Conference on Leadership*, Fontainebleau, France.
32. Levashina, J., Morgeson, F. P., & Campion, M. A. (2008, April). They don't do it often, but they do it well. In J. Levashina (Chairperson), *That can't be true! Detecting faking*

- using bogus items. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
33. Nahrgang, J. D., Morgeson, F. P., & Hofmann, D. A. (2008, April). The influence of supportive social environments and management on safety. In L. Kath & A. McGonagle (Chairpersons), Relationships between supportive work environments and worker safety outcomes. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
  34. Schleicher, D. J., Van Iddekinge, C. H., Morgeson, F. P., & Campion, M. A. (2008, April). Demographic differences in improvement with retesting. In J. Hausknecht (Chairperson), Recent research on retesting and its implications for selection. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
  35. Wagner, D. T., Ilies, R., & Morgeson, F. P. (2008, April). Transformational leadership of teams: Understanding affective, motivational and performance outcomes. In F. P. Morgeson & D. T. Wagner (Chairpersons), Leadership in groups and teams: How and why it matters. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
  36. Dierdorff, E. C., & Morgeson, F. P. (2008, April). Discrete context effects on consensus in work role expectations. In E. C. Dierdorff (Chairperson), Illuminating the 'murky ground': Linking context theory to empirical research. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
  37. Dierdorff, E. C., Rubin, R., & Morgeson, F. P. (2008, April). Omnibus and discrete context effects on requirements of managerial roles. In E. C. Dierdorff (Chairperson), Illuminating the 'murky ground': Linking context theory to empirical research. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
  38. Toy, L., Johnson, M. D., & Morgeson, F. P. (2008, April). The Team Experiences Survey: Validating a test for team selection. Poster session presented at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
  39. DeRue, D. S., Barnes, C. M., & Morgeson, F. P. (2008, April). Understanding the motivational implications of team leadership. Poster session presented at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
  40. Sin, H. P., Nahrgang, J. D., & Morgeson, F. P. (2008, April). Why they don't see eye-to-eye: Meta-analytically examining LMX agreement. Poster session presented at the *23rd*

*Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.

41. Nahrgang, J. D., Spitzmuller, M., & Morgeson, F. P. (2008, April). Empowering employees: The impact on job satisfaction and job performance. In G. Chen (Chairperson), *Empowering leadership: Theoretical extensions across levels and cultures*. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
42. Morgeson, F. P., & DeRue, D. S. (2007, August). Leading virtual teams: Understanding how leaders satisfy team needs. In F. P. Morgeson & B. L. Kirkman (Chairpersons), *Virtual team leadership in organizations*. Symposium presentation at the *67th Annual Meeting of the Academy of Management*, Philadelphia, PA.
43. Dierdorff, E. C., & Morgeson, F. P. (2007, August). The “Inferential Leap” in work analysis: Exploring differences across work role requirements. Paper session presented at the *67th Annual Meeting of the Academy of Management*, Philadelphia, PA.
44. Johnson, M. D., Morgeson, F. P., Stetzer, A., Ladd, D., & Ginn, E. (2007, August). Unintended consequences of absence control initiatives. Paper session presented at the *67th Annual Meeting of the Academy of Management*, Philadelphia, PA.
45. Humphrey, S. E., Summers, J. K., Morgeson, F. P., & Ilies, R. (2007, April). Team composition, role negotiation, and information exchange: Creating and developing a context for information exchange in teams. In S. E. Humphrey (Chairperson), *Information exchange in teams*. Symposium presentation at the *22nd Annual Conference of the Society for Industrial and Organizational Psychology*, New York, NY.
46. Spitzmuller, M., Morgeson, F. P., & Campion, M. A. (2007, April). Decomposed and holistic job analysis judgments: Experience as a moderator. Poster session presented at the *22nd Annual Conference of the Society for Industrial and Organizational Psychology*, New York, NY.
47. Nahrgang, J. D., Morgeson, F. P., & Hofmann, D. A. (2007, April). Predicting safety performance: A meta-analysis of safety and organizational constructs. Poster session presented at the *22nd Annual Conference of the Society for Industrial and Organizational Psychology*, New York, NY.
48. Mishina, Y., Summers, J. K., Humphrey, S. E., Conlon, D. E., & Morgeson F. P. (2006, October). What you see and who you are: Effects of visibility and status on change evaluations. Paper session presented at the *26th Annual Meeting of the Strategic Management Society*, Vienna, Austria.
49. Morgeson, F. P., & Nahrgang, J. D. (2006, August). Same as it ever was: Recognizing stability in the Business Week rankings. Paper session presented at the *66th Annual Meeting of the Academy of Management*, Atlanta, GA.

50. Fulmer, I. S., Barber, A. E., DeRue, D. S., & Morgeson, F. P. (2006, August). The person and the situation: Job seeker personality in the choice and outcomes of career coaching. Visual paper presentation at the *66th Annual Meeting of the Academy of Management*, Atlanta, GA.
  - Careers Division Best Paper finalist and published in Academy Proceedings.
51. Nahrgang, J. D., & Morgeson, F. P. (2006, August). A longitudinal investigation of leader-member exchange (LMX) development and member performance: The critical role of trust. In T. N. Bauer & B. Erdogan (Chairpersons), *New insights into LMX theory: Relationship development, outcomes, and adaptation to team settings*. Symposium presentation at the *66th Annual Meeting of the Academy of Management*, Atlanta, GA.
  - Finalist for Career Division Best Symposium Award.
52. Mishina, Y., Humphrey, S. E., Summers, J. K., Conlon, D. E., & Morgeson, F. P. (2006, July). Visibility, status, and external evaluations of organizational change. Paper session presented at the *European Group for Organizational Studies (EGOS) Colloquium*, Bergen, Norway.
53. Barnes, C. M., & Morgeson, F. P. (2006, May). Value of employees: Typical performance, maximal performance, and performance variability. Poster session presented at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
54. Wagner, D. T., & Morgeson, F. P. (2006, May). Limits on leadership and job design: Importance of error criticality. Poster session presented at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
55. Wagner, D. T., Ilies, R., & Morgeson, F. P. (2006, May). Emotional transfer in teams: Antecedents, processes, and outcomes. Interactive poster session presented at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
56. Nahrgang, J. D., Ilies, R., & Morgeson, F. P. (2006, May). Leader-member exchange and citizenship behaviors: A meta-analysis. Interactive poster session presented at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
57. Morgeson, F. P., & Humphrey, S. E. (2006, May). The Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure for assessing job design and the nature of work. In F. P. Morgeson & J. D. Nahrgang (Chairpersons), *Innovations in work design: Going beyond the usual suspects*. Symposium presentation at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.

58. Humphrey, S. E., Nahrgang, J. D., & Morgeson, F. P. (2006, May). Case closed? Toward a new conceptualization of work design: A meta-analytic summary and theoretical extension. In F. P. Morgeson & J. D. Nahrgang (Chairpersons), *Innovations in work design: Going beyond the usual suspects*. Symposium presentation at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
59. Morgeson, F. P., & DeRue, D. S. (2006, May). A behavioral model of team leadership. In F. P. Morgeson & D. S. DeRue (Chairpersons), *Team leaders: Who are they and what do they do?* Symposium presentation at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
60. Johnson, M. D., Morgeson, F. P., & Ilies, R. (2006, May). Identifying with the workgroup: Implications for task and contextual performance. In M. D. Johnson & D. van Knippenberg (Chairpersons), *Social identity theory: Implications for I/O Psychology*. Symposium presentation at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
61. Boyce, A. S., Ryan, A. M., Imus, A. L., Morgeson, F. P., & Hauer, T. A. (2005, August). Temporary workers' perceptions of stigmatization: Influences and effects. Paper presented at the *65th Annual Meeting of the Academy of Management*, Honolulu, HI.
62. Johnson, M. D., & Morgeson, F. P. (2005, August). Cognitive and affective identification in organizational settings. Paper presented at the *65th Annual Meeting of the Academy of Management*, Honolulu, HI.
  - Winner of Organizational Behavior Division Best Paper Award (judged best paper of 419 submissions) and published in *Academy Proceedings*.
63. Imus, A. L., Boyce, A. S., Ryan, A. M., & Morgeson, F. P. (2005, August). Understanding satisfaction and commitment of temporary workers. Paper presented at the *113th Annual meeting of the American Psychological Association*, Washington, DC.
64. Boyce, A. S., Ryan, A. M., Imus, A., & Morgeson, F. P. (2005, April). Temporary worker, permanent loser? A model of the stigmatization of contingent workers. In A. M. Ryan & F. P. Morgeson (Chairpersons), *Not the usual suspects: Expanding our conception of workplace stigma*. Symposium presentation at the *20th Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.
65. DeRue, D. S., & Morgeson, F. P. (2005, April). Developing a taxonomy of team leadership behavior in self-managing teams. Poster session presented at the *20th Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.
66. DeRue, D. S., Morgeson, F. P., Ilies, R., & Humphrey, S. E. (2005, April). Changes in person-team fit as a function of positive affect: A longitudinal study of fit in the team context. In A. E. M. Van Vianen & A. L. Kristof-Brown (Chairpersons), *Evolutions of fit: Understanding the temporal nature of person-environment fit*. Symposium



presentation at the *20th Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.

67. Humphrey, S. E., Morgeson, F. P., & Mannor, M. J. (2005, April). The role of core and non-core team members in performance. Poster session presented at the *20th Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.
68. Ilies, R., Morgeson, F. P., Humphrey, S. E., & DeRue, D. S. (2005, April). Leader-follower emotional contagion in small teams: A longitudinal study of team formation and performance. In D. van Knippenberg (Chairperson), *Leadership, affect, and emotions*. Symposium presentation at the *20th Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.
69. Johnson, M. D., Stetzer, A., Ladd, D., & Morgeson, F. P. (2005, April). Blame it on the family: Effects of an organizational intervention on causal and FMLA absence. In F. P. Morgeson & M. D. Johnson (Chairpersons), *Cognitive, affective, and social influences on work withdrawal*. Symposium presentation at the *20th Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.
70. Venkataramani, V., Schleicher, D. J., Morgeson, F. P., & Campion, M. A. (2005, April). So you didn't get the job: Now what do you think? In Z. S. Byrne (Chairperson), *What IS organizational justice? Augmenting and consolidating the justice construct*. Symposium presentation at the *20th Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.
71. Conlon, D. E., Morgeson, F. P., Wiseman, R., McNamara, G., & Skilton, P. (2004, November). Investigating the impact of special issue and regular journal articles in the field of management. Paper presented at the *Strategic Management Society's 24th Annual International Conference*, San Juan, Puerto Rico.
72. Ilies, R., & Morgeson, F. P. (2004, June). Authentic leadership and eudaemonic well-being: Understanding leader-follower outcomes. Paper presented at the *2004 Gallup Leadership Summit*, Omaha, Nebraska.
  - Chosen as one of eight featured papers for the summit.
73. Morgeson, F. P., Delaney-Klinger, K. A., & Hemingway, M. A. (2004, April). Autonomy and capability as predictors of role breadth and performance. Poster session presented at the *19th Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
74. Morgeson, F. P., Delaney-Klinger, K. A., & Truxillo, D. M. (2004, April). Investigating the relationship between O\*NET skill and ability ratings and job analyst cognitive ability and conscientiousness. In D. Ford and R. E. Ployhart (Chairpersons), *Individual and subgroup differences on job analysis and competency ratings*. Symposium presentation at

the *19th Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.

75. Johnson, M. D., Morgeson, F. P., Medsker, G. J., Campion, M. A., & Mumford, T. V. (2004, April). When teams are more effective than workgroups. Poster session presented at the *19th Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
76. Morgeson, F. P., & Humphrey, S. E. (2003, August). Work Design Questionnaire (WDQ): Developing and validating a comprehensive measure of work design. Interactive paper session presented at the *63rd Annual Meeting of the Academy of Management*, Seattle, WA.
77. Johnson, M. D., Meyer, C., Morgeson, F. P., Lloyd, J. R., Ilgen, D. R., & Marrinan, M. (2003, August). Examining differences in identification of professionals across multiple targets. Interactive paper session presented at the *63rd Annual Meeting of the Academy of Management*, Seattle, WA.
78. Morgeson, F. P., Bauer, T. N., Truxillo, D. M., & Campion, M. A. (2003, April). Assessing situational judgment with a structured interview: Construct validity and adverse impact. In F. L. Oswald (Chairperson), *Advances and construct validity issues in situational judgment tests*. Symposium presentation at the *18th Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.
79. Johnson, M. D., & Morgeson, F. P. (2003, April). The Team Experiences Survey: A biodata test for team selection. Poster session presented at the *18th Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.
80. Morgeson, F. P., Reider, M. H., & Campion, M. A. (2002, April). Selecting individuals in team settings: Comparing a structured interview, personality test, and teamwork ability test. In F. P. Morgeson (Chairperson), *Selection for teams: A tale of five approaches*. Symposium presentation at the *17th Annual Conference of the Society for Industrial and Organizational Psychology*, Toronto, Canada.
81. Shin, S. J., Morgeson, F. P., & Campion, M. A. (2002, April). Expatriate assignments: How the requirements of international jobs differ from domestic jobs and how cultural values impact work behavior. In M. Erez (Chairperson), *HRM across cultures: From selection through adaptation to performance appraisal*. Symposium presentation at the *17th Annual Conference of the Society for Industrial and Organizational Psychology*, Toronto, Canada.
82. Mumford, T. V., Morgeson, F. P., & Campion, M. A. (2002, April). Research answers to common questions in implementing 360-degree feedback programs. Poster session presented at the *17th Annual Conference of the Society for Industrial and Organizational Psychology*, Toronto, Canada.

83. Morgeson, F. P., Reider, M. H., & Campion, M. A. (2002, April). Using a scored background questionnaire for selection: Construct and criterion-related validity. In M. R. Redmond (Chairperson), *Work experience measures—Most used, least validated, often overlooked*. Symposium presentation at the *17th Annual Conference of the Society for Industrial and Organizational Psychology*, Toronto, Canada.
84. Shin, S. J., Morgeson, F. P., & Campion, M. A. (2001, August). Expatriate managers: Understanding skill requirements and cultural influences on work. Interactive paper session presented at the *61st Annual Meeting of the Academy of Management*, Washington, DC.
85. Hofmann, D. A., Morgeson, F. P., & Gerrass, S. J. (2001, April). When is safety my job? The moderating effect of leader-member exchange and leader safety commitment on subordinate role definition and behavior. Poster session presented at the *16th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
86. Reider, M. H., Morgeson, F. P., & Campion, M. A. (2001, April). Selecting individuals for teams: The role of teamwork and personality. Poster session presented at the *16th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
87. Toh, S. M., Morgeson, F. P., & Campion, M. A. (2001, April). Understanding why firms adopt certain human resource practices. Poster session presented at the *16th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
88. Morgeson, F. P. (2000, August). Prospects for progress in the organizational sciences: Toward a problem solving model. In S. Currall (Chairperson), *Organizational phenomena viewed through a different lens*. Symposium presentation at the *60th Annual Meeting of the Academy of Management*, Toronto, Canada.
89. Morgeson, F. P. (2000, April). Team leaders as event managers: Understanding why they're needed and what they do. In J. L. Cordery (Chairperson), *Leadership and team effectiveness*. Symposium presentation at the *15th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.
90. Toh, S. M., Morgeson, F. P., & Campion, M. A. (2000, April). High performance work practices: The link to organizational values. In R. C. Page (Chairperson), *The occupational information network: Applications for organizations*. Symposium presentation at the *15th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.
91. Hofmann, D. A., & Morgeson, F. P. (2000, April). An information processing model of collective failure. In N. Turner & S. K. Parker (Chairpersons), *Organizations care about safety; why don't we? Integrating safety into I/O research*. Symposium presentation at the *15th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.

92. Morgeson, F. P. (1999, August). Team leadership as event management: Theory development and empirical tests. In S. Cohen (Chairperson), *Multiple roles of leaders in managing work groups*. Symposium presentation at the *59th Annual Meeting of the Academy of Management*, Chicago, IL.
93. Morgeson, F. P. (1999, August). Understanding prosocial constructs in organizational behavior theory and research: Toward a role theory conceptualization. In R. Moorman (Chairperson), *Organizational citizenship behaviors: A focus on antecedents*. Symposium presentation at the *59th Annual Meeting of the Academy of Management*, Chicago, IL.
94. Hofmann, D. A., & Morgeson, F. P. (1999, August). A multilevel model of collective failure. Poster session presented at the *59th Annual Meeting of the Academy of Management*, Chicago, IL.
95. Morgeson, F. P. (1999, April). Incorporating context into team research: An exemplar from the field. In E. Sundstrom (Chairperson), *Work team effectiveness: Recent studies of context and composition*. Symposium presentation at the *14th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
96. Morgeson, F. P., & Hofmann, D. A. (1999, April). The structure and function of collective constructs. In F. P. Morgeson & D. A. Hofmann (Chairpersons), *New perspectives on higher level phenomena in industrial/organizational psychology*. Symposium presentation at the *14th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
97. Morgeson, F. P., Mayfield, M. A., Ferrara, P., & Campion, M. A. (1999, April). Examining differences in job analysis responses. Poster session presented at the *14th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
98. Morgeson, F. P., & Hofmann, D. A. (1998, August). Collective constructs in the organizational sciences: An essay on their structure and function. In K. Locke (Chairperson), *Theoretical assumptions and conceptual underpinnings of methods*. Symposium presentation at the *58th Annual Meeting of the Academy of Management*, San Diego, CA.
99. Morgeson, F. P., & Campion, M. A. (1998, April). Work reinvention: Redesigning jobs to increase satisfaction and efficiency. Poster session presented at the *13th Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
  - John C. Flanagan Award for Best Student Poster.
100. Morgeson, F. P. (1998, April). Leadership intervention in teams: The form and function of event management. In J. Mathieu & S. Mohammed (Chairpersons), *Team interventions and team effectiveness: Conceptual models and empirical tests*. Symposium

presentation at the *13th Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.

101. Morgeson, F. P., & Campion, M. A. (1998, April). Framework of social and cognitive sources of potential job analysis inaccuracy. In M. A. Campion & F. P. Morgeson (Chairpersons), *Job analysis inaccuracy: Cracks in the foundation of HR management?* Symposium presentation at the *13th Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
102. Campion, M. A., & Morgeson, F. P. (1998, April). Designing teams from the task up. In J. Mathieu & S. Mohammed (Chairpersons), *Team interventions and team effectiveness: Conceptual models and empirical tests*. Symposium presentation at the *13th Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
103. Hofmann, D. A., & Morgeson, F. P. (1998, April). Safety-related behavior as a social exchange: The role of leader-member exchange and perceived organizational support. In J. D. Bragger (Chairperson), *The safety spectrum: Research and application from multiple perspectives and levels of analysis*. Symposium presentation at the *13th Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
104. Maertz, C. P., Morgeson, F. P., & Campion, M. A. (1998, April). The effects of a job evaluation implementation on pay satisfaction. Poster session presented at the *13th Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
105. Maertz, C. P., Morgeson, F. P., & Campion, M. A. (1998, April). The effects of a job evaluation implementation on pay satisfaction. Poster session presented at the *13th Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
106. Posthuma, R., Morgeson, F. P., & Campion, M. A. (1998, April) Review of the employment interview: Findings, trends, and future directions. Poster session presented at the *13th Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
107. Morgeson, F. P. (1997, April). Leading as event management: Reconceptualizing work team leadership. Poster session presented at the *12th Annual Conference of the Society for Industrial and Organizational Psychology*, St. Louis, MO.
108. Stetzer, A., & Morgeson, F. P. (1997, April). Understanding accidents and absences from a climate perspective. Poster session presented at the *12th Annual Conference of the Society for Industrial and Organizational Psychology*, St. Louis, MO.
109. McDaniel, M. A., Finnegan, E. B., Morgeson, F. P., Campion, M. A., & Braverman, E. P. (1997, April). Predicting job performance from common sense. Poster session presented

at the *12th Annual Conference of the Society for Industrial and Organizational Psychology*, St. Louis, MO.

110. Morgeson, F. P. (1996, August). Work team effectiveness: Assessment of the leader's role. In A. L. Delbecq (Chairperson), Power within teams. Symposium presentation at the *56th Annual Meeting of the Academy of Management*, Cincinnati, OH.
111. Morgeson, F. P. (1996, April). Limits on leadership and job design: Importance of error criticality. Poster session presented at the *11th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
112. Morgeson, F. P., & Campion, M. A. (1996, April). Potential sources of inaccuracy and error in job analysis measurement. Poster session presented at the *11th Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
113. Morgeson, F. P. (1996, March). An integrative model of motivation useful for theory and practice. Symposium presentation at the *17th Annual Industrial Organizational/Organizational Behavior Graduate Student Conference*, Toledo, OH.
114. Stetzer, A., & Morgeson, F. P. (1996, March). The importance of TQM climate/culture on accidents and absences. Symposium presentation at the *17th Annual Industrial Organizational/Organizational Behavior Graduate Student Conference*, Toledo, OH.
115. Friedman, M., Morgeson, F. P., & Lazor, J. (1995, June). Positive behavioral models for older consumers to help them avoid being defrauded. Symposium presentation at the *4th European Congress of Psychology*, Athens, Greece.
116. Friedman, M., Morgeson, F. P., & Lazor, J. (1995, June). Elders helping elders by example: A positive behavioral model for avoiding victimization by criminals. Symposium presentation at the *23rd International Congress of Applied Psychology*, Madrid, Spain.

## **INVITED PRESENTATIONS**

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1. Morgeson, F. P. (2012, December). HCAHPS readiness. *Presenter, HealthcareSource Webinar*, via webinar.
2. Morgeson, F. P. (2012, November). HR and HCAHPS: Understanding the drivers of the patient experience (and what you can do about it). Keynote speech at the *2012 HealthcareSource User Conference*, Orlando, Florida.
3. Morgeson, F. P. (2012, November). The science of finding and developing exceptional healthcare leaders. *Presenter, AHA Solutions, Signature Learning Series*, via webinar.
4. Morgeson, F. P. (2012, September). Patient satisfaction: How the "best of the best" attain high ratings. Learning session presentation at the *48<sup>th</sup> Annual American Society for*

*Healthcare Human Resources Administration Conference and Exposition, Denver, Colorado.*

5. Morgeson, F. P. (2012, August). HCAHPS scores: How the “best of the best” attained high ratings. *Invited presentation, AHA Solutions, Signature Learning Series*, via webinar.
6. Morgeson, F. P. (2012, July). HCAHPS: Revealing the factors that top-scoring hospitals possess. Concurrent session presentation at the 38<sup>th</sup> *Annual National Association for Health Care Recruitment Image Conference*, Indianapolis, Indiana.
7. Morgeson, F. P. (2011, November). HCAHPS: How the “best of the best” have attained high ratings. Keynote speech at the 2011 *HealthcareSource User Conference*, Las Vegas, Nevada.
8. Morgeson, F. P. (2011, October). How do you identify applicants who are truly compassionate and customer focused? Understanding behavioral assessment. *Invited Speaker, 2011 Planetree Annual Conference*, Nashville, Tennessee.
9. Morgeson, F. P. (2011, May). Who is responsible for good work? Keynote speech at the 15th *Conference of the European Association of Work and Organizational Psychology*, Maastricht, The Netherlands.
10. Morgeson, F. P. (2011, May). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. *Invited Colloquium, Department of Social Psychology, Goethe University*, Frankfurt, Germany.
11. Morgeson, F. P. (2011, April). The lessons of my experience. *Invited Speaker, Management Systems Department External Speaker Series, Fordham University*, New York, New York.
12. Morgeson, F. P. (2011, April). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. *Invited Colloquium, School of Management, University at Buffalo, The State University of New York*, Buffalo, New York.
13. Morgeson, F. P. (2010, December). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. *Invited Colloquium, Stephen M. Ross School of Business, University of Michigan*, Ann Arbor, Michigan.
14. Morgeson, F. P. (2010, December). Transition to lean: From pain to gain. How to manage change and build a new culture in lean transformation. *Invited presentation, AHA Solutions, Signature Learning Series*, via webinar.
15. Morgeson, F. P. (2010, November). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. *Invited Colloquium, Department of Psychology*,

*Portland State University, Portland, Oregon.*

16. Morgeson, F. P. (2010, September). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. *Invited Speaker, Max D. Richards Distinguished Speaker Series, Pennsylvania State University, State College, Pennsylvania.*
17. Morgeson, F. P. (2010, July). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. *Invited Colloquium, University of Western Australia, Perth, Australia.*
18. Morgeson, F. P. (2010, May). The WDQ hits the road: Exploring cross-cultural work design. Presentation at the *Personnel and Human Resource Research Group Conference, Ghent University, Ghent, Belgium.*
19. Morgeson, F. P. (2010, March). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. *Invited Colloquium, W.P. Carey School of Business, Arizona State University, Tempe, Arizona.*
20. Morgeson, F. P. (2010, March). Leadership *of* and *in* teams: Contextual contingencies on team and leader effectiveness. *Invited Colloquium, University of Central Florida, Orlando, Florida.*
21. Morgeson, F. P. (2009, June). What's leadership got to do with team effectiveness? Exploring contextual contingencies and team need satisfaction. *Invited Symposium, Division of HRM & OB, University of Groningen, Groningen, Netherlands.*
22. Morgeson, F. P. (2009, April). Thoughts about O\*NET. *Invited Panelist in Workshop on Improving the O\*NET, National Academy of Science, Washington, DC.*
23. Morgeson, F. P. (2008, November). What's leadership got to do with team effectiveness? Exploring contextual contingencies and team need satisfaction. *Invited Colloquium, Krannert School of Management, Purdue University, West Lafayette, Indiana.*
24. Morgeson, F. P. (2008, November). What's leadership got to do with team effectiveness? Exploring contextual contingencies and team need satisfaction. *Invited Colloquium, Department of Psychology, Michigan State University, East Lansing, Michigan.*
25. Morgeson, F. P. (2008, October). Leadership in teams: The keys to effectiveness. *Invited presentation, Michigan Capital Area PMI Chapter Professional Development Day, Lansing, Michigan.*
26. Morgeson, F. P. (2008, June). What is success? *Invited presentation, IWP Conference 2008 Postgraduate and Early Career Event, Sheffield, United Kingdom.*



27. Morgeson, F. P. (2008, April). CHRO strategic research: Human capital challenges. *Invited presentation, Society for Human Resource Management Foundation*, via webinar.
28. Morgeson, F. P. (2007, October). Going beyond the usual suspects: Toward a more integrative conceptualization of work design. *Invited Seminar, Institute of Work Psychology, University of Sheffield, Sheffield, United Kingdom*.
29. Morgeson, F. P. (2007, October). Selection in team settings: Where I've been and where we need to go. *Invited International Guest Presenter, Dutch-Flemish annual academic network meeting on Personnel Selection and Recruitment, Erasmus University, Rotterdam, Netherlands*.
30. Morgeson, F. P. (2007, October). Going beyond the usual suspects: Toward a more integrative conceptualization of work design. *Invited Colloquium, Department of Psychology, Erasmus University, Rotterdam, Netherlands*.
31. Morgeson, F. P. (2007, October). Going beyond the usual suspects: Toward a more integrative conceptualization of work design. *Invited Colloquium in Distinguished Speaker Series, Amsterdam Business School, Universiteit van Amsterdam, Amsterdam, Netherlands*.
32. Morgeson, F. P. (2007, September). The paradox of team leadership: Toward an understanding of team need satisfaction. *Invited presentation, Center for Creative Leadership, Creative Leadership Council*, via webinar.
33. Morgeson, F. P. (2007, May). The nature of team leadership: Understanding how leaders satisfy team needs. *Invited Colloquium, Rotterdam School of Management, Erasmus University, Rotterdam, Netherlands*.
34. Morgeson, F. P. (2007, May). The nature of team leadership: Understanding how leaders satisfy team needs. *Invited presentation at the Team Leadership Micro-Conference, Robert H. Smith School of Business, University of Maryland, College Park, Maryland*.
35. Morgeson, F. P. (2007, April). Leading virtual teams: Developing and testing a contingency theory of team leadership. *Invited Colloquium, NUS Business School, National University of Singapore, Republic of Singapore*.
36. Morgeson, F. P. (2007, January). Leading virtual teams: Understanding how leaders satisfy team needs. *Invited Colloquium, John Molson School of Business, Concordia University, Montreal, Canada*.
37. Morgeson, F. P. (2007, January). Leading virtual teams: Understanding how leaders satisfy team needs. *Presentation at the Personnel and Human Resource Research Group Conference, University of South Florida, Tampa, Florida*.

38. Morgeson, F. P. (2004, November). The external leadership of self-managing teams: Intervening in the context of novel and disruptive events. *Invited Colloquium, Department of Organizational Psychology, University of Michigan, Ann Arbor, Michigan.*
39. Morgeson, F. P. (2004, May). Why don't you just show me? Performance interviews for skill-based promotions. Presentation at the *Personnel and Human Resource Research Group Conference, Portland State University, Portland, Oregon.*
40. Ilgen, D. R., Lloyd, J., Morgeson, F. P., Johnson, M., Meyer, C., & Marrinan, M. (2003, August). Veterinary medicine careers: Views of veterinarians and college students. Paper presented at the *Association of American Veterinary Medical Colleges SKAs Colloquium, Des Moines, Iowa.*
41. Ilgen, D. R., Lloyd, J., Johnson, M. D., Meyer, C., Morgeson, F. P., & Marrinan, M. (2002, August). Veterinarian job activities and attitudes: A preliminary report on a study of insider and potential applicant views. Paper presented at the *National Workshop on Core Competencies in the Veterinarian Profession, Indianapolis, Indiana.*
42. Morgeson, F. P., Delaney-Klinger, K. A., Mayfield, M. S., Ferrara, P., & Campion, M. A. (2002, October). Self-presentation processes in job analysis: A field experiment investigating inflation in abilities, tasks, and competencies. *Invited Colloquium, Department of Psychology, Michigan State University, East Lansing, Michigan.*
43. Hofmann, D. A., & Morgeson, F. P. (2000). When is safety *my* job? The moderating effect of leader-member exchange and safety commitment on subordinate role definition and behavior. *Invited Colloquium, Department of Psychology, Michigan State University, East Lansing, Michigan.*
44. Morgeson, F. P., & Campion, M. A. (1999). Framework of potential sources of inaccuracy in job analysis. Paper presented at the meeting of the *Institute for Job and Occupational Analysis, San Antonio, Texas.*
45. Hofmann, D. A., & Morgeson, F. P. (1997). Toward a better understanding of organizational ineffectiveness and failure. *Invited Colloquium, Department of Psychology, Tulane University, New Orleans, Louisiana.*
46. Morgeson, F. P., Aiman-Smith, L. D., & Campion, M. A. (1996). Implementing work teams: Recommendations from organizational behavior and development theories. Paper presented at the *Center for the Study of Work Teams' 4th Annual Advanced Concepts Conference, Dallas, Texas.*

## TEACHING

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### Doctoral Level

Leadership, Michigan State University (2010-present)

- Elective doctoral seminar co-taught with John Schaubroeck.

Human Resource Management, Michigan State University (2003-2004, 2012-present)

- Required doctoral seminar.

### Masters Level

Human Resource Staffing (2013-present)

- Elective course for MBA and master-level students.

Leading Responsibly, Michigan State University (2009-2012)

- Full-time core MBA course designed to enable students to (1) explore their own personal leadership identity, values, traits, and style; (2) understand how leaders can influence an organization's culture, particularly as it relates to responsibility and sustainability; and (3) provide an introduction to issues of organizational responsibility and the challenges associated with understanding and addressing the priorities of a diverse set of organizational stakeholders.
- Won 2010 Lewis Quality Award (annual award given to individuals, organizations, work teams, or cross-functional teams within the Broad School that engage in innovative activities to further the mission of the Broad School).

Leadership and Team Management, Michigan State University (2004-2008)

- Experiential HR/OB Full-time elective MBA course in which MBA students select, develop, and lead teams of undergraduate management students through a series of activities in the Team Effectiveness Teaching Laboratory.
- Won 2004 Lewis Quality Award (annual award given to individuals, organizations, work teams, or cross-functional teams within the Broad School that engage in innovative activities to further the mission of the Broad School).
- Innovative Teaching Award finalist, *Human Resources Division, Academy of Management*.
- Course was featured at 2004 MBA Leadership Conference in Newport Beach, CA session describing innovative MBA courses.
- Course was featured in Spring 2004 MBA Placement and Career Center newsletter.

Human Resource Management, Michigan State University (2001, 2003)

- Required MBA course for Human Resource Management concentration.

### Undergraduate Level

Management Capstone, Michigan State University (2004-2008)

- Required experiential HR/OB Management major course in which students work in teams with MBA students on a series of activities in the Team Effectiveness Teaching Laboratory.

Organizational Staffing, Michigan State University (2001-2002, 2013-present)

- Elective Undergraduate course for Human Resource Management majors.

Managing Human Resources and Organizational Behavior, Michigan State University (2000-2002)

- Required Undergraduate course for all Business majors (honors and regular sections).

Human Resource Management, Texas A&M University (1998-2000)

- Required undergraduate course for Business majors.

### **Executive Development**

Developing Team Leadership Capability, Masco Corporation

- Executive development session conducted for Masco Corporation in the MLP-Innovation program.

Managing Leadership Transitions, ArtServe Michigan

- Executive development program conducted Arts Education Leadership Conference.

Understanding and Developing Leadership: Enhancing Individual and Team Performance, Michigan State University

- Executive development program conducted for Entertainment Publications in Las Vegas.

Innovations in Recruitment and Selection, Michigan State University

- Executive development program course in the HR certificate series.

Creating and Managing a Flexible Workplace: Designing Work for Flexibility, Michigan State University

- Executive development program conducted for the Paperboard Packaging Council.

## **UNIVERSITY SERVICE**

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### **Dissertation Committees (graduation date, initial placement)**

- Juliya Golubovich, Member of Dissertation Committee, Department of Psychology, Michigan State University (2012-)
- Matt Reeder, Member of Dissertation Committee, Department of Psychology, Michigan State University (2012-)
- Chunyan (Ann) Peng, Member of Dissertation Committee, Department of Management, Michigan State University (2012-)
- Klodiana Lanaj, Member of Dissertation Committee, Department of Management, Michigan State University (2012-)
- Seungho Choi, Member of Dissertation Committee, Department of Management, Michigan State University (2012)
- Elizabeth Karam, Chair of Dissertation Committee, Department of Management, Michigan State University (2012, Texas Tech University)
- Jia Hu, Member of Dissertation Committee, Department of Managerial Studies, University of Illinois at Chicago (2012, Notre Dame University)

- Anthony Boyce, Member of Dissertation Committee, Department of Psychology, Michigan State University (2010, Aon Consulting)
- Jennifer Nahrgang, Chair of Dissertation Committee, Department of Management, Michigan State University (2009, Arizona State University)
- David Wagner, Member of Dissertation Committee, Department of Management, Michigan State University (2009, Singapore Management University)
- Alex Barelka, Member of Dissertation Committee, Department of Management, Michigan State University (2007, Air Force Institute of Technology)
- Scott DeRue, Member of Dissertation Committee, Department of Management, Michigan State University (2007, University of Michigan)
- Michael Johnson, Member of Dissertation Committee, Department of Management, Michigan State University (2006, University of Washington)
- Kelly Delaney-Klinger, Chair of Dissertation Committee, Department of Management, Michigan State University (2005, Pennsylvania State University)
- Stephen Humphrey, Member of Dissertation Committee, Department of Management, Michigan State University (2004, Florida State University)

#### **Master's Thesis Committees**

- Jillian Hmurovic, Member of Master's Thesis Committee, Department of Psychology, Michigan State University (2011)

#### **Presentations**

- Session organizer and presenter, *The Leadership Imperative of the New Economy*, Broad Executive Forum of Detroit (2010)
- Session organizer and presenter, *The Leadership Development Imperative*, MBA Alumni BROADLINK Conference (2010)
- Diversity Preview Weekend, MBA student recruiting (2007)
- College of Human Medicine Chairperson Collaboration and Leadership Meeting (2007)
- Management Leadership for Tomorrow, MBA student recruiting (2006)
- MSU Extension AOE co-chair conference (2005)
- Broad School Capital Campaign Advisory Board (2004, 2005)
- Management Department Advisory Board (2004, 2005)
- College Colloquium for new freshmen (2004)
- MSU Extension annual conference (2004)

#### **Broad College/Management Department Committees**

- Management Department Doctoral Curriculum Committee (2012-2013)
- College Advisory Council (2012-2013)
- Full-Time MBA Redesign Task Force (2011)
- Research Committee (2008-2012)
- Chair of HR Professor of Practice Faculty Search Committee (2008)
- Executive MBA Revision Committee (2005-2006)
- Chair of HR Faculty Search Committee (2005, 2012)
- Corporate MBA Committee (2004-2006)
- Undergraduate Programs Committee (2002-2005)

- Ph.D. Program Admissions Committee (2001-2006; 2008-2011)
- HR Faculty Search Committee (2001)

### **Other College/Management Department Service**

#### **Broad Career Coaches Program (2003-2006)**

- Member of design and evaluation team for MBA and undergraduate student career coaching initiative.
- Program was profiled in a cover story in Broad Business Alumni Magazine in 2004.
- Program won 2006 Lewis Quality Award (award given annually to individuals, organizations, work teams, or cross-functional teams within the Broad School that engage in innovative activities to further the mission of the Broad School).

#### **MSU LEAD Competency Model (2004)**

- Worked with MSU HR department in developing and validating a Leadership Competency Model for all senior leadership at MSU (across academic and administrative units).

#### **MSU Executive Leadership Development Program (2005)**

- Developed multisource feedback survey and wrote feedback reports.

#### **HR Alumni Career Survey (2002-2004)**

- Conducted annual survey of HR Management alumni to determine salary, career preparation, and job search experiences.

#### **MSU Lear Career Center Experience and Education Survey (2002- 2004)**

- Assisted in developing survey instrument and data analysis.
- Interviewed with WWJ (Newsradio 950 in Detroit) and Lansing State Journal.
- Articles about project appeared in Lansing State Journal and Des Moines Register.

#### **MSU Lear Career Center AOP Orientation Survey (2003)**

- Assisted in revising survey instrument.

#### **Broad Scholar Mentor (2002-2012)**

#### **Mentor, McNair/SROP Scholars Program (2002)**

#### **Faculty Advisor, Human Resource Association, Michigan State University (2001-2005)**

#### **Faculty Advisor, Society for HR Management, Texas A&M Chapter (1998-2000)**

- Won “Best Small Organization” award from Business Student Council (1999)

#### **Panelist, “The Academic Job Search,” Texas A&M University Career Center (1998-1999)**

## **EDITORIAL SERVICE**

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### **Editorial Experience**

- Editor, Annual Review of Organizational Psychology and Organizational Behavior (2012-2016)
- Editor, Personnel Psychology (2010-2013)
- Associate Editor, Personnel Psychology (2007-2010)
- Guest Editor, American Psychologist (2000)
- Guest Editorial Committee Member, Annual Review of Psychology (2007)

### **Editorial Board Membership**

- Academy of Management Review (2011-2014)
- Organizational Psychology Review (2009-present)
- Annual Review of Psychology (2008-2011)
- Academy of Management Learning and Education (2008-2010)
- Journal of Applied Psychology (2006-2009)
- Journal of Management (2003-2007)
- Personnel Psychology (1999-2007)

### **Ad-Hoc Reviewer**

- Academy of Management Journal
- Academy of Management Review
- Administrative Science Quarterly
- Applied Psychology: An International Review
- British Journal of Industrial Relations
- Human Performance
- IWP Conference 2010
- Journal of Applied Psychology
- Journal of Business Research
- Journal of Management
- Journal of Management Studies
- Journal of Occupational and Organizational Psychology
- Journal of Occupational Health Psychology
- Journal of Organizational Behavior
- Organizational Behavior and Human Decision Processes
- Organizational Research Methods
- Personnel Psychology
- Psychological Bulletin

## **PROFESSIONAL SERVICE**

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### **Academy of Management**

#### Human Resource Division

- Executive Officer (Elected Role; A five-year progression of officer positions consisting of Professional Development Workshop Chair, Program Chair, Chair Elect, Chair, and Past Chair; 2012-2016)
- Executive Committee Member (Elected Role; 2008-2010)
- Panelist, Doctoral Consortium, Editor's Panel (2011)
- Panelist, Junior Faculty Consortium, Editor's Panel (2011)
- Member, Early Career Achievement Award Committee (2011)
- Member, Ralph Alexander Dissertation Award Committee (2011)
- Panelist, Doctoral Consortium, Editor's Panel (2010)
- Co-organizer, Doctoral Consortium (2010)
- Chair, Doctoral Consortium (2009)
- Chair, Doctoral Consortium (2008)
- Member, Best Student Conference Paper Selection Committee (2007)
- Co-organizer, Doctoral Consortium (2007)
- Member, Member Retention Task Force (2006)
- Member, Member Retention Task Force (2005)
- Member, 5-Year Review Task Force (2004)
- Member, Best Student Conference Paper Selection Committee (2002)
- Panelist, Doctoral Consortium, Careers (2001)
- Member, Best Student Conference Paper Selection Committee (2001)
- Reviewer, Academy of Management National Conference (2000-2005)
- Discussant, Doctoral Consortium, Creating Research Opportunities Roundtable (1999)

#### Organizational Behavior Division

- Discussion Leader, Doctoral Consortium, Research and Publishing Roundtable (2011)
- Member, Best Paper Based on a Dissertation Award Committee (2011)
- Panelist, Doctoral Consortium, Excellence in Teaching (2010)
- Reviewer, Academy of Management National Conference (2000-2005)

#### Social Issues in Management Division

- Panelist, Ask the Experts Session, Meet the Editors Panel (2010)

### **Society for Industrial and Organizational Psychology**

- Panelist, Doctoral Consortium, Meet the Editors Panel (2011)
- Panelist, Junior Faculty Consortium, The Editorial Process (2011)
- Chair, Graduate Student Scholarship Award Committee (2008)
- Chair, Graduate Student Scholarship Award Committee (2007)
- Member, Graduate Student Scholarship Award Committee (2006)
- Member, William A. Owens Scholarly Achievement Award Committee (2006)
- Member, Graduate Student Scholarship Award Committee (2005)



- Member, William A. Owens Scholarly Achievement Award Committee (2005)
- Member, S. Rains Wallace Dissertation Research Award Committee (2003)
- Member, Tutorials Subcommittee (2003)
- Member, Strategic Program Planning Subcommittee (2003)
- Member, Electronic Communications Committee (2002)
- Member, S. Rains Wallace Dissertation Research Award Committee (2002)
- Member, Strategic Program Planning Subcommittee (2001)
- Member, S. Rains Wallace Dissertation Research Award Committee (2001)
- Member, Membership Committee (1999-2002)
- Member, Program Committee (1999-2004, 2006)

#### **Society for Human Resource Management (SHRM) Foundation**

- Member, Michael R. Losey Human Resource Research Award Committee (2009)
- Member, Board of Directors (2006-2008)
- Chair, Research Applications Committee (2006-2008)
- Content Editor, Effective Practice Guidelines Series:
  - Human Resource Strategy: Adapting to the Age of Globalization (2008)
  - Retaining Talent: A Guide to Analyzing and Managing Employee Turnover (2008)
  - Developing Leadership Talent: A Guide to Succession Planning and Leadership Development (2007)
  - Employee Engagement and Commitment: A Guide to Understanding, Measuring and Increasing Engagement in Your Organization (2006)

#### **American Psychological Association (APA)**

- Invited to attend science leadership conference (2005, 2006)
- Presented research in “Early Career” poster session (2006)

#### **Michigan Association of Industrial-Organizational Psychologists**

- Member-at-Large (2003-2006)

#### **American Psychological Association Science Student Council (1995-1997)**

- Chairman and liaison to Board of Scientific Affairs
- Organized and conducted distinguished scientist symposia at APA convention

### **PROFESSIONAL AFFILIATIONS**

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- Academy of Management
- American Psychological Association (Fellow)
- Association for Psychological Science (Fellow)
- Personnel/Human Resource Research Group
- Society for Human Resource Management
- Society for Industrial and Organizational Psychology (Fellow)

## APPLIED EXPERIENCE

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- A.E. Staley
- Aircraft Service International Group
- American Veterinary Medical Association
- Applied Psychological Techniques
- Bell Atlantic
- Booz Allen Hamilton
- Burns & Wilcox
- Champion Recruiting Services (numerous Fortune 500 and consulting firm clients)
- Cinergy
- Department of Commerce, Foreign Commercial Service
- Department of Commerce, Office of International Operations
- Department of State
- The Dow Chemical Company
- Eagle Ottawa
- Eli Lilly
- Golden Valley Memorial Healthcare
- HealthcareSource
- Heartland Steel
- Inland Container Corporation
- Keihin Aircon North America
- Keihin Indiana Precision Technology
- Kelly Services
- Litigation Support, Lewis v. City of Chicago
- Litigation Support, State of Indiana v. IBM
- Litigation Support, Watts v. IES
- Manufacturing Skill Standards Council
- McLaren Health Care Corporation
- Michigan State University
- National Skills Standards Board
- Nucor Steel
- Ocwen Financial Corporation
- Purdue University
- Social Security Administration
- Talent Alliance
- TestSource
- United States Army
- United States Patent and Trademark Office
- United Technologies Carrier Corporation
- Wabash National Corporation