CURRICULUM VITA

## JENNIFER L. KISAMORE

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## EDUCATION

Ph.D.    University of South Florida, 2003
Major: Industrial-Organizational Psychology; Minor: Quantitative Methods

M.A.    University of South Florida, 1999
Major: Industrial-Organizational Psychology

B.A.    University of South Florida, *summa cum laude*, 1994
Major: Psychology (honors); Minor: Sociology

## ACADEMIC POSITIONS

2009-    Associate Professor (with tenure), Psychology, University of Oklahoma-Tulsa

2003-2009    Assistant Professor, Psychology, University of Oklahoma-Tulsa

2003    Visiting Assistant Professor of Psychology, University of Oklahoma-Tulsa

1999-2002    Graduate Student Instructor, Psychology, University of South Florida

1998    Research Assistant, Psychology, University of South Florida

1995-1996    Graduate Teaching Assistant, Psychology, University of South Florida

## ADMINISTRATIVE POSITIONS

2019-    Graduate Liaison, Organizational Dynamics (July 1, 2019-present)

2022-    Associate Dean, OU Graduate College (July 1, 2022-present)

2016-2022    Associate Dean, Tulsa Graduate College (January 1, 2016-June 30, 2022)[1]

2010-2019    co-Graduate Liaison, Organizational Dynamics. Position rotated by academic year between two faculty members. I served 2010-11; 2012-2013; 2014-2015; 2016; 2018-2019 academic years and full calendar year for 2016 due to colleague sabbatical.

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[1] The Tulsa Graduate College and Norman Graduate College merged in 2022 to become the OU Graduate College.

## RESEARCH IDENTIFIERS AND STATISTICS

ORCID        orcid.org/0000-0002-3654-8989
ResearcherID J-6438-2013
Citations[1]  2521 (all); 1213 (since 2018)
h-index[2]    16 (all); 14 (since 2018)
I10-index[1]  20 (all); 16 (since 2018)

## RESEARCH STREAMS AND INTERESTS

My research primarily deals with meta-analysis, factors that affect organizational behavior under duress, and issues of measurement accuracy. This includes looking at how personality predicts differences in behavior in high stakes situations (applying for a job, taking academic tests), in situations involving interpersonal conflict in the workplace, and when under stress due to excessive role demands.

*Keywords*: Organizational behavior; meta-analysis; ethics; personality; measurement accuracy; teaching effectiveness; employee burnout

## PUBLICATIONS AND PRESENTATIONS

Published, Accepted and In-Press Articles-Peer Reviewed

Jawahar, I.M., & **Kisamore, J.L.**, & Stone, T. H. (*in press*). Role conflict, need frustration, and supervisor support: A moderated-mediation model of employee voice and silence. *Management Research Review*. Vol. ahead-of-print No. ahead-of-print. https://doi.org/10.1108/MRR-09-2022-0656

Pemberton, A.[*], & **Kisamore, J.L.** (2022). Assessing burnout in diversity & inclusion professionals. *Equality, Diversity, and Inclusion: An International Journal*, *42*(1), pp. 38-52. https://doi.org/10.1108/EDI-12-2020-0360

Tecle, L.[*], & **Kisamore, J.L.** (2020). Naïve narcissists or affable altruists? A comparison of Millennial and GenX Values. *Journal of Business Diversity*, *20*(3), 44-50. https://doi.org/10.33423/jbd.v20i3.3086

Morrissette, A.M., & **Kisamore, J.L.** (2020). Trust and performance in business teams: A meta-analysis. *Team Performance Management: An International Journal*, *26*(5/6), 287-300. https://doi.org/10.1108/TPM-02-2020-0012

**Kisamore, J.L.**, & Blewett, E.L. (2020). Student learning tool usage and preferences in a medical microbiology course: A quality improvement study. *Oklahoma State Medical Proceedings*, *1*(7), e9. https://scholars.okstate.edu/en/publications/student-learning-tool-usage-and-preferences-in-a-medical-microbio

Morrissette, A.M., & **Kisamore, J.L.** (2020). A meta-analysis of the relationship between role stress and organizational commitment: The moderating effect of occupational type. *Occupational Health Science, 4*(1), 23-42. doi: 10.1007/s41542-020-00062-5

Holbrook, T.[*], & **Kisamore, J.L.** (2018). The effects of media slant on public perception of an organization in crisis. *Social Influence*, *13*(2), 91-103. doi: 91-103.10.1080/15534510.2018.1442741.

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[2] From GoogleScholar
* Indicates the co-author was a student at the time the project was conducted.

Pace, V.L., & **Kisamore, J.L.** (2017). Strategic exit interviewing: Encouraging voice, enhancing alignment and examining process. *Journal of Organizational Effectiveness: People and Performance*, *4*(1), 59-75. doi:10.1108/JOEPP-03-2016-0023

Muldoon, J., **Kisamore, J.L.,** Liguori, E., Jawahar, I.M., & Bendickson, J. (2017). Moderators of the personality-performance relationship: An investigation of job meaning and autonomy. *Personnel Review*, *46*(3), 474-489. doi:10.1108/PR-02-2016-0040

Scrimpshire, A., Stone, T., **Kisamore, J.**, & Jawahar, I.M. (2017). Do birds of a feather cheat together? How personality and relationships affect student cheating. *Journal of Academic Ethics, 15*(1), 1-22. doi:10.1007/s10805-016-9267-5.

Stone, T., **Kisamore, J.**, Jawahar, I.M., & Bolin, J.H. (2014). Making our measures match perceptions:  Do severity and type matter when assessing academic misconduct offenses. *Journal of Academic Ethics*, *12*(4), 251-270. doi:10.1007/s10805-014-9216-0

**Kisamore, J.L.**, Liguori, E., Muldoon, J., & Jawahar, I.M. (2014). Keeping the peace: An investigation of the interaction between personality, conflict and competence on organizational citizenship behaviors. *Career Development International*, *19*(2), 244-259. doi:10.1108/CDI-09-2013-0115

Stone, T.H., **Kisamore, J.L.**, Kluemper, D., & Jawahar, I.M. (2012). Whistle-blowing in the classroom? *Journal of Higher Education Theory and Practice*, *12*(5), 11-26. Available at http://docplayer.net/83233022-Journal-of-higher-education-theory-and-practice.html.

Jawahar, I.M., **Kisamore, J.L.**, Stone, T.H., & Rahn, D.L. (2012). Differential effect of inter-role conflict on proactive individual's experience of burnout. *Journal of Business and Psychology*, *27*(2), 243-254. doi:10.1007/s10869-011-9234-5

**Kisamore, J.L.**, Jawahar, I.M., Ligouri, E.W., Mharapara, T.L., & Stone, T.H. (2010). Conflict and abusive workplace behaviors: The moderating effects of social competencies. *Career Development International*, *15*(6), 583-600. doi: 10.1108/13620431011084420

smith, f.l. [sic], Stone, T.H., **Kisamore, J.L.** & Jawahar, I.M. (2010). Decision-making biases and affective states: Their potential impact on best practice innovations. *Canadian Journal of Administrative Sciences / Revue Canadienne des Sciences de l'Administration*, 27(4), 277-291. doi: 10.1002/cjas.132

Stone, T.H., Jawahar, I.M., & **Kisamore, J.L.** (2010). Predicting academic misconduct intentions and behavior using the Theory of Planned Behavior and personality. *Basic and Applied Social Psychology*, *32*(1), 35-45. doi: 10.1080/01973530903539895

Blewett, E.L., & **Kisamore, J.L.** (2009). Evaluation of an interactive, case-based review session in teaching medical microbiology. *BMC Medical Education*, *9*(56). doi:10.1186/1472-6920-9-56

Stone, T.H., Jawahar, I.M., & **Kisamore, J.L.** (2009). Using the Theory of Planned Behavior and cheating justifications to predict academic misconduct. *Career Development International, 14*(3), 221-241. doi: 10.1108/13620430910966415

**Kisamore, J.L.** (2008). The community as a classroom: Integrating service learning into human resource management curriculum. *Journal of Human Resources Education, 2*(3). Available at https://journals.troy.edu/index.php/JHRE/article/view/30

**Kisamore, J.L.** (2008). Distributional shapes and validity transport: A comparison of lower bounds. *International Journal of Selection and Assessment*, *16*(1), 27-29. doi: 10.1111/j.1468-2389.2008.00406.x

**Kisamore, J.L.**, & Brannick, M.T. (2008). An illustration of the consequences of meta-analysis model choice. *Organizational Research Methods*, *11*, 35-53. doi: 10.1177/1094428106287393

Stone, T. H., **Kisamore, J. L.,** & Jawahar, I.M. (2008). Predicting students' perceptions of academic misconduct on the Hogan Personality Inventory reliability scale. *Psychological Reports*, *102*(2), 495-508. doi: 10.2466/pr0.102.2.495-508

**Kisamore, J.L.**, Stone, T.H., & Jawahar, I.M. (2007). Academic integrity: The relationship between individual and situational factors on misconduct contemplations. *Journal of Business Ethics*, *75*(4), 381-394. doi: 10.1007/s10551-006-9260-9

Jawahar, I.M., Stone, T.H., & **Kisamore, J.L.** (2007). Role conflict and burnout: The direct and moderating effects of political skill and perceived organizational support on burnout dimensions. *International Journal of Stress Management, 14*(2), 142-159. doi: 10.1037/1072-5245.14.2.142

Birkeland, S.A., Manson, T.M., **Kisamore, J.L.**, Brannick, M.T., & Smith, M.A. (2006). A meta-analytic investigation of job applicant faking on personality measures. *International Journal of Selection and Assessment, 14*(4), 317 -335. doi: 10.1111/j.1468-2389.2006.00354.x

Brannick, M., Miles, D., & **Kisamore, J.** (2005). Calibration between student mastery and self-efficacy. *Studies in Higher Education, 30*(4), 473-483. doi: 10.1080/03075070500160244

Book Chapters

**Kisamore, J.L.** (2022). Bending without breaking: The role of higher education in a changing society. In D.C. Poff's (ed.), *Corporate Social Responsibility and University Governance*. Springer Nature. [invited].

Stone, T.H., Jawahar, I.M., & **Kisamore, J.L.** (2011). Predicting workplace misconduct using personality and academic behaviors, in R. Burke, E. Tomlinson, & C. Cooper's (Eds.) *Crime and Corruption in Organizations*, Surrey, England: Gower. [invited]

**Kisamore, J.L.**, & Cohen, R. (2010). Utility. In R.J. Cohen & M.E. Swerdlik's *Psychological testing and assessment: An introduction to tests and measurement* (7th ed.). NY: McGraw-Hill. [invited].

Manuscripts and chapters under Review, in Revision, or in preparation-Peer Reviewed

**Kisamore, J.L.**, Stadler, M., Mharapara, T., Terry, S., Clemons, J. (under review). Predicting employee engagement The interplay of work-family spillover and resilience. Paper submitted to *Occupational Health Science*, April 4, 2023. OHES-D-23-00060

Morrisette, A., & **Kisamore, J.L.** (in preparation). Organizational social context meta-analysis.

Published Abstracts-Peer Reviewed Journals

Blewett, E.L., Reddig, B.J., & **Kisamore, J.L.** (2012). The use of an interactive in-classroom tool to improve student performance on knowledge acquisition and application [Abstract]. *Journal of Microbiology and Biology Education*, *13*, 108.

**Kisamore, J.L.** (2004). Validity generalization and transportability: An investigation of distributional assumptions of random-effects meta-analytic methods. *Dissertation Abstracts International, 65*, 5B, 2675.

Published Articles-Professional Publications and ERIC Documents (not refereed)

**Kisamore, J.L**., & Alexander, E.[*] (2008). *Using an internship opportunity to expand awareness of industrial/organizational psychology*. ERIC document [ED 503736].

**Kisamore, J.L.**, Aldridge, D.A., Alexander, E.[*], & White, D.L[*] (2008). *Educating adult learners: Twelve tips for teaching business professionals*. ERIC document [ED502732].

Costanza, D.P., & **Kisamore, J.L.** (2007). SIOP presidents on education and training in I-O. *The Industrial-Organizational* Psychologist *(TIP)*, *44*(3), 73-78.

Steinheider, B., Costanza, D.P., **Kisamore, J.L.**, & Reiter-Palmon, R. (2006). Leaving the psychology tower: Non-traditional programs in I/O psychology. *The Industrial-Organizational Psychologist (TIP)*, *43*(4), 83-89.

**Kisamore, J.L.**, Casper, W.J., Martin, J.A., & Hall, S.M. (2004). More tips for obtaining a job in academia. *The Industrial-Organizational* Psychologist *(TIP)*, *42*(2), 30-36.

Conference Papers and Posters with Corresponding Proceedings

Higgins, L., & **Kisamore, J.L.** (2021). *What aspects of the performance review process are related to employee engagement and satisfaction?*. Poster presented at the Southwest Academy of Management annual conference [virtual], March 2-5, 2021. Proceedings available at: https://swaom.org/programs-%26-proceedings

Motil, A., & **Kisamore, J.L.** (2021). *The relationship between employee onboarding and turnover intentions: The mediating role of employee engagement*. Poster presented at the Southwest Academy of Management annual conference [virtual], March 2-5, 2021. Proceedings available at: https://swaom.org/programs-%26-proceedings

Vann, J., & **Kisamore, J.L.** (2021). *Family business survival: How business owner commitment types predict succession intentions.* Poster presented at the Southwest Academy of Management annual conference [virtual], March 2-5, 2021. Proceedings available at: https://swaom.org/programs-%26-proceedings

Muldoon, J., **Kisamore, J.L.**, Liguori, E.W., Jawahar, J., & Bendickson, J. (2016). Emotional stability and contextual job performance: The moderating effects of meaning and autonomy. Abstract published in *Academy of Management Proceedings*, *2016*(1), 15232. Proceedings available at: https://journals.aom.org/doi/abs/10.5465/ambpp.2016.15232abstract

Vaughan, V.[*], & **Kisamore, J.L.** (2016). *Keeping key contributors: Organizational factors related to employee continuance.* Poster presented at the 2016 Southwest Academy of Management (SWAM) Annual Conference, Oklahoma City, OK, March 9-12, 2016. Abstract included in conference proceedings, http://www.swamfbd.org/uploads/SWAM2016_Final-Updated_08-08-2016.pdf

Bush, O.S.[*], & **Kisamore, J.L.** (2016). *Developing the leaders of tomorrow: An evaluation of Tulsa's Youth Philanthropy Initiative*. Paper presented at the 2016 Southwest Academy of Management (SWAM) Annual Conference, Oklahoma City, OK, March 9-12, 2016. Abstract included in conference proceedings, http://www.swamfbd.org/uploads/SWAM2016_Final-Updated_08-08-2016.pdf

Goolsbay, E.C.[*], & **Kisamore, J.L.** (2016). *Managing organizational divestiture: Best practices for IT leaders*. Poster presented at the 2016 Southwest Academy of Management (SWAM) Annual Conference, Oklahoma City, OK, March 9-12, 2016. Abstract included in conference proceedings, http://www.swamfbd.org/uploads/SWAM2016_Final-Updated_08-08-2016.pdf

Tecle, L., & **Kisamore, J.** (2014, November). *Naïve narcissists or affable altruists? Personality characteristics of the millennial generation*. Poster presented at the 2014 Oklahoma Academy of Science technical meeting, November 7, 2014, Broken Arrow, OK. Abstract published in the *Proceedings of the Oklahoma Academy of Science* available at http://ojs.library.okstate.edu/osu/index.php/OAS/article/view/3014/2729

Cline, L.[*], & **Kisamore, J.L.** (2008). *Rethinking career perceptions and paths: A review of and recommendations for career management research*. Poster presentation at the 2008 Oklahoma Academy of Science technical meeting (October 31, 2008), Bethany, OK. Abstract included in conference proceedings, http://digital.library.okstate.edu/oas/oas_pdf/v88/051-056.pdf

Stone, T.H., Jawahar, I.M., & **Kisamore, J.L.** (2008, November). *Using the Theory of Planned Behavior and cheating justifications to predict academic misconduct*[3]. Paper presented at the 2008 *Southern Management Association* conference, St. Pete Beach, FL. Paper published in the conference proceedings, http://www.southernmanagement.org/meetings/2008/proceedings

**Kisamore, J.L.** & Peck, S.N.[*] (2008, January). *Computer personalities and student interaction: An examination of student satisfaction*. Poster presented at the 6th annual Hawaii International Conference on Education, Honolulu, HI. Paper included in conference proceedings (p. 624), http://hiceducation.org/wp-content/uploads/proceedings-library/EDU2008.pdf

Blewett, E.L., & **Kisamore, J.L.** (2007, November). *Lysine as alternative therapy in Herpes Simplex Virus infection: A review of research.* Poster presented at the 2007 Oklahoma Academy of Science technical meeting, Tulsa, OK. Abstract published in the *Proceedings of the Oklahoma Academy of Science*, *87*, 111-112. Proceedings available at: http://digital.library.okstate.edu/oas/oas_pdf/v87/p111_116.pdf

**Kisamore, J.L.**, Stone, T.H., & Jawahar, I.M. (2006, October). *Academic integrity: Personality or perception of academic environment?* Paper presented and included in the *Proceedings of the Southern Management Association*, https://cdn.ymaws.com/southernmanagement.site-ym.com/resource/resmgr/Files/Meetings/SMA2006Program.pdf

Stone, T.H., smith, f. l.[sic], McCoy, M., & **Kisamore, J.L.** (2005, November). *Best practices: How do decision-making biases and affect impact innovation decisions?* Paper presented and included in the *Proceedings of the Southern Management Association*, https://cdn.ymaws.com/southernmanagement.site-ym.com/resource/resmgr/Files/Meetings/SMA2005Program.pdf

Cline, L.[*], & **Kisamore, J.L.** (2008). *Rethinking career perceptions and paths: A review of and recommendations for career management research*. Poster presentation at the 2008 Oklahoma Academy of Science technical meeting (October 31, 2008), Bethany, OK. Abstract included in conference proceedings, http://digital.library.okstate.edu/oas/oas_pdf/v88/051-056.pdf

Conference Presentations and Posters (no proceedings)

**Kisamore, J. L.**, Stadler, M., & Mharapara, T. L. (2022). *Predicting employee engagement: The interplay of work-family spillover and resilience* [Poster]. Presented at the 2022 Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

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[3] Awarded "Outstanding paper" by the Ethics/Social Issues/Diversity track. http://www.southernmanagement.org/meetings/2008/proceedings//data/outstandingpapers.pdf

**Kisamore, J. L**., & Jawahar, I. M. (2022). *Role conflict and need frustration: A moderated-mediation model of employee voice* [Poster]. Presented at the 2022 Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

**Kisamore, J. L.**, & Morrissette, A. M. (2022). *Social context and employee engagement: A meta-analysis* [Poster]. Presented at the 2022 Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

**Kisamore, J.L**., & Mharapara, T.L. (2021). *Workplace civility and the work-family interface: An examination of mediators*. Poster presented at the 2021 annual Oklahoma Academy of Science technical meeting. November 5, 2021. Ada, OK

**Kisamore, J.L**., & Pemberton, A.[*4] (2021). *Assessing burnout in diversity and inclusion professionals*. Poster presented at the 2021 annual SIOP conference. Virtual, April 15-17, 2021.

**Kisamore, J.L.**, & Terry, S.L.[*] (2020). *Burnout among social workers: A preliminary investigation of reciprocal work-family spillover*. Poster presented at the Oklahoma Academy of Science annual technical meeting [Virtual], November 6, 2020.

**Kisamore, J.L.** (Chair, moderator), Finegan, J., Fritzsche, B., Major, D., Thomas, K., & Williams, J. (2020). *Applying I/O to academic administration: Female faculty experiences*. Panel presentation at the 35th annual SIOP conference, virtual, June 16-30, 2020.

Mharapara, T.L., & **Kisamore, J.L.** (2020). *Do engaged midwives accumulate more work resources? A New Zealand-based study*. Poster presented at the 35th annual SIOP conference, virtual, June 16-30, 2020.

Coonfield, M.[*], & **Kisamore, J.** (2020). *Organizational support and knowledge sharing: An investigation of the correlates of organizational innovation*. Poster presented at the 2020 OU-Tulsa Research Forum, virtual, April 6-10, 2020.

Brannon, C.[*], & **Kisamore, J.** (2020). *Relationship between the second victim phenomenon and occupational burnout in healthcare[5]*. Poster presented at the 2020 OU-Tulsa Research Forum, virtual, April 6-10, 2020.

**Kisamore, J.L.**, & Blewett, E.L. (2019). *Medical students' preferences for learning course content*. Poster presented at the 108th annual technical meeting of the Oklahoma Academy of Science, Edmond, OK, November 8, 2019.

**Kisamore, J.L.,** & Osborn, S.[*] (2019). *Personality training and perceptions of future team dynamics: An exploratory study*. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD, April 4-6, 2019.

**Kisamore, J.L.**, & Morrissette, A.M. (2019). Examining the role stress-organizational commitment *relationship: A meta-analysis*. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD, April 4-6, 2019.

**Kisamore, J.L.**, & Harris, H.E.[*] (2018, November). *Demonstrating physiological and psychometric measures of stress: An active learning exercise*. Poster presented at the 107th annual technical meeting of the Oklahoma Academy of Science conference, November 2, 2018, Weatherford, OK.

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[4] Poster was rated one of the "Top 10 posters of 2021" (out of 730 submissions) and was displayed at the awards poster session.

[5] Poster tied for 1st place in the 2020 OU-Tulsa Research Forum's Social/Behavioral science division.

Arnold, L.[*], & **Kisamore, J.L.** (2018, November). *Are high achievers less likely to commit to organizations? Investigating the role of support in the achievement striving-commitment relationship.* Poster presented at the 107th annual technical meeting of the Oklahoma Academy of Science, November 2, 2018, Weatherford, OK.

Morrissette, A.M., & **Kisamore, J.L.** (2017, April). *Team trust and team performance: A meta-analysis.* Poster presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Norris, M.L., **Kisamore, J.**, Steinheider, B. (2017, April). *Creative self-efficacy, technology acceptance and the theory of planned behavior: Antecedents to a maker's intention to return to make.* Poster presented at OU-Tulsa Research Forum, April 18, 2017.

Becker, J.D.[*6], & **Kisamore, J.L.** (2016, November). Finding flow for free: The flow experience in volunteerism. Poster presented at the 2016 Oklahoma Academy of Science technical meeting, November 4, 2016, Tulsa, OK.

Scrimpshire, A., Stone, T.H., **Kisamore, J.**, & Jawahar, I.M. (2016, October 25-29,). *Why students help others cheat: It's personal and social.* Paper presented at the 2016 Southern Management Association Meeting, Charlotte, NC.

Scrimpshire, A., Stone, T., **Kisamore, J.**, & Jawahar, I.M. (2016, June). *Birds of a feather, cheat together: What, who, and why of helping others cheat.* Paper presented at the Administration Sciences Association of Canada (ASAC) 2016 Annual Conference, Edmonton, Alberta, Canada, June 4-6, 2016.

Chang, J.[*], & **Kisamore, J.L.** (2015. November). Development and assessment of a college preparatory session for Hmong students. Poster presented at the 2015 Oklahoma Academy of Science technical meeting, November 13, 2015, Oklahoma City, OK.

Guard, N.L.[*], & **Kisamore, J.L.** (2015. November). An evaluation of the efficacy of a community-based childhood sexual abuse prevention program. Poster presented at the 2015 Oklahoma Academy of Science technical meeting, November 13, 2015, Oklahoma City, OK.

Tuttle, D.L.[*], **Kisamore, J.,** & Terry, R.A. (2015, November). Factors associated with long-term volunteer commitment. Poster presented at the 2015 Oklahoma Academy of Science technical meeting, November 13, 2015, Oklahoma City, OK.

Munoz, E.[*], & **Kisamore, J.** (2014, November). *Factors associated with work-family conflict among working parents with dependent children.* Poster presented at the 2014 Oklahoma Academy of Science technical meeting, November 7, 2014, Broken Arrow, OK.

Stone, T., **Kisamore, J.**, Harrison, J., & Jawahar, J. (2014, May). *Reconceptualizing violations of academic integrity: An initial test of serious and minor offences*[7]. Paper presented at the Administrative Sciences Association of Canada 2014 meeting, Huntsville, Ontario, Canada. Paper published in conference proceedings.

**Kisamore, J.L.,** Liguori, E.W., Muldoon, J., Jawahar, I.M. (2013, April). *Interplay of competence, conflict and proactive personality in predicting OCB.* Poster presented at the 28th annual SIOP conference, April 11-13, 2013, Houston, TX.

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[6] Student was awarded the "Best Graduate Poster of the Academy" by the Oklahoma Academy of Science.
[7] Paper received "Honourable Mention" award at the Administration Sciences Association of Canada, Management Education track.

**Kisamore, J.L.**, Stone, T.H., Jawahar, I.M., & Holden, J. (2012, October). *Measuring academic misconduct: Addressing type and severity of offenses*. Paper presented at the Midwest Academy of Management conference, October 4-6, Itasca, IL.

Stone, T.H., **Kisamore, J.L.**, & Jawahar, I.M. (2012, August). *Predicting classroom whistle-blowing*. Paper presented at the 2012 Academy of Management conference, Boston, MA, August 7, 2012.

Blewett, E.L., Reddig, B.J., & **Kisamore, J.L.** (2012, June). *The use of an interactive in-classroom tool to improve student performance on knowledge acquisition and application*. Poster presented at the 19th Annual American Society of Microbiology (ASM) conference for Undergraduate Educators, June 14-17, 2012, San Mateo, CA.

Stone, T.H., **Kisamore, J.L.**, Jawahar, I.M., & Kluemper, D. (2011, October). *Whistle-blowing in the classroom?* Paper presented at the 2011 Southern Management Association conference, Savannah, GA.

Canady, A.D.[*], Gray, S.M.[*], **Kisamore, J.L.** (2011, November). *Driven to distraction: An observational study of drivers in Tulsa*. Poster presented at the annual technical meeting of the Oklahoma Academy of Science, Durant, OK, November 11, 2011.

**Kisamore, J.L.,** & Canady, A.D.[*] (2011, October). *Research smesearch: Enhancing students' perceptions of the relevance of research in the real world*. Presentation made at the 2011 Teaching Scholars Initiative, University of Oklahoma, Norman, OK, October 20, 2011.

Stone, T., Kluemper, D., **Kisamore, J.**, & Jawahar, I.M. (2011, July). *Forms of academic cheating and counterproductive work behavior.* Paper presented at the 2011 Administrative Sciences Association of Canada, Montreal, Quebec, Canada.

Muldoon, J., **Kisamore, J.L.**, Liguori, E.W., & Booth, S. (2011, April). *Emotional stability and contextual job performance: The moderating effects of autonomy and meaning*. Poster presented at the 26nd annual SIOP conference. Chicago, IL.

**Kisamore, J.L.**, & Canady, A.D. (2011, March). *Enhancing the relevance of research for application-oriented master's students*. Poster presented at OU-Tulsa Research Day, March 31, 2011.

**Kisamore, J.L.** (2010, November). *A comprehensive approach to assessing content validity*. Poster presented at the 2010 Oklahoma Academy of Science technical meeting, November 5, 2010, Broken Arrow, OK.

**Kisamore, J.L.** (2009, August). *Ethical issues in knowledge sharing*. Presentation made at the 2009 Knowledge and Project Management Symposium, August 12-13, Tulsa, OK.

Stone, T.H., Jawahar, I.M., & **Kisamore, J.L.** (2009, August). *Can academic misconduct predict OCB and CWB?* Paper presented at the 2009 meeting of the Academy of Management, Chicago, IL.

Katz, D.S., & **Kisamore, J.L.** (2009, May). *Is pipe cleaner modeling effective in teaching protein structure?* Poster presented at the 2009 general meeting of the American Society for Microbiology, May 17-21, Philadelphia, PA.

**Kisamore, J.L.**, & Mharapara, T.L. (2009, March). *A comparison of the efficacy of two social effectiveness constructs for the prediction of organizational citizenship behaviors*. Poster presented at the 2009 annual meeting of the Southwestern and Rocky Mountain (SWARM) division of the American Association for the Advancement of Science (AAAS)**,** Tulsa, OK.

Aldridge, D., & **Kisamore, J.** (2008, October). *The pitfalls and possibilities of compressed format courses: Best practices for teaching on the weekends*. Session presented as a University Showcase at the 2008 Midwest Academy of Management conference, St. Louis, MO.

Cline, L., & **Kisamore, J.L.** (2008, October). *The changing nature of careers and career management: Recommended roles and responsibilities for employees and organizations*. Presentation at the annual conference of the Midwest Academy of Management, St. Louis, MO.

**Kisamore, J.L.**, & Mharapara, T.L. (2008, August). *Are politically skilled employees better organizational citizens? An empirical investigation*. Paper presented at the 2008 Academy of Management conference, August 2008, Anaheim, CA.

**Kisamore, J.L.**, Jawahar, I.M., Stone, T.H., & Mharapara, T.L. (2008, August). *Do social competencies mitigate or augment abusive behaviors at work?* Paper presented as part of the Workplace Incivility symposium at the 2008 Academy of Management conference, August 2008, Anaheim, CA.

Stone, T.H., Jawahar, I.M., & **Kisamore, J.L.** (2008, August). *Using Ajzen's Theory of Planned Behavior to predict academic misconduct intentions and behaviors*. Paper presented at the 2008 Academy of Management conference, August 2008, Anaheim, CA.

**Kisamore, J.L.** (2008, June). *Extending our reach by enhancing writing effectiveness: A session on how to build bridges in empirical research writing*. Workshop presented at the 2008 Writing Development in Higher Education Conference, Glasgow, Scotland.

Jawahar, I.M., & **Kisamore, J.L.**, & Stone, T.H. (2008, June). *The differential effect of inter-role conflict on proactive individual's experiences of burnout*. Paper presented at the 2008 Administrative Sciences Association of Canada, Halifax, Nova Scotia, Canada.

**Kisamore, J. L.** (2008, April). *Adding activity to education: Integrating active- and service-learning into management curriculum.* Paper presented at the 2008 Oklahoma Higher Education Teaching and Learning Conference, Tahlequah, OK.

**Kisamore, J.L.**, & Aldridge, D.L. (2008, April). *Tools for effective teaching of adult learners.* Paper presented at the 2008 Oklahoma Higher Education Teaching and Learning Conference, Tahlequah, OK.

**Kisamore, J.L.**, Jawahar, I.M., & Stone, T.H. (2008, January). *A comparison of academic misconduct perceptions between traditional and online learning environments*. Poster presented at the 6th annual Hawaii International Conference on Education, Honolulu, HI.

Stone, T.H., **Kisamore, J.L.**, & Jawahar, I.M. (2007, October). *Effects of a culture of academic integrity*. World Café discussion presented at the 50th annual Midwest Academy of Management, Kansas City, MO.

**Kisamore, J.L.**, Hellman, C., & Mharapara, T.L.[*] (2007, August). *Correlates of volunteer performance perceptions: Implications for volunteer administration*. Poster presented at the 115th APA convention, San Francisco, CA.

Stone, T.H., **Kisamore, J.L.**, & Jawahar, I.M. (2007, August). *Academic integrity: Personality or perception of academic environment*. Paper presented at the 2007 Academy of Management conference, Philadelphia, PA.

Stone, T.H., **Kisamore, J.L.**, & Jawahar, I.M. (2007, June). Predicting academic dishonesty: Theory of planned behavior and personality. Paper presented at the 2007 Administrative Sciences Association of Canada (ASAC) Convention, Ottawa, Canada.

**Kisamore, J.L.**, Jawahar, I.M., & Stone, T.H. (2007, April). *Academic integrity and the HPI employee reliability scale*. Poster presented at the 22nd annual SIOP conference. New York, NY.

Steinheider, B., Costanza, D.P., **Kisamore, J.L.**, & Reiter-Palmon, R. (2006, May). *Leaving the psychology tower: Non-traditional programs in I/O psychology*. Teaching, Learning and Education Forum presented at the 21st annual SIOP conference. Dallas, TX.

**Kisamore, J.L.** (2006, May). *Guiding graduate student instructors: A feedback tool for faculty mentors.* Poster presented at the 13th annual APS-STP Teaching Institute. New York, NY.

**Kisamore, J.** (2005, August). *Perceptions of integrity in the online and traditional classroom.* Paper presented as part of a Professional Development Workshop (T. Stone, session coordinator), Academy of Management, Honolulu, HI.

**Kisamore, J.**, & Peck, S.* (2005, August). *Integrity, testing, and technology: Detecting student dishonesty using WebCT*. Poster presented at the 113th annual APA convention. Washington DC.

**Kisamore, J.**, & Brannick, M. (2004, April). *Ensemble estimation: A new method for assessing validity transport*. Poster presented at the 19th annual SIOP conference. Chicago, IL.

**Kisamore, J.**, & Brannick, M. (2003, April). *Pygmalion in organizations: An illustration of the consequences of meta-analytic choices.* Poster presented at the 18th annual SIOP conference. Orlando, FL.

Birkeland, S., Manson, T., **Kisamore, J.**, Brannick, M., & Liu, Y. (2003, April) *A meta-analytic investigation of job applicant faking on personality measures.* Poster presented at the 18th annual SIOP conference. Orlando, FL.

Brannick, M., Miles, D., & **Kisamore, J.** (2003, January). *An evaluation designed to assess student mastery, self-competence, and calibration*. Poster presented at the 25th annual National Institute on the teaching of Psychology (NITOP), St. Petersburg Beach, FL.

**Kisamore, J.L.**, & Levine, E.L. (1999, January). *Training future generations of faculty in how to teach*. Presentation at the 21st annual National Institute on the teaching of Psychology (NITOP), St. Petersburg Beach, FL.

**Kisamore, J.L.**, & Miles, D.E. (1999, January). *Training tomorrow's teachers: A summary and evaluation of the evolution of an instructor training program.* Poster presented at the 21st annual National Institute on the teaching of Psychology (NITOP), St. Petersburg Beach, FL.

Miles, D.E., & **Kisamore, J.L.** (1999, January). *Teaching meets technology: An investigation of potential side-benefits of web-enhanced instruction.* Poster presented at the 21st annual National Institute on the teaching of Psychology (NITOP), St. Petersburg Beach, FL.

**Kisamore, J.L.**, & Miles, D.E. (1998, January). *Guiding graduate instructors toward teaching excellence: A summary and evaluation.* Poster presented at the 20th annual National Institute on the teaching of Psychology (NITOP), St. Petersburg Beach, FL.

Conference Papers and Presentations-accepted or under review

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Dissertation and Theses

**Kisamore, J.L.** (2003). *Validity generalization and transportability: An investigation of the distributional assumptions of random-effects meta-analytic models.* Doctoral dissertation, University of South Florida, Tampa, FL available at http://etd.fcla.edu/SF/SFE0000060/kisamoredissertation.pdf

**Kisamore, J.L.** (1999). *Training, technology, and type: Investigating the role of personality factors in computer-mediated instruction*. Master's thesis, University of South Florida, Tampa, FL.

**Kisamore, J.L.** (1994). *Bridging the gap: The impact of structured communications on employee perceptions*. Undergraduate thesis, University of South Florida, Tampa, FL.

Computer-Based Tutorials

**Kisamore, J.L.** (1998, fall). *Your statistics tutor* ["Believe" and "Achieve" computer-based statistics tutorials]. Tampa, FL: USF Department of Psychology.

**Kisamore, J.L.** (1998, spring). *Teaching and technology: Creating web-based instructional supplements*. (Narrated by C. Nelson). [Tutorial CD]. Tampa, FL: USF Department of Psychology.

Invited Talks, Colloquia and Research Group Presentations

**Kisamore, J.L.** (2021, September 30). *The Tulsa Graduate College*. Talk presented to ILAC 6013-980-Proseminar in Instructional Leadership and Academic Curriculm. [invited by Dr. Vickie Lake].

**Kisamore, J.L.** (2014, February 18). *Methods and morality: A review of research*. Research presentation given to the faculty and students of the University of Oklahoma's Department of Educational Leadership and Policy Studies. [invited]

**Kisamore, J.L.** (2009, August 12). Invited discussant in the panel discussion entitled *Facing fear in knowledge sharing* (Chuck Tryon, session chair). 2009 Knowledge and Project Management Symposium, August 12-13, 2009, Tulsa, OK. [invited]

**Kisamore, J.L.** (2009, June 13). *Bullying in the workplace: How to prevent and cope with abuse at work.* Invited keynote address made to the International Association of Administrative Professionals (IAAP), Tulsa-Arkansas Chapter: Catoosa, OK. [invited]

**Kisamore, J.L.** (2008, April 26). *Dealing with workplace incivility: Challenging and changing the toxic workplace to create a future of possibilities*. Invited presentation made to International Association of Administrative Professionals (IAAP), Route 66 Chapter: Joplin, MO. [invited]

**Kisamore, J.L.** (2007, November 14). *The study and practice of I/O psychology: Graduate training and career opportunities*. Invited presentation made to the Oklahoma State University chapter of Psi Chi, OSU Department of Psychology: Stillwater, OK. [invited]

**Kisamore, J.L.** (2007, October 19). *Understanding academic misconduct perceptions and behavior: A series of studies*. Presentation made as part of the University of Oklahoma's Department of Psychology Colloquium Series [Lunch Bunch]: Norman, OK.

**Kisamore, J.L.** (2006, March 3). *A meta-analytic investigation of job applicant faking on personality measures*. Presentation made as part of the University of Oklahoma's Department of Psychology Colloquium Series [Lunch Bunch]: Norman, OK.

**Kisamore, J.L.** (2005, October 10). *Moderators in meta-analysis*. Presentation made to the OU-Tulsa Research Topics Discussion Group. University of Oklahoma: Tulsa, OK.

**Kisamore, J.L.** (2005, September 26). *Meta-analysis revisited: An illustration of the consequences of meta-analysis model choice.* Presentation made to the OU-Tulsa Research Topics Discussion Group. University of Oklahoma: Tulsa, OK.

**Kisamore, J.L.** (2003, February 3). *Pygmalion in organizations: An illustration of the consequences of meta-analytic choices.* Colloquia presentation made to the Department of Psychology, Middle Tennessee State University: Murfreesboro, TN.

Guest Lectures

**Kisamore, J.L.** (2007, August 24). *Writing technical and research reports*. Guest lecture in ODYN 5123, Survey of Organizational Dynamics course. Department of Psychology, University of Oklahoma.

**Kisamore, J.L.** (2007, February 25). *APA Format*. Guest lecture in ODYN 5123, Survey of Organizational Dynamics course. Department of Psychology, University of Oklahoma.

Instructional Materials

**Kisamore, J.L.** (2012-2016). *The ODYN comprehensive exam: An overview of its purpose and procedures*. Psychology Department, University of Oklahoma in Tulsa.

**Kisamore, J.L.** & Cohen, R.J. (2010). Utility. Chapter included in the 7$^{th}$ edition of R. J. Cohen & M. E. Swerdlik's *Instructor's manual for psychological testing and assessment: An introduction to tests and measurement.* NY: McGraw-Hill. [invited].

**Kisamore, J. L.** & Cohen, R.J. (2010). Utility. Chapter included in the 7$^{th}$ edition of R. J. Cohen's *Student's workbook in psychological testing and assessment*. NY: McGraw-Hill. [invited].

**Kisamore, J.L.** (2005-2022). *The ODYN capstone project: An overview of its purpose and procedures*. Psychology Department, University of Oklahoma in Tulsa. [updated annually]

Committee Reports

**Kisamore, J.L**., & Steinheider, B. (2022). *Organizational Dynamics: Department of Psychology-Tulsa campus*. Program report prepared for Dean Wrobel to document enrollment and graduation rates as well as career development milestones of program alumni.

**Kisamore, J.L.**, Isaacson, M., & List, R. (2006, April). *Student activities subcommittee report and recommendations*. Report prepared for the Strategic Planning Student Life Committee, University of Oklahoma in Tulsa.

**Kisamore, J.L.** (2005). *Program proposal: Doctor of philosophy in social and organizational relations*. College of Arts and Sciences, University of Oklahoma in Tulsa.

Media Appearances

**Kisamore, J.L.** (2021, October 8). *Addressing student academic misconduct: Lessons from research and practice* [invited]. Zoom interview conducted by Professor Fahri Apaydin, Association of Ethics in Academia, Yalova University, Turkey.

**Kisamore, J.L.** (2009, March 12). Going back to school a good idea. *Tulsa World*, p. A13.

**Kisamore, J.L.** (2009, January). *Organizational dynamics*. Interviewed by Pam Butler for an episode of "Health Alert," Tulsa Public Schools, Cable Channel 20 [multiple airings January 9-16].

## SCIENTIFIC AND INSTITUTIONAL SERVICE

<u>Departmental Service</u>

| | |
|---|---|
| 2018-present | Chair, Assessment committee, conduct assessment of ODYN program in Tulsa |
| 2019-present | Manager, ODYN Social Media sites (LinkedIn and Facebook) |
| 2017-present | Chair, Faculty committee for ODYN/HR shared research space |
| 2016-present | Create and manage ODYN foundation account to facilitate ODYN stewardship efforts. |
| 2011-present | Faculty advisor, ODYN Student Association |
| 2010-present | Developer and manager, ODYN website (given activation permissions 6/2015) |
| 2007-present | Faculty advisor for 10-15 ODYN students/semester |
| 2005-present | Co-Chair, ODYN student evaluation committee |
| 2004-present | Recruitment including presentations at ODYN orientations and OU-Tulsa open house events |
| 2004-present | Co-Chair, ODYN program selection committee |
| 2022 | Contributor, Department self study report. |
| 2021-2022 | Develop and submit proposals for ODYN certificate programs in Organizational Research and Organizational Psychology |
| 2022 | Committee member, Departmental self-study report (October 2022) |
| 2021 | Coordinator, ODYN Comprehensive Exams (fall 2021) |
| 2021 | Chair, Revalidation exam committee (fall 2021) |
| 2020 | Coordinator, ODYN Comprehensive Exams (spring 2020) |
| 2018-2019 | Awards committee, member |
| 2017-2018 | Committee A, appointed through special elections to fill vacancies due to sabbaticals and promotions (January 2017-August 2018) |
| 2016 | Chair, ODYN comprehensive exams revision committee |
| 2016 | Chair, ODYN program assessment committee |
| 2009, 11, 12, 14, 16 | Coordinator, ODYN Comprehensive Exams |
| 2007-2011 | Editor, *The Organizational Dynamics Newsletter* |
| 2009 | Interim Graduate Liaison, Organizational Dynamics (summer and fall 2009) |
| 2009 | Developer and coordinator, ODYN recruitment materials and activities |
| 2007-2009 | Member, Graduate Studies Committee, Department of Psychology (fall 07-spring 09) |
| 2007-2008 | Member, selection committee, ODYN Assistant Professor |
| 2006 | Member, selection committee, ODYN Visiting Professor |

<u>College and University Service</u>

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|---|---|
| 2022 | Abstract reviewer, OU-Tulsa Research Forum |
| 2022 | Co-nominator, Nominated Josh Davis for *2022 Regents' Award for Superior* |

*Staff*. Josh Davis won the award.

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| 2022 | Member, Committee to nominate Dr. William O. Ray for induction into the Oklahoma Heritage Society Higher Education Hall of Fame. Dean Emeritus Ray was inducted into the Hall of Fame in November 2022. |
| 2021-present | Tulsa's HLC Accreditation & Compliance Task Force (June 2021-) |
| 2021-present | Member, Doctoral Program Committee, Organizational and Community Leadership (OCL) Ph.D. program |
| 2019-present | Coordinator, annual OU-Tulsa 3MT competition |
| 2018-present | LGBTQ Ally, Attended LGBTQ Ally training and registered as an Ally, January, 2018 |
| 2018-present | Developer, Instructor guidebook site on Canvas |
| 2017-present | Member, Provost Advisory Committee for Learning Outcomes Assessment (PACLOA); Member of both Institutional Effectiveness and College Representatives subcommittees |
| 2017-present | Member, OU-Tulsa Police Advisory Council (OUT-PAC) |
| 2016-present | Member, Institutional Review Board (appointed September 1, 2016) |
| 2014-present | Member, Academic Council |
| 2021 | Coordinator and Nominator, Coordinated nomination of Dr. Jody Worley for the Provost Community Engagement Award for Scholarship, Research, and Creative at the University of Oklahoma. Dr. Worley did not win the award. |
| 2021 | Abstract reviewer, OU-Tulsa Research Forum |
| 2021 | Member, OU-Tulsa Threat Assessment Response Committee (TARC) |
| 2021 | Member, DEI Awards Selection Committee (Dr. Jasmine Willis Wallace, Chair) |
| 2021 | Member, Grad Liaisons Strategic Planning Focus Group (June 11, 2021) |
| 2017-2021 | Member development committee for Interdisciplinary PhD in Community and Organizational Leadership (OCL). |
| 2020 | Panelist, Degree Management System Scoring Team |
| 2020 | Abstract reviewer, OU-Tulsa Research Forum |
| 2020 | Panelist, Seed Grant Review panel (facilitated by Ann West), VPRP Office |
| 2019-2020 | Chair, OU-Tulsa Lactation policy task force |
| 2019, 2020 | Participant, MLK Parade, representing OU-Tulsa |
| 2019 | Submitter, OU-Tulsa veteran student profiles for CGS GradImpact website |
| 2019 | Abstract reviewer, OU-Tulsa Research Forum |
| 2018-2020 | Supervisor of record, CAS administrative support for ODYN & MPA programs |
| 2018 | Abstract reviewer, OU-Tulsa Research Forum |
| 2018, 2019 | Member, Hiring committee for ODYN/MPA Graduate Programs Coordinator |
| 2017 | Member, Selection panel for Director of Diversity and Inclusion, OU-Tulsa, December 18, 2017 |
| 2017 | Poster Judge, OU-Tulsa Research Forum (April 18, 2017) |
| 2016 | Abstract reviewer, OU-Tulsa Research Forum |
| 2016 | Member, OU-Tulsa Strategic Planning Task Force session (April 15, 2016) |
| 2015 (fall) | Member (elected), faculty advisory committee (ad hoc) for Dean William Ray |

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| 2004-2006 | Member (elected), faculty advisory committee (ad hoc) for Dean William Ray |
| 2008-2014 | Member, OU-Tulsa enrollment management board |
| 2014 | Abstract reviewer, OU-Tulsa Research Day |
| 2013-2015 | Member (elected), faculty advisory committee (ad hoc) for Dean William Ray |
| 2013 | Abstract reviewer, OU-Tulsa Research Day |
| 2010 | Abstract reviewer, OU-Tulsa Research Day |
| 2009 | Poster Judge, OU-Tulsa Research Day (April 30) |
| 2009 | ODYN representative to meet with *Leadership Tulsa* participants (January 14) |
| 2007 | Member, selection committee for OU-Tulsa Statistics Lab Coordinator |
| 2006 | Member, student life committee, appointed by OU-Tulsa's President Levit; Chair, student activities subcommittee |
| 2006 | Member, selection committee, CAS IT Support Person |
| 2005 | Chair (ad hoc), OU-Tulsa Graduate College, College of Arts and Sciences faculty for the development of an interdisciplinary Ph.D. program in Tulsa |
| 2004-06 | Member (elected), faculty advisory committee (ad hoc) for Dean William Ray |
| 2004 | Member, OU-Tulsa Graduate College, subject pool committee (ad hoc) |
| 2004 | Member, selection committee for OU-Tulsa Statistics Lab Coordinator |

Professional Service

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| 2022 | Judge, Student poster presentations, multiple divisions of the *Oklahoma Academy of Science*, Ada, OK, November 5. |
| 2021 | Judge, Student posters presentations, multiple divisions of the *Oklahoma Academy of Science*, Ada, OK, November 5. |
| 2021 | Member, *Tulsa Chamber OneVoice Workforce and Talent Strategies Task Force* (September-November) |
| 2020 | Peer Reviewer, *Higher Learning Commission* (conducted review August 2020) |
| 2019 | Judge, Student posters and oral presentations for the Social Science division of the *Oklahoma Academy of Science* technical meeting, Edmond, November 8. |
| 2016-2020 | Member, *Tulsa Chamber OneVoice Education Task Force* (July-September) |
| 2014-2015 | Member (invited external methods expert), Rogers State University Institutional Review Board[8] (IRB) |
| 2009 | Track chair, Organizational Dynamics track of the *Knowledge and Project Management Symposium*, Tulsa, OK, August 12-13, 2009. |
| 2007-2009 | Member [invited external], IRB Scientific Review Committee, OSU Center for Health Sciences (spring 2007 through summer 2009) |
| 2007-2009 | Co-editor of the Education and Training column, *The Industrial-Organizational Psychologist* (TIP); David Costanza, co-editor |

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[8] RSU's IRB disbanded at the end of the Spring 2015 semester. RSU now contracts with OU for IRB services.

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***Editorial Board and Reviewing Service***

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*Editorships*

2020-2021            Associate Editor, *Journal of Academic Ethics* [invited]

*Editorial Boards*

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|---|---|
| 2017-2020, 2022-present | Member, *Journal of Academic Ethics* [invited] |
| 2010-2022 | Member, *Career Development International* journal [invited] |
| 2012-2015 | Member, *World Journal of Methodology* [invited] |
| 2005-2007 | Member, *The Industrial-Organizational Psychologist* (TIP) |

*Journal Reviewer (ad hoc)*

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| 2023 | *Occupational Health Science* |
| 2021 | *Social Sciences and Humanities Open* |
| 2018, 2021 | *Ethics and Behavior* |
| 2017, 20, 21 | *International Journal of Manpower* |
| 2020 | *Group & Organization Management* |
| 2017, 18, 19, 20 | *Personnel Review* |
| 2019 | *Higher Education Quarterly* |
| 2018, 19 | *International Journal of Management Education* |
| 2018, 19 | *Educational Psychology Review* |
| 2018 | *Canadian Journal of Administrative Sciences* |
| 2017 | *Personality and Social Psychology Bulletin* |
| 2012-13, 2017 | *Educational Psychology* |
| 2011, 12, 14, 15, 16, 17 | *Journal of Academic Ethics* |
| 2016 | *Personality and Individual Differences* |
| 2015 | *Journal of Research in Personality* |
| 2013, 15 | *Human Performance* |
| 2014 | *New Media & Society* |
| 2012, 2014 | *Psychological Reports* |
| 2010-2012 | *Journal of Applied Social Psychology* |
| 2009-10, 2012 | *Organizational Research Methods* |
| 2011 | *Journal of Occupational and Organizational Psychology* |
| 2009 | *Academy of Management Learning and Education* |
| 2009 | *Journal of Business Ethics* |
| 2007-2009 | *Career Development International* |
| 2008 | *European Journal of Psychiatry* |
| 2006 | *Journal of Business and Psychology* |

*Conference Reviewer (ad hoc unless otherwise noted)*

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|---|---|
| 2008, 19, 20, 23 | Academy of Management annual conference |
| 2005-08, 12-13, 15-16, 18-23 | Society for Industrial-Organizational Psychology (SIOP) annual conference |

| 2019, 20 | Teaching and Learning Conference at AOM (1 review each year) |
| 2015 | Southwest Academy of Management conference |
| 2008-09, 2012, 2014 | Southern Management Association annual conference |
| 2008 | Midwest Academy of Management conference |

*Other reviews*

| 2012 | *Global Corruption Report 2011: Education* (invited reviewer) published by Transparency International |
| 2011 | *Managing organizational knowledge: A project centric approach to Knowledge management* [invited reviewer], Taylor & Francis book proposal |

<u>Community Service</u>

| 2019 | Volunteer Instructor, Junior Achievement Tulsa (spring 2019; 2 presentations) |
| 2019 | Judge, Monte Cassino School Science Fair (March 5, 2019) |
| 2019 | Class art project lead, Lead students in the creation of a unique art project that was auctioned at a school fund raising event. ($190 raised). |
| 2018 | Volunteer Instructor, Junior Achievement Tulsa (spring 2018; 5 presentations) |
| 2018 | Judge, Monte Cassino School Science Fair (March 5, 2018) |
| 2015-2018 | Ryan's Case for Smiles (formerly ConKerr), make pillowcases for children hospitalized for cancer treatment and other life-changing illnesses. |
| 2017 | Tulsa Quilts for Kids, make quilts for babies and children in the hospital |
| 2017 | Judge, Monte Cassino School Science Fair (February 27, 2017) |
| 2004 | Volunteer, Tulsa Habitat for Humanity, Assisted with construction of home for Women's build house. |
| 2004 | Volunteer, Multiple Sclerosis Society, multiple events |

## GRANTS, STIPENDS, AWARDS AND HONORS

| 2019-2022 | Co-PI, *Transforming Family Justice Center Services for Polyvictims*. Sponsored by Tulsa Family Safety Center. Full proposal submitted to the U.S. Department of Justice, Office for Victims of Crime. (November 1, 2019-October 31, 2022). Subcontract for $136,095 (Jody Worley, PI, 50%; Jennifer Kisamore, Co-PI, 50%). Submitted: June 14, 2019. FUNDED |
| 2021 | Top 10 Poster Award, Society for Industrial and Organizational Psychology (SIOP), Poster was rated 6th out of 730 poster submissions. **Kisamore, J.L.,** & Pemberton, A.* (2021). Assessing burnout in diversity and inclusion professionals. Poster presented at the 2021 annual SIOP conference. Virtual, April 15-17, 2021. |
| 2014 | Primary Investigator on the subcontract for data analysis for the proposed project *Using a Fab Lab to engage rural youth in STEM learning*. Full proposal submitted to the National Science Foundation: Innovative Technology Experiences for Students and Teachers (ITEST) grant program. [proposal #1513044]. (Subcontract for $43,988; Chan Hellman, co-investigator). Sponsored by Independence Community College (July 1, 2015-December 31, 2016). UNFUNDED |

| 2014 | Honorable Mention Award, Awarded by the Administrative Sciences Association of Canada (ASAC) for the paper *Reconceptualizing violations of academic integrity: An initial test of serious and minor offences*. Management Education track. |
|------|------|
| 2013 | *Faculty enrichment grant*, Awarded by the College of Arts and Sciences for presentation and attendance at the 2013 Society for Industrial-Organizational Psychology. University of Oklahoma. ($609; FUNDED) |
| 2009 | *Outstanding reviewer award*, Awarded by *Career Development International* journal, selected by the editors for outstanding contribution as a reviewer during 2008. |
| 2008 | Outstanding paper award, Awarded by the Ethics/Social Issues/Diversity track of the Southern Management Association for the paper *Using the Theory of Planned Behavior and cheating justifications to predict academic misconduct*. |
| 2008 | *Presidential international travel fellowship*. Awarded to fund travel to Glasgow, Scotland to promote international exchanges between the University of Glasgow and University of Oklahoma. Education Abroad and International Student Services, University of Oklahoma. ($1,500; FUNDED) |
| 2008 | *Fostering innovation through process implementation: Recommendations for government managers*. Proposal for research stipend. IBM Center for the Business of Government. ($20,000; UNFUNDED). |
| 2006 | *Enhancing selection efficiency through validity transport: Extension and application of ensemble estimation methodology*. Summer Research Program Award, Awarded by the College of Arts and Sciences, University of Oklahoma. ($6,000; FUNDED) |
| 2005 | *Faculty enrichment grant,* Awarded by the College of Arts and Sciences for presentation and attendance at the 2006 American Psychological Society-Teaching of Psychology conference. University of Oklahoma. ($1,000; FUNDED) |
| 2005 | *Teaching, technology, and type: An investigation of factors affecting academic integrity*. Application for the National Academy of Education/Spencer Postdoctoral Fellowship ($55,000; UNFUNDED). |
| 2004 | *Perceptions of integrity: A comparison of misconduct in traditional and web-based courses.* Junior Faculty Summer Research Program Grant, Granted by Vice President of Research, University of Oklahoma. ($6,000; FUNDED) |
| 2003 | *Provost's commendation for outstanding teaching by a graduate student*. Office of the Provost, University of South Florida, Tampa, Florida. |
| 2003 | *Eve Levine graduate student teaching award*. Department of Psychology, University of South Florida, Tampa, Florida. |

## INSTRUCTIONAL AND PROFESSIONAL DEVELOPMENT

| 2022 | *Promotion to Full: Preparing your Dossier workshop*, Center for Faculty Excellence (February 4, 2022) |
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| 2021 | *Next Steps for the Inclusive Classroom* webinar, The Chronicle of Higher Education (December 15, 2021) |

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| 2021 | *Creating Connectedness by Decreasing Stigma in the Latinx Community* webinar, Tulsa Division of Diversity, Equity, and Inclusion (September 22, 2021) |
| 2021 | *Student Association Training for Officers and Advisors* (September 15, 2021) |
| 2021 | *Tenure and Promotion Process - Information Session and Q&A* (September 9, 2021) |
| 2021 | *Academic Analytics Training*, September 3, 2021 |
| 2021 | *Supporting Women Academics During Covid*. Webinar offered by The Chronicle of Higher Education. July 22, 2021. |
| 2021 | *HIPAA Privacy and Security Training*. Completed August 16, 2021. |
| 2021 | *CGS Virtual Summer Workshop*, July 12-14, 2021. |
| 2021 | *The Trouble with My Name: Javier Avila*, OU Office of Diversity, Equity, and Inclusion. (March 23, 2021) |
| 2021 | *Required FERPA training for employees*. Completed March 8, 2021. |
| 2021 | *Higher Learning Landscape*, Higher Learning Commission. Completed February 4, 2021. |
| 2021 | *University of Oklahoma COVID-19 Compliance Training*. Completed January 27, 2021. |
| 2021 | *Understanding and mitigating bias*. Training for Associate Deans [1/26, 2/2, and 2/9]. |
| 2020 | *60th Annual Meeting*, Council of Graduate Schools, virtual, December 2-4, 2020 |
| 2020 | *Diversity: Inclusion in the modern workplace*. Completed September 14, 2020. |
| 2020 | *Managing bias*. Completed September 14, 2020. |
| 2019-2020 | *Academic Leadership Fellows (ALF)*, Educators' Leadership Academy, fall 2019-spring 2020 (2 meetings fall 2019; 2 meetings spring 2020)[9]. Offered by the University of Central Oklahoma. |
| 2019 | *59th Annual Meeting*, Council of Graduate Schools, Nashville, TN, December 4-7, 2019 |
| 2019 | *Biases: Creating an Inclusive Workplace* (Part 1; November 12) |
| 2019 | *Slate Training,* October 2 (in Norman) and October 30 (Tulsa). |
| 2019 | IT on-site training for new classroom technologies, October 17 |
| 2019 | Student Association Training for Faculty Advisors, Student Affairs, September 11. |
| 2019 | *HIPPA Privacy and Security Training*, July 17, 2019, mandatory for IRB members. |
| 2019 | *Research Lunch - Do the Most with Yours - Google Scholar and ORCID,* April 17 |
| 2019 | Conducting performance reviews training, OU-Tulsa Human Resources, March 12 |
| 2019 | *Clery Act Training*, February 8, 2019, mandatory training for campus security agents. |
| 2019 | *Publish & Post: Sharing your Research with the World,* February 7 |

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[9] 1 of the 2 spring 2020 meetings was postponed until spring 2021 due to COVID-19 closures. Session completed January 29-30, 2021.

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|---|---|
| 2019 | *Conducting Performance Evaluations*, March 12, 2019, OU-Tulsa. |
| 2018 | *58th Annual Meeting*, Council of Graduate Schools, Washington, DC, December 5-8, 2018 |
| 2018 | *Standard and Open Pathways Training for Peer Reviewers*, Higher Learning Commission, St. Charles, IL, October 4-6, 2018. (competitive selection) |
| 2018 | *Clery Act Training*, University of Oklahoma-Tulsa, online, September 5, 2018. |
| 2017 | *HIPPA Privacy and Security Training*, October 3, 2017, mandatory for IRB members. |
| 2017 | *New Deans Institute and Summer Workshop*, Council of Graduate Schools, Denver, CO, July 8-12, 2017 |
| 2017 | *Advocacy Ambassador Network webinar*, Council of Graduate Schools, October 11, 2017 |
| 2017 | *Canvas training: Introduction & Advanced*, University of Oklahoma, Tulsa, OK, January 10, 2017 |
| 2016 | *56th Annual Meeting*, Council of Graduate Schools, Washington, DC, December 7-10, 2016 |
| 2016 | *Legal Issues in Higher Education*, University of Oklahoma, Norman, OK, September 8, 2016 |
| 2015 | *Ethical Research Oversight Course (E-ROC)*, by PRIM&R. An online training course for IRB members, Rogers State University, January 13, 2015. |
| 2015 | *Family Educational Rights and Privacy Act* (FERPA), January 12, 2015 |
| 2014 | *CITI (IRB) Training for IRB members*, December 16, 2014 |
| 2014 | *Summer institute*, OU School of Community Medicine, July 27-August 1, 2014. |
| 2011 | *Teaching scholars initiative colloquium*, OU College of Arts and Sciences and the Program for Instructional Innovation, October 20, 2011. |
| 2009 | *Foundations in leadership*, OU-Tulsa Human Resource Department, February 10, 2009. |
| 2008 | *Teaching scholars initiative colloquium*, OU College of Arts and Sciences and the Program for Instructional Innovation, April 7, 2008. |
| 2007 | *Grants, contracts, IRBs, and fundraising,* OU-Tulsa Informational session, October 24, 2007. |
| 2007 | *Search committee workshop*, College of Arts and Sciences, October 3, 2007. |
| 2007 | *EndNote workshop*, OU-Tulsa Library July 25, 2007. |
| 2005-2006 | *Educators' leadership academy: Outstanding professors academy*; nominated by Dean Bell, fall 2005-spring 2006. Offered by the University of Central Oklahoma. |
| 2005 | *Rotating content and RSS workshop*, College of Arts and Sciences, (September 28, 2005). |
| 2003 | *Fundamentals for Faculty*, OU Office of Research Services, August 22, 2003. |
| 2003 | *Professional Development Seminar*, The University of Oklahoma Instructional Development Program, (weekly, fall semester). |

# TEACHING EXPERIENCE

## University of Oklahoma, Tulsa Graduate College

ODYN5123   *Survey of organizational dynamics* (fall 2009, 2011, 2014; spring 2013, 2017, 2019)
Overview of theories and practices used in human resource management; project management; and knowledge management. Emphasis is on research methodologies and key theories relevant to each of the three substantive area, as well as application of general principles of each of the three areas in the workforce, considering individual, group and organizational levels.

ODYN5153   *Design, evaluation, and statistics* (fall 2004, 2010, 2011, 2012, 2014, 2015, 2017, 2018, 2020; spring 2006, 2007, 2008, 2009)
Covers applied research designs such as quasi-experimental and correlation designs; covers basic statistics, hypothesis testing, correlation/multiple regression, and quality control models. Focus will be on application of statistics in organizational problem solving.

ODYN5163   *Applied measurement and analysis* (fall 2003, 2009; spring 2005, 2006, 2007, 2011, 2013, 2014, 2015, 2017)
Focuses on teaching principles and practices of individual and organizational assessment, covering concepts such as validity, reliability, survey and instrument development, and characteristics of organizational data. Techniques for analyzing organizational data and conducting program evaluation are also discussed.

ODYN5183   *Capstone project* (fall 2004, 2006-2009; spring 2005-2009, 2011, 2014, 2016, 2018, 2020, 2022)
This capstone project will involve "real-world" application of the material covered in the program.

ODYN5233   *Training and career development* (fall 2004 & 2006)
Overview of principles, theories, and practices of learning and development in organizations. Application of various training techniques and designs are covered as well as roles of different organizational constituencies in employee training and development.

ODYN5243   *Staffing, selection, and compensation* (fall 2016; spring 2019)
Focuses on recent state of the art processes and technologies for organizational staffing, personnel selection, and employee benefits and pay. Relevant theories in these areas will be reviewed.

ODYN5253   *Organizational behavior, change, and development* (spring 2004)
Explores theories and practices related to the planned process of changing an organization or group's culture to increase organizational productivity and effectiveness. Topics such as organizational assessment and diagnosis, continuous learning, problem solving sessions, reward systems, visioning, and empowerment are covered.

ODYN5263   *Human resource management techniques* (fall 2005 & 2008)
Survey of theory and practice in primary areas of human resource management such as workforce planning, recruiting, selection and staffing, performance management, compensation, and training and development. (Previously listed as ODYN 5143).

ODYN 5273   *Topics in human resource management* (summer 2013; spring 2015)
In-depth examination of existing and emerging issues and problems facing human resource professional who work as internal or external consultants and administrators.

ODYN 5283   *Employee health, safety, and wellness* (summer 2016; 2018; spring 2021)

Focuses on health, safety and wellness issues relevant to the workplace. Individual, social, situational and environmental factors that affect workplace health, safety and wellness will be covered including topics such as: stress and burnout; work-life conflict; workplace safety and injury prevention; legal and regulatory compliance; and workplace conflict, aggression, and violence.

ODYN 5413     *Positive People Practices* (fall 2022)
Focuses on practices undertaken by organizations that seek to treat five stakeholder groups (society, partners, investors, customers, and employees) as equally important to achieving the organization's vision and mission. Course includes discussion of a variety of positive people practices and examine diverse organizations that implement such policies effectively.

*ODYN 5973*     *Proposing and presenting research* (spring 2009, fall 2010, 2013, 2015, 2017, 2019, 2021)
Students in the course learn to (a) read, synthesize and summarize existing research in organizational dynamics; (b) develop a research proposal that is founded in real world problems, that is based on sound research principles, and that meets accepted standards for professional and scholarly publication.

*ODYN 5980*     *Research Master's thesis* (fall 2007; summer 2009; fall 2009; spring 2016)
Supervised research in area agreed upon by student and instructor.

*PSY2113*     *Research methods I: Statistics* (spring 2013, online)
An introduction to scientific method in psychological research. Topics include: philosophical issues; hypothesis formulation; experimental design; and data collection, organization and interpretation.

*PSY 4753*     *Industrial Psychology* (summer 2015, online)
A study of the application of psychological principles, methods and techniques in business and industry.

*PSY5970*     *Pre-master's research* (fall 2006; spring 2007)
Supervised research in area agreed upon by student and instructor.

*LSAL5133*     *Cultures of organizations* (spring & fall 2014, spring & fall 2015 online)
The course looks at the meaning of organizational culture and its significance for leadership behavior, ways of thinking about organizations and the structure of organizations, the implications for leaders, and other relationships between organizations and aspects of leadership.

## ORGANIZATIONAL DYNAMICS THESIS COMMITTEES

2021     Karissa Coltman Burnett, *Going the distance: Does work family role conflict mediate the relationship between COVID19 distance learning and career expectations and turnover intentions?* Thesis successfully defended November 11, 2021, (Member).

2021     Alison Frech, *Pandemic panic: Examining the associations between transformational versus servant leadership on in-role performance and burnout in the context of the COVID-19 pandemic.* Thesis successfully defended April 29, 2021, (Member).

2020     Jil Hellmann Regouby, *The positive dad effect: Does identification with the fatherhood identity reduce work-based masculinity threat response?* Thesis successfully defended April 16, 2020, (Chair).

| 2020 | Ashley Facio, *The role of athletic identity for career success: Examining the mediating effects of transferable skills for retired collegiate athletes in the workforce*. Thesis successfully defended April 6, 2020, (Member). |
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| 2020 | Carrie Brannon, *An investigation of the relationship between the second victim phenomenon and occupational burnout in healthcare.* Thesis successfully defended March 10, 2020, (Chair). |
| 2019 | Vivian Hoffmeister, *Nowhere to go but up: Investigating a model of work engagement that includes upward communication and psychological ownership across sectors*, (Member). |
| 2016 | Matt Norris, *Creative self-efficacy, technology acceptance and the Theory of Planned Behavior: Antecedents to a maker's intention to return to make*, (Chair). |
| 2008 | Dana White, *The project manager leadership skills inventory (PMLSI): Necessary leadership for project succes*s, (Co-chair, with D. Aldridge). |
| 2007 | Tagonei Mharapara, *Work attitudes and organizational citizenship behavior: The moderating effects of political skill,* (Chair). |

## ORGANIZATIONAL DYNAMICS CAPSTONE PROJECT COMMITTEES

Committee Chair, M.A. in Organizational Dynamics, Capstone projects

| 2023 | La'Shaundra Barr, *Black women entrepreneurs: Are push or pull factors their primary motivators?* |
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| 2022 | Madeleine Ream, *Where to draw the line: Social media privacy between organizations and their employees.* |
| 2022 | Lian Thang, *How pay-for-performance perceptions and pay satisfaction are related to work-associated attitudes and behaviors.* |
| 2022 | Ryan Lauerman, *Remote work and employee well-being.* |
| 2020 | Jenny Lizama, *Moderating role of gender on work-family enrichment and engagement.* |
| 2020 | Caitlin Turner, *Changing education outcomes through collective impact in Tulsa.* |
| 2020 | Erica Phillips-Hinds, *Perceptions of personality diversity and expected team dynamics: An examination of diversity on extraversion.* |
| 2020 | Terry Miser, *Firearm falsehood: How armed personnel on school campuses impacts safety.* |
| 2020 | Linsie Higgins, *The relationship between performance review satisfaction and employee engagement.* |
| 2020 | Andrea Pemberton, *Assessing burnout in diversity and inclusion professionals.* |
| 2020 | Ashton Motil, *Employee engagement as a mediating role between onboarding experiences and turnover intention.* |
| 2020 | Jill Almond, *Levels of organizational justice in organizations: The perceptions of deviant work behaviors* |
| 2020 | Jessica Vann, *Succession in small business: How business owner commitment types predict succession intentions.* |

2020      Shannan Hurst, *Perceptions of pay inequality and employee disengagement: Does employee gender moderate this relationship?*

2020      Whitley Burr, *Family-friendly work policies and employee well-being, engagement and affective commitment.*

2020      Michael Coonfield, *Organization support and the impact on knowledge sharing.*

2018      Lenzi Arnold, *Achievement striving and affective commitment: Investigating the moderating roles of perceived supervisor and organizational support.*

2018      Karina Chung, *Organizational trauma: A literature review.*

2018      Ashley Fessler, *What motivates employees from different generations in a multigenerational workforce?*

2018      Shawn Griffin, *An investigation of the physical work environment and employee engagement.*

2018      Sean Holmes, *The relationship between new technology acceptance and project management: A study of project implementation effectiveness.*

2018      Seth Osborn, *Divide and concur? How training on personality affects team dynamics.*

2018      Victoria Otto, *Adaptive leaders as enablers of change and drivers of follower commitment: Review and recommendations for strengthening organizational transitions.*

2018      Cynthia Ross, *Understanding workplace identities and identify conflicts to better manage employee resistance to change.*

2018      Alison Scribailo, *Grit, mindset, and technology acceptance: How personality is associated with user acceptance of a learning management system.*

2018      Shalonda Sherman, *Relational energy: Preventing teacher burnout through invigorating relationships.*

2018      Melissa Steadley, *Improving team performance through psychological safety: A study and recommendations on the role of leadership.*

2016      Suzanne Brodner, *Professional associations, membership satisfaction survey and suggestions: Association for Talent Development Tulsa Chapter.*

2016      Maria Murphy, *Helping employers help employees: Mental health awareness in the workplace.*

2016      Teresa Adams, *Improving leaders and teams through emotional intelligence: Building for the future.*

2016      Dustin Allen, *Effective training methods to mitigate police excessive force.*

2016      Chris Calico, *Helping small businesses cope with bullying.*

2016      Jono Becker, *Finding flow for free: The flow experience in volunteerism.*

2016      Amber Vanderburg, *Mega events as legacy building initiatives.*

2016      Kate Jackson, *Mindfulness training in the workplace: A literature review, study and recommendations.*

2016      Jason Crow, *New information systems: Aligning experience with expectations.*

| 2016 | Amber Nguyen, *Affective commitment and turnover intention in mentoring and induction programs for new teachers.* |
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| 2016 | Tommy Holbrook, *The effects of mainstream media on public perception of the University of Oklahoma's baboon research resource program.* |
| 2016 | Tara Garrett, *LGBT-inclusive work place practices: Recommendations for becoming LGBT-inclusive.* |
| 2014 | Danny Tuttle, *Volunteerism: Factors associated with long-term commitment.* |
| 2014 | Olivia Snellgrove, *Program Evaluation for Tulsa's Youth Philanthropy Initiative.* |
| 2014 | Kendra Vail, *Workplace bullying policies: Why they are important for organizations.* |
| 2014 | Elena Munoz, *Factors associated with work-family conflict among working parents with dependent children.* |
| 2014 | Valerie Vaughan, *Retaining and engaging key contributors.* |
| 2014 | Michelle Bohannon, *Overcoming cultural barriers when recruiting Native American students to higher education.* |
| 2014 | Nancy Guard, *An evaluation of the efficacy of an adult theatrical presentation for the prevention of child sexual abuse.* |
| 2014 | Jeng Cheng, *Higher education: Preparing Hmong students for college.* |
| 2014 | Beth Goolsbay, *Best practices for information technology leaders undertaking divestiture projects.* |
| 2014 | Libbie Harris, *Knowledge transfer with purpose: Recommendations for Growing Together.* |
| 2014 | Jasmine Tobie, *Catching bees with honey: Selection and retention of quality management in the foodservice industry.* |
| 2011 | Jason Day, *Accountable Care Organization and the pharmaceutical sales model: Identification of sales structure, skill sets, and knowledge gaps.* |
| 2011 | Salome Roe, *Fitness initiative: OU-Tulsa bootcamp.* |
| 2011 | Bob Williams, *Does team motivational interviewing of suicidal patients affect treatment engagement in a behavioral inpatient setting?* |
| 2011 | Sarah Diepenbrock, *Creating and maintaining happy, fulfilled, and motivated employees in the multigenerational professional workplace.* |
| 2011 | Brent Harris, *The power in building: An AEP toolkit for enhancing facility sustainability.* |
| 2011 | Jovita Okonkwo, Leadership *modeled after service: Implications for organizational effectiveness.* |
| 2009 | Jennifer Smith, *Combating the silo effect to improve knowledge sharing.* |
| 2009 | Eric Hastings, *A review and recommendations for claims adjuster training at the Farmers Insurance Organization.* |
| 2009 | David Pennington, *Hilti company culture: Return on investment.* |

2009        Debbie Cowan, *Succession Planning at John Zink: An on-going and developmental process.*

2009        Shaneque (Washington) Green, *Organizational culture influences on the success of merger and acquisition integration efforts.*

2008        Lacey Cline, *Organizational career management processes: A study and recommendations.*

2008        Joan Nesbitt, *Theory and practice of organizational culture.*

2008        William Roy Nelson, *Post implementation survey: Impact on patient satisfaction and patient attraction with the addition of access to wireless internet in a physician office setting,* (Co-chaired committee with D. Aldridge).

2007        Jennifer Palmer, *Developing a strategic plan for FireCo, Inc. of Oklahoma.*

2007        Maria Palacios, *Corporate philanthropy and employee morale: How community giving programs retain good people,* (Co-chaired committee with D. Aldridge).

2007        Sharon Mitchell, *Development of a human resources manual to increase efficiency among HR staff at Hilti.*

2007        Stacey Portman, *Increasing employee engagement and retention: Development of a post training manual for Hilti ProShop consultants.*

2007        Cleta Smedley, *State Farm Insurance Companies' strategic planning process.*

2007        Greg Pape, *The relationship between personality, leadership and organizational effectiveness in global delivery teams.*

2006        Pamela Ashford, *Information-seeking behavior of teachers regarding state-mandated assessment standards,* (Co-chaired committee with D. Wallace from SLIS).

2006        Jeff Branz, *Skills development: Understanding its impact on the Williams Company workforce.*

2005        Jacki Crawford, *The development and publishing of an employee handbook.*

2005        Eric Fox, *Continuous improvement at Jenks High School using survey feedback and action planning.*

2005        Trudy Bohanon, *Teaching Excel skills to vocational education students in a self-directed learning environment.*

2005        Matthew Goodman, *A volunteer selection process and child safety policy for  ministries involving children at the Crosstown Church of Christ.*


Committee Member, M.A. in Organizational Dynamics, Capstone projects

2021        Henry Rivas, *A cross-cultural comparison of the United States and México using Hofstede's cultural dimensions and the work values survey*

2019        Abigail Hooker, *The association between office layout and workspace satisfaction, employee engagement, and well-being.*

2019        Tyler Gilbert, *Working through it: The effect of the perceived sociomoral climate on major life event induced burnout.*

2018        Kristyn Diggins, *Transformational leadership and physiological stress symptoms*

*among employees: The mediating role of self-efficacy. A proposal for research.*

2018    Kaili Endres, *Mindfulness intervention: A Self-determination Theory approach to understanding and mitigating stress.*

2012    Karen Chen, *The legos of recruitment: The University of Tulsa Undergraduate Office of Admission training manual.*

2010    Phyllis Smith, *Applying appreciative inquiry to improve patient satisfaction.*

2010    Glenda Madison, *Will the fat lady sing? Work place negotiations and the obese white woman.*

2006    P. Saskia Bayerl, *Co-learning in health care: Evaluation of the interprofessional training program at the Bedlam Longitudinal Clinic.*

2005    William Wiles, *A proposal for assessing perceptions of organizational health: A development tool for nonprofit organizations.*

2005    Emily Long Walton, *A public relations campaign for the Oklahoma Business Ethics Consortium.*

2005    Erin Conley, *Impact of developing and advertising website on a small photography studio.*

2005    Griffin Parker, *Reduce cycle time of division order new employee training.*

## OTHER THESIS AND DISSERTATION COMMITTEES

Organizational and Community Leadership Ph.D.

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Interdisciplinary Ph.D.

2020    Nida'a Abu Jbara, *Development of an assessment tool to measure soft skills in the performance of healthcare service providers.* Successfully defended dissertation June 1, 2020 (Co-Chair with Dr. Worley).

2018    Brian S. Scislo, *The role of hope and psychological need support in the prediction of academic achievement and psychological well-being of NCAA division I student athletes.* Successfully defended dissertation March 27, 2018 (Member)

Ph.D. in Organizational Leadership

2019    Hester Jackson-Roberts, *Transitioning between military and private-sector careers.* Successfully defended dissertation April 16, 2019 (Chair)

2016    Amy Morrissette, *Team trust and team performance: A meta-analysis.* Successfully defended dissertation October 17, 2016 (Chair)

2015    Rosie Bumgardner, *Factors influencing successful completion of a college degree by Hispanic female educators.* Dissertation defended April 29, 2015 (Member)

Ph.D. in Electrical and Computer Engineering

2019    Amal Algedir, *In-band D2D energy efficiency resource allocation under heterogeneous cellular network.* Dissertation successfully defended August 5, 2019 (Member).

<u>Ed.D. in Educational Administration, Curriculum, and Supervision</u>

Current       Terry Adams, prospectus development phase. (ACR meeting September 16, 2019).

2020          SethAnn Beaird, *Using growth mindset in gateway composition courses*. Dissertation successfully defended April 22, 2020, (Member).

<u>Ph.D. in Educational Administration, Curriculum, and Supervision</u>

2021          Lindsay White, *Exploring the moderating effect of socio-moral climate on the relationship between resistance to change and change-oriented organizational citizenship behavior*. Dissertation successfully defended May 5, 2021. (Member)

<u>M.A. in Administrative Leadership</u>

2016          Marques Butler, *The impact of political polarization on social service systems.* Thesis successfully defended July 19, 2016 (Member).[10]

<u>M.Bus., Auckland University of Technology</u>
*2023*          Olivia Goldsworthy-Keeley, *Meaningful work in midwifery.* (external examiner for thesis). [invited]

## OTHER RESEARCH MENTORSHIPS

2018          Hannah E. Harris, Summer research intern, undergraduate student who wanted research experience in I/O psychology.

2014          Leah Tecle, Summer research intern, undergraduate student who wanted research experience in I/O psychology.

2007          Leesa Pea, Summer research intern, high school student who wanted to gain research experience in I/O Psychology.

## PROFESSIONAL AND APPLIED EXPERIENCE

2011          *Reviewer*, CRC Press (a Taylor & Francis company), Clermont, FL.
Major project: review and make recommendations regarding a textbook prospectus.

2010          *Reviewer*, Pearson Higher Education, Upper Saddle River, NJ
Major project: review and make recommendations regarding a textbook prospectus.

2006-2009   *Measurement Advisor*, Leggett and Platt, Carthage, MO.
Major project: provide expert technical support regarding psychometric issues.

2002          *Psychometrician*, Institute for Instructional Research and Practice, Tampa, FL.
Major project: reviewed and applied psychometric data during the development of teacher certification exams; facilitated focus groups.

2001-2002   *Junior Human Resource Systems Developer*, Publix Supermarkets, Lakeland, FL.
Major projects: involved in development of managerial performance evaluation forms; analysis and report of employee reactions to a new employee performance appraisal

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[10] Student successfully defended thesis but never deposited it in ShareOK.

system; analysis and report of user reactions to computerized job application system.

2000 *Instructional Designer/Program Evaluation Intern*, C$^2$ Multimedia, Falls Church, VA. Major projects: multiphase evaluation of interactive video training used by the Social Security Administration (SSA); involvement in focus groups and interview phases of a workforce planning project conducted for the Healthcare Finance Administration (HICFA).

1997-1999 *Training Coordinator*, University of South Florida, Psychology Dept., Tampa, FL. Major projects: delivered and evaluated multiple instructor training programs annually; conducted and coordinated teaching observations of department teaching assistants; presented undergraduate seminar on careers in psychology; developed multiple websites and video-based support training resources.

1999 *Data Collector*, Personnel Decisions Research Institutes (PDRI), Minneapolis, MN. Major project: data collection at multiple locations for a nationwide selection and performance evaluation project conducted for Verizon.

1997 *Intern*, Productivity Development Systems, Inc., Clearwater, FL. Major project: Validation of team-based selection instrument and panel interview used by Novartis Pharmaceuticals, Lincoln, NE.

## PROFESSIONAL ASSOCIATIONS AND CREDENTIALS

Society of Industrial-Organizational Psychology (SIOP)
Academy of Management (AOM)
Higher Learning Commission (HLC), peer reviewer