

Neil D. Christiansen

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EDUCATION

- Ph.D.** Northern Illinois University, 5/97
 Major Area: Industrial/Organizational Psychology
 Dissertation: Development and Validation of a Job-Related Choice Method of Personality Assessment
- M.A.** Southern Illinois University, 5/93
 Major Area: Psychology
 Thesis: Punitive or Prudent? Conservative Allocations of Public Aid
- B.S.E.** University of Wisconsin-Whitewater 5/88
 Major Area(s): Education and Psychology

EMPLOYMENT

Full Professor

8/06 to Present Central Michigan University, Mt. Pleasant, MI
 Department of Psychology

Associate Professor

8/02 to 8/06 Central Michigan University, Mt. Pleasant, MI
 Department of Psychology

Assistant Professor

5/97 to 8/02 Central Michigan University, Mt. Pleasant, MI
 Department of Psychology

Visiting Instructor and Visiting Assistant Professor

8/96 to 5/97 Florida Institute of Technology, Melbourne, FL
 Director of Industrial/Organizational Psychology Program

TEACHING

Undergraduate Courses	Graduate Courses
Introductory Psychology	Personnel Selection
Social Psychology	Personnel Law
Psychological Testing	Psychological Measurement
I/O Psychology	Multiple Regression
Personality Psychology	Multivariate Statistics
Research Methods	Structural Equation Modeling

REFEREED PUBLICATIONS (43)

1. **Christiansen, N.D.**, Robie, C., & Burns, G. (in press). Using Item-Level Covariance to Detect Response Distortion on Personality Measures. *Human Performance*.
2. Tett, R.P., Hundley, N & **Christiansen, N.D.** (in press). Meta-analysis and the Myth of Generalizability. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
3. Prewett, M., Brown., M., **Christiansen, N.D.**, & Goswami, A. (2017). Effects of team personality composition on member performance: A multilevel perspective. *Group & Organization Management*, 72, 1-33.
4. Speer, A.B., Robie, C., & **Christiansen, N.D.** (2016). Effects of item type and estimation method on the accuracy of estimated personality trait scores: Polytomous item response theory models versus summated scoring. *Personality and Individual Differences*, 102, 41-45.
5. Speer, A., **Christiansen, N.D.**, & Honts, C. (2015). Assessment of personality through behavioral observations in work simulations. *Personnel Assessment and Decisions*, 1, 43-56.
6. **Christiansen, N.D.**, Sliter, M.T., & Frost, C.T. (2014). What employees dislike about their jobs: Relationship between personality-based fit and work satisfaction. *Personality and Individual Differences*, 71, 25-29.
7. Burns, G., **Christiansen, N.D.**, Morris, M.B., Periard, D.A. & Coaster, J. (2014). Effects of Applicant Personality on Resume Evaluation. *Journal of Business and Psychology*, 30, 21-38.
8. Speer, A., **Christiansen, N.D.**, Goffin, R.D., & Goff, M. (2014). Situational Bandwidth and the Criterion-related Validity of Assessment Center Ratings: Is cross-exercise convergence always desirable? *Journal of Applied Psychology*, 100, 1-14.
9. **Christiansen, N.D.**, Robie, C., Quirk, S.W., & Oswald, F. (2014). Light Already Defines the Darkness: Understanding normal and maladaptive personality in the workplace. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 25, 143-148.
10. Speer, A., **Christiansen, N.D.**, Melchers, K.G., König, C. J., Kleinmann, M. (2014). Establishing the Cross-Situational Convergence of the Ability to Identify Criteria: Consistency and prediction across similar and dissimilar assessment center exercises. *Human Performance*, 27, 44-60.
11. Siers, B.P. & **Christiansen, N.D.** (2013). On the Validity of Implicit Association Measures of Personality Traits. *Personality and Individual Differences*, 54, 361-366.
12. Sliter, K.A. & **Christiansen, N.D.** (2012). Effects of Self-Coaching on Faking of Personality Tests. *Journal of Personnel Psychology*, 11, 165-179.
13. Tett, R.P., Fruend, K.A., **Christiansen, N.D.**, & Coaster, J. (2012). Faking on Self-Report Emotional Intelligence and Personality Tests: Effects of faking opportunity, cognitive ability, and job type. *Personality and Individual Differences*, 52, 195-201.
14. **Christiansen, N. D.** & Robie, C. (2011). Further Consideration of the Usefulness of Narrow Trait Factors. *Canadian Journal of Behavioral Sciences*, 43, 183-194.
15. Burns, G. N. & **Christiansen, N.D.** (2011a). Methods of Measuring Faking Behavior. *Human Performance*, 24, 358-372.
16. Burns, G.N. & **Christiansen, N.D.** (2011b). Self-Efficacy in the Workplace: Linking Personality to Domain Specific Efficacy Beliefs. *International Journal of Selection and Assessment*, 19, 429-434.
17. Roscoe, D. & **Christiansen, N.D.** (2010). Exploring the attitudinal structure of political partisanship. *Journal of Applied Social Psychology*, 40, 2232-2266.

18. Webster, J., Beehr, T.A., & **Christiansen, N.D.** (2010) Toward a Better Understanding of the Effects of Hindrance and Challenge Stressors on Work Behavior. *Journal of Vocational Behavior*, 76, 68-77.
19. **Christiansen, N.D.**, Janovics, J.E., & Siers, B.P. (2010). Emotional intelligence in a selection context: Criterion-related validity and vulnerability to response distortion. *International Journal of Selection and Assessment*, 18, 87-101.
20. **Christiansen, N.D.**, Burns, G. & Rozek, R.F. (2010) Effects of socially desirable responding on hiring judgments. *Journal of Personnel Psychology*, 9, 27-39.
21. **Christiansen, N.D.** & Tett, R.P. (2008). Toward a better understanding of the role of situations in linking personality, work behavior, and job performance. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 312-316.
22. Burns, G.N., Siers, B.P., & **Christiansen, N.D.** (2008). Effects of providing pre-test information and preparation materials on applicant reactions to selection procedures. *International Journal of Selection and Assessment*, 16, 73-77.
23. Tett, R.P. & **Christiansen, N.D.** (2007). Personality tests at the crossroads: A reply to Morgeson, Campion, Dipboye, Hollenbeck, Murphy, and Schmitt. *Personnel Psychology*, 60, 267-293.
24. Lievens, F., Chasteen, C.S., Day, E.A., & **Christiansen, N.D.** (2006). Large-scale investigation of the role of trait activation theory for understanding assessment center convergent and discriminant validity. *Journal of Applied Psychology*, 91, 247-258.
25. Linton, L. & **Christiansen, N.D.** (2006). A contingency model of attitudes toward affirmative action programs. *Journal of Applied Social Psychology*, 36, 1617-1639.
26. **Christiansen, N.D.**, Burns, G., & Montgomery, G.E. (2005). Reconsidering the use of forced-choice formats for applicant personality assessment. *Human Performance*, 18, 267-307.
27. **Christiansen, N. D.**, Wolcott-Burnam, S., Janovics, J., Quirk, S. & Burns, G. (2005). The Good Judge revisited: Individual differences in the accuracy of personality judgments. *Human Performance*, 18, 123-149.
28. Thelen, R.L., Burns, M.K., & **Christiansen, N.D.** (2004). Effects of high-incidence disability labels on the expectations of teachers, peers, and adults not in education. *Ethical Human Science and Services*, 5, 183-194.
29. Quirk, S.W., **Christiansen, N.D.**, Wagner, S.H., & J. McNulty, (2003). On the usefulness of measures of normal personality for clinical assessment: Evidence of the incremental validity of the NEO-PI-R. *Psychological Assessment*, 15, 311-325.
30. Goffin, R.D. & **Christiansen, N.D.** (2003). Correcting personality tests for faking: A review of popular personality tests and initial survey of researchers. *International Journal of Selection and Assessment*, 11, 340-344.
31. Wagner, S.H., Parker, C., & **Christiansen, N.D.** (2003). Employees who think and act like owners: Effects of psychological ownership beliefs and behavior on organizational effectiveness. *Personnel Psychology*, 56, 847-871.
32. Hechanova, R, Beehr, T.A., & **Christiansen, N.D.** (2003). Antecedents and consequences of employees' adjustment to overseas assignments. *Applied Psychology: An International Review*, 52, 213-236.
33. Janovics, J.E., & **Christiansen, N.D.** (2003). Profiling new business development: Personality correlates of ideation and implementation *Social Behavior and Personality*, 31, 71-80.
34. Hechanova, R., Beehr, T.A., & **Christiansen, N.D.**, & Van Horn, R.K. (2002). Adjustment and strain among domestic and international sojourners. *School Psychology International*, 23, 458-474.
35. Haaland, S. & **Christiansen, N.D.** (2002). Implications of trait activation theory for interpreting evidence of the construct validity of assessment center ratings. *Personnel Psychology*, 55, 137-163.
36. Hechanova, R., Beehr, T.A. & **Christiansen, N.D.** (2001). The importance of job, family, and environmental factors in expatriate adjustment: A meta-analysis. *Loyola Schools Review*, 1, 131-147.

37. **Christiansen, N.D.**, Kaplan, M.F., & Jones, C. (1999). Racism and the social judgment process: Individual differences in the use of stereotypes. *Social Behavior and Personality*, 27, 129-144..
38. Neuman, G., Wagner, S., & **Christiansen, N.D.** (1999). The relationship between work-team personality composition and the job performance of teams. *Group and Organizational Management*, 24, 28-34.
39. **Christiansen, N.D.**, & Lavine, H. (1997). Need-efficiency trade-offs in the allocation of resources: Ideological and attributional differences in public aid allocations. *Social Justice Research*, 3, 289-312.
40. Parker, C.P., Baltes, B.B., & **Christiansen, N.D.** (1997). Support for affirmative action, justice perceptions, and work attitudes: A study of gender and racial/ethnic group differences. *Journal of Applied Psychology*, 82, 376-389.
41. **Christiansen, N.D.**, Villanova, P.V., & Mikulay, S. (1997). Political influence compatibility: Fitting the person to the climate. *Journal of Organizational Behavior*, 18, 709-730.
42. **Christiansen, N.D.**, Lovejoy, M.C., & Szymanski, J., & Lang, A. (1996). Evaluating the structural validity of measures of hierarchical models: An illustrative example using the social problem-solving inventory. *Educational and Psychological Measurement*, 56, 600-625.
43. **Christiansen, N.D.**, Goffin, R.D., Johnston, N.G., & Rothstein, M.R. (1994). Correcting the 16PF for faking: Effects on the criterion-related validity and individual hiring decisions. *Personnel Psychology*, 47, 847-860.

EDITED BOOKS

Christiansen, N.D. & Tett, R.P. (2013). *Handbook of Personality at Work*. New York: Routledge.

BOOK CHAPTERS AND OTHER PUBLICATIONS (7)

1. **Christiansen, N.D.** & Tett, R.P. (2013). The long and winding road: An introduction to the Handbook of Personality at Work. In N. Christiansen & R. Tett (Eds). *Handbook of Personality at Work*. New York, Taylor-Francis/Routledge Press.
2. **Christiansen, N.D.**, Hoffman, B.J., Lievens, F., & Speer, A.B. (2013). Assessment centers and the assessment of personality. In N. Christiansen & R. Tett (Eds) *Handbook of Personality at Work*. New York, Taylor-Francis/Routledge Press.
3. Ragsdale, J.M., **Christiansen, N.D.**, Frost, C.T., Rahael, J.A., & Burns, G.N. (2013). Content analysis of personality at work. In N. Christiansen & R. Tett (Eds) *Handbook of Personality at Work*. New York, Taylor-Francis/Routledge Press.
4. Lievens, F. & **Christiansen, N.D.** (2012). Core debates in assessment center research Dimensions ‘versus’ exercises. In D. Jackson, C.E. Lance, & B. Hoffman (Eds.) *The Psychology of Assessment Centers*, New York; Routledge.
5. Tett, R. & **Christiansen, N.D.** (2008). Personality Assessment in Organizations. In G.Boyle, G. Matthews & D. Saklofske (Eds.) *Personality Measurement and Testing*. Thousand Oaks, CA: Sage Publications.
6. Burns, G. & **Christiansen, N.D.** (2006). Sensitive or senseless: On the use of social desirability measures in selection and assessment. In R. Griffith (Ed.) *A Closer Examination of Applicant Faking Behavior*. Greenwich, CT: Information Age Publishing.
7. Gutman, A., & **Christiansen, N.D.** (1997). Further clarification of the judicial status of banding. *The Industrial-Organizational Psychologist*, 35, 75-81.

CONFERENCE PRESENTATIONS (111)

2017

1. Quinn, J.M. & Christiansen, N.D. (April, 2017). Using Personality-based Profile Similarity Indices to Guide Selection Decisions. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology to be held in Orlando, FL.
2. Fisher, P.A., Robie, C., Christiansen, N.D., & Komar, S. (April, 2017). The Dark Side and Warning against Personality Assessment Faking. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology to be held in Orlando, FL.
3. Alshanski, S.K., Christiansen, N.D., Kinney, T.B., Kung, M.C., & Robie, C. (April, 2017). Distortion in the Job Application: Finding fakers using response validity. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology to be held in Orlando, FL.
4. Christiansen, N.D. (April, 2017). Best Practices in Personality-oriented Job Analysis. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology to be held in Orlando, FL.
5. Simpson, D.A., Christiansen, N.D., Dawson, K. (April, 2017). Occupational Differences in the Validity of Narrow Personality Traits. Paper presented in J. Johnson (Ed.) *Don't Take Quotes or Personality Assessment Validities out of Context* at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology to be held in Orlando, FL.
6. Tett, R.P., Hundley, N., & Christiansen, N.D. (April, 2017). Meta-analysis and the Situational Specificity of Personality Test Validity. Paper presented in J. Johnson (Ed.) *Don't Take Quotes or Personality Assessment Validities out of Context* at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology to be held in Orlando, FL.
7. Ford, A.M., Christiansen, N.D., Ragsdale, J.M., Sliter, M.T. (April, 2017). Consequences of Misfit: Effects of Personality-Based Fit on Psychological Strain. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology to be held in Orlando, FL.

2016

8. LoPilato, A., Hoffman, B., Buckett, A., Melchers, K., Kleinmann, M., **Christiansen, N.D.**, Annen, H., Jansen, A., Merkulova, N., Wirz, A., & D'Mello, S. (April, 2016). Expanding the Criterion Domain: Assessment Centers and Relationship Maintenance Behaviors. Paper presented at 31st annual conference of the Society for Industrial and Organizational Psychology in Anaheim, CA.
9. Jeong, Y.R., **Christiansen, N.D.**, Haaland, D., Burns, G., Kung, M., & Kinney, T. (April, 2016). Applicant Distortion and Departures from Linearity: From Lab to Field. Paper presented at 31st annual conference of the Society for Industrial and Organizational Psychology in Anaheim, CA.

2015

10. Brown, M. & **Christiansen, N.D.** (April, 2015). An Uncommon Perspective on Common Method Variance in Performance Ratings. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, in Philadelphia, PA.
11. LoPilato, A.C., Hoffman, B.J., Buckett, A., Melchers, K.G., Kleinmann, M., **Christiansen, N.D.**, Annen, H., M'Ello, S., Jansen, A.M., Merkulova, & Wirz, A. (April, 2015). Expanding the Criterion Domain: Assessment Centers and Relationship Maintenance Behaviors. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, in Philadelphia, PA.

12. Alshanski, S., **Christiansen, N.D.**, Kung, M.C., Robie, C., & Kinney, T. (April, 2015). Comparing the Effectiveness of Three Indices for Detection of Faking. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, in Philadelphia, PA.
13. Brown, C.G., Tett, R.P., Dawson, K.M., & **Christiansen, N.D.** (April, 2015). Personality Trait-Based Differential Reward Preference. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, in Philadelphia, PA.
14. **Christiansen, N.D.** & Speer, A., (April, 2015) Using Situational Judgment Tests for the Assessment of Social intelligence. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, in Philadelphia, PA.
15. Jeong, Y.R., **Christiansen, N.D.**, Kung, M.C., & Robie, C. (April, 2015) Effects of Faking on Linear Construct Relationships. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, in Philadelphia, PA.
16. **Christiansen, N.D.** (April, 2015). Alternatives to Using Clinically Oriented Personality Tests in the Workplace. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, in Philadelphia, PA.

2014

17. Voss, B., Alshansky, S., and **Christiansen, N.D.** (April, 2014) Convergence and Discrimination of Observer Personality Ratings from Work Simulations: Paper presented in A. Meade & N. Christiansen (chairs) *Personality Measurement Without (Much) Faking: Alternatives to Self-Report Likert Scales Criteria* at the 29th annual meeting of the Society for Industrial and Organizational Psychology, in Honolulu, HI.
18. Speer, A.B. & **Christiansen, N.D.** (April 2014). Interviewer Judgment Accuracy and Question Choice: Effects of Social Intelligence. Paper presented in S. McAbee, B.S. Connelly, and P.C. Kyllonen (chairs) *Observer-Reports of Personality in Organizational and Educational Research* at the 29th annual meeting of the Society for Industrial and Organizational Psychology, in Honolulu, HI.

2013

19. Dawson, K., **Christiansen, N.D.**, & Tett, R.P. (April, 2013). All Else Being Equal: Comparing the validity of personality and cognitive tests. Paper presented in C. Robie (chair) *Advances in the Use of Personality to Predict Workplace Criteria* at the 28th annual meeting of the Society for Industrial and Organizational Psychology, in Houston, TX..
20. Brown, M., Goswami, A., **Christiansen, N.**, & Prewett, M. (April, 2013). Relationship between Work-Team Personality Composition and Performance Revisited. Paper presented in C. Robie (chair) *Advances in the Use of Personality to Predict Workplace Criteria* at the 28th annual meeting of the Society for Industrial and Organizational Psychology, in Houston, TX.
21. Speer, A.B. & **Christiansen, N.D.** (April, 2013). Response Biases in Personality Scores of Job Incumbents: Effects on Criterion-Related Validity. In N. Carter and M. Zickar (chairs) *New Insights Into Personality Test Faking: Consequences and Detection* at the 28th annual meeting of the Society for Industrial and Organizational Psychology, in Houston, TX.

2012

22. Frost, C.T. & **Christiansen, N.D.** (April, 2012). Personality-Based Job Fit as a Determinant of Work Stress. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, in San Diego, CA.
23. Frueh, M. & **Christiansen, N.D.** (April, 2012). Promotability and Derailment: Are Business and Interpersonal Skills That Important? Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, in San Diego, CA.
24. **Christiansen, N.D.**, & Ragsdale, J.M. (April, 2012). Examining the Content of Work Narratives. Paper presented in D. Simonet & A. Narayan (chairs) *Key to the Lock: Matching Qualitative Methodology to Organizational*

Questions at the 27th annual meeting of the Society for Industrial and Organizational Psychology, in San Diego, CA.

25. Frost, C.T., **Christiansen, N.D.**, Ragsdale, J.M., & Rahael, J. (April, 2012). Using Automated Essay Scoring to Predict Personality from Work Narratives. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, in San Diego, CA.
26. **Christiansen, N.D.**, Speer, A.B., Melchers, K.G., König, C.,J., Kleinmann, M (April, 2012). Cross-situational Convergence of Ability to Identify Criteria. Paper presented in A. Gibbons (chair) *Inside Assessment Centers: New Insights About Assessors, Dimensions, and Exercises* at the 27th annual meeting of the Society for Industrial and Organizational Psychology, in San Diego, CA.
27. Speer, A.B. & **Christiansen, N.D.** (April, 2012). Assessment Center Construct-criterion Relationship: Situational Bandwidth and Predicting Job Performance. Paper presented in A. Gibbons (chair) *Inside Assessment Centers: New Insights About Assessors, Dimensions, and Exercises* at the 27th annual meeting of the Society for Industrial and Organizational Psychology, in San Diego, CA.
28. Honts, C.R., Speer, A.B., & **Christiansen, N.D.** (April, 2012). Assessment of Personality through Behavior in Assessment Center Exercises. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, in San Diego, CA.
29. Laginess, A.L., Speer, A.B., & **Christiansen, N.D.** (April, 2012). Trait and Performance-based Social Aptitude Factors and Relationships with Personality. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, in San Diego, CA.
30. Billington, A., **Christiansen, N.D.**, & Ramesh, A. (2012). Using Assessment Centers to Identify Potential for Advancement and Derailment. Paper presented in K. Melchers & J. Meriac (chairs) *Prediction with Assessment Centers: What Makes Them Work?* At the 27th annual meeting of the Society for Industrial and Organizational Psychology, in San Diego, CA.

2011

31. **Christiansen, N.D.**, Honts, C., & Speer, A.B. (May, 2011). Assessing Personality Using Behavioral Observations of Work Simulations. Paper presented at the European Congress of Work and Organizational Psychology in Maastricht, NL.
32. **Christiansen, N.D.**, Tett, R., & Robie, C. (May, 2011). Problems and Pitfalls in Organizational Uses of Personality Inventories. Paper presented at the European Congress of Work and Organizational Psychology in Maastricht, NL.
33. **Christiansen, N.D.**, Rahael, J.M., & Ragsdale, J. (May, 2011). Using Work Narratives to Assess Motive Dispositions. Paper presented at the European Congress of Work and Organizational Psychology in Maastricht, NL.
34. Coaster, J. A. & **Christiansen, N.D.** (April, 2011). Usefulness of O*NET Work Styles for Determining Personality-Based Job Requirements. Paper presented in D.L. Sandall (chair) *Adequacy of O*NET Framework Work Styles* at the 26th annual meeting of the Society for Industrial and Organizational Psychology, in Chicago, IL.
35. Tett, R. P., **Christiansen, N. D.**, Robie, C., & Simonet, D. V. (2011, May). *International survey of personality test use: An American baseline*. Paper presented at the 15th annual Conference of the Association of the European Association of Work and Organizational Psychology, Maastricht, NL.
36. Rahael, J., Ragsdale, J.M., **Christiansen, N.D.**, Hobart, K.P., & Dutta, S. (April, 2011). The stories employees tell: Using work narratives to assess motive dispositions in the workplace. Paper presented in N.A. Bowling & R.E. Johnson (chairs) *Measuring Implicit Processes in Organizational Research* at the 26th annual meeting of the Society for Industrial and Organizational Psychology, in Chicago, IL.
37. Unterborn, K., **Christiansen, N.D.**, & Honts, C.L. (April, 2011). Creating a Social Intelligence Test to Predict Interpersonal Performance. Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, in Chicago, IL
38. First, M.L. & **Christiansen, N.D.** (April, 2011). Effect of Employee Personality on Evaluations of Supervisor Effectiveness. Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, in Chicago, IL

2010

39. Billington, A. & **Christiansen, N.D.** (April, 2010). Effects of Removing Exercise Variance on Assessment Center Rating Validity. Paper presented in B. Hoffman & J. Meriac (chairs) *Explanatory Mechanisms and Boundary Conditions Underlying Assessment Center Validity* at the 25th annual meeting of the Society for Industrial and Organizational Psychology, in Atlanta, GA.
40. Coaster, J., **Christiansen, N.D.**, Henson, J., Robie, C., & Tett, R. (April, 2010). Effects of Contextualizing Personality on the Prediction of Work Attitudes. Paper presented in N. Bowling & Gary Burns (chairs) *Frame of Reference Effects in Personality Assessment: New Techniques and Directions* at the 25th annual meeting of the Society for Industrial and Organizational Psychology, in Atlanta, GA.
41. Tett, R., **Christiansen, N.D.**, Robie, C., & Simonet, D. (April, 2010). An International Survey on Personality Test Use. Paper presented in M. Leasher & S. Dean (chairs) *Assessment in a Global Workforce: Cross-Cultural Variation in Response Distortion* at the 25th annual meeting of the Society for Industrial and Organizational Psychology, in Atlanta, GA.
42. First, M., Speer, A., Coaster, J., & **Christiansen, N.D.** (April, 2010). Effects of Supervisors' Personality on Evaluations of Subordinate Effectiveness. Paper presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, in Atlanta, GA.

2009

43. Coaster, J. & **Christiansen, N.D.** (April, 2009). Effects of Occupational Requirements on the Validity of Personality Tests. Paper presented in N. Christiansen & A. Billington (chairs) *Trait, Criterion, and Situational Specificity in Personality-Job Performance Relations* at the 24th annual meeting of the Society for Industrial and Organizational Psychology, in New Orleans, LA.
44. Coaster, J. & **Christiansen, N.D.** (April, 2009). Ideal Applicant Schemas of Personality: Explaining When Applicants Lower Their Scores. Paper presented in C. König (chair) *Cognitive Approaches to Understanding Faking on Self-report Tests* at the 24th annual meeting of the Society for Industrial and Organizational Psychology.
45. Tett, R. P., Freund, K.A., **Christiansen, N.D.**, & Fox, K.E. (April, 2009). Faking on self-report emotional intelligence and personality tests: Effects of trait level, job type, and cognitive ability. Paper presented in N. Christiansen & A. Billington (chairs) *Trait, Criterion, and Situational Specificity in Personality-Job Performance Relations* at the 24th annual meeting of the Society for Industrial and Organizational Psychology, in New Orleans, LA.

2008

46. Wolford, K.A. & **Christiansen, N.D.** (April, 2008). Effects of Self-Coaching on Faking of Personality Tests. Paper presented in R. Griffith and M. Peterson (chairs) *Complex Problems, Simple Solutions: Contemporary Research in Applicant-Faking Behavior* at the 23rd annual conference of the Society for Industrial and Organizational Psychology held in April, 2008 in San Francisco, CA.
47. **Christiansen, N.D.** (April, 2008). Further Consideration of the Usefulness of Narrow Trait Factors. Paper presented in J. Thomas & C. Viswesvaran (chairs) *Personality in the Workplace: Advances in Measurement and Assessment* at the 23rd annual conference of the Society for Industrial and Organizational Psychology held in April, 2008 in San Francisco, CA.
48. Siers, B.P. & **Christiansen, N.D.** (April, 2008). Construct and Criterion Validity of Implicit Association Test Trait Measures. Paper presented in P. Raymark (chair) *Alternative Methods of Assessing Non-cognitive Predictors*. at the 23rd annual conference of the Society for Industrial and Organizational Psychology held in April, 2008 in San Francisco, CA.
49. Labrador, J. & **Christiansen, N.D.** (April, 2008). "What Would You Do?" Assessing Personality with Unstructured Situational Judgments. Paper presented in P. Raymark (chair) *Alternative Methods of Assessing Non-cognitive Predictor* at the 23rd annual conference of the Society for Industrial and Organizational Psychology held in April, 2008 in San Francisco, CA.
50. **Christiansen, N.D.**, Bennett, M., Gillespie, M.A., & Denison, D.R. (April, 2008). Disentangling Rater Bias from Relationships between Leader Behavior and Leadership Effectiveness. Paper presented in D. Brown (chair)

Intersecting Questions at the Leading Edge of Leadership Research at the 23rd annual conference of the Society for Industrial and Organizational Psychology held in April, 2008 in San Francisco, CA.

51. Ramesh, A., Billington, A., **Christiansen, N.D.**, & Benson, M.A. (April, 2008). Traits Related to Potential for Leadership Derailment and Advancement from a Configural Perspective. Paper presented in D. Brown (chair) *Intersecting Questions at the Leading Edge of Leadership Research* at the 23rd annual conference of the Society for Industrial and Organizational Psychology held in April, 2008 in San Francisco, CA.
52. Siers, B.P. & **Christiansen, N.D.** (April, 2008). *IAT and Self-Report Trait Measures in a Selection Context*. Paper presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology held in April, 2008 in San Francisco, CA.
53. Webster, J., Beehr, T.A., & **Christiansen, N.D.** (April, 2008). *Expanding the Challenge-Hindrance Stressor Framework: Examining Turnover and OCBs*. Paper presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology held in April, 2008 in San Francisco, CA.
54. Kemp, M., Beehr, T.A., **Christiansen, N.D.**, & Love, K. (April, 2008). *Toward an Integration of Leadership Theories*. Paper presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology held in April, 2008 in San Francisco, CA.

2007

55. **Christiansen, N.D.**, Montgomery, G., & Burns, G.N. (April, 2007). Removing Effects of Cognitive Ability on Forced-Choice Personality Assessments. In P. Converse "Exploring the Use of Forced-Choice Personality Measures in Personnel Selection". Paper presented at the annual meeting of the Society of Industrial and organizational Psychology, New York.
56. **Christiansen, N.D.** & Burns, G. N. (April, 2007). Partitioning Faking Variance: A Latent Variable Approach in Within-Subject Designs. In R. Griffith & T. Malm "Examining Old Problems with New Tools: Statistically Modeling Applicant Faking" Paper presented at the annual meeting of the Society of Industrial and organizational Psychology, New York.
57. Burns, G.N. & **Christiansen, N.D.** (April, 2007). Combating the Effects of Faking: Method Factors and Discriminate Validity. In R. Griffith & T. Malm "Examining Old Problems with New Tools: Statistically Modeling Applicant Faking" Paper presented at the annual meeting of the Society of Industrial and organizational Psychology, New York.

2006

58. **Christiansen, N.D.** (April, 2006). *A Closer Look at Applicant Faking Behavior*. Panel Discussion held at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas.
59. **Christiansen, N.D.** & Burns, G.N. (April, 2006). Personality Judgments from Resumé Content and Style. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas.
60. Burns, G.N. & **Christiansen, N.D.** (April, 2006). Personality and Self-Efficacy in Job-Choice. Paper to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas.
61. Labrador, J.L., **Christiansen, N.D.**, & Burns, G.N. (April, 2006). *Measuring Personality Using Situational Judgment Tests*. Paper to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas.

2005

62. **Christiansen, N.D.** (April, 2005). On the use of social desirability scores in selection and assessment. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Los Angeles, CA.
63. **Christiansen, N.D.**, Robie, C., & Bly, P. R. (April, 2005). Using covariance to detect applicant response distortion of personality measures. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Los Angeles, CA.

64. Burns, G.N., **Christiansen, N.D.**, & Griffith, R.L. (April, 2005). Use of social desirability as a suppressor versus moderator. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Los Angeles, CA.
65. Steele, J.R., **Christiansen, N.D.**, & Burns, G.N. (April, 2005). Putting the purpose back into personality: A multitrait-multigoal approach. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Los Angeles, CA.
66. Siers, B., Burns, G.N., **Christiansen, N.D.**, Bailey, E., D'Souza, G.C. (April, 2005). Effects of test preparation on applicant reactions to selection. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Los Angeles, CA.

2004

67. Chaney, S. K. & **Christiansen, N.D.** (2004, April) Disentangling Applicant Faking from Personality: Using Covariance to Detect Response Distortion. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Chicago, IL.
68. Burns, G.N., **Christiansen, N.D.**, & Haaland, D. (2004, April). Departures from Linearity as Evidence of Applicant Distortion of Personality Measures. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Chicago, IL.
69. Burns, G.N., **Christiansen, N.D.**, Hechanova-Alampay, R.H., Haaland, D., Janovics, J.E. (2004, April). Self-Efficacy and Personality in the Workplace. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Chicago, IL.
70. **Christiansen, N.D.** & Rozek, R.F. (2004, April). Effects of Socially Desirable Responding on Hiring Judgments. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Chicago, IL.
71. Janovics, J.E., & **Christiansen, N.D.** (2004, April). Emotional intelligence in a selection context: Criterion-related validity and vulnerability to response distortion. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Chicago, IL.
72. Janovics, J.E. & **Christiansen, N.D.** (2004, April). Cognitive and personality correlates of self-rating accuracy. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Chicago, IL.
73. Lievens, F., Chasteen, C.S., Day, E.A., & **Christiansen, N.D.** (2004, April). Large-scale investigation of the role of trait activation theory for understanding assessment center convergent and discriminant validity. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Chicago, IL.
74. Labrador, J. & **Christiansen, N.D.** (2004, April). An integrative model of motivation predicting change in performance. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Chicago, IL.

2002

75. Phillips, L. & **Christiansen, N.D.** (2002, April). A contingency model of attitudes toward affirmative action programs. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Toronto, Canada.
76. Wolcott-Burnam, S. & **Christiansen, N.D.** (2002, April). The Good Judge revisited: Individual differences in the accuracy of personality judgments. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Toronto, Canada.
77. Haaland, S.A., **Christiansen, N.D.**, & Wagner, S.H. (2002, April). Implications of trait-activation theory for evaluating assessment center construct validity. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Toronto, Canada.

78. Janovics, J., **Christiansen, N.D.**, & Pederson, K.R. (2002, April). Profiling new business development: Personality correlates of ideation and implementation. . Paper presented at the annual conference of the Society for Industrial and Organizational Psychology held in Toronto, Canada.
79. Quirk, S.W., Wagner, S.H., **Christiansen, N.D.**, McNulty, J., Ben-Porath, Y. (2002, March). On the usefulness of measures of normal personality for clinical assessment: Evidence of the incremental validity of the NEO-PI-R. Paper presented at the Society for Personality Assessment held in San Antonio, TX.
80. Skeel, R., Sitzer, D., Wells, J., Fogal, T., & **Christiansen, N.** (2002, February). Differences in memory impairment classification rates based on alternative interpretation methodologies. Paper presented at the annual meeting of the International Neuropsychological Society held in Toronto, Canada.

2001

81. Janovics, J.E. & **Christiansen, N.D.** (2001, April). Emotional intelligence in the workplace: Evidence of criterion and construct-related validity. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
82. Quirk, S. W., Wagner, S., Ben-Porath, Y., McNulty, J. & Christiansen, N. D. (2001, June). Validity of the NEO-PI-R beyond the MMPI-2 in explaining substance abusers' functioning. Poster presented at the annual conference of the American Psychological Society held in Toronto, Canada.

2000

83. **Christiansen, N. D.** (2000, April). Utilizing forced-choice item formats to enhance criterion-related validity. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
84. Farmers, S. & **Christiansen, N.D.** (2000, April). Reducing response distortion by assessing context-specific traits. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
85. Such, M. & **Christiansen, N.D.** (2000, April). Using differential item weighting to reduce the effects of faking. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
86. Farmer, S. & **Christiansen N.D.** (2000, April). Enhancing criterion-related validity by assessing context-specific traits. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology.
87. Alampay, M.R., Beehr, T., & **Christiansen, N.D.** (2000, April). Expatriate outcomes and their predictors: A review and meta-analysis. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

1999

88. Haaland, D., **Christiansen, N.D.**, & Kaufman, G. (1999, April). Applicant distortion of personality measures in police selection: Reasons for optimism and caution. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
89. Janovics, J.E. & **Christiansen, N.D.** (1999, April). Estimating criterion-related validity of personality tests using applicant and incumbent samples: A critical reanalysis. Paper presented at the annual convention of the Midwestern Psychological Association, Chicago, IL.
90. Kwak, A., Haaland, D., Rozek, R.F., & **Christiansen, N.D.** (1999, April). Linking personality and job behavior: Marker work activities for the five-factor model. Paper presented at the annual convention of the Midwestern Psychological Association, Chicago, IL.
91. Haaland, D., & **Christiansen, N.D.** (1999, April). Effects of motivated distortion on the validity of personality test scores. Paper presented at the annual convention of the Midwestern Psychological Association, Chicago, IL.

1998

92. Haaland, D. & **Christiansen, N.D.** (1998, June). Departures from linearity in the relationship between applicant personality test scores and performance as evidence of response distortion. Paper presented at the annual conference of the International Personnel Management Association Assessment Council, Chicago, IL.

93. Rozek, R.F., **Christiansen, N.D.**, Edelstein, S., & MacKay, D. (1998, May). Validity of difficulty ratings for linking tasks and worker competencies. Paper presented at the annual convention of the Midwestern Psychological Association, Chicago, IL.
94. **Christiansen, N.D.** (1998, April). Sensitive or senseless? Using social desirability measures to identify distortion. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
95. Edelstein, S., **Christiansen, N.D.**, & Fleming, W. (1998, May). Construct-related validity evidence for forced-choice personality assessment. Paper presented at the annual convention of the Midwestern Psychological Association, Chicago, IL.

1997

96. **Christiansen, N.D.** (1997, April). The factor structure of the Work Keys Assessments and their relationship to general mental ability. Paper presented at the annual conference of the Southeastern Psychological Association to be held in Atlanta, GA.
97. Diaz, J., **Christiansen, N.D.**, MacKay, D. (1997, April). The usefulness of validity scales for identifying response distortion in personality assessment. Paper presented at the annual conference of the Southeastern Psychological Association to be held in Atlanta, GA.
98. MacKay, D., **Christiansen, N.D.**, & Diaz, J. (1997, April). An empirical method of confirming the relationships between tasks and human characteristics established by job analysis. Paper presented at the annual conference of the Southeastern Psychological Association to be held in Atlanta, GA.
99. Neuman, G., **Christiansen, N.D.**, & Wagner, S. (1997, April). Personality and team effectiveness. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology to be held in St. Louis, MO.
100. Wagner, S., **Christiansen, N.D.**, & Lavine, H. (1997, April). Development and validation of facet scales for the RWA scale. Paper presented at the annual conference of the Midwestern Psychological Association to be held in Chicago, IL.

1996

101. **Christiansen, N.D.**, Wagner, S., & Neuman, G. (1996, April). Identifying personality traits related to team effectiveness using multilevel comparisons. Paper presented at annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
102. Wagner, S., Neuman, G., & **Christiansen, N.D.** (1996, April). Homogeneous or heterogeneous? The relationship between work-team performance and the variability of members' personality. Paper presented at annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
103. **Christiansen, N.D.**, & Lavine, H. (1996, May). Ideological differences in preferences for correct and incorrect allocation outcomes. Paper presented at the annual conference of Midwestern Psychological Association, Chicago, IL.

1995

104. **Christiansen, N.D.** (1995, May). An investigation of structure of organizational political climates and their impact on work attitudes. Paper presented at the annual conference of Midwestern Psychological Association, Chicago, IL.
105. **Christiansen, N.D.**, Szymanski, J., & Lovejoy, M.C. (1995, May). An evaluation of the structural validity of the social problem-solving inventory using hierarchical confirmatory factor analysis. Paper presented at the annual conference of Midwestern Psychological Association, Chicago, IL.
106. Jones, C., **Christiansen, N.D.**, & Kaplan, M.F. (1995, May). Effects of racism on evaluations depend on stereotypicality of target information. Paper presented at annual conference of the Midwestern Psychological Association, Chicago, IL.
107. Szymanski, J., **Christiansen, N.D.**, & Lovejoy, M.C. (1995, May). Affective symptomatology and specific components of social problem solving. Paper presented at annual conference of the Midwestern Psychological Association, Chicago, IL.

1994

108. **Christiansen, N.D.**, Mikulay, S., & Villanova, P. (1994, May). A person-climate fit model of the impact of organizational politics. Paper presented at annual conference of the Midwest Academy of Management, Chicago. Paper selected for publication in conference proceedings.
109. Goffin, R.D., **Christiansen, N.D.**, Johnston, N.G., & Rothstein, M.R. (1994, April). Correcting for Faking: Effects on predictive validity of the 16PF. Paper presented at annual conference for the Society of Industrial and Organizational Psychology, Memphis, TN.

1992

110. Skitka, L.J., & **Christiansen, N.D.** (1992, May). Punitive or prudent? Conservative allocations of public aid. Paper presented at annual conference of the Midwestern Psychological Association, Chicago, IL.

Under Review

1. Speer, A.B., Christiansen, N.D., Laginess, A., (under review). Individual differences in interviewer ability: Effects of social intelligence and general mental ability on interview construction and judgment accuracy. *Human Performance*.
2. Jeong, Y.A., Christiansen, N.D., Kung, M., Kinney, T. (in progress). Comparing Applicants and Incumbents: Effects of Response Distortion on the Psychometric Properties of Personality Measures. *International Journal of Selection and Assessment*.
3. Robie, C., Christiansen, N.D., Hausdorf, P.A., Fisher, P.A., Keeping, L.M., Murphy, S.A., & Risavy, S. (under review). International Comparison of Group Differences in General Mental Ability for Immigrants versus Non-Immigrants. *International Journal of Selection and Assessment*.

Manuscripts in progress

1. Christiansen, N.D., Jeong, Y.R., Burns, G.A., Haaland, D.E., Kung, M., Kinney, T., (in progress). Departures from Linearity as Evidence of Applicant Distortion on Personality Tests.
2. Ford, A., Christiansen, N.D., Ragsdale, J., & Sliter, M. (in progress). Effects of Personality on Work Strains: The role of person-Job fit.
3. Simpson, D.A., Brown, M., Christiansen, N.D., & Denison, D. (in progress). An Uncommon Perspective on Common Method Variance in the Validation of Self-Report Measures.
4. Dawson, K., Christiansen, N.D., Simpson, D.A., & Tett, R.P. (in progress). All Else Being Equal: Comparing the validity of personality and cognitive tests. Or Situational Specificity in the Validity of Personality and Cognitive Tests?
5. Dawson, K., Christiansen, N.D. & Judge, T.A. (in progress). Occupational Differences in the Validity of Narrow Personality Traits.
6. Dawson, K., Christiansen, N.D., Goswami, A., & Coaster, J. (in progress). Predicting Police Performance Using Normative and Clinical Personality Constructs: Comparing the Five-Factor Model to the PSY-5.
7. LoPilato, A., Hoffman, B., Buckett, A., Melchers, K., Kleinmann, M., Christiansen, N.D., Annen, H., Jansen, A., Merkulova, N., Wirz, A., & D'Mello, S. (in progress). Expanding the Criterion Domain: Assessment Centers and Relationship Maintenance Behaviors.

8. Brown, C.G., Tett, R.P., Dawson, K.M., & Christiansen, N.D. (in progress). Personality Trait-Based Differential Reward Preference.

EDITORIAL SERVICE

Journal of Personnel Psychology (4 years)

Journal of Business and Psychology (4 years)

Ad Hoc Reviewer: *Educational and Psychological Measurement, European Journal of Personality, European Journal of Work and Organizational Psychology, Human Performance, International Journal of Selection and Assessment, Journal of Applied Psychology, Journal of Applied Social Psychology, Journal of Business and Psychology, Journal of Organizational Behavior, Journal of Personality and Social Psychology, Journal of Personnel Psychology, Journal of Vocational Behavior, Organizational Behavior and Decision-Making Processes, Organizational Research Methods, Personnel Psychology, Social Behavior and Personality*

PROFESSIONAL SERVICE

Society for Industrial and Organizational Psychology, Member 1998-present

Awards Committee: Distinguished Service Contributions (Member, 2 years), Hogan Award for Personality and Work Performance (Member, 3 years)

Program Committee, (Member, 14 years)

History Committee, (Member, 1 year)

THESIS AND DISSERTATION SUPERVISION (33)

Date	First Name	Last Name	Thesis Title	Project
9-Jun-16	Scott	Alshanski	Distorted Responses in the Job Application: Using Three Response Validity Scales to Find Fakers	Thesis
23-Aug-16	Jared	Quinn	Using Personality-Based Profile Similarity Indices to Guide Selection Systems	Dissertation
22-Aug-16	Aaron	Stupica	Adaptability as an Individual Difference: Adding Clarity and Measurement	Thesis
20-Nov-15	Annie	Simpson	Development and Validation of the Work Preferences Scale	Thesis
21-May-15	Ye Ra	Jeong	Comparing Applicants and Incumbents: Effects of Response Distortion on Psychometric Properties of Personal Measures	Thesis
14-May-13	Andrew	Speer	Individual differences in interviewer ability: How social intelligence and general mental ability affect interview construction and judgment accuracy	Dissertation
23-May-13	Christopher	Frost	Application of automated scoring techniques to predict personality and performance from job interviews	Dissertation
13-March-12	Michael	Kephart	Determining Derailment Potential: Does An Employee's Potential for promotion Matter?	Dissertation
30-Jan-12	Todd	Pfenninger	A comparison of multiple methods of personality-based job analysis	Thesis
21- Nov-11	John	Coaster	An investigation of ideal applicant schemas as an explanation of applicant faking behavior on personality assessments	Dissertation
20-Nov-11	Alecia	Billington	Construct validation of an assessment center using external criteria	Thesis
11-Aug-11	Andrew	Speer	Examination of the Assessment Center construct-criterion relationship: Situational specificity as it relates to bandwidth fidelity and predicting job performance	Thesis
27-Jul-11	Michael	Frueh	Managerial skills, promotability and potential for derailment: Does organizational level make a difference?	Thesis
14-Jul-11	Christopher	Frost	Personality-based job fit as a determinant of work stress	Thesis
2-May-11	Kate	Unterborn	Creating a performance-based social intelligence measure using a situational judgment test format	Dissertation
28-Feb-11	Jack	Olin	Development & validation of the relative importance job knowledge method	Thesis
24-Jul-09	John	Coaster	Hindering applicants' ability to fake : Toward an opaque measure of personality.	Thesis
25-Jun-09	Aaron	Stehura	Effects of occupational requirements on the validity of personality traits	Dissertation

11-Feb-08	Aaron	Stehura	Effects of personality judgments in performance appraisal	Thesis
10-Aug-07	Brian	Siers	Effects of response distortion on the validity of implicit association tests of personality	Dissertation
22-Sep-06	Gary	Burns	Latent variable modeling of faking : Techniques and illustration	Dissertation
21-Aug-06	Jeffrey	Labrador	Assessing applicant personality using low fidelity simulations	Dissertation
02-Nov-04	Gary	Burns	Personality judgments based on resumes: Cue utilization, validity, and accuracy of observer ratings	Thesis
01-Nov-04	George	Montgomery	Individual differences in ability to fake forced-choice personality measures	Thesis
Date	First Name	Last Name	Thesis Title	Project
19-Aug-04	Jeffrey	Labrador	An integrated model of motivation predicting change in performance	Thesis
16-Jan-04	Jacquelyn	Steele	Putting the purpose back into personality: A multigoal-multimotivation approach.	Thesis
06-Apr-03	Jay	Janovics	Knowing thyself: The influence of dispositional intelligence on self-rating accuracy	Dissertation
19-Jun-02	Sheri	Chaney	Assessing the Construct Validity of Teamwork Tests	Thesis
08-Feb-02	Renee	Rozek	Misrepresentation of misinterpretation: On the use of social desirability scores for hiring judgments	Thesis
05-Oct-01	Shaina	Wolcott	The good judge revisited: Individual differences in the ability to make accurate personality judgments	Thesis
10-Sep-01	Larissa	Linton	The missing link: The role of perceived discrimination in attitudes toward affirmative action	Thesis
28-Mar-01	Beth	Demko	Measuring team personality: Problems and pitfalls	Dissertation
03-Nov-00	Jay	Janovics	Emotional intelligence in the workplace: Evidence of construct and criterion-related validity	Thesis
10-Apr-00	Stephanie	Morlan	Implications of trait-activation theory for evaluating the construct validity of assessment center ratings	Thesis
06-Nov-99	Douglas	Haaland	Self-assessment of interpersonal competency: Development and validation of a forced-choice method to minimize response distortion in job applicant contexts	Dissertation
27-Aug-99	Matthew	Such	Differential item weighting: Reducing the effects of applicant distortion on self-report measures	Dissertation
01-Mar-99	Suzanne	Farmer	Enhancing criterion-related validity by assessing context-specific traits: Implications of conditional dispositions for personnel selection	Dissertation