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Curriculum Vita

Stephen Michael Colarelli

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Education

- Ph.D. New York University, 1982
Industrial and Organizational Psychology
- M.A. University of Chicago, 1979
Social and Organizational Psychology
- B.A. Northwestern University, 1973
Political Science

Professional Employment

Academic Appointments

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| Visiting Professor
2013 - present | National University of Singapore, Business School, Department of Management and Organisation |
| Professor
1994-present | Department of Psychology, Central Michigan University, Mt. Pleasant, MI |
| Visiting Professor
(Fulbright Fellow)
1995 | Department of Psychology, University of Zambia, Lusaka, Zambia |
| Director
1990-1996
2004-2005 | Director of Graduate Programs in Industrial/Organizational Psychology, Department of Psychology, Central Michigan University, Mt. Pleasant, MI |
| Associate Professor
1990-1994 | Department of Psychology, Central Michigan University, Mt. Pleasant, MI |
| Assistant Professor
1985-1990 | Department of Psychology, Central Michigan University, Mt. Pleasant, MI |

Adjunct Assistant Professor
1984-1985

Aurora College, Aurora, IL
Elmhurst College, Elmhurst, IL
Northeastern Illinois University, Chicago, IL

Other Professional Employment

Independent Consulting in Management and HRM. 1980 - present.
Consultant, Colarelli, Meyer & Associates, Inc., St. Louis, MO, 1984-1985.
Director, Ball Foundation, Glen Ellyn, IL, 1982-1984.
Management Development, Union Carbide Corporation, New York, NY, 1980-1981.
Peace Corps Volunteer, Senegal, West Africa, 1973-1975.

Consulting Experience

Expert Witness
Organizational surveys
Meeting facilitation
Management development and training
Performance management
Organizational and project analysis
Career counseling
Assessment
Job analysis

Professional Societies

Association for Psychological Science
American Association for the Advancement of Science
Behavioral and Brain Sciences
Human Behavior and Evolution Society
International Society for Human Ethology
Society for Industrial and Organizational Psychology
Union of Concerned Scientists

Publications

Books

Colarelli, S. M. (2003). *No best way: An evolutionary perspective on human resource management*. Greenwich, CT: Praeger.

Colarelli, S. M., & Arvey, R. D. (Eds.). *Handbook of Biological Foundations of Organizational Behavior*. (in press). Chicago: University of Chicago Press.

Articles in Press or Under Review

Colarelli, S. M., Honts, C., Christiansen, M., & McDonald, A. (under review). Effects of

a Companion Dog on Social Interaction and Job Attitudes among Participants in Work Groups. *Journal of Applied Psychology*.

Articles in Refereed Journals

Spranger, J.A., Colarelli, S. M., Dimotakis, N., Jacob, A., & Arvey, R. D. (2012). Effects of kin density within family-owned businesses. *Organizational Behavior and Human Decision Processes*, 119, 151-162.

Colarelli, S. M., Roscoe, A., Monnot, M., Colarelli, S. M., & Ronan G. (2012). Administrative assumptions and some assumption violation effects in top-down selection. *Applied Psychology: An International Review*, 61, 498-512.

Yang, C., Colarelli, S. M., Han, K., & Page, R. (2011). Start-up and hiring practices of immigrant entrepreneurs: An empirical study from an evolutionary psychological perspective. *International Business Review*.

Yang, C., Colarelli, S., & Holston, K. (2011). Understanding human nature: From an evolutionary psychological perspective. *International Journal of Business Disciplines*, 6(1), 43 – 60.

Dai, G., Han, K., Hu, H., & Colarelli, S. M. (2010). Cultural Differences and Measurement Invariance of Selection Tools: A case of examining Chinese NEO PI-R Conscientiousness Scale. *Journal of Chinese Human Resource Management*, 2, 95-14.

Colarelli, S. M., Han, K., & Yang, C. (2010). Biased against whom? The problems of “group” definition and membership in test bias analyses. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 228-231.

Colarelli, S. M., Poole, D. A., Unterborn, K., & D’Souza, G. (2010). Racial prototypicality, affirmative action, and hiring decisions in a multi-racial world. *International Journal of Assessment and Selection*, 18, 166-173.

D’Souza, G., & Colarelli, S. M. (2010). Selection decisions for face-to-face versus virtual teams. *Computers in Human Behavior*, 26, 630-635.

Brunner, L., & Colarelli, S. M. (2010). Immigration for the twenty-first century: A personnel selection approach. *The Independent Review*, 14, 389-413.

Fitzgerald, C., J., & Colarelli, S. M. (2009). Altruism and reproductive limitations. *Evolutionary Psychology*, 7, 234-252.

Bressan, P., Colarelli, S. M., Cavalieri, M. B. (2009). Biologically costly altruism depends on emotional closeness among step but not half or full siblings. *Evolutionary Psychology*, 7, 118-132.

Colarelli, S. M., & Thompson, M. (2008). Stubborn reliance on human nature in

employee selection: Statistical decision aids are evolutionary novel. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 1*, 347-351.

Yang, C., Colarelli, S. M., & Han, K. (2008). Kinship, ethnicity, and immigrant family business: From an evolutionary psychological perspective. *Business Research Yearbook, 15*, 337-342.

Yang, C., Colarelli, & Han, K. (2008). Immigrant entrepreneurship from a neo-Darwinian co-evolutionary perspective. *Journal of Business Management and Change, 3*, 53-70.

Topor, D., & Colarelli, S. M., & Han, K. (2006). The influence of personnel selection constructs and methods on evaluations of job applicants. *Journal of Business and Psychology, 21*, 361-376.

Sheppard, R., Han, K, Colarelli, S. M., Dai, G., & King, D. (2006). Differential item functioning by race and gender in an employment-oriented personality inventory. *Assessment, 13*, 442-453.

Yang, C., D'Souza, G., Bapat, A., & Colarelli, S. M. (2006). A cross-national analysis of affirmative action: An evolutionary psychological perspective. *Managerial and Decision Economics, 27*, 203-216.

Colarelli, S. M., Spranger, J. L., & Hechanova, M. R. (2006). Women, power, and sex composition in small groups: An evolutionary perspective. *Journal of Organizational Behavior, 27*, 163-184.

Brunner, L., & Colarelli, S. M. (2004). Individual unemployment accounts. *The Independent Review, 8*, 569-585.

Colarelli, S. M., & Dettman, J. R. (2003). Intuitive evolutionary perspectives in marketing. *Psychology and Marketing, 20*, 837-865.

Colarelli, S. M., & Haaland, S. (2002). Perceptions of sexual harassment: An evolutionary psychological perspective. *Psychology Evolution & Gender, 4*, 243-264.

Colarelli, S. M., Hechanova-Alampay, M. R., & Canali, K. G. (2002). Letters of recommendation: An evolutionary perspective. *Human Relations, 55*, 315-344.

Colarelli, S. M. (2000). Evolution, the criterion problem, and complexity. *Behavioral and Brain Sciences, 23*, 151-152.

Colarelli, S. M. (1998). Psychological interventions in organizations: An evolutionary perspective. *American Psychologist, 53*, 1044-1056.

Colarelli, S. M., & Montei, M. S. (1996). Some contextual influences on training utilization. *Journal of Applied Behavioral Science, 32*, 306-322.

Colarelli, S. M. (1996). Establishment and job context influences on the use of hiring practices. *Applied Psychology: An International Review*, *45*, 153-176.

Adams, G. A., Elacqua, T. C., & Colarelli, S. M. (1994). The employment interview as a sociometric selection technique. *Journal of Psychotherapy, Psychodrama and Sociometry*, *47*, 99-113.

O'Hara, K., Beehr, T. A., & Colarelli, S. M. (1994). Organizational centrality: A third dimension of intraorganizational career movement. *Journal of Applied Behavioral Science*, *30*, 198-216.

Lancaster, S. L., Colarelli, S. M., King, D. W., & Beehr, T. A. (1994). Job applicant similarity on cognitive ability, vocational interests, and personality characteristics: Do similar persons choose similar jobs? *Educational and Psychological Measurement*, *54*, 299-316.

Colarelli, S. M., & Boos, A. L. (1992). Sociometric and ability-based assignment to workgroups: Some implications for personnel selection. *Journal of Organizational Behavior*, *13*, 187-196.

Colarelli, S. M., Dean, R. A., & Konstans, C. (1991). The influence of college characteristics on early career outcomes of accountants. *Canadian Journal of Higher Education*, *11*, 24-46. Abstracted in *Higher Education Abstracts* (1992), *28*, 234.

Colarelli, S. M., & Bishop, R. A. (1990). Career commitment: Functions, correlates, and management. *Group and Organization Studies*, *15*, 158-176.

Colarelli, S. M., & Stumpf, S. A. (1990). Compatibility and conflict among outcomes of organizational entry strategies: Mechanistic and social system perspectives. *Behavioral Science*, *35*, 1-10.

Colarelli, S. M., & Colarelli, D. J. (1988). Needs analysis for management development. *Training and Management Development Methods*, *2*, 263-270.

Colarelli, S. M., Dean, R. A., & Konstans, C. (1987). Comparative effects of personal and situational influences on job outcomes of new professionals. *Journal of Applied Psychology*, *72*, 558-567.

Colarelli, S. (1984). Methods of communication and mediating processes in realistic job previews. *Journal of Applied Psychology*, *69*, 633-642.

Stumpf, S. A., Colarelli, S. M., & Hartman, K. (1983). Development of the career exploration survey (CES). *Journal of Vocational Behavior*, *22*, 191-226.

Colarelli, S. M., Stumpf, S. A., & Wall, S. J. (1982). Cross validation of a short form of the Position Description Questionnaire. *Educational and Psychological Measurement*, *42*, 1279-1283.

Stumpf, S. A., & Colarelli, S. M. (1980). Career exploration: Development of dimensions and some preliminary findings. *Psychological Reports, 47*, 979-988.

Book Chapters

Colarelli, S. M. (2011). An evolutionary organizational psychology: An evolutionary psychologist's journey. In Wang, X.T. & Su Y.J. (Eds., 2011). *Thus Spake Evolutionary Psychologists* (进化心理学家如是说). Peking University Press, Beijing, China.

Yang, C., Colarelli, S. M., & Han, K. (2008). Understanding adaptive functions of kinship in immigrant entrepreneurship: An evolutionary perspective. In Oglesby, R. A., & Adams, M. G. (Eds.). *Business Research Yearbook: Global Business Perspectives* (pp.337.342). Beltsville, MD: International Academy of Business Disciplines.

Monnot, M. J., & Colarelli, S. M., & Hemingway, M. (2006). Strategic human resource planning. In J. Greenhaus and G. Callanan (Eds.). *Encyclopedia of Career Development*. Thousand Oaks, CA: Sage.

Colarelli, S. M. (1993). Organization development and personnel psychology: Issues and integration. In F. Massarik (Ed.), *Advances in Organization Development (Vol. 2)* (pp. 14-36). Norwood, NJ: Ablex.

Colarelli, S. M., & Beehr, T. A. (1993). Selection out of organizations: Firings, layoffs, and retirement. In N. Schmitt and W. C. Borman (Eds.), *Personnel Selection in organizations* (pp. 341-384). San Francisco: Jossey Bass.

Colarelli, S. M., & Beehr, T. A. (1991). Effective organizations in the twenty-first century. In J. W. Jones, B. D. Steffy, & D. W. Bray (Eds.), *Applying psychology in business: The handbook for managers and human resource professionals* (pp. 58-67). Lexington, MA: Lexington.

Manuscript and Research in Progress

Colarelli, S. M., O'Brian, K., An., M., Essayns, M. Natural Characteristics of workplace environments and their effects on employee attitudes and mental health.

Curtis, S., & Colarelli, S. M., Voss, B., Minjock, R. Gossip in organizations.

Colarelli, S. M., Yang, C., & Han, K., & D'Souza. Thematic clusters and bias correspondence in a personality inventory: Evolutionary psychological theory applied to differential item functioning analysis and interpretation.

Tabarovsky, S., Fox., S., & Colarelli. Social media and organizations.

Other Publications

Colarelli, S. M. (2002). Conservatives are liberal and liberals are conservative—on the

environment. *The Independent Review*, 7, 103-107.

Colarelli, S. M., & Brunner, L. (1994, May-June). Solving problems in unemployment insurance. Various local Michigan newspapers.

Colarelli, S. M. (1993, March 1). Battling parental complacency. *Christian Science Monitor*, p. 18. Excerpted (1993, April 6) as "School reform begins at home--with parents." *Newsday*, pp. 83-84.

Beehr, T. A., & Colarelli, S. M. (1992). Liaising with the agency commentary. In F. Sligo, *Organizational behavior: Case studies and commentaries* (pp. 112-113). Palmerston North, New Zealand: Dunmore.

Colarelli, S. M. (1991, October 8). Civil rights and the bottom line, *Chicago Tribune*, p. A13.

Colarelli, S. M. (1990, October 10). Technology Won't Rescue Education. Letters to the Editor, *Wall Street Journal*, A-21.

Colarelli, S. M., Dean, R. A., & Konstans, C. (1988). Selective recruiting: College characteristics and job outcomes. (ERIC Document Reproduction Service).

Reviews

Colarelli, S. M. (in press). [Review of the book *Nepotism in Organizations*.] *Personnel Psychology*.

Colarelli, S. M., & D'Souza, G. C. (2008). Meet the new E-boss, not the same as the old boss: Exploring new research areas in distance leadership [Review of the book *Leadership at a Distance: Research in Technologically-Supported*]. *PsycCRITIQUES—Contemporary Psychology: APA Review of Books*.

Colarelli, S. M. (2006). [Review of the book *Evolutionary Thought in Psychology: A Brief History*]. *Human Ethology Bulletin*, 21, 13-17.

Colarelli, S. M. (2005). [Review of the book *Evolutionary Thought in Psychology: A Brief History*]. *Personnel Psychology*, 58, 564-569.

Colarelli, S. M., & Birch, W. V. (1984). [Review of the book *Handbook of vocational psychology* (Vols. I & II)]. *Personnel Psychology*, 37, 568-572.

Colarelli, S. M. (1983). [Review of the book *Theories of career development*, (Third Edition)]. *Personnel Psychology*, 36, 909-912

Colarelli, S. M. (1983). [Review of the book *Coping with executive stress*]. *Personnel Psychology*, 36, 467-470. Review of Executive Health Examiners (1983).

PresentationsConvention Papers and Symposia Presentations

An, M., Boyajian, M.E., Colarelli, S. M., & O'Brien, K.E. (2013). Moderating effects of natural elements: Job stressors and well-being. To be presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX, April 2013.

Boyajian, M.E., An, M., Colarelli, S. M., & O'Brien, K.E. (2013). The development of a Workplace Physical Characteristics scale. To be presented at the Annual meeting of the American Psychological Association, Honolulu, HI, August 2013.

An, M., Boyajian, M.E., Colarelli, S. M., & O'Brien, K.E. (2013). The effects of workplace physical environment on employee well-being. To be presented at the Annual meeting of the American Psychological Association, Honolulu, HI, August 2013.

McDonald, A., & Colarelli, S. M. (2012). Thin Slices of Interaction: Enough to Judge Whether a Companion Dog has an Effect on Group Interaction? Annual Meeting of the International Society of Human Ethology, Vienna, Austria. August, 2012.

Crider, E., & Colarelli, S. (2012). Development of a Cross-Cultural Similarity Training Module. Annual Meeting of the American Psychological Association, Orlando, FL. August, 2012.

Christensen, S. M., Honts, C., & Colarelli, S. M. (2012) Effects of a Companion Animal on a Group Task. Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Honts, C., Colarelli, S.M., & Beehr, T. (2012). The Influence of Work Norms on Weekend Recovery Activities. Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Christiansen, M., Honts, C., & Colarelli, S. M. (2012). Effects of a companion animal on a group task. Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Honts, C., Christiansen, M., Crider, E., Fitzgerald, C, Pfaff, C, Thompson, M., & Colarelli, S. M. (2010). Effects of a Companion Animal on Individual and Work Group Outcomes. International Society for Human Ethology. Madison, WI.

Demsky, C., An, M., Pfaff, C., & Colarelli, S. M. (2010). Development of a Survey to Assess Natural Characteristics of Workplace Environments. Human Behavior and Evolution Society, Eugene, OR.

D'Souza, G., Colarelli, S. M., Yang, C., & Han, K. (2010). Differential Item Functioning: Effects of Group Membership and Bias Correspondence. Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Yang, C., Colarelli, S. M., & Holston, K. (2010). Darwin's Deadly Legacy: Why Evolution Matters for Management Studies. Annual meeting of International Academy of Business Disciplines (IABD) Conference in Las Vegas, Nevada.

Jacob, A., & Colarelli, S. M. (2009). *The Impact of Group Affect on Group Efficacy and Group Performance*. International Conference on Asia Pacific Psychology. Seoul, S. Korea.

Colarelli, S. M. (2009). *The Evolutionary Psychology and Kinship: Some (Organizational) Effects and Implications*. American Psychological Association, Toronto, ON.

Colarelli, S. M., Roscoe, A., Monnot, M., Colarelli, S. M., & Ronan G. (2009). *Administrative Assumptions and Some Assumption Violation Effects in Top-Down Selection*. Society for Industrial and Organizational Psychology, New Orleans, LA.

Unterborn, K., & Colarelli, S. M. (2009). *Effects of applicant attractiveness and racial prototypicality on affirmation action*. Annual Conference, Society for Industrial and Organizational Psychology. New Orleans, LA.

Yang, C., Colarelli, S. M., & Han, K. H. (2009). What is Wisdom? International Academy of Business Disciplines Conference. St. Louis, MO.

Unterborn, K., D'Souza, G., Poole, D. A., & Colarelli, S. M. (2008). *Racial Prototypicality, Affirmative Action, and Hiring Decisions in a Multi-Racial World*. Academy of Management, Anaheim, CA.

Andrews, J. Colarelli, S. M. & Otani, H. (2006). *Facial Feature Manipulation: An Investigation of the Cross-Race Effect*. Human Behavior and Evolution Society, Philadelphia, PA.

Colarelli, S. M., Han, K. H., Dai, G. (2006). Sheppard, R. *Evolved Adaptations and Sex and Race Measurement Bias in Personality Inventories*. Society for Industrial and Organizational Psychology, Dallas, TX.

Dai, G. Han, K. H., & Colarelli, S. M. (2006). *Examining measurement invariance of the Chinese version of the NEO-PI-R*. Society for Industrial and Organizational Psychology, Dallas, TX.

D'Souza, G., & Colarelli, S. M. (2006). *Selection decisions for face-to-face versus virtual teams*. Society for Industrial and Organizational Psychology, Dallas, TX.

Monnot, M., Colarelli, S. M., & Ronan G. (2006) *Partially Random Selection: An Alternative Selection Approach*. American Psychological Society, New York, NY.

Yang, C., Han, K. H. & Colarelli, S. M. (2006). *Transmission of a Religious Meme: A Case of the "Passion Play."* Human Behavior and Evolution Society, Philadelphia, PA.

Yang, C. Colarelli, S. M., & Han, K. H. (2006). *Kin and Reciprocal Altruism in Korean Immigrant Family Businesses*. Human Behavior and Evolution Society, Philadelphia, PA.

Yang, C. Han, K. H., & Colarelli, S. M. (2006). *The Effects of Graphic Violence, Emotions, and Religious Commitment on Religious Storytelling*. American Psychological Society, New York, NY.

Spranger, J., & Colarelli, S. M. *Genetic Density: Meaning, models, and some effects in family-owned businesses*. (2005). Presented at Human Behavior and Evolution Society, Austin, TX.

Colarelli, S. M., Brunner, L. A., Bennett, M., Dai, G., D'Souza, G., & Monnott, M. (2005). *Immigration and Economic Productivity*. Presented at the Annual Meeting of the American Association for the Advancement of Science, Washington, DC.

Yang, C., Colarelli, S. M., & Han, K. (2005). *Asian Values and Organizational Storytelling: From a Darwinian Socio-Cultural Evolutionary Perspective*. Presented at the annual meeting of the Midwest Academy of Management, Chicago, IL.

Colarelli, S. (2005). *Evolutionary Psychology's Relevance to I/O Psychology* (Symposium paper; organizer and chair). Presented at the annual conference of the Society of Industrial and Organizational Psychology, Los Angeles, CA.

Yang, C., Colarelli, S. M., & Han, K. (2005). *The Psychological Contract and Organizational Commitment from an Evolutionary Perspective*. Presented at the annual conference of the Society of Industrial and Organizational Psychology, Los Angeles, CA.

Sheppard, R., Han, K., Colarelli, S. M., Dai, G., & King, D. (2005). *Differential Item Functioning by Race and Gender in an Employment-Oriented Personality Inventory*. Presented at the annual conference of the Society of Industrial and Organizational Psychology, Los Angeles, CA.

Yang, C., Colarelli, S. M., & Han, K. (2005). *Positive functions of genetic similarity and kin altruism in Asian immigrant businesses*. Presented at the annual conference of the American Psychological Society, Los Angeles, CA.

Brunner, L. A., Colarelli, S. M., & D'Souza. (2004). *Economics Meets Evolutionary Psychology: Productivity, Human Nature, and Immigration*. Presented at the Association for Politics and the Life Sciences, Chicago, IL.

Colarelli, S. M., D'Souza, G., Bapat, A., & Yang, C. (2004). *A Cross-National Comparison of Affirmative Action Programs from Evolutionary and Cultural Perspectives*. Presented at the Human Behavior and Evolution Society, Berlin, Germany.

Cavalieri, M. B., Colarelli, S. M., Connor, J. C. (2003). *Helping behavior and perceptions of physical similarity between human siblings of varying genetic relatedness*. Presented at the Human Behavior and Evolution Society, Lincoln, NB.

Cavalieri, M. B., Colarelli, S. M., Connor, J. C. (2003). *Perceptions of physical similarity between human siblings of varying genetic relatedness*. Presented at the American Association for the Advancement of Science, Denver, CO.

Colarelli, S.M. (2002). *Designer Diversity versus Random Selection: Implications of Evolutionary Psychology for Diversity and Affirmative Action*. Presented at the Annual Conference of the Society for the Evolutionary Analysis of Law, Florida State University.

Colarelli, S. M., Jaffa, M., & Gager, D. (2002). *Sex Differences in Reactions to Threats to Resources, Status, and Personal Safety*. Presented at the Annual Conference of the Human Behavior and Evolution Society, Rutgers University.

Dwyer, M., & Colarelli, S. M. (2002). *No-fault Divorce Legislation and Reproductive Self-Interests of Lawmakers*. Presented at the Annual Conference of the Human Behavior and Evolution Society, Rutgers University.

Topor, D. J., & Colarelli, S. M. (2002). *Assessing job applicants: The influence of selection methods and construct*. Paper presented at the Society of Industrial and Organizational Psychology conference, Toronto, ON.

Colarelli, S. M. (2001). *Does an evolutionary psychological perspective justify random selection (above a threshold) in college admissions and hiring?* Paper presented at the Human Behavior and Evolution Society, London, England.

Colarelli, S. M., (2001). *Affirmative action and evolutionary psychology*. Presented at the society for the Evolutionary Analysis of Law, Bloomington, IN.

Colarelli, S. M., & Yang, C. (2000). *How much utility do individual differences have?* Presented at the Human Behavior and Evolution Society, Amherst, MA.

Colarelli, S. M., & Morlan, S. (1999). *Evolved psychological mechanisms and perceptions of sexual harassment severity*. Presented at the annual meeting of Human Behavior and Evolutionary Society, Salt Lake City, Utah.

Colarelli, S. M., Haaland, D., Muir, R. (1998). *Male and female behavioral patterns in small groups: An evolutionary perspective and review of the literature*. Presented at the annual meeting of the Academy of Management, San Diego, California.

Colarelli, S., M., Alampay, M., R., H., & Canali, K., L. (1998). *Gender and status effects on strategic facilitation and interference*. Presented at the annual meeting of the Human Behavior and Evolution Society, Davis, CA.

Kruse, B., Such, M. J., Topor, D., & Colarelli, S. M. (1997). *A simulation of the evolution of mixes of human resource technologies in organizations*. Presented at the annual meeting of the Human Behavior and Evolution society, Tucson, AZ.

Colarelli, S. M., Kruse, B., & Such, M. (1996). *Evolutionary applied psychology and*

the workplace. Presented at the annual meeting of the Human Behavior and Evolution Society, Evanston, IL.

Keller-Glaze, H., Ellis, B., & Colarelli, S. M. (1996). *Women (and men) in groups*. Presented at the annual meeting of the Human Behavior and Evolution Society, Evanston, IL.

Colarelli, S. M. (1994). *Psychological interventions in organizations: An evolutionary perspective*. Presented at the annual meeting of the Human Behavior and Evolution Society, Ann Arbor, MI.

Colarelli, S. M., & Montei, M. S. (1993). *Influences on training utilization: An ecological perspective*. Presented at the annual meeting of the American Psychological Society, Chicago, IL.

Brunner, L., & Colarelli, S. M. (1993). *Individual unemployment accounts*. Presented at the annual meeting of the Society for the Advancement of Socio-Economics, New York, NY.

Colarelli, S. M., & Lee, C. M. (1991). *Personnel selection in complex organizations*. Presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Colarelli, S. M. (1991). *Comparison between professionally developed and in-house tests in personnel selection*. Presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Colarelli, S. M., & Harbke, A. L. (1990). *The context of hiring practices*. Presented at the annual meeting of the Academy of Management, San Francisco, CA.

O'Hara, K., Beehr, T. A., & Colarelli, S. M. (1990). *Centrality and organizational careers: Employee movement through organizations*. Presented at the annual meeting of the Western Psychological Association, Los Angeles, CA.

Lancaster, S. L., Colarelli, S. M., King, D. W., & Beehr, T. A. (1990). *Do similar people choose similar jobs?* Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Miami, FL.

Colarelli, S. M. & Harbke, A. L. (1989). *The Personnel Selection Process*. Presented at the annual meeting of the American Psychological Society, Alexandria, VA.

Colarelli, S. M. (1988). *Personnel selection and open systems*. Presented at the annual meeting of the Eastern Academy of Management, Alexandria, VA.

Colarelli, S. M., Dean, R. A., & Konstans, C. (1987). *Selective recruiting: College characteristics and job outcomes*. Presented at the annual meeting of the American Psychological Association, New York, NY. Abstracted in *Higher Education Abstracts*.

Colarelli, S. M., & Boos, A. (1987). *An experimental test of the traditional personnel selection paradigm*. Paper presented at the annual meeting of the Midwestern Psychological

Association, Chicago, IL.

Colarelli, S. M. (1987). *Managers and utility analysis*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Inc., Atlanta, GA.

Colarelli, S. M., & Stumpf, S. (1987). Are personnel selection, realistic job preview, and vocational guidance strategies compatible? In A. Larocque et al. (Eds.), *Psychologie du travail et nouveaux milieux de travail: Actes du quatrieme congres international de psychologie du travail de langue francaise*. Sillery, Montreal: Universite du Quebec.

Colarelli, S. M., Dean, R., & Konstans, C. (1986). *Predicting job success among the best and the brightest: The relative influence of individual and situational factors on job outcomes of new professionals*. Paper presented at the annual meeting of the American Psychological Association, Washington, D.C.

Colarelli, S. M. (1985). *A critique of the traditional personnel selection paradigm*. Paper presented at the annual meeting of the Academy of Management, San Diego, CA.

Colarelli, S. M. (1984). *Methods of communication and mediating processes in realistic job previews*. Paper presented at the annual meeting of the American Psychological Association, Toronto, Ontario.

Dong, H., Rengel, E., Colarelli, S. M., & Sung, Y. (1983). *An investigation of sample-free calibration via the Rasch model*. Paper presented at the annual meeting of the American Psychological Association, Anaheim, CA.

Colarelli, S. M., & Colarelli, D. J. (1982). *The use of job analysis information in assigning managers to positions in a diagnostic organization simulation*. Paper presented at the annual meeting of the Military Testing Association; also in the *Military Testing Association Proceedings*.

Colarelli, S. M. (1982). *Using an organizational simulation to assess the developmental needs of individual managers*. Paper presented at the annual meeting of the Academy of Management, New York, NY.

Stumpf, S. A., & Colarelli, S. M. (1981). *The effects of career education on exploratory behavior and job search outcomes*. Paper presented at the annual meeting of the Academy of Management, San Diego, CA; also in the *Academy of Management Proceedings*.

Colarelli, S. M. (1981). *A new perspective on realistic job previews and some thoughts on conducting social research in large organizations*. Paper presented at the New Researchers Conference, Social Science Research Council, Washington, D.C.

Stumpf, S. A., Colarelli, S. M., & Hartman, K. (1981). *Development of the career exploration survey (CES)*. Paper presented at the annual meeting, Academy of Management, San Diego, CA.

Colarelli, S. M., Stumpf, S. A., & Wall, S. J. (1980). *Analyzing managerial jobs: Quick and clean*. Paper presented at the annual meeting of the Eastern Academy of Management, Binghamton, NY; also in the *Proceedings of the Eastern Academy of Management*.

Invited Presentations and Workshops

Wayne State University, Program in Industrial and Organizational Psychology. *Should You Bring Your Dog to Work?* April 11, 2012.

With Richard Arvey. Academy of Management, Professional Development Workshop (August 8, 2007), Annual Conference, Anaheim, CA. *Evolutionary theory, behavioral genetics, and leadership*.

With Richard Arvey. Society for Industrial and Organizational Psychology, Sunday Seminar (April 29, 2007), Annual Conference, New York City. *Evolutionary theory, behavioral genetics, and leadership development*.

Richard Ivey School of Business, University of Western Ontario, London, Ontario. October, 27, 2006. *Female Assets: Using Evolutionary Psychology to Empower Women at Work*.

Defense Advanced Research Projects Agency. (2002, March 11-13). Scientists Helping America Conference. *Evolutionary psychology: Implications for advanced training systems for Special Operations Forces*.

Great Lakes Humanist Society, Mt. Pleasant, MI (October, 2000). *Evolutionary Psychology and Affirmative Action*.

Multicultural Center, Central Michigan University, (October, 2000). *Evolutionary psychology, multiculturalism, and diversity*.

Baruch College, City University of New York (November, 1999). *Evolutionary theory: A new perspective for industrial and organizational psychology*.

University of Michigan, Organizational Psychology Speaker Series (March, 1999). *When beauty arises from error: Variability and consistency in organizational interventions*.

Polytechnic Institute of New York, Department of Management (1982). *Organizational entry strategies*.

Illinois Institute of Technology, I/O Psychology Program (1984). *Personal and situational influences on organizational outcomes*.

Colarelli, S. M. (1981). *A new perspective on realistic job previews and some thoughts on conducting social research in large organizations*. Paper presented at the New Researchers Conference, Social Science Research Council, Washington, D. C.

Grants

Waltham Foundation, Effects of a companion animal on work group behavior. Submitted February 2010, \$14,500.

Earhart Foundation, Immigration and economic progress. May 2004 (with Lawrence Brunner).

Earhart Foundation, "Traditional Social Structures and Psychological Interventions in Organizations." May, 2000

Central Michigan University Faculty Research and Creative Endeavors Research Grant, 1997.

Fulbright Fellowship, 1995.

Institute for Social and Behavioral Studies, Grant-writing Stipend, 1990.

Central Michigan University Summer Fellowship, 1989.

Central Michigan University Summer Research Fellowship, 1986.

Social Science Research Council, 1981-1982.

National Science Foundation, Junior Author; Principle Investigator, Stephen A. Stumpf, 1980-1981.

New York University Challenge Fund, Junior Author; Principle Investigator, Stephen A. Stumpf, 1980-1981.

Retirement Research Foundation, 1979.

Field Foundation of Illinois, 1979.

Claretian Fathers' Peace and Justice Committee, 1979.

Dominican Social Action Fund, 1979.

Hugh M. Hefner Foundation, 1979.

Colorado Council on the Humanities, 1976.

Total awards: \$688,849

Honors

Phi Beta Delta (Honor Society for International Scholars)

Fulbright Scholar, University of Zambia, 1995

Who's Who in Science and Engineering

Finalist, Zell/Lurie Fellowship for the Teaching of Entrepreneurship, School of Business Administration, The University of Michigan, 1989

University Research Professor/Research Associate Award, Central Michigan University, 1987

Douglas H. Fryer Dissertation Award, New York University, 1983

Social Science Research Council Dissertation Fellowship in Employment and Training, 1981-1982

Committee Appointments and Professional Service

National and State Committees and Boards

Member, editorial board, *Frontiers of Evolutionary Psychology*.

Member, Awards Committee, Society for Industrial and Organizational Psychology, 1990-1993.

Member, Committee on Scientific Affairs, Society for Industrial and Organizational Psychology, Inc., 1986-1990; member, Subcommittee on Testing, 1988-1990.

Significant University Committees and Service

Campus Crisis Committee, 2008 - present.
Psychology Department Personnel Committee, 2007 - 2009
Public Broadcasting Committee, 2005 - 2008
General Education Council, 2003 - 2005.
Global Education Committee, 1996 - 1999
Artists Course Committee, 1996 - 1998 (Secretary, 1998).
Director, Graduate Programs in Industrial and Organizational Psychology, Department of Psychology, Central Michigan University, 1990-1996; 2003-2005.
Faculty Research and Creative Endeavors Committee, Central Michigan University, 1989-1992. Chairperson, 1991-1992; Secretary, 1990-1991.

Professional Service

Ad Hoc Reviewer: *Academy of Management Journal*, *General Review of Psychology*, *Human Nature*, *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Occupational and Organizational Psychology*, *Journal of Organizational Behavior*, *Mid-American Journal of Business*, *Group and Organization Studies*, *Journal of Occupational and Organizational Psychology*..

Courses Taught

Graduate Courses--Psychology

Advanced Practicum in Professional Services (I/O Psychology)

- Research Methods
- Women and the workplace

Evolutionary Psychology
Organizational Applications of Personnel Psychology
Organizational Theory
Professional Practicum in Personnel Psychology
Strategies for Interventions in Social Systems (Organization Development)

Graduate Courses--Management and Administration

Human Resources and Administrative Effectiveness
Organization Theory
Personnel Management
Managing Change

Undergraduate Courses--Psychology

Evolutionary Psychology

Industrial and Organizational Psychology
Introductory Psychology
Organizational Psychology
Personnel Psychology
Psychological Testing

Undergraduate Courses--Management and Administration

Compensation
Organizational Behavior
Organization Development
Personnel Administration