

BRADFORD S. BELL

OFFICE:

Cornell University
School of Industrial and Labor Relations
Human Resource Studies Department
361 Ives Hall East
Ithaca, NY 14853
Voice: (607) 254-8054
FAX: (607) 255-1836

Electronic: bb92@cornell.edu

Web: <http://www.ilr.cornell.edu/directory/bb92/>

HOME:

17 Hunters Lane
Ithaca, NY 14850
(607) 539-6279

EDUCATION:

Michigan State University – Ph.D. Industrial & Organizational Psychology, 2002.

Michigan State University – M.A. Industrial & Organizational Psychology, 1999.

University of Maryland at College Park – B.A. Psychology, *Honors in Psychology, Summa Cum Laude*, 1997.

POSITIONS HELD:

Associate Professor with Tenure, School of Industrial and Labor Relations,
Human Resource Studies Department, Cornell University (2008 – present)

Assistant Professor, School of Industrial and Labor Relations, Human Resource
Studies Department, Cornell University (2002 – 2008)

Lecturer, Industrial & Organizational Psychology, Michigan State University
(2000 – 2001).

HONORS & AWARDS:

Early Career Achievement Award, Academy of Management, HR Division, 2008

General Mills Award for Exemplary Graduate Teaching, Cornell, 2004.

Psi Chi, the National Honor Society in Psychology

Phi Kappa Phi National Honor Society

Alpha Lambda Delta National Honor Society

Phi Eta Sigma National Honor Society

REFEREED PUBLICATIONS:

Bell, B. S., Kanar, A. M., & Kozlowski, S. W. J. (2008). Current issues and future directions in simulation-based training in North America. *The International Journal of Human Resource Management*, *19* (8), 1416-1434.

Bell, B. S., & Kozlowski, S. W. J. (2008). Active learning: Effects of core training design elements on self-regulatory processes, learning, and adaptability. *Journal of Applied Psychology*, *93*, 296-316.

Bell, B. S., & Ford, J. K. (2007). Reactions to skill assessment: The forgotten factor in explaining motivation to learn. *Human Resource Development Quarterly*, *18* (1), 33-62.

Bell, B. S., Lee, S., & Yeung, S. K. (2006). The impact of eHR on professional competence in HRM: Implications for the development of HR professionals. *Human Resource Management*, *45*, 295-308.

Kozlowski, S. W. J., & Bell, B. S. (2006) Disentangling achievement orientation and goal setting: Effects on self-regulatory processes. *Journal of Applied Psychology*, *91*, 900-916.

Bell, B. S., Wiechmann, D., & Ryan, A. M. (2006). Consequences of organizational justice expectations in a selection system. *Journal of Applied Psychology*, *91*, 455-466.

Ellis, A. P. J., Bell, B. S., & Ployhart, R. E, Hollenbeck, J. R., & Ilgen, D. R. (2005) An evaluation of generic teamwork skill training with action teams: Effects on cognitive and skill-based outcomes. *Personnel Psychology*, *58*, 641-672.

Bell, B. S., Ryan, A. M., & Wiechmann, D. (2004). Justice expectations and applicant perceptions. *International Journal of Selection and Assessment*, *12*, 24-38.

Bell, B. S., & Kozlowski, S. W. J. (2002). Goal orientation and ability: Interactive effects on self-efficacy, performance, and knowledge. *Journal of Applied Psychology*, *87*, 497-505.

Bell, B. S., & Kozlowski, S. W. J. (2002). Adaptive Guidance: Enhancing Self-Regulation, Knowledge, and Performance in Technology-Based Training. *Personnel Psychology*, *55*, 267-306.

Nominated for *William A. Owens Scholarly Achievement Award* for best publication appearing in a refereed journal in field of Industrial and Organizational Psychology during the year of 2002.

Bell, B. S., & Kozlowski, S. W. J. (2002). A typology of virtual teams: Implications for effective leadership. *Group and Organization Management, 27* (1), 14-49.

Bell, B. S., & Klein, K. J. (2001). Effects of disability, gender, and job level on ratings of job applicants. *Rehabilitation Psychology, 46*, 229-246.

Ilgen, D. R., & Bell, B. S. (2001). Informed consent and dual purpose research. *American Psychologist, 56*, 1177.

Ilgen, D. R., & Bell, B. S. (2001). Conducting industrial and organizational psychological research: Review of research in work organizations. *Ethics and Behavior, 11*, 395-412.

BOOK CHAPTERS:

Roberson, Q. M., Bell, B. S., & Porter, S. C. (in press). The language of bias: A linguistic approach to understanding intergroup relations. In B. Mannix, M. Neale, & K. Phillips (Eds.), *Research in Managing Groups and Teams: Diversity & Groups*.

Bell, B. S., & Kozlowski, S. W. J. (in press). Toward a theory of learner centered training design: An integrative framework of active learning. In S. W. J. Kozlowski & E. Salas (Eds.), *Learning, training, and development in organizations*. Mahwah, NJ: Erlbaum.

Kozlowski, S. W. J., & Bell, B. S. (2008). Team learning, development, and adaptation. In V. I. Sessa & M. London (Eds.), *Work Group learning* (pp. 15-44). Mahwah, NJ: LEA.

Bell, B. S., & Kozlowski, S. W. J. (2007). Advances in technology-based training. In S. Werner (Ed.), *Managing Human Resources in North America* (pp. 27-42). New York: Routledge.

Kozlowski, S. W. J., & Bell, B. S. (2007). A theory-based approach for designing distributed learning systems. In S. M. Fiore & E. Salas (Eds.), *Toward a science of distributed learning* (pp. 15-39). Washington, DC: APA.

Ellis, A. P. J., & Bell, B. S. (2005). Capacity, collaboration, and commonality: A framework for understanding team learning. In L. L. Neider & C. A. Shriesheim (Eds.), *Understanding teams: A volume in research in management* (pp. 1-25). Greenwich, CT: Information Age.

Kozlowski, S. W. J., & Bell, B. S. (2003). Work groups and teams in organizations. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.), *Handbook*

of psychology (Vol. 12): *Industrial and Organizational Psychology* (pp. 333-375). New York: Wiley.

To be reprinted: In N. R. Anderson (Ed.), *Fundamentals in Human Resource Management*. Thousand Oaks, CA: Sage.

Kozlowski, S. W. J., Toney, R. J., Mullins, M. E., Weissbein, D. A., & Bell, B. S. (2001). Developing adaptability: A theory for the design of integrated-embedded training systems. In E. Salas (Ed.), *Advances in Human Performance and Cognitive Engineering Research* (Vol. 1, pp. 59-123). New York: JAI Press.

OTHER PUBLICATIONS:

Bell, B. S., & Kozlowski, S. W. J. (forthcoming). Work teams. In J. M. Levine & M. A. Hogg (Eds.), *Encyclopedia of Group Processes and Intergroup Relations*. Thousand Oaks, CA: Sage.

Bell, B. S. (2006). [Review of Brown, P. & Hesketh, A. (2004). *The Mismanagement of Talent: Employability and Jobs in the Knowledge Economy*. Oxford: Oxford University Press.] *Industrial & Labor Relations Review*, 59, 670-672.

Pearsall, M., Ellis, A. P. J., & Bell, B. S. (August, 2008). *Slippage in the system: The Effects of Errors in Transactive Memory Behavior on Team Performance*. Academy of Management Annual Meeting Proceedings.

Roberts, R. M., Alexander, J. W., Bell, B. S., et al. (2005). *Animal care and management at the National Zoo: Final Report*. Washington, DC: National Academies Press.

Kozlowski, S. W. J., & Bell, B. S. (2004). Work teams. In C. Spielberger (Ed.), *Encyclopedia of Applied Psychology* (pp. 725-732). St. Louis: Elsevier.

UNDER REVIEW & REVISION REQUESTED:

Kanar, A. M., Collins, C. J., & Bell, B. S. Changing a negative employment reputation: A longitudinal approach. Under review at *Organizational Behavior and Human Decision Processes*.

Kanar, A. M., Collins, C. J., & Bell, B. S. How does unfavorable information impact job seekers' organizational attraction. Under review at *International Journal of Selection and Assessment*.

Pearsall, M. J., Ellis, A. P. J., & Bell, B. S. An examination of the effects of errors in transactive memory behavior on team performance. Under review at *Journal of Applied Psychology*.

Sitzmann, T., Bell, B. S., Kraiger, K., & Kanar, A. M. A multilevel analysis of the effect of prompting self-regulation in technology-delivered instruction. Revise and resubmit at *Personnel Psychology*.

Sitzmann, T., Ely, K., & Bell, B. S., & Bauer, K. A multilevel analysis of the effects of technical interruptions on learning and attrition from Web-based instruction. Revise and resubmit at *Journal of Applied Psychology*.

WORKS IN PROGRESS:

Bell, B. S. *A Longitudinal Examination of the Effects of Team Building on Team Effectiveness*. (data collection in progress).

Bell, B. S. *The impact of team building interventions on team processes and performance: A theoretical review and integration*. (manuscript in preparation).

Bell, B. S., Kanar, A. M., & Liu, X. *A Multi-level Examination of Autonomy-Supportive and Controlling Adaptive Guidance*. (manuscript in preparation)

Bell, B. S., & Wiechmann, D, & Hauskencht, J.. *Sources of justice expectations: An examination of antecedents across three settings*. (data analysis stage).

Bell, B. S., Kozlowski, S. W. J., & Nowakowski, J. *The Role of Transitory and Enduring Individual Differences in Active Learning*. (data analysis stage).

Bell, B. S., & Roberson, Q. M. *Examining the effectiveness of diversity training: Individual and Situational Influences*. (data analysis stage).

CONFERENCE PAPERS & PRESENTATIONS:

Pearsall, M., Ellis, A. P. J., & Bell, B. S. (August, 2008). *Slippage in the system: The Effects of Errors in Transactive Memory Behavior on Team Performance*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Bell, B. S., & Kanar, A. (2008, April). *Adaptive guidance in technology-based training: An aptitude-treatment perspective*. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Roberson, Q. M., Bell, B. S., & Porter, S. (2007, May). *The language of bias: A linguistic approach to understanding intergroup relations*. Paper presented at the 11th Annual Conference on Research on Managing Groups and Teams: Diversity & Groups, Ithaca, NY.

Bell, B. S., & Kanar, A. M. (2007, April). *Self-regulated learning in technology-based training: An aptitude-treatment perspective*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Bell, B. S., & Wiechmann, D. (2007, April). *An examination of the antecedents of applicants' justice expectations*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Bell, B. S., Kanar, A. M., Liu, X., Forman, J., & Singh, M. (2006, August). *Adaptive guidance: Effects on self-regulated learning in technology-based training*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

Kanar, A. M., Collins, C. J., & Bell, B. S. (2006, August). *Can an organization overcome a negative image? A longitudinal experimental investigation of the effect*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

Bell, B. S., & Kozlowski, S. W. J. (2006, May). *Aligning Training and Technology: A Theoretical Framework for the Design of Distributed Learning Systems*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Bell, B. S., & Ford, J. K. (2005, August). *Reactions to skill assessment: The forgotten factor in explaining motivation to learn*. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.

Kanar, A. M., Collins, C., & Bell, B. S. (2005, August). *Influence of information, source content & valence on job seekers' beliefs of potential employers*. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.

Bell, B. S., & Tyler, C. (2005, April). *The effects of rotational leadership development programs on employee retention*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Schmidt, G. B., & Bell, B. S. (2005, April). *Attachment style as a predictor of individual-organization attachment*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Bell, B. S., Kozlowski, S. W. J., & Nowakowski, J. M. (2004, April). *An examination of the influence of enduring and transitory individual differences on training effectiveness*. In B. S. Bell (Chair), Advances in research on individual difference effects in training contexts. Symposium presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Bell, B. S., & Kozlowski, S. W. J. (2003, April). *An examination of the instructional, motivational, and emotional elements of active learning*. In B. S. Bell & S. W. J. Kozlowski (Chairs), Active learning: Critical elements, instructional supports, and learning processes. Symposium presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Bell, B. S., Wiechmann, D., & Ryan, A. M. (2003, April). *Antecedents and consequences of justice expectations*. Paper presented at 18th Annual Conference of the Society for Industrial and Organizational Psychology.

Cannon-Bowers, J. A., Kraiger, K., Kozlowski, S. W. J., Bell, B. S., & Salas, E. (2003, April). *Getting learning into web-based, distance, and distributed training*. Panel discussion held at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Bell, B. S., & Kozlowski, S. W. J. (2002, August). *Developing a typology of virtual team types*. In R. J. Klimoski (Chair), Virtual teams: The hidden truth. Symposium conducted at the annual meeting of the Academy of Management, Denver, CO.

Bell, B. S., Kozlowski, S. W. J., & Dobbins, H. W. (2002, April). *Effects of learning frame, goal content, and goal sequence on learning processes and training outcomes*. In S. W. J. Kozlowski (Chair), Advances in training effectiveness: Traits, states, learning processes, and outcomes. Symposium presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, ON.

Dobbins, H. W., Bell, B. S., & Kozlowski, S. W. J. (2002, April). *A comparison of the Button and VandeWalle goal orientation measures*. Paper presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, ON.

Hofmann, D. A., Sorra, J. S., Frese, M., Bell, B. S., & Ilgen, D. R. (2002, April). *Applying I/O Psychology to research on medical error/patient safety*. Panel discussion held at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, ON.

Kozlowski, S. W. J., & Bell, B. S. (2002, October). *Active learning: Enhancing self-regulation, learning, and adaptive performance*. Paper presented at the annual Society for Organizational Behavior Conference, Atlanta, GA.

Bell, B. S., & Ellis, A. P. (2001, August). *The effects of consequences on ratings of applications with disabilities*. In R. Booth (Chair), Perceiving and evaluating people with disabilities. Symposium presented at the Annual Conference of the Academy of Management, Washington, D. C.

Bell, B. S., Kozlowski, S. W. J., & Dobbins, H. W. (2001, April). *Creating the balanced learner: Interactive effects of goals and goal orientation on multiple training outcomes*. In K. A. Smith-Jentsch & L. Rhodenizer (Chairs), When do learning and performance orientations enhance learning outcomes? Interactions with individual and contextual variables. Symposium presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Bell, B. S., Wiechmann, D., Ryan, A. M., Davis, C. A., Delbridge, K. A., & Wasson, D. (2001, April). *Values and expectations: Examining the legitimacy of justice*. Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology.

Ilgel, D. R., Bell, B. S., Murphy, K. R., Pulakos, E. D., & Rossé, J. G. (2001, April). *Human subjects issues for data serving both science and practice*. Panel discussion held at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Bell, B. S., & Kozlowski, S. W. J. (2000, April). *Goal orientation and ability: Interactive effects on affective, cognitive, and behavioral training outcomes*. In K. Smith-Jentsch (Chair), Goal orientation, training processes and outcomes. Symposium presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Bell, B. S., & Kozlowski, S. W. J. (2000, April). *Guiding individuals through training: The effects of behavioral and cognitive guidance in a complex training environment*. In S. W. J. Kozlowski (Chair), Developing complex adaptive skills: Individual- and team-level training strategies. Symposium presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Ellis, A., Bell, B. S., & Ployhart, R. E. (2000, April). *Team training: An application of Stevens and Campion's Teamwork KSA's*. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Bell, B. S., & Ilgen, D. R. (1999, April). *Institutional review of research conducted in work organizations*. Paper presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Bell, B. S., Mullins, M. E., Toney, R. J., Kozlowski, S. W. J. (1999, April). *Goal orientation: Elaborating the effects of state and trait conceptualizations*. In S. L. Fisher and J. M. Beaubien (Chairs), Goal orientation: Extending the nomological network. Symposium presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Mullins, M. E., Kozlowski, S. W. J., Toney, R. J., & Bell, B. S. (1999, April). *Adaptive performance: Mastery vs. performance goals and feedback consistency*. Paper presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Bell, B. S., & Klein, K. J. (1998, March). *Effects of disability, gender, and level of supervision on ratings of job applicants*. Paper presented at the meeting of the Michigan Association of Industrial and Organizational Psychologists, Dearborn, MI.

Hanges, P. J., Sipe, W. P., Conn, A. B., Higgins, M., Bell, B. S., & Salvaggio, A. (1998, April). *Factors that mediate sex bias in leadership perceptions*. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Kozlowski, S. W. J., Toney, R. J., Weissbein, D. A., Mullins, M. E., Brown, K. G., & Bell, B. S. (1998, May). *Developing adaptive expertise*. Paper presented at the 4th Conference on Naturalistic Decision Making, Airlie, VA.

Kozlowski, S. W. J., Toney, R. J., Weissbein, D. A., Mullins, M. E., Brown, K. G., & Bell, B. S. (1998, April). *Training adaptive performance*. In S. W. J. Kozlowski, S. K. Parker, & M. Frese (Chairs), Beyond task performance: Proactivity and learning. Symposium conducted at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

CONFERENCE SESSION CHAIR, PANEL MEMBER, & DISCUSSANT ROLES:

Training and Socialization (Discussant, 2008). Symposium conducted at the annual meeting of the Academy of Management, Anaheim, CA.

Frontier Series Learning, Training, and Development in Organizations (Panel Member, 2008). Panel session conducted at the Annual Conference of the Society for Industrial and Organizational Psychology.

Toward the Successful Integration of Training and Technology in the Workplace (Chair, 2006). Symposium conducted at the annual meeting of the Academy of Management, Atlanta, GA.

Diversity Training Research: Current Perspectives and Future Directions (Organizer with Q. Roberson, 2006). Panel discussion conducted at the annual meeting of the Academy of Management, Atlanta, GA.

Developing effective performance appraisals: Critical considerations (Chair, 2005). Symposium conducted at the annual meeting of the Academy of Management, Honolulu, HI.

For those who love formulas: Statistical issues in HR. (Discussant, 2004). Symposium conducted at the annual meeting of the Academy of Management, New Orleans, LA.

Advances in research on individual difference effects in training contexts. (Chair, 2004). Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Active learning: Critical elements, instructional supports, and learning processes. (Co-Chair, 2003). Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Disabilities and accommodation. (Chair, 2002). Symposium conducted at the annual meeting of the Academy of Management, Denver, CO.

TECHNICAL REPORTS & WHITE PAPERS:

Bell, B. S., Ellis, A. P. J., Ployhart, R. E., Hollenbeck, J. R., & Ilgen, D. R. (2006, July). *Knowledge, skills, and performance: Getting the most from team training.* ILR School Impact Brief (Brief #9).

Kuok, K. L. M., & Bell, B. S. (2005, January). *Design, implementation, and evaluation of HR leadership development programs.* (Report prepared for the Center for Advanced Human Resource Studies). Cornell University, Ithaca.

Roberts, R. M., Alexander, J. W., Bell, B. S., et al. (2004, February). *Animal care and management at the National Zoo: Interim report.* Washington, DC: National Academies Press.

Bell, B. S., & Ford, J. K. (2003, November). *Evaluation of the Baker College DPM Step II program: A final report* (Technical Report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Bell, B. S., & Ford, J. K. (2003, January). *Executive Summary: Evaluation of the Ongoing Baker College DPM Step II Program* (Technical Report prepared for the Michigan Center for Truck Safety). Cornell University, Ithaca.

Yeung, S. K., & Bell, B. S. (2002, December). *Summary of best practices findings: eHR*. (Summary report prepared for the Center for Advanced Human Resource Studies). Cornell University, Ithaca.

Carr, J., Bell, B. S., Ryan, A. M., Kilanowski, D. (2002, February). *An examination of factors that may enhance the retention and success of minorities in the selection process* (Technical Report prepared for the City of Toledo). Michigan State University, East Lansing.

Bell, B. S., & Ford, J. K. (2002, January). *Instructional plan for Management Specialist Training* (Technical Report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Bell, B. S., & Ford, J. K. (2002, January). *Multiple source evaluation of the Michigan Center for Truck Safety's Skid Pad Training Program: Reactions, behaviors, and results* (Technical Report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Bell, B. S., Ford, J. K., & Uhlmann, R. (2000, December). *Executive summary of Lansing DPM evaluation data: Final report* (Technical Report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Bell, B. S., & Ilgen, D. R. (2000, December). *VCA hospital data* (Technical Report prepared for Veterinary Centers of America, Inc.). Michigan State University, East Lansing.

Ford, J. K., Bell, B. S., & Uhlmann, R. (2000, December). *Evaluation of a pilot classroom instruction program for truck drivers: Situation awareness, driving tasks, driver behaviors, and direction control* (Evaluation report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Kozlowski, S. W. J., & Bell, B. S. (2000, July). *Guiding the development of shipboard training systems* (Summary Project Report prepared for Naval Air Warfare Center Training Systems Division). Michigan State University, East Lansing.

Kozlowski, S. W. J., Bell, B. S., & Mullins, M. E. (2000, July). *Guiding the development of deployable shipboard training systems: Enhancing skill acquisition, adaptability, and effectiveness* (Technical Report 3; Contract No. N61339-96-K-0005; Prepared for Naval Air Warfare Center Training Systems Division). Michigan State University, East Lansing.

Bell, B. S., Wiechmann, D., & Schmitt, N. (2000, June). *Outplacement: Theoretical basis, best practices, and key considerations* (Technical Report prepared for Aon Consulting, Inc.). Michigan State University, East Lansing.

Bell, B. S., Ford, J. K., Irwin, M., & Vanosdall, F. (2000, February). *Proposed DPM Step II training for truck drivers* (Technical Report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Bell, B. S., Ford, J. K., & Uhlmann, R. (1999, November). *Executive summary of Lansing DPM evaluation data* (Technical Report prepared for Michigan Truck Safety Commission). Michigan State University, East Lansing.

Kozlowski, S. W. J., Toney, R. J., Weissbein, D. A., Mullins, M. E. Brown, K. G., & Bell, B. S. (1998, May). *Guiding the development of deployable shipboard training systems: Enhancing skill acquisition, adaptability, and effectiveness* (Technical Report 2; Contract No. N61339-96-K-0005; Prepared for Naval Air Warfare Center Training Systems Division). Michigan State University, East Lansing.

RESEARCH GRANTS:

CAHRS Research Grant, 2002 - *Enhancing the Effectiveness of Distributed Training: An Examination of the Effects of Individual Differences and Adaptive Guidance in Distributed Training Environments*

CAHRS Research Grant, 2004 - *An Empirical Investigation of the Effectiveness of Team Building Interventions: Team Processes and Performance*

CAHRS Research Grant, 2004 - *Examining the Effectiveness of Diversity Training: Individual and Situational Influences*

CAHRS Research Grant, 2005 - *A Longitudinal Examination of the Relationship Between Rotational Leadership Development Programs and Voluntary Turnover*

CAHRS Research Grant, 2007 – *Investigating the Effectiveness of Team Building Interventions*

CAHRS Research Grant, 2008 – *Enhancing Self-Regulation and Learning in Technology-Delivered Instruction.*

TEACHING EXPERIENCE:

Employee Training & Development, Cornell University (undergrad)

Training & Development in Organizations, Cornell University (grad)

Human Resource Management, Cornell University (undergrad & grad)

Introduction to Industrial and Organizational Psychology, Michigan State University (undergrad)

Research Design, University of Maryland (undergrad; teaching assistant)

PROFESSIONAL WORK EXPERIENCE:

Training Program Documentation & Evaluation, Michigan Center for Truck Safety

Training Program Development & Evaluation, Michigan Center for Truck Safety

Employee Engagement Survey & Organizational Change, First National Bank.

Data Analysis & Interpretation in Support of Strategic Planning, Veterinary Centers of America, Inc.

Performance Appraisal System Development & Rater Training, Toledo Police Department

Strategic Planning Initiative, Michigan Occupational Safety and Health Administration.

Management & Organizational Development, FirstUSA Bank

Selection Process Evaluation, Toledo Fire Department

Selection System Review, Shell

SELECT MEDIA MENTIONS:

Scientists at Cornell University target life sciences. (Life Science Weekly, April 29, 2008)

A close look at workers' rights (C. Masson-Draffen, Newsday, May 1, 2005).

Bully bosses can wreak havoc on morale, company's bottom line (C. Masson-Draffen, Newsday, June 12, 2005).

Happy in their work (C. Hannagan, The Post-Standard, December 7, 2003)

Welcome to the mayor's bullpen (H. J. Shrager, Staten Island Advance, July 23, 2006).

What to do about e-dropouts (A. Rossett & L. Schafer, TD, June 2003)

When flattery is the best policy (C. Masson-Draffen & P. Kitchen, Newsday, October 12, 2005).

UNIVERSITY SERVICE ACTIVITIES:

Undergraduate Program Committee (2005 -)

- Chair, Undergraduate Program Committee (2006 -)

Teaching Advisory Committee (2005 -)

Faculty Recruiting Committee – HR Studies (2002, 2004, 2006)

Faculty Advisor, Cornell SHRM Student Chapter (2006 -)

Faculty Advisor, Kappa Sigma Fraternity - Cornell Chapter (2007 -)

Advisor for Rawlings Cornell Presidential Research Scholars

- Gordon Schmidt, ILR, 2002-2004
- Mila Singh, ILR, 2004-2008
- Jane Forman, ILR, 2005-2008

Advisor for Humphrey Fellowship Program

- Jong-Seok Choi, ILR, 2002-2003

Advisor for Credit Internships/Independent Studies

- Suzy Moran (2003, Fall)
- Joyce Chow (2004, Spring)
- Huaying Zhang (2004, Spring)
- Long Wang (2004, Spring, Fall)
- Melissa Soyka (2004, Spring)
- Ryan Halverson (2004, Fall)
- Karina Kuok (2004, Fall)
- Audrey Lobo (2004, Fall)
- Sae-Won Lee (2004, Fall)
- Sudharani Bhat (2005, Spring, Fall)

- Srivatsava Gorthy (2005, Summer)
- Ashwin Phadnis (2005, Fall)
- Shane Messner (2005, Fall)
- Ke Fan (2006, Spring)
- Vladimir Gogish (2006, Spring)
- Ashley Myers (2006, Spring)
- Peter Laird (2006, Spring)
- Andrea Hlopko (2006, Fall)
- Jane Forman (2006, Fall)
- Matthew Korobkin (2006, Fall)
- Alexyss Tribie (2006, Fall)
- Veronica Aguirre (2006, Fall)
- Daniel Zinn (2007, Spring)
- Glenn Schieck (2007, Spring)
- Andrew Coyle (2007, Spring)
- Dan Berkowitz (2007, Fall)
- Rebecca Briller (2007, Fall)
- Jeesoo Lee (2007, Fall)
- Wan Nei Ngan (2007, Fall)
- Sean Bernson (2008, Spring)
- Serena Cheung (2008, Spring)
- Ayanna Hughey (2008, Fall)

Theses & PhDs

- Chair
 - Charlie Tyler, ILR, MS (2003)
 - Meredith Lubitz, ILR, MPS (2005)
 - Lianne Biolos, ILR, MPS (2005-2008)
 - Patti Klein, ILR, MPS (2006-)
 - Jane Forman, ILR, Undergraduate Honors Thesis (2007-2008)
 - Katelyn McClellan, ILR, Undergraduate Honors Thesis (2007-2008)
- Committee Member
 - Barbara Storandt, Education, Ph.D. (2003-2004)
 - Angela Wright, Adult Education, MPS (2003)
 - Irina Bossinon, ILR, MPS (2004)
 - Adam Kanar, ILR, MS (2005)
 - Sara Turken, ILR, Undergraduate Honors Thesis (2004)
 - Eugenia Birman, ILR, Undergraduate Honors Thesis (2007)
 - Kyle Emich, ILR, MS (2008)
 - Tasha Lewis, Fiber Science & Apparel Design, MS (2008)
 - Mila Singh, CIPA, MPA (2008)

MILR Orientation (Fall '05, Spring '06, Fall '06, Spring '07, Fall '07, Spring '08)

- Designed and conducted professional development session in collaboration with Regina Moravek. Also delivered program to juniors and seniors in the ILR School.
- Designed training program for interviewers participating in the Office of Career Services' Practice Interview Program.

Center for Advanced Human Resource Studies

- Advisory Board Member (2008 -)

PROFESSIONAL SERVICE ACTIVITIES:

Editorial Board Member

- *Journal of Applied Psychology* (2008 -)
- *Organizational Behavior and Human Decision Processes* (2007 -)
- *Personnel Psychology* (2007 -)

Ad Hoc Reviewer

- *Academy of Management Journal*
- *Applied Psychology: An International Review*
- *Canadian Journal of Administrative Sciences*
- *Group & Organization Management*
- *Human Performance*
- *Human Resource Management*
- *Human Resource Development International*
- *Industrial & Labor Relations Review*
- *International Journal of Educational Research*
- *International Journal of Selection and Assessment*
- *Journal of Applied Psychology*
- *Journal of Applied Social Psychology*
- *Journal of Business and Psychology*
- *Journal of Management*
- *Journal of Organizational Behavior*
- *Learning and Individual Differences*
- *Organizational Behavior and Human Decision Processes*
- *Personnel Psychology*
- *Psychological Reports*

Conference Reviewer

- Academy of Management, HR Division
- Society of Industrial and Organizational Psychology

National Science Foundation – Grant Proposal Reviewer

Panel member/Presenter

- 2003 Academy of Management HR Doctoral Consortium
- 2006 Academy of Management Doctoral Students' Panel on Reviewing
- 2008 Academy of Management HR Division Doctoral Consortium and Junior Faculty Consortium

Professional Committees

- Academy of Management, HR Division – Best Dissertation Award (2004)
- SIOP, S. Rains Wallace Dissertation Award (2005, 2006, 2007)
- SIOP, William A. Owens Scholarly Achievement Award (2005, 2008)
- SIOP, Scientific Affairs Committee (2007 -)

National Academies – National Research Council (2003-2005)

- Member of Committee on the Review of the Smithsonian Institution's National Zoological Park and Conservation Research Center

Michigan State University Industrial and Organizational Psychology Alumni Association

- Board Chair (2008 -)

PROFESSIONAL AFFILIATIONS:

Member American Psychological Association

Member American Psychological Society

Member American Society for Training and Development

Member Social and Professional Support (SAPS) Cohort Group

Member Society for Human Resource Management

Member Society for Industrial and Organizational Psychology