

Andrew B Collmus

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Education

- Doctor of Philosophy, Industrial-Organizational Psychology** (expected) 2019
Old Dominion University
- Bachelor of Science, *magna cum laude*, Psychology** 2014
Colorado State University

Publications

- Armstrong, M. B., Ferrell, J. Z., **Collmus, A. B.**, & Landers, R. N. (2016). Correcting misconceptions about gamification of assessment: More than SJTs and Badges. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9(3), 671-677.
- Landers, R. N., Armstrong, M. B., & **Collmus, A. B.** (2016). How to use game elements to enhance learning: Applications of the theory of gamified learning. In M. E. Ma & A. Oikonomou (Eds.), *Serious Games and Edutainment Applications (Vol. 2)*. Springer.
- Landers, R. N., Brusso, R. C., Cavanaugh, K. J. & **Collmus, A. B.** (2016). A primer on theory-driven web scraping: Automatic extraction of big data from the internet for use in psychological research. *Psychological Methods*.
- Landers, R. N., Fink, A. & **Collmus, A. B.** (*forthcoming*). Big data and other technology-enhanced quantitative methods for selection. In J. L. Farr & N. T. Tippins (Eds.), *Handbook of Employee Selection*. New York, NY: Routledge.
- Collmus, A. B.**, Armstrong, M. B., & Landers, R. N. (2016). Game-thinking within social media to recruit and select job candidates. In R. N. Landers & G. B. Schmidt (Eds.), *Social Media in Employee Selection and Recruitment*. Springer.
- Armstrong, M. B., Landers, R. N., & **Collmus, A. B.** (2015). Gamifying recruitment, selection, training, and performance management: Game-thinking in human resource management. In D. Davis & H. Gangadharbatla (Eds.), *Handbook of Research on Trends in Gamification*. Hershey, PA: Information Science Reference

Conference Presentations

Cavanaugh, K. J., Brusso, R. C., **Collmus, A. B.** & Landers, R. N. (2016, April). *Web scraping: Automatic extraction of big data for I/O psychology*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
Note: This paper placed as a Featured Top Rated Poster at the 2016 SIOP Annual Conference and was a finalist for the John Flanagan Award.

Collmus, A. B., Landers, R. N. (2015). Game narrative in personality assessment: Development of a scale. Presentation at Virginia Psychological Association's Spring Convention & Educational Conference, Virginia Beach, VA.

Armstrong, M. B., Landers, R. N., **Collmus, A. B.** (2015). Game thinking in human resource management. Poster presentation at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Collmus, A. B., Kraiger, K. (2015). Swift trust in virtual worlds: Building trust with a videogame. Poster presentation at the 27th Annual Convention of the Association for Psychological Science, New York, NY.

Turner, S. J., **Collmus, A.**, Lam, R., & Rhodes, M. G. (2013). Using value to examine the own-race bias: Evidence for the social-categorization model. Poster presented at the 83rd annual meeting of the Rocky Mountain Psychological Association, Denver, CO.

Journal Review

International Journal of Gaming and Computer-Mediated Simulations Aug 2016 – Present
Ad-hoc Reviewer

Research experience

Technology iN Training Laboratory Aug 2014 - Present

Graduate Researcher/Research Assistant

Conceptualize, design, and carry out research in order to test and expand upon existing organizational theory by collecting empirical evidence. Posit and test new models where current are insufficient. Responsible for documentation and publication of results in such a way that makes a meaningful contribution to the scientific community. As research assistant, I conduct literature reviews, oversee experiments, and contribute to empirical and theoretical publications.

Rhodes Memory and Metacognition Lab Aug 2012 — May 2014

Lab Manager/Research Assistant

Responsible for training, scheduling, and oversight of day-to-day operations; conducted job analysis of research assistant position, informational interviews, employee surveys, and historical data; drafted and finalized lab manual of policies and procedures. As research assistant: operated E-Prime software, coded and analyzed quantitative data, transferred and filed experimental data, maintained adherence to contemporary ethical protocols for research with human subjects.

Kraiger Lab Aug 2013 — May 2014

Research Assistant/Researcher

Conducted original research under supervision of Dr. Kraiger: literature review, Planned IRB submission-Nov, 2013; Planned data collection and publication submission- Spring, 2014. Assisted with creation of a new lab. Duties include collaborating on lab manual, strategic planning, job analysis, presenting research, sharing expertise with other researchers.

Training and Emotional Intelligence Lab

Jan 2013 — May 2013

Research Assistant

Interpreted and coded training outcomes with heavy emphasis on inter-rater reliability; highly autonomous schedule; utilized collaborative virtual technology.

Virtual Training Lab

Aug 2012 — Dec 2012

Research Assistant

Scheduled sessions and recorded attendance; assisted with experiment design and survey logic, operated a mobile computer lab.

Harman Social Lab

Jan 2012 — May 2012

Research Assistant

Investigated U.S. Census demographic data, coded and entered into an Excel spreadsheet; implemented experimental protocols with human subjects.

Teaching Experience

Psychology 100

Aug 2013 — Dec 2013

Teaching Assistant for Janet Peters

Collect and grade assignments, create and evaluate test questions, record class notes, conduct and organize study sessions before tests.

Psychology 192

Aug 2013 — Dec 2013

Student Interviews

Invited to lead focus group of five first-year students; discussed experience and answered questions in a small-group setting; advised on course selection, test-taking, time-management

Experiential Education Panel

Invited to sit on panel, discussed educational experiences, research opportunities, and effective study habits; answered questions for first-year students.

Honors and Awards

2015 PTCMW Graduate Student Consulting Challenge – 2nd place

Compete against other teams of local graduate students to design an unproctored internet-based test for selecting internal leaders into an assessment center within a multinational multicultural organization. Member of 2nd place team; received membership award and formal recognition at ceremony.

2015 APSSC Student Research Award—Honorable Mention

Honorable mention, ribbon, and cash prize presented during the Student research Award symposium at the 27th Annual Convention of the Association of Psychological Science, New York, NY

Dominion Graduate Scholar

Fall 2014 – Spring 2016

CSU College of Business Dean's List

Spring 2012
Summer 2012
Spring 2013