

RICHARD N. LANDERS

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EDUCATION:

Aug. 2004 – May 2009

Ph.D. in Industrial and Organizational Psychology

University of Minnesota, Twin Cities (UMN)

Supporting Program in Statistics and Research Methods

Dissertation: *Traditional, web-based, and hybrid Instruction: A comparison of training methods*

Advisor: Dr. Paul R. Sackett

Sep. 2000 – May 2004

B.A. in Psychology Honors, summa cum laude

University of Tennessee, Knoxville (UTK)

Minor in Business Administration

Honors Thesis: *An investigation of Big Five and Narrow personality traits in relation to Internet usage*

Advisor: Dr. John W. Lounsbury

RESEARCH INTERESTS:

1. The Use of Technology to Improve Work
2. Web-based Training and Educational Programs
3. Unproctored Internet Testing
4. Training through Augmented Reality
5. Social Networks and Online Communities
6. Virtual Worlds as Training Settings
7. Web-based Mentoring Systems

PUBLICATIONS:

Landers, R. N. (2009). A quantitative examination of trends in I/O psychology 2001 – 2005. *The Industrial-Organizational Psychologist*, 46(4), 15-23.

Zapata-Sola, A. , Kreuch, T., Landers, R. N., Hoyt, T., & Butcher, J. N. (2009). Clinical personality assessment in personnel selection using the MMPI-2: A cross-cultural comparison. *International Journal of Clinical and Health Psychology*, 9, 287-298.

Landers, R. N. (2008). Online social context does not imply social constructivism: A case for clear operationalization. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 476-478.

Landers, R. N. (2008). TREND: A tool for rapid online research literature analysis and quantification. *Behavior Research Methods*, 40, 665-672.

Berry, C. M., Landers, R. N. & Sackett, P. R. (2007). Revisiting interview-cognitive ability relationships: Attending to specific range restriction mechanisms in meta-analysis. *Personnel Psychology*, 60, 837-874.

Sackett, P. R., Lievens, F., Berry, C. M. & Landers, R. N. (2007). A cautionary note on range restriction and predictor intercorrelations. *Journal of Applied Psychology*, 92, 538-544.

Landers, R. N. & Lounsbury, J. W. (2006). An investigation of Big Five and Narrow personality traits in relation to Internet usage. *Computers in Human Behavior*, 22, 283-293.

POSTER AND PAPER PRESENTATIONS:

Landers, R. N. (2009, October). *Using social networking and learner-centered measurement in automated social mentoring system*. Paper to be presented at the 14th annual World Conference on E-Learning in Corporate, Government, Healthcare and Higher Education, Vancouver, Canada.

Landers, R. N. (2009, April). *Quasi-experimentation masks the differences between web-based and traditional training*. Poster presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Landers, R. N. & Sackett, P. R. (2009, April). *Applicant pool increases counter cheating in unproctored Internet testing*. Poster presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Landers, R. N. (2008, November). *ViziStats: Instructor-less animated statistics instruction with real data in real time*. Poster presented at the 38th annual conference of the Society for Computers in Psychology, Chicago, IL.

Landers, A. K. & Landers, R. N. (2008, November). *Synchronous vs. asynchronous discussion in a hybrid undergraduate course*. Paper presented at the 13th annual World Conference on E-Learning in Corporate, Government, Healthcare and Higher Education, Las Vegas, NV.

Landers, R. N. (2008, November). *Traditional and web-based instruction: An investigative follow-up to Sitzmann et al. (2006)*. Paper presented at the 13th annual World Conference on E-Learning in Corporate, Government, Healthcare and Higher Education, Las Vegas, NV.

Landers, R. N., Tobares, V. & Sackett, P.R. (2008, August). *The many dimensions of assessment centers: Current design trends*. Poster presented at the 116th annual conference of the American Psychological Association, Boston, MA.

Landers, R. N. (2008, April). *Quantitative examination of trends in I/O psychology 2001 – 2005*. Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Landers, R. N. (2007, November). *TREND: A tool for rapid online research literature analysis and quantification*. Paper presented at the 37th annual conference of the Society for Computers in Psychology, Long Beach, CA.

Note: This paper won the 2007 SCiP Castellan Award for Best Student Paper at the 2007 Conference.

Landers, R. N., Tuzinski, K. & Sackett, P. R. (2007, August). *Tracking the spread of blatant extreme responding: An expanding virus*. Poster presented at the 115th annual conference of the American Psychological Association, San Francisco, CA.

Waters, S. N., Landers, R. N., Brenckman, N. & Sackett, P. R. (2007, April). *Influence of Subject Matter Expert (SME) personality on job analysis ratings*. Poster presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Berry, C. M., Landers, R. N. & Sackett, P. R. (2006, April). *Comprehensive meta-analysis of interview-ability correlations: Less related than we thought*. Paper presented in the symposium, "New insights into constructs underlying structured interview performance and validity" (Kerri L. Ferstl, Chair) at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Berry, C. M., Sackett, P. R., Lievens, F., & Landers, R.N. (2005, April). *A cautionary note on range restriction and predictor intercorrelations*. Poster presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

RESEARCH IN PROGRESS:

Landers, R. N. (2008). *Unraveling the web of Web-based training: Using experimental design to explain differences in instructional outcomes* [Dissertation]. Data analysis in progress.

Landers, R. N. (2008). *Exercises and dimensions, instructional components and media: Applying assessment center evaluation methodology to understanding web-based training*. Study design in progress.

Landers, R. N., Shen, W., Simon, K. & Sackett, P. R. (2007-2008). *Mitigating the effect of stereotype threat with motivational interventions*. Data collection in progress.

Landers, R. N. & Sackett, P. R. (2004-2008). *Personality and perceptions of personality: An investigation of implicit personality measures*. Data analysis in progress.

PROFESSIONAL POSITIONS:

July 2009 – present

Assistant Professor of Psychology
Old Dominion University (Norfolk, VA)
 Industrial/Organizational Psychology
Courses Taught: Advanced Personnel Psychology I/II
 Primary Investigator of the Technology iN Training Laboratory

Sep. 2008 – May 2009

Instructor (PSY 3711 – Introduction to I/O Psychology)
University of Minnesota, Twin Cities
Course Description: An introduction to industrial and organizational psychology. Topics include selection, training, fairness and bias, leadership, teamwork, and so on.
Duties: Design and conduct lectures twice weekly. Design and administer assessment tools for course performance. Meet with students as needed for individualized instruction. Class utilizes a blended/hybrid model of instruction. Supervise and coordinate three teaching assistants.

- June 2007 – Aug. 2008 **Instructor / Coordinator (PSY 2801 – Statistics in Psychology)**
University of Minnesota, Twin Cities
Course Description: A comprehensive introduction to basic statistical procedures as used in psychology, including descriptive and inferential statistics. Course topics range from graphical presentation of data through computation and interpretation of factorial ANOVA. Class utilized a blended/hybrid model of instruction.
Duties: Design and conduct lectures twice weekly on both the mathematical and conceptual background of statistical theory. Design and coordinate assignments for lab section leader weekly. Supervised lab section leader to produce a course coordinated appropriately between lecture and lab.
- Aug. 2006 – May 2007 **Section Leader / Lecturer (PSY 2801 - Statistics in Psychology)**
University of Minnesota, Twin Cities
Course Description: An introduction to basic statistical procedures as used in psychology, including descriptive and inferential statistics. Course topics range from graphical presentation of data through computation of one-way ANOVA.
Duties: Conduct discussion sections as assigned by primary instructor. Design and administer supplemental content for portions of lab meetings.
- Sep. 2005 – Apr. 2006 **Teaching Assistant and Guest Lecturer (various courses)**
University of Minnesota, Twin Cities
- Aug. 2004 – Jun. 2005 **E-Prime Technical Consultant**
University of Minnesota, Twin Cities
Position Description: Served as departmental “go-to” guy for creation and execution of experiments using PST’s E-Prime software, which allows for complex stimulus-response experimentation with millisecond timing. Worked primarily on projects too difficult or time-consuming for the Primary Investigator to complete without assistance. Required substantial knowledge of computer programming.

INTERNSHIPS:

- Jun. 2005 – *present* **Research Associate / Consultant (Modern Survey, Inc.)**
Position Description: Function as consultant on-staff at Modern Survey, a technology purveyor and consultancy for survey-based research. Conduct statistical analyses, aids in project design, produce executive summaries, and hold meetings to discuss findings with client executive and management teams. Position requires application of industrial/organizational psychological principles and research to a non-academic setting.

GRADUATE COURSEWORK:

- Spring 2008 **PSY 8960:** Seminar in Meta-Analysis II (D. S. Ones)
 Fall 2007 **PSY 8960:** Seminar in Meta-Analysis I (D. S. Ones)
 Fall 2006 **PSY 8703:** Seminar in Industrial/Organizational Psychology III: Interventions (J. P. Campbell, P. R. Sackett, N. R. Kuncel)

- Spring 2006
EPSY 8268: Hierarchical Linear Modeling (M. Harwell)
PSY 8993: Seminar in Fairness and Bias (P. R. Sackett)
PSY 8960: Multivariate Statistics for Social Scientists (N. Waller)
PSY 8960: Seminar in Intelligence (N. R. Kuncel)
PSY 8702: Seminar in Industrial/Organizational Psychology II: Organizational (D. S. Ones, J. E. Bono)
- Fall 2005
PSY 8701: Seminar in Industrial/Organizational Psychology I: Industrial (P. R. Sackett, D. S. Ones)
STA 5302: Applied Regression Analysis (D. Hawkins)
- Spring 2005
PSY 8993: Research Methods in Industrial/Organizational Psychology (P. R. Sackett)
PSY 8815: Analysis of Psychological Data II (R. Hunt, C. Federico)
- Fall 2004
PSY 5708: Organizational Psychology (S. Motowidlo, J. E. Bono)
PSY 8814: Analysis of Psychological Data I (A. McDonald, D. Weiss)
PSY 5862: Psychological Measurement: Theory and Methods (D. Weiss)
PSY 5707: Personnel Psychology (D. S. Ones, J. P. Campbell)

GRANTS AND AWARDS:

- Fall 2008
University of Minnesota Thesis Research Grant
 \$2260 grant
Description: These grants are awarded competitively biannually University-wide to support thesis research, such as expenses for fieldwork, postage, and photocopying. This particular grant was used to support my dissertation research.
- Spring 2008
Lee Hakel Industrial-Organizational Psychology Doctoral Consortium Attendee
Description: Each I/O program is permitted to nominate one person each year to attend the Doctoral Consortium, an opportunity to meet with the most outstanding current graduate students in I/O Psychology for a full day seminar, promoting networking with other upcoming faculty.
- Fall 2007
SCiP Castellan Award
 \$100 award, 1 year society membership, 1 year journal subscription
Description: This award is granted to the most outstanding student paper at each year's conference. This was awarded to my paper, "TREND: A tool for rapid online research literature analysis and quantification."
- Summer 2006
Graduate Research Participation Program
 \$5,000 fellowship, \$1,000 research funds
Description: This grant is awarded by the University of Minnesota yearly to graduate student-faculty pairs from research proposal submissions in order to provide the graduate student with a summer research assistantship. Of all proposals received, 40 are selected.

- Fall 2006 **University of Minnesota Graduate School Block Grant**
 \$10,000 fellowship
 Description: Each department at the University of Minnesota is provided a fellowship budget from the University which is allocated to the most promising incoming graduate students in order to reduce their teaching load and promote involvement in research projects in the first year.
- Spring 2004 **University of Tenn. Chancellor's Citation for Professional Promise**
 \$200 award
 Description: Each year, the faculty at each department at the University of Tennessee vote on a single undergraduate in his/her senior year to receive this award, in recognition of a promising career related to their major field. I received this award for the Department of Psychology, out of many hundred eligible.

TRAVEL GRANTS:

- Spring 2008 **APA Student Travel Award, \$300 award**
 UMN CLA Student Travel and Research Award, \$500 award
 Harrison Gough Research Support Award, \$300 award
- Fall 2007 **APA Student Travel Award, \$300 award**
 Harrison Gough Research Support Award, \$300 award
- Spring 2007 **Steven Snyder Travel Grant, \$400 award**

EDITORIAL REVIEW AND SERVICE:

- 2009 Academy of Management Annual Conference [Reviewer]
- 2008 World Conference on E-Learning in Corporate, Government, Healthcare and Higher Education [Program Committee Member]
- Society for Industrial and Organizational Psychology Annual Conference [Reviewer]
- 2007 International Journal of Selection and Assessment [Ad-hoc Reviewer]

PROFESSIONAL AFFILIATIONS:

- 2009 – *present* American Society for Training and Development
- 2008 – *present* Academy of Management
- 2008 – *present* Association for the Advancement of Computing in Education
- 2007 – *present* Division of International Psychology
- 2005 – *present* Society for Computers in Psychology
- 2004 – *present* American Psychological Association
- 2003 – *present* American Psychological Society
- 2003 – *present* Society for Industrial and Organizational Psychology
- 2006 – 2009 Japan-America Society of Minnesota
- 2004 – 2009 Minnesota Professionals for Psychology Applied to Work

References available upon request