

RICHARD N. LANDERS

(as of November 2016)

BUSINESS ADDRESS: Old Dominion University
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Science Popularization Blog <http://neoacademic.com>

RESEARCH INTERESTS:

- Using innovative technologies to improve the assessment of human capabilities for the purpose of selecting high-quality job candidates, including machine learning-based prediction, social media, video games, gamification, and automatic detection of cheating.
- Using innovative technologies to improve employee learning and behavior, including serious games, gamified learning, learner control, and virtual worlds.
- Using innovative technologies to improve how organizational science and social science in general executes meaningful research, including machine learning, web scraping, interactive data visualization, mobile devices, and crowdsourcing.

PROFESSIONAL POSITIONS:

2015 – *present* **Associate Professor of Psychology (Industrial/Organizational Area)**
Old Dominion University (Norfolk, VA)

2009 – 2015 **Assistant Professor of Psychology (Industrial/Organizational Area)**
Old Dominion University (Norfolk, VA)

EDUCATION:

2004 – 2009 **Ph.D. in Industrial and Organizational Psychology**, U of Minnesota, Twin Cities
Supporting Program in **Statistics and Research Methods**
Dissertation: *Traditional, web-based, and hybrid instruction: A comparison of training methods* (Advisor: Dr. Paul R. Sackett)

2000 – 2004 **B.A. in Psychology Honors, *summa cum laude***, U of Tennessee, Knoxville
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)

AWARDS:

Spring 2016 **Society for Industrial and Organizational Psychology (SIOP) Certificate of Recognition / Featured Top Rated Poster**
Description: The ten posters with the highest peer review ratings among the at the SIOP conference are chosen each year to be featured at a special Networking Reception. There are routinely over 3000 posters submitted to SIOP each year. This award was won for my paper, “Web scraping: Automatic extraction of big data for I/O psychology”.

Certificate of Excellence in Promoting Undergraduate Research

Description: This certificate is awarded for mentoring an undergraduate researcher through an independent project culminating in a successful presentation at the ODU Undergraduate Research Symposium.

“Most Inspirational Faculty Member”

Description: This recognition comes from being named by the recipient of the Old Dominion University Undergraduate Researcher of the Year Award. This year, I was named by winner Rachel Green.

Fall 2015

Old Dominion University Shining Star Award

Description: Shining Stars are awarded to faculty nominated by undergraduate students for making an exceptional and personal impact on their learning experience in a particular semester.

Spring 2015

State Council of Higher Education for Virginia (SCHEV) Outstanding Faculty “Rising Star” Award – Old Dominion University Nominee (2nd Nomination)

Description: All accredited state-supported institutions of higher education in Virginia may nominate one faculty member from their institution to compete for one of two statewide “rising star” awards, “intended to acknowledge faculty members showing extraordinary promise at the beginning of his or her academic career.”

Old Dominion University Shining Star Award

Description: Shining Stars are awarded to faculty nominated by undergraduate students for making an exceptional and personal impact on their learning experience in a particular semester.

Spring 2014

State Council of Higher Education for Virginia (SCHEV) Outstanding Faculty “Rising Star” Award – Old Dominion University Nominee and State Finalist

Description: All accredited state-supported institutions of higher education in Virginia may nominate one faculty member from their institution to compete for one of two statewide “rising star” awards, “intended to acknowledge faculty members showing extraordinary promise at the beginning of his or her academic career.” State finalists this year were among the top 33 faculty in the state of Virginia.

Spring 2013

Old Dominion University Teaching with Technology Award

\$3,000 award, \$1,500 stipend

Description: This award is awarded competitively yearly for excellence in technological innovation in the classroom. This year, I won this award for my use of social media, wikis, and gamification to improve undergraduate education.

- 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."
- Spring 2004 **University of Tennessee 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.

PUBLICATIONS IN PEER-REVIEWED JOURNALS:

- Armstrong, M.B., Ferrell, J., Collmus, A. B., & **Landers, R. N.** (*in press*). Correcting misconceptions about gamification of assessment: More than SJTs and badges. *Industrial and Organizational Psychology*.
- Landers, R. N.** & C. M. Reddock. (*in press*). A meta-analytic investigation of objective learner control in web-based instruction. *Journal of Business & Psychology*.
- Landers, R. N.**, Brusso, R. C., Cavanaugh, K. J. & Collmus, A. B. (*in press*). A primer on theory-driven web scraping: Automatic extraction of big data from the internet for use in psychological research. *Psychological Methods*.
Note: An abbreviated version of this paper was also recognized as a Featured Top Rated Poster at the 2016 SIOP Annual Conference.
- Landers, R. N.** & Armstrong, M. B. (*in press*). Enhancing instructional outcomes with gamification: An empirical test of the Technology-Enhanced Training Effectiveness Model. *Computers in Human Behavior*.
- Landers, R. N.**, Bauer, K. N., & Callan, R. C. (*in press*). Gamification of task performance with leaderboards: A goal-setting experiment. *Computers in Human Behavior*.
- Litano, M. L., Major, D. A., **Landers, R. N.**, Streets, V. N. & Bass, B. I. (*in press*). A meta-analytic investigation of the relationship between leader-member exchange and work-family experiences. *The Leadership Quarterly*.
- Landers, R. N.** (2015). An introduction to game-based assessment: Frameworks for the measurement of knowledge, skills, abilities and other human characteristics using behaviors observed within videogames. *International Journal of Gaming and Computer-Mediated Simulations*, 7(4), iv-viii.

Landers, R. N. (2015). Developing a theory of gamified learning: Linking serious games and gamification of learning. *Simulation & Gaming, 45*, 752-768.

Landers, R. N. & Behrend, T. S. (2015). An inconvenient truth: Arbitrary distinctions between organizations, Mechanical Turk, and other convenience samples. *Industrial and Organizational Psychology, 8*, 142-164.

Landers, R. N. & Landers, A. K. (2015). An empirical test of the theory of gamified learning: The effect of leaderboards on time-on-task and academic performance. *Simulation & Gaming, 45*, 769-785.

Landers, R. N. & Callan, R. C. (2014). An experiment on anonymity and multi-user virtual environments: Manipulating identity to increase learning from online collaborative discussion. *International Journal of Games and Computer-Mediated Simulation, 6*, 53-64.

Note: This paper was later identified in a "best of" competition for papers published in this journal and was later republished as a book chapter in *Transforming Gaming and Computer Simulation Technologies across Industries*.

Landers, R. N. & Callan, R. C. (2014). Validation of the beneficial and harmful work-related social media behavioral taxonomies: Development of the Work-related Social Media Questionnaire (WSMQ). *Social Science Computer Review, 32*, 628-646.

Schmidt, G. B. & **Landers, R. N.** (2013). Solving the replication problem in psychology requires much more than a website. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 6*, 305-309.

Landers, R. N. & Callan, R. C. (2012). Training evaluation in virtual worlds: Development of a model. *Journal of Virtual Worlds Research, 5*(3), 1-20.

Landers, R. N. & Sackett, P. R. (2012). Offsetting performance losses due to cheating in unproctored internet testing by increasing the applicant pool. *International Journal of Selection and Assessment, 20*, 220-228.

Landers, R. N., Sackett, P. R., & Tuzinski, K. A. (2011). Retesting after initial failure, coaching rumors, and warnings against faking in online personality measures for selection. *Journal of Applied Psychology, 96*, 202-210.

Schmidt, G. B. & **Landers, R. N.** (2010). Strengthening shared identity in I/O psychology through online social networks. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 3*, 286-288.

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., Sackett, P. R., & **Landers, R. N.** (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.

BOOKS:

Landers, R. N. & Behrend, T. S. (*under contract*). *Research methods for the study and practice of industrial/organizational psychology*. New York, NY: Routledge.

Landers, R. N. (Ed.). (*under contract*). *Cambridge handbook of technology and employee behavior*. New York, NY: Cambridge.

Landers, R. N. & Schmidt, G. B. (Eds.). (2016). *Social media in employee selection and recruitment: Theory, practice, and current challenges*. Cham, Switzerland: Springer.

Landers, R. N. (2013). *A step-by-step introduction to statistics for business*. London: Sage. (440 pages)

BOOK CHAPTERS AND OTHER WRITING:

Landers, R. N., Armstrong, M. B., & Collmus, A. B. (*in press*). How to use game elements to enhance learning: Applications of the theory of gamified learning. In M. Ma, A. Oikonomou, & L. C. Jain (Eds.), *Serious Games and Edutainment Applications (Vol. 2)*. Surrey, UK: Springer.

Landers, R. N. & Callan, R. C. (*in press*). An experiment on anonymity and multi-user virtual environments: Manipulating identity to increase learning from online collaborative discussion. In B. Dubbells (Ed.), *Transforming Gaming and Computer Simulation Technologies across Industries*. IGI Global.

Note: A journal article of the same title published in *International Journal of Games and Computer-Mediated Simulations* was identified in a "best of" competition for the and was later republished as this book chapter.

Landers, R. N., Fink, A. & Collmus, A. B. (*in press*). Using big data to enhance staffing: Vast untapped resources or tempting honeypot? In J. L. Farr & N. T. Tippins (Eds.), *Handbook of Employee Selection*. New York, NY: Routledge.

Landers, R. N. (*in press*). Social media: Implications for organizations. In Rogelberg, S. (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd ed.). Thousand Oaks, CA: SAGE.

Armstrong, M. B., **Landers, R. N.**, & Collmus, A. B. (2016). 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* (pp. 140-165). Hershey, PA: Information Science Reference.

- 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: Theory, practice, and current challenges* (pp. 103-126). Cham, Switzerland: Springer.
- Landers, R. N.** & Schmidt, G. B. (2016). Social media in employee selection and recruitment: An overview. In R. N. Landers & G. B. Schmidt (eds.), *Social media in employee selection and recruitment: Theory, practice, and current challenges* (pp. 3-14). Cham, Switzerland: Springer.
- Landers, R. N.** & Schmidt, G. B. (2016). Social media in employee selection and recruitment: Current knowledge, unanswered questions, and future directions. In R. N. Landers & G. B. Schmidt (eds.), *Social media in employee selection and recruitment: Theory, practice, and current challenges* (pp. 343-368). Cham, Switzerland: Springer.
- Callan, R. C., Bauer, K. N., & **Landers, R. N.** (2015). How to avoid the dark side of gamification: Ten business scenarios and their unintended consequences. In T. Reiners & L. Wood (Eds.), *Gamification in Education and Business* (pp. 553-568). Cham, Switzerland: Springer.
- Landers, R. N.** & Bauer, K. N. (2015). Quantitative methods and analyses for the study of players and their behaviour. In P. Lankoski & S. Bjork (Eds.), *Research Methods in Game Studies*. Pittsburg, PA: ETC Press.
- Landers, R. N.**, Bauer, K. N., Callan, R. C., & Armstrong, M. B. (2015). Psychological theory and the gamification of learning. In T. Reiners & L. Wood (Eds.), *Gamification in Education and Business* (pp. 165-186). Cham, Switzerland: Springer.
- Shockley, K., Bryant, R., **Landers, R. N.**, Nadler, J., & McMillan, J. (2015). SIOP 2015 conference daily feedback study results. *The Industrial/Organizational Psychologist*, 53, 162-171.
- Landers, R. N.** & Goldberg, A. S. (2013). Online social media in the workplace: A conversation with employees. In M. D. Coovert & L. F. Thompson (Eds.), *Psychology of Workplace Technology* (pp. 284-306). New York, NY: Routledge.
- Callan, R. C. & **Landers, R. N.** (2012). Learning theory. In M. R. Marvel (Ed.), *Encyclopedia of New Venture Management* (pp. 308-309). Thousand Oaks, CA: Sage.
- Callan, R. C. & **Landers, R. N.** (2012). Social networks. In M. R. Marvel (Ed.), *Encyclopedia of New Venture Management* (pp. 423-425). Thousand Oaks, CA: Sage.
- Landers, R. N.** & Callan, R. C. (2012). Learning. In M. R. Marvel (Ed.), *Encyclopedia of New Venture Management* (pp. 305-308). Thousand Oaks, CA: Sage.
- Landers, R. N.** & Reddock, R. C. (2012). Psychological views. In M. R. Marvel (Ed.), *Encyclopedia of New Venture Management* (pp. 383-386). Thousand Oaks, CA: Sage.
- Reddock, C. M. & **Landers, R. N.** (2012). Human resources. In M. R. Marvel (Ed.), *Encyclopedia of New Venture Management* (pp. 238-239). Thousand Oaks, CA: Sage.

Landers, R. N. & Callan, R. C. (2011). Casual social games as serious games: The psychology of the gamification of undergraduate education and employee training. In M. Ma, A. Oikonomou, & L. C. Jain (Eds.), *Serious Games and Edutainment Applications* (pp. 399-424). London, UK: Springer.

Landers, R.N. (2009). Using social networking and learner-centered measurement in automated social mentoring systems. In T. Bastiaens et al. (Eds.), *Proceedings of World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2009* (pp. 2803-2806). Chesapeake, VA: AACE. Retrieved from <http://www.editlib.org/p/32882>

Landers, A.K. & Landers, R.N. (2008). Synchronous vs. asynchronous discussion in a hybrid undergraduate course. In C. Bonk et al. (Eds.), *Proceedings of World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2008* (pp. 2866-2869). Chesapeake, VA: AACE. Retrieved from <http://www.editlib.org/p/30072>

Landers, R.N. (2008). Traditional and web-based instruction: An investigative follow-up to Sitzmann et al. (2006). In C. Bonk et al. (Eds.), *Proceedings of World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2008* (pp. 2870-2874). Chesapeake, VA: AACE. Retrieved from <http://www.editlib.org/p/30073>

PEER-REVIEWED PRESENTATIONS AT SCIENTIFIC MEETINGS:

Armstrong, M. B. & **Landers, R. N.** (2016, April). *Using gamification to improve training reactions and learning*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Brusso, R.C., & Landers, R.N. (2016, April). *Employee technology use: Mediating processes and individual difference moderators*. Poster session presented at the 31st Annual Conference of the Society for Industrial/Organizational Psychology: Anaheim, CA.

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.

Litano, M. L., Streets, V. N., Bass, B. I., Major, D. A., & **Landers, R. N.** (2015, May). *Leader-member exchange as a resource for work-family management: A meta-analytic test of work-family outcomes*. Interactive paper presented at the 11th Annual International Conference on Occupational Stress and Health, Atlanta, GA.

Armstrong, M. B. & **Landers, R. N.** (2015, April). *Game-thinking in assessment: Applications of gamification and serious games*. Symposium presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Armstrong, M. B. & **Landers, R. N.** (2015, April). *Enhancing training outcomes with gamification*. Poster presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

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

- Aude, S. N., Brusso, R. C., Barnieu, J., Johnston, J. H., **Landers, R. N.**, Mulvaney, R., & Zachary, W. (2015, April). *I-Os as technologists: To start, press any key*. Panel presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Cavanaugh, K. J., **Landers, R. N.** & Landers, A. K. (2015, April). *Backchannel communication: Can text messaging improve traditional classroom learning?* Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Ferrell, J., Abraham, J., Holland, B., **Landers, R. N.**, Nejar, M., & Read, J. (2015, April). *Critical discussions regarding mobile assessments: Can you hear us now?* Panel presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Major, D. A., Streets, V. N., **Landers, R. N.**, Cigularov, K., & Hu, X. (2015, April). *Building bridges in I/O via an undergraduate research apprentice program*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Collmus, A. B. & **Landers, R. N.** (2015, April). *Game narrative in personality assessment: Development of a scale*. Paper presented at Virginia Psychological Association Spring Convention & Educational Conference, Virginia Beach, VA.
- Bauer, K. N., Speaks, S., Howard, W., **Landers, R. N.**, & Cameron, H. (2014, August). *The impact of environmental factors on transfer of training over time*. Paper presented at the Academy of Management 2014 Annual Meeting, Philadelphia, PA.
- Bauer, K. N., Callan, R. C., Cavanaugh, K. J. & **Landers, R. N.** (2014, May). *The application of goal-setting theory to gamification*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Bauer, K. N. & **Landers, R. N.** (2014, May). *The examination of different predictors of transfer use versus effectiveness*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Callan, R. C., Bauer, K. N., Armstrong, M. B. & **Landers, R. N.** (2014, May). *Gamification in psychology: A review of theory and potential pitfalls*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Cavanaugh, K. J., Callan, R. C., & **Landers, R. N.** (2014, May). Comparison of MTurk Workers and undergraduates in online training study. In B. H. Gaddis & C. A. Scherbaum (Chairs), *A Critical Review of Mechanical Turk as a Research Tool*. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Cavanaugh, K. C. & **Landers, R. N.** (2014, May). Incremental validity of social media ratings to predict job performance. In R. N. Landers & G. B. Schmidt (Chairs), *Social media in selection: Validity, applicant reactions, and legality*. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Cavanaugh, K. J. & **Landers, R. N.** (2014, May). *Individual differences and the usage of learner control*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

- Fisher, S. L., Orvis, K. A., Weiss, H. M., Ford, M. T., **Landers, R. N.**, Howardson, G. N., Karim, M. N. & Mullins, M. (2014, May). *Beyond the subject pool: Creative sampling methods in I/O research*. Panel presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Landers, R. N.**, Reddock, C. M., Cavanaugh, K. J. & Proaps, A. B. (2014, May). Talent assessment using mobile devices. In T. Kantrowitz & C. M. Reddock (Chairs), *Shaping the future of mobile assessment: Research and practice update*. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Landers, R. N.** & Schmidt, G. B. (2014, May). Social media, a new predictor class: Remaining questions for selection. In R. N. Landers & G. B. Schmidt (Chairs), *Social media in selection: Validity, applicant reactions, and legality*. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Proaps, A. B., **Landers, R. N.**, Reddock, C. M., Cavanaugh, K. C., & Kantrowitz, T. (2014, April). Mobile versus computer-based talent assessments: Implications of workload and usability. Poster presented at the *2014 ACM CHI Conference on Human Factors in Computing Systems*, Toronto, ON.
- Landers, R. N.** (2013, October). An online social network site with gamification to encourage student collaboration, learning, mentoring, and retention. In *Social Media in the Classroom*. Symposium presented at the Virginia Open and Digital Learning Resources Conference, Fredericksburg, VA.
- Landers, R. N.** (2013, April). Gamification: A new approach to serious games in training. In M.A. Lodato (Chair), R.C. Brusso (Co-Chair), & R. Wisner (Discussant), *I-O's role in emerging training technologies*. Symposium presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Callan, R. C. & **Landers, R. N.** (2012, April). Effects of experience and learning control on time and learning. In T. S. Behrend (Chair), R.N. Landers (Chair), & K. Kraiger (Discussant), *Building a science of learner control in training: Current perspectives*. Symposium presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Landers, R. N.** & Callan, R. C. (2012, April). Using social networking sites with gameification to support employee learning. In G. Schmidt (Chair), R.N. Landers (Chair), & J. Stanton (Discussant), *The impact of social media on work*. Symposium presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Landers, R. N.**, Reddock, C. M. & Mogan, T. (2012, April). Learner control: Update and extension of Kraiger and Jerden (2007). In T. S. Behrend (Chair), R.N. Landers (Chair), & K. Kraiger (Discussant), *Building a science of learner control in training: Current perspectives*. Symposium presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Landers, R. N.**, Reddock, C. M., Callan, R. C. & Cavanaugh, K. J. (2011, October). *The evolving role of the Internet for employees and students*. Symposium presented at the Fall 2011 conference of the Virginia Psychological Association, Virginia Beach, VA.
- Barton, H., **Landers, R. N.**, Lynch, J. D., Schmidt, G. B., & Teahen, J. A. (2011, August). *The future of management and social media*. Panel presented at the 2011 annual conference of the Academy of Management, Organizational Communication and Information Systems division, San Antonio, TX.

- Johnson, R. C. & **Landers, R. N.** (2011, April). Designing training with discussion in virtual worlds: A longitudinal investigation. In R.N. Landers (Chair), T. Behrend (Chair) & J.M. Stanton (Discussant), *Empirical evidence for emerging technology: MUVes/Virtual worlds in HR*. Symposium presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Landers, R. N.** (2011, April). Multi-user virtual environments and virtual worlds: Definitions, demonstration and history. In R.N. Landers (Chair), T. Behrend (Chair) & J. Stanton (Discussant), *Empirical evidence for emerging technology: MUVes/Virtual worlds in HR*. Symposium presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Johnson, R. C., Leffler, G. P., & **Landers, R. N.** (2011, April). *Predicting dishonest online test taking behavior in unproctored internet-based testing*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Reddock, R. N. & **Landers, R. N.** (2011, April). *Personality and synchronicity interaction predicts training performance in online discussion*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Schmidt, G. B., Kane, G. C., **Landers, R. N.**, Lynch, J. D., Teahen, J. A., & VanDervort. (2010, August). *Making management knowledge connections through online social networking sites*. Panel presented at the 2010 annual conference of the Academy of Management, Organizational Communication and Information Systems division, Montreal, Canada.
- Schmidt, G. B. & **Landers, R. N.** (2010, August). *Online social media in our professions and professional lives*. Caucus presented at the 2010 annual conference of the Academy of Management, Montreal, Canada.
- Landers, R. N.** (2010, April). *On the meta-analysis of non-random, quasi-experimental data*. Poster presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Johnson, R. C. & **Landers, R. N.** (2010, March). *Anonymity and agency in discussion*. Paper presented at the annual conference of the Virginia Social Science Association, Petersburg, VA.
- Landers, R. N.** (2009, October). *Using social networking and learner-centered measurement in automated social mentoring system*. Paper 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.

CONFERENCE SYMPOSIA SERVICE AS CHAIR OR DISCUSSANT:

Landers, R. N. (Chair). (2016, April). *IGNITE debate: Should we trust or avoid online convenience samples?* IGNITE debate presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Ferrell, J. Z. (Chair), Hudy, M. J. (Chair) & **Landers, R. N.** (Discussant). (2016, April). *Going mobile: Empirical evidence from higher-fidelity mobile simulations*. Symposium presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Landers, R. N. (Chair) & Schmidt, G. B. (Chair) (2014, May). *Social media in selection: Validity, applicant reactions, and legality*. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Landers, R. N. (Chair). (2012, August). *The role of social media and on-line resources in selection*. Symposium presented at the Annual Conference of the Academy of Management, Human Resources division, Boston, MA.

Behrend, T. S. (Chair), **Landers, R. N.** (Chair), & Stanton, J. M. (Discussant). (2012, April). *Building a science of learner control in training: Current perspectives*. Symposium presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Schmidt, G. B. (Chair), **Landers, R. N.** (Chair), & Stanton, J. M. (Discussant). (2012, April). *The impact of social media on work*. Symposium presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Landers, R. N. (Chair). (2011, August). *Why minds matter: Learning, knowledge and development in organizations*. Division roundtable paper session presented at the Annual Conference of the Academy of Management, Organizational Behavior division, San Antonio, Texas.

Landers, R. N. (Chair), Behrend, T. S. (Chair), & Stanton, J. M. (Discussant). (2011, April). *Empirical evidence for emerging technology: MUVES/Virtual worlds in HR*. Symposium presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Landers, R. N. (Chair). (2010, August). *Assessing the validity of measures of cultural values, personality, and integrity*. Symposium conducted at the Annual Conference of the Academy of Management, Human Resources division, Montreal, Canada.

INVITED TALKS, INVITED WRITING, KEYNOTES, AND WORKSHOPS:

Landers, R. N. (2017, August). *A programming tutorial for psychologists: How to automatically convert Facebook, Twitter, and other social media into datasets*. Invited workshop for the Division 14 CE program, Annual Conference of the American Psychological Association. Washington, DC.

Landers, R. N. (2017, April). Big data in recruitment and selection: Tapping the vast resources of social media. In I. Nikolaou (Chair), *Alliance Special Session 2: The Impact of Technology on Recruitment and Selection: An International Perspective*. Invited symposium for the SIOP Friday Seminar Series, Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Landers, R. N. (2017, April). *Automated conversion of social media into data: Demonstration and tutorial*. Invited workshop for the SIOP Friday Seminar Series, Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Landers, R. N. (2016, December). Faculty workshop: Managing your digital identity. In M. Mize (Chair), *Center for High Impact Practices Professional Development Workshop*, Old Dominion University, Norfolk, VA.

Landers, R. N. (2016, November). The learning horizon: Where's the future of learning at work heading? Invited keynote for *LearningCon 2016*, a human resources certification conference by Business and Legal Resources (BLR). Las Vegas, NV.

- Landers, R. N. (2016, November). Get in the game: How to integrate gamification and serious games into your e-learning modules. Invited presentation for *LearningCon 2016*, a human resources certification conference by Business and Legal Resources (BLR). Las Vegas, NV.
- Landers, R. N. (2016, October). How to learn about people using social media: An I/O psychology perspective. Invited talk for the SIOP Top Minds event, *Making It Personal: Using Person-Oriented Assessments for Workforce Management*, Atlanta, GA.
- Landers, R. N. (2016, October). *Understanding your big data and demonstrating its insights to others: Interdisciplinary best practices*. Invited talk for the SIOP Leading Edge Consortium, Atlanta, GA.
- Landers, R. N. (2016, March). *Current understanding of automated assessment games and gamified assessment*. Invited talk for Psychological Assessment London, London, UK.
- Landers, R. N. (2016, February). Preparing future faculty: Managing your digital identity. In W. Yusuf (Chair), *Preparing Future Faculty: Managing Your Digital Identity*, Old Dominion University, Norfolk, VA.
- Landers, R. N. (2015). *Gamification: Appropriateness, risks and rewards*. Report prepared for Oxford Analytica on behalf of the UAE Prime Minister's Office, Dubai, UAE.
- Landers, R. N. (2015, October). Reuniting I/O psychology and technology to develop a practical applied science. Invited talk for the University of Oklahoma, Norman, OK.
- Landers, R. N. (2015, September). Teaching in the disciplines: What works? What can be borrowed? Led by the Department of Psychology. Invited talk for the Provost's Conversations on Teaching and Learning, Center for Learning and Teaching, Old Dominion University, Norfolk, VA.
- Landers, R. N. (2014, November). I/O psychology: Using psychology to help organizations help themselves. Invited talk for ODU Psi Chi, Norfolk, VA.
- Landers, R. N. (2014, May 19). What HR needs to know about gamification. *Inside HR Magazine*. Retrieved from <http://www.insidehr.com.au/what-hr-needs-to-know-about-gamification/>
- Landers, R. N. & Cavanaugh, K. J. (2014, May). Investigating performance and reaction differences between mobile and traditional computer-based assessment. Invited talk for Target, Inc., Minneapolis, MN.
- Landers, R. N. (2014, April). *Attract, assess, and engage talent with gamification*. Invited talk for the Human Capital Institute (sponsored by Oracle Human Capital), White River Junction, VT.
- Landers, R. N. (2014, April). *Gamification of learning: Using gamified instructional design to improve learning outcomes*. Invited talk for the Virginia Commonwealth University Center for Teaching Excellence Gamification of Education series, Richmond, VA.
- Landers, A. K. & Landers, R. N. (2014, April). *Tools for the creation of effective videos in online courses*. Workshop presented for the Old Dominion University College of Sciences, Norfolk, VA.

- Landers, R. N. (2014, March). *Improving courses and their end-of-semester evaluation using mid-semester evaluations and online video responses*. Invited talk for the Provost's Conversations on Teaching and Learning, Center for Learning and Teaching, Old Dominion University, Norfolk, VA.
- Landers, R. N. (2014, February). *Effective use of technology*. Invited talk for Preparing Future Faculty: Strategies for Success in the Academic Job Search, Old Dominion University, Norfolk, VA.
- Landers, R. N. (2013, October). *Using online mid-semester evaluations to improve courses and their end-of-semester evaluation*. Invited talk for the 2013 annual conference of the Virginia Community Colleges Association, Norfolk, VA.
- Landers, R. N. (2013, September). *The many faces of gamification*. Invited blog post for Media Commons: A Digital Scholarly Network. Retrieved from <http://mediacommons.futureofthebook.org/question/how-does-gamification-affect-learning/response/many-faces-gamification>
- Landers, R. N. (2013, September). *Serious games and simulation for the assessment of human capabilities*. Invited talk for the National Research Council Committee on Measuring Human Capabilities, National Academy of Sciences, Washington, DC.
- Landers, R. N. (2013, September). *Gaming the curriculum*. Invited speaker for the Institute for the Humanities Colloquium Series, Norfolk, VA.
- Landers, R. N. (2013, August). *Assessment of online learning*. Invited talk for C. Osgood (PI) & A. Landers (Co-PI), *Training Writing Fellows in the College of Sciences to Support W Courses*, Norfolk, VA.
- Landers, R. N. (2013, May). *Mid-semester student feedback online: Improving your course and evaluations*. Invited talk for the Old Dominion University Faculty Summer Institute, Norfolk, VA.
- Landers, R. N. (2013, March). *Online instruction in higher education and organizations: Catching up and moving forward*. Invited talk for Syracuse University School of Information Studies, Syracuse, NY.
- Landers, R. N. (2011, August). *Researching and teaching a Second Life: A tutorial on virtual worlds*. Workshop presented at the 2011 annual conference of the Academy of Management, Organizational Behavior division, San Antonio, TX.
- Landers, R. N. (2011, August). Social media and gamification in the college classroom. Workshop presented in S. Fernandez (Facilitator), *Connecting the Academy through Technology* at the 2011 annual conference of the Academy of Management, Montreal, Canada.
- Landers, R. N. (2011, May). *Ready to MUVE: Exploring the potential of 3D worlds in recruitment, selection, training, and virtual teamwork*. Invited talk for the Human Resources Research Organization [HumRRO], Washington, DC.
- Landers, R. N. (2010, October). *A hands-on introduction to social media*. Workshop presented at the 2010 Fall conference of the Virginia Psychological Association, Fredericksburg, VA.
- Landers, R. N. (2010, September). *Integrating social media into the classroom: Best practices and common traps*. Invited talk for the ODU Preparing Future Faculty seminar series.

Landers, R. N. & Schmidt, G.B. (2010, August). *Making and managing connections to colleagues, employees and students through online social networks*. Workshop presented at the 2010 annual conference of the Academy of Management, Organizational Behavior division, Montreal, Canada.

Landers, R. N. (2010, April). *Social media is coming to psychology: What should we do now?!* Keynote given to the Virginia Psychological Association, Norfolk, VA.

Landers, R. N. (2010, February). *Integrating technology into training and education: What we know and what we wish we knew*. Invited talk for the ODU College of Business and Public Administration Dean's Seminar Series, Norfolk, VA.

GRANTS, CONTRACTS, AND FELLOWSHIPS:

- | | |
|----------------|---|
| Fall 2016 | <p>Empirical Validation of a Game-based Assessment of General Cognitive Ability (Revelian, Inc)
 \$27,906 contract (RNL as project PI)
 <i>Description:</i> This project involves the empirical validation of a general cognitive ability assessment created by Revelian Inc intended to be used for personnel selection. Project goals included the development of technical reports on the prediction of criteria, exploration of subgroup differences, and development of algorithms.</p> |
| Fall 2015 | <p>Exploring the Use of Innovative Performance Tests to Measure Personality (US Army Research Institute via HumRRO)
 \$22,408 subcontract (RNL as subcontract PI)
 <i>Description:</i> The goal of this basic research project was to explore, develop, and test a series of game-like performance assessments of non-cognitive traits.</p> |
| Fall 2013 | <p>Standardized Patients: Selection Refinement, Cognitive Challenges and Expanded Roles (Contract with Eastern Virginia Medical School)
 \$41,800 contract (RNL as senior personnel)
 <i>Description:</i> This project was led by PI Mark Scerbo to identify better methods for the selection of testing confederates at EVMS.</p> |
| Spring 2013 | <p>Equivalence of Mobile and Traditional Computer-Based Assessment for Preselection Testing (Contract with SHL Inc.)
 \$2,000 grant (RNL as project PI)
 <i>Description:</i> This project was conducted with SHL to establish the equivalence of assessment between employment tests taken on traditional computing devices (e.g. laptops and desktops) and mobile devices (e.g. smartphones and tablets).</p> |
| Fall 2010-2015 | <p>Undergraduate Research Apprenticeship Program: I/O Psychology
 \$22,000 grant (per year, renewed for three years; RNL as project co-PI)</p> |

Major, D. A., Cigularov, K., **Landers, R. N.** & Orvis, K. A.

Description: These grants are awarded competitively University-wide to support the creation of unified undergraduate research experiences. This grant was awarded to create a 12-week interactive program for undergraduate I/O Psychology research assistants, providing stipends for undergraduates and paired graduate student mentors.

Note: Co-PI order is alphabetical.

Summer 2010

Old Dominion University Summer Research Fellowship Program

\$6,000 fellowship, \$1,000 research funds

Description: These seed grants are awarded competitively yearly University-wide to support research with the goal of applying that research to the award of another grant. This grant was used to support the development and testing of the socialPsych online social networking platform.

Fall 2008

University of Minnesota Thesis Research Grant

\$2,260 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.

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.

MEDIA COVERAGE (PARTIAL LIST):

Knowledge@Wharton. (2016, February 23). Does gamification work? *Human Resource Executive Online*. Retrieved from <http://www.hreonline.com/HRE/view/story.jhtml?id=534359896&topic=Main>

Knowledge@Wharton. (2016, February 3). People love games – but does gamification work? Retrieved from <http://knowledge.wharton.upenn.edu/article/people-love-games-but-does-gamification-work/>

Morris, A. (2014, August 27). Social media at work: Implications for productivity. Retrieved from <http://www.ioatwork.com/social-media-work-implications-productivity/>

- Baer, D. (2014, April 28). The fascinating reason your Facebook profile can predict your job performance. *Business Insider*. Retrieved from <http://www.businessinsider.com/facebook-profile-predicts-your-job-performance-2014-4>
- Sankin, A. (2014, April 16). Facebook profiles can predict work performance. *Mashable*. Retrieved from <http://mashable.com/2014/04/16/facebook-profile-work-performance>
- Sankin, A. (2014, April 15). Your Facebook profile can tell your boss how well you work. *The Daily Dot*. Retrieved from <http://www.dailydot.com/business/facebook-employee-job-performance-study>
- PTI. (2014, April 13). Facebook profiles can predict job success. *The Economic Times*. Retrieved from <http://economictimes.indiatimes.com/industry/jobs/facebook-profiles-can-predict-job-success/articleshow/33700211.cms>
- Gerew, G. (2014, April 9). Checking applicant's social media better than test. *Albuquerque Business First*. Retrieved from <http://www.bizjournals.com/albuquerque/blog/morning-edition/2014/04/checking-applicants-social-media-better-than-test.html>. Coverage of social media research.
- Brooks, C. (2014, April 9). Facebook profiles predict job performance. *Business News Daily*. Retrieved from <http://www.businessnewsdaily.com/6211-what-facebook-reveals-about-job-applicants.html>. Coverage of social media research.
- Clark, K. (2014, March 26). You are what you Facebook: Social media profiles can be good resources for selecting employees – with a catch. *Society for Industrial and Organizational Psychology*. Retrieved from http://www.siop.org/article_view.aspx?article=1242. Coverage of social media research.
- Signal/Noise. (2014, March 4). Facebook popularity makes you more attractive. *Science*. Retrieved from <http://news.sciencemag.org/signal-noise/2014/03/facebook-popularity-makes-you-more-attractive>. Coverage of article posted on neoacademic.com blog.
- Hall, S. (2014, February 18). NSF report biased, expert says: Americans don't think astrology is scientific. *Universe Today*. Retrieved from <http://www.universetoday.com/109477/nsf-report-biased-expert-says-americans-dont-think-astrology-is-scientific/>. Coverage of article posted on neoacademic.com blog.
- Cheston, D. (2012, August 19). College as a video game? *The John William Pope Center for Higher Education Policy*. Retrieved from <http://www.popecenter.org/commentaries/article.html?id=2726>. Coverage of gamification and social media project.
- Shapiro, Y. (2011, August 3). Education meets 'World of Warcraft'. *Forbes*. Retrieved from <http://blogs.forbes.com/michaelnoer/2011/08/03/top-colleges-shapiro/>. Coverage of research project on gamification and online social media.
- Jones, J. B. (2010, November 3). Gamifying homework. *Chronicle of Higher Education*. Retrieved from <http://chronicle.com/blogs/profhacker/gamifying-homewor/28407>. Coverage of grant-getting efforts related to online education.

Boyle, R. (2010, May 17). Unleashing a swarm of augmented reality cockroaches to fight bug phobias. *Popular Science*. Retrieved from <http://www.popsci.com/science/article/2010-05/augmented-reality-cockroaches-can-help-you-ease-your-fears>. Coverage of article posted on neoacademic.com blog.

Cosh, C. (2010, January 6). If you're an aural learner, read this aloud to yourself. *Maclean's*. Retrieved from <http://www2.macleans.ca/2010/01/06/if-youre-an-aural-learner-read-this-aloud-to-yourself>. Coverage of article posted on neoacademic.com blog.

TECHNOLOGIES DEVELOPED/MAINTAINED:

2013	http://rlanders.net/datasets.php Dataset generator for those teaching statistics
2011	http://rlanders.net/correlation.html Correlation simulator
2010-2015	ODU Second Life Research Facility [ODU-SLRF] Research facility in the 3D virtual world, Second Life
2010	socialPsych Online college student-centered social network site
2009-present	neoacademic.com Blog covering technology and its application to business and psychology Discussed in <i>Popular Science</i> , <i>Science</i> , and others Passed a quarter million visits in 2015 Blog honors and awards listed: http://rlnd.us/honors
2008	ViziStats Automated program to teach undergraduates statistics
2007	The Research Explicator for online Databases [TREND] Windows software for summarizing and quantifying research literature Meta-Analytic RaKe [MARK] Windows software to increase the speed of meta-analytic abstract search
2006-2009	filedrawer.org Online unpublished papers database/social network
2004	psychtesting.org Automated online survey creation tool

PROFESSIONAL SERVICE:

POSITIONS:

Society for Industrial and Organizational Psychology (SIOP)

2016	<i>The Industrial-Organizational Psychologist</i> , Columnist Visibility Committee Live Graduate School Event, Moderator SIOP 2017 Conference Theme Track Committee, Member @SIOPchat Twitter Event, First Guest
2014 – current	Within Conference Assessment Subcommittee Member
2012	Leading Edge Consortium Virtual Conference Coordinator

Coalition for Technology in Behavioral Science (CTiBS)

2013 – present	Steering Committee Member
2014 – 2015	Task Force/Search Committee Chair

Academy of Management, Organizational Behavior division (AOM OB)

- 2012 – 2013 Chair, Social Media Committee
 2011 Chair, Branding Committee
 2009 – 2013 Technology Team Leader (Executive Committee)

Editorships

- 2016-present Computers in Human Behavior, *Associate Editor*
 Simulation & Gaming, *Associate Editor*
 Association for Computing Machinery Special Interest Group for Computer-
 Human Interaction Conference on Games and Play (ACM SIGCHI PLAY),
 Conference and Proceedings, *Associate Chair*
- 2014-present International Journal of Gaming and Computer-Mediated Simulations, *Associate Editor*
- 2014-2015 International Journal of Gaming and Computer-Mediated Simulations, *Guest Editor (Special Issue on Assessment of Human Capabilities in Video Games and Simulations)*
- 2010 Information Systems Journal, *Guest Associate Editor*

OTHER EDITORIAL SERVICE:

- 2016-present Journal of Technology and Behavioral Science, *Editorial Board*
 Personnel Assessment and Decisions, *Editorial Board*
- 2015-present Journal of Business and Psychology, *Editorial Board*
- 2013-present Technology, Knowledge and Learning, *Editorial Board*

JOURNAL AND CONFERENCE REVIEW:

- 2014-present Journal of Women and Minorities in Science and Engineering
 Computers in Human Behavior
 Simulation & Gaming
 Social Science Computer Review
- 2016 Personnel Assessment and Decisions
 British Journal of Educational Technology
- 2015 Journal of Applied Psychology
 Journal of Management Inquiry
 Journal of Personality and Social Psychology
 Military Psychology
 SAGE Open
 Psychological Methods
- 2014 American Psychologist
 Assessment
 International Journal of Human-Computer Studies
 Human Resource Management Journal
 Psychological Methods
 Social Science Research
- 2013 Gamification 2013 Conference
 Academy of Management Learning & Education
- 2012-present Computers & Education
- 2012 Journal of Computer-Mediated Communication
- 2011 Israel Science Foundation

	Personality and Individual Differences
	American Psychological Association SIOP Division Program
2008-present	Society for Industrial and Organizational Psychology Annual Conference
2008-2012	Academy of Management Annual Conference
	World Conference on E-Learning in Corporate, Government, Healthcare and Higher Education
2007	International Journal of Selection and Assessment

OTHER PROFESSIONAL SERVICE:

2014	SIOP 2014 Mentoring Program, <i>Speed Mentor for Social Media</i>
	Consulted Expert (Online Simulation), <i>American Red Cross</i>
	Expert Witness, <i>Smith v. Pennsylvania State Board of Psychology</i>

UNIVERSITY/COLLEGE/DEPARTMENTAL SERVICE:

STUDENTS SUPERVISED:

Ph.D. Candidates (Major Advisor)

Michael B. Armstrong (2013-)	<i>Other Guidance/Qualifying Exam Committees</i>
Kristina N. Bauer, Ph.D. (2011-2013)	Jonathan Holland (2010-2011)
Robbie C. Brusso, Ph.D. (2011-2015)	Meghan Jones (2010-2011)
Rachel C. Callan, M.S. (néé Johnson) (2009-)	Alex Proaps (2011-2012)
Katelyn J. Cavanaugh, M.S. (2010-)	Gargi Sawhney (2012-2013)
Andrew B. Collmus (2014-)	Brynn Sheehan (2013-2014)
Craig M. Reddock, M.S. (2009-)	

Honors Undergraduates

Rachel Green (2015-2016), *Outstanding College Scholar* (named top student in College of Sciences)

Undergraduate Lab Staff

Julia Brigden (2014-)	Charles Glover (2011-2012)
Alexis Epps (2016-, grant supported)	Tamara Gould (2011-2012, grant supported)
Victoria Covington (2015-, grant supported)	Rachel Green (2014-2016)
Adrian Helms (2016-, grant supported)	Ciara Jones (2011-, grant supported)
	Kaila Kea (2011-2012)
Kacy Amory (2014, grant supported)	Nick Lam (2013-2015)
Austin Hearne (2013-2015, grant supported)	Lisa Lacross (2011-2013)
Holly Cameron (2013-2014)	Windy Logan (2014-2015)
Evangeline Macadat (2013-2014)	Brittany Loman (2011)
Robert Kortz (2013-2014)	Blair Luboduvich (2011-2013, grant supported)
Ruth Rand (2012-2014, grant supported)	Lora Mahek (2011, grant supported)
Amber Johnson (2012-2013)	Will Miede (2011)
Colin McDowell (2012-2013, grant supported)	Shannon Mullen (2011-2012)
Erica Beer (2011-2012)	Jon-Paul Palacio (2011-2013)
Lindsey Chase (2010-2011)	Daniel Schumann (2014-2016, grant supported)
Ben Davison (2009-2010)	Monica Scott (2014-2016, grant supported)
Chris Donaldson (2011-2013)	Smruti Shah (2012, grant supported)
Bethany Doyle (2011-2012)	Arthur Singleton (2009-2010)
Emily Garza (2009-2010)	Wanda Smith (2011-2012)
Jamila Goodall (2011, grant supported)	Joanna Stone (2011)

Melissa Sykes (2012, grant supported)

Nicole Vladu (2010-2011)

Other Thesis Committees

Meghan Jones (Organizational Psychology M.S., 2009-2010)

Bernadette Croft (Psychology M.S., 2010-)

Valerie Morganson (Organizational Psychology Ph.D., 2010-2011)

Anil Uston (Engineering Management Ph.D., 2010-)

Tyler Mason (Psychology M.S., 2012)

Yueming Zou (Marketing Ph.D., 2012-2016)

UNIVERSITY/COLLEGE COMMITTEE SERVICE:

Member, College of Sciences Committee for Review of Human Subjects Research (2012-)

Chair, CARMA (Consortium for the Advancement of Research Methods and Analysis) Viewers Group (2013-)

DEPARTMENTAL COMMITTEE SERVICE:

Faculty Affairs Committee (2014-)

Online Education Committee (2011-)

Industrial/Organizational Psychology Program Committee (2009-)

Website Committee (2009-2013)

Search/Hiring Committee (2009-2010)

COMMUNITY SERVICE:

Ocean Lakes High School, Math and Science Academy Mentor (2014-2015)

Code for America, Member (2014-2015)

Judge of Behavioral and Social Sciences, Virginia State Science and Engineering Fair (2014)

FIRST LEGO League, Guest Speaker (2014)

COURSES TAUGHT:

PSYC 895/795 (ODU, Doctoral) – Seminar: Computer Programming for Social Scientists

PSYC 895/795 (ODU, Doctoral) – Seminar: I/O Research Methods (Meta-analysis, Bias in Tests, General)

PSYC 895/795 (ODU, Doctoral) – Seminar: Technology Skills in Research and Teaching

PSYC 865/765 (ODU, Doctoral) – Psychology of Personnel Selection

PSYC 866/766 (ODU, Doctoral) – Advanced Personnel Psychology II

PSYC 865/765 (ODU, Doctoral) – Advanced Personnel Psychology I

PSYC 863/763 (ODU, Doctoral) – Personnel Psychology (first-year graduate course)

PSYC 343 (ODU, Undergraduate) – Personnel Psychology

PSYC 303 (ODU, Undergraduate) – Industrial/Organizational Psychology (Online Course)

PSYC 303 (ODU, Undergraduate) – Industrial/Organizational Psychology

PSY 3711 (UMN, Undergraduate) – Introduction to Industrial/Organizational Psychology

PSY 2801 (UMN, Undergraduate) – Statistics in Psychology

PROFESSIONAL AFFILIATIONS:

Society for Industrial and Organizational Psychology

Academy of Management (Human Resources, Organizational Behavior, Research Methods divisions)

American Psychological Association

American Psychological Society

Association for Talent Development (i.e., American Society for Training and Development)

Coalition for Technology in Behavioral Science
 Global Organisation for Humanitarian Work Psychology
 Society for Computers in Psychology
 Virginia Psychological Association (Academic and Applied Psychologists)
 Virginia Social Science Association

INTERNSHIPS:

2005 – 2009

Research Associate / Consultant (Modern Survey, Inc.)

Position Description: Functioned as consultant on-staff at Modern Survey, a technology purveyor and consultancy for survey-based research. Conducted statistical analyses, programmed for mResearch web-based research platform, aided in project design, produced executive summaries, and held meetings to discuss findings with client executive and management teams.

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)**EPSY 8268:** Hierarchical Linear Modeling (M. Harwell)

Spring 2006

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)**PSY 5708:** Organizational Psychology (S. Motowidlo, J. E. Bono)

Fall 2004

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)