

# RICHARD N. LANDERS

(as of January 2019)

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**ONLINE PRESENCE:** Online Vita and TNTLAB Homepage <http://rlanders.net>  
Science Popularization Blog <http://neoacademic.com>

## RESEARCH INTERESTS:

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

## PROFESSIONAL POSITIONS:

2018 – present     **John P. Campbell Distinguished Professorship of Industrial & Organizational Psychology (Associate Professor of Psychology)**  
**University of Minnesota** (Minneapolis, MN)

2015 – 2018     **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 2018

**Journal of Business and Psychology Editor's Commendation**

*Description:* Each year, the *Journal of Business and Psychology* awards "10 papers of particular note" the Editor's Commendation. In 2017, JBP received 500 submissions, making this among the top 2% of papers submitted to JBP. This was awarded for Landers & Reddock (2017).

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 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 (2<sup>nd</sup> 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.

**GRANTS, CONTRACTS, AND FELLOWSHIPS:**

- Fall 2017      **Experimentally Gamifying Assessment Control (PSI Services LLC)**  
\$2,000 contract (RNL as PI)  
*Description:* This project was sponsored by assessment provider PSI to investigate the degree to which additional gamification using control elements alters the candidate experience for job applicants completing SJTs.
- Spring 2017      **Improving Disciplinary Writing with Badges (ODU)**  
\$20,000 grant (RNL as co-PI)  
*Description:* This project was awarded as part of the ODU Quality Enhancement Plan to Improve Disciplinary Writing. Project goals included the development and testing of a gamified badging system by which to improve writing quality among students in education, engineering, psychology, biology, and health sciences.
- Fall 2016      **Empirical Validation of a Game-based Assessment of General Cognitive Ability (Revelian, Inc)**  
\$27,906 contract (RNL as project PI)  
*Description:* 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.
- Fall 2015      **Exploring the Use of Innovative Performance Tests to Measure Personality (US Army Research Institute via HumRRO)**  
\$22,408 contract (RNL as subcontract PI, HumRRO as project PI)  
*Description:* The goal of this basic research project was to explore, develop, and test a series of game-like performance assessments of non-cognitive traits.
- Fall 2013      **Standardized Patients: Selection Refinement, Cognitive Challenges and Expanded Roles (Contract with Eastern Virginia Medical School)**  
\$41,800 contract (RNL as senior personnel)  
*Description:* This project was led by PI Mark Scerbo to identify better methods for the selection of testing confederates at EVMS.

- Spring 2013      **Equivalence of Mobile and Traditional Computer-Based Assessment for Preselection Testing (Contract with SHL Inc.)**  
\$2,000 contract (RNL as project PI)  
*Description:* 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).
- Fall 2010-2015      **Undergraduate Research Apprenticeship Program: I/O Psychology (ODU)**  
\$22,000 grant (per year, renewed for three years; RNL as project co-PI)  
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 (ODU)**  
\$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 (UMN)**  
\$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 (UMN)**  
\$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 (UMN)**

\$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.

**In all sections that follow, *italics* indicates author was current or former student.**

**PUBLICATIONS IN PEER-REVIEWED JOURNALS:**

*Collmus, A. B. & Richard, R. N. (in press).* Game-framing cognitive ability tests to improve applicant perceptions. *Journal of Personnel Psychology*.

**Landers, R. N.,** *Collmus, A. B., & Williams, H. (in press).* The greatest battle is within ourselves: An experiment on the effects of competition alone on task performance. *International Journal of Human-Computer Studies*.

**Landers, R. N.,** Tondello, G. F., Kappen, D. L., *Collmus, A. B.,* Mekler, E. D., & Nacke, L. E. *(in press).* Defining gameful experience as a psychological state caused by gameplay: Replacing the term 'gamefulness' with three distinct constructs. *International Journal of Human-Computer Studies*.

*Armstrong, M. B. & Landers, R. N. (in press).* An evaluation of gamified training: Using narrative to improve reactions and learning. *Simulation & Gaming*.

**Landers, R. N. (in press).** Gamification misunderstood: How badly executed and rhetorical gamification obscures its potential. *Journal of Management Inquiry*.

*Armstrong, M. B. & Landers, R. N. (2018).* Gamification of employee training and development. *International Journal of Training and Development*, 22.

**Landers, R. N.,** *Armstrong, M. B., Helms, A. B. & Epps, A. N. (2018).* The interdisciplinarity of I-O psychology Ph.D. programs and faculty. *The Industrial-Organizational Psychologist*, 55(4).

**Landers, R. N.,** *Auer, E. M., Collmus, A. B., & Armstrong, M. B. (2018).* Gamification science, its history and future: Definitions and a research agenda. *Simulation & Gaming*, 49, 315-337.

**Landers, R. N. & Armstrong, M. B. (2017).** Enhancing instructional outcomes with gamification: An empirical test of the Technology-Enhanced Training Effectiveness Model. *Computers in Human Behavior*, 71, 499-507.

**Landers, R. N.,** *Bauer, K. N., & Callan, R. C. (2017).* Gamification of task performance with leaderboards: A goal-setting experiment. *Computers in Human Behavior*, 71, 508-515.

**Landers, R. N.** & Behrend, T. S. (2017). When are models of technology in psychology most useful? *Industrial and Organizational Psychology*, 10, 668-675.

**Landers, R. N.** & Reddock, C. M. (2017). A meta-analytic investigation of objective learner control in web-based instruction. *Journal of Business & Psychology*, 32, 455-478.

**Note: This paper won a 2017 Editor's Commendation for the *Journal of Business and Psychology*.**

Behrend, T. S. & **Landers, R. N.** (2017). The wicked problem of scholarly impact. *Industrial and Organizational Psychology*, 10, 602-605.

Armstrong, M.B., Ferrell, J., Collmus, A. B., & **Landers, R. N.** (2016). Correcting misconceptions about gamification of assessment: More than SJTs and badges. *Industrial and Organizational Psychology*, 9, 671-677.

**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*, 21, 475-492.

**Note: An earlier version of this paper was also recognized as a Featured Top Rated Poster at the 2016 SIOP Annual Conference.**

Litano, M. L., Major, D. A., **Landers, R. N.**, Streets, V. N. & Bass, B. I. (2016). A meta-analytic investigation of the relationship between leader-member exchange and work-family experiences. *The Leadership Quarterly*, 27, 802-817.

**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.** & 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.** (2014). Developing a theory of gamified learning: Linking serious games and gamification of learning. *Simulation & Gaming*, 45, 752-768.

**Landers, R. N.** & Landers, A. K. (2014). 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.). (in press). *Cambridge handbook of technology and employee behavior*. New York, NY: Cambridge.

**Landers, R. N.** (2019). *A step-by-step introduction to statistics for business* (2<sup>nd</sup> ed.). London: Sage.

**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.** (2019). The existential threats to I-O psychology highlighted by rapid technological change. In R. N. Landers (Ed.), *Cambridge Handbook of Technology and Employee Behavior* (pp. 3-21). New York, NY: Cambridge University Press.

**Landers, R. N., Auer, E. M., Collmus, A. B., & Marin, S.** (2019). Data science as a new foundation for insightful, reproducible, and trustworthy social science. In R. N. Landers (Ed.), *Cambridge Handbook of Technology and Employee Behavior* (pp. 761-789). New York, NY: Cambridge University Press.

**Landers, R. N., Auer, E. M., Helms, A. B., Marin, S., & Armstrong, M. B.** (2019). Gamification of adult learning: Gamifying employee training and development. In R. N. Landers (Ed.), *Cambridge Handbook of Technology and Employee Behavior* (pp. 271-295). New York, NY: Cambridge University Press.

**Landers, R. N.** (2017). Social media: Implications for organizations. In Rogelberg, S. (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd ed., pp. 1464-1468). Thousand Oaks, CA: SAGE. doi: 10.4135/9781483386874.n501

**Landers, R. N., Armstrong, M. B., & Collmus, A. B.** (2017). 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; pp. 457-483). Surrey, UK: Springer.

**Landers, R. N., Fink, A. & Collmus, A. B.** (2017). Using big data to enhance staffing: Vast untapped resources or tempting honeypot? In J. L. Farr & N. T. Tippins (Eds.), *Handbook of Employee Selection* (2<sup>nd</sup> ed.; pp. 949-966). New York, NY: Routledge.

**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.** & Callan, R. C. (2016). 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* (pp. 80-93). Hershey, PA: 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.** & 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. Coover & 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.** (2019, April). Essay word counts as reflections of general cognitive ability and broad abilities. In Johnson, T. K. M. (Chair) & Gray, R. (Co-Chair), *Use Your Words: Text Analysis in Selection and Assessment*. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

**Auer, E. M., Collmus, A. B., Marin, S., Callan, R. C., & Landers, R. N.** (2019, April). Leveraging data science to facilitate insightful, reproducible, and trustworthy I-O. Master tutorial presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

**Auer, E. M. & Landers, R. N.** (2019, April). *Creating reproducible and interactive analyses with JupyterLab and Binder*. Master tutorial presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

- Auer, E. M., Marin, S., **Landers, R. N.**, Collmus, A. B., Armstrong, M. B., Mujcic, S., & Blaik, J. A. (2019, April). Predicting g with Trace Data: Evidence from a Game-based Assessment. In J. F. Capman (Chair), *Looking Under the Hood: Making Use of Trace Data*. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Marin, S. & **Landers, R. N.** (2019, April). Using gamification's extrinsic motivators to foster intrinsic motivation. In S. Marin (Chair) & Armstrong, M. B. (Co-Chair), *Leveling on Game-Thinking: Research Trends in Gamification and Game-Based Assessments*. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- McCloy, R. A., Sinclair, A., Koch, A. J., Purl, J. D., Dalal, R. S., Oswald, F. L., & **Landers, R. N.** (2019, April). Measurement: New methods for classic problems, classic methods for new problems. In R. A. McCloy & Kell, H. J. (Chair), *New/Classic Methods for Classic/New Problems*. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Presented National Harbor, MD.
- Sheets, T., Omori, C. L., Andrews, L., Kim, B. H., **Landers, R. N.**, & Mracek, D. L. (2019, April). *Predicting prediction: A discussion of technology in assessment & selection*. Panel presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Armstrong, M. B. & **Landers, R. N.** (2018, April). An interdisciplinary index for I-O psychology graduate programs. In N. P. Salter (Chair), *Where do we stand? Alternative methods of ranking I-O graduate programs*. Alternative session presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Auer, E. M., **Landers, R. N.**, Gore, R. (2018, April). *What do your tweets say about you? Measuring trait sentiment*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Showler, M. B., Norris-Watts, C., **Landers, R. N.**, Martin, N. R., & Pearce, M. (2018, April). Make assessment boring again: Have game-based assessments become too much fun? Panel presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Major, D. A., Reynoldson, K. R., **Landers, R. N.** & Hu, X. (2018, January). Research apprentice program benefiting undergraduates, postgraduates, and faculty: Designing a "win-win-win." Presentation at the annual conference of the National Institute on the Teaching of Psychology, St. Pete Beach, FL.
- Landers, R. N.** (2017, July). *Gamified and game-based assessments: An overview and recommendations*. Presentation at the annual conference of the International Personnel Assessment Council, Birmingham, AL.

*Cabrera-Caban, E., Garden, R. C., Litano, M. L., & Landers, R. N.* (2017, May). *A meta-analysis of appreciative inquiry interventions*. Poster presented at the 29th American Psychological Society Annual Convention, Boston, MA.

Garcia M, C., Jha, S., Bauer, K. N., & **Landers, R. N.** (2017, May). *Competitiveness and goal setting in gamification*. Poster presented at the 29th Annual Convention of the Association for Psychological Science, Boston, MA.

*Armstrong, M. B., Collmus, A. B., & Landers, R. N.* (2017, April). Investigating the effects of leaderboards on performance and learning outcomes: A meta-analysis. In *M. B. Armstrong* (Chair), *D. R. Sanchez* (Co-Chair), *K. N. Bauer* (Co-Chair), & *K. Kraiger* (Discussant), *Gaming and Gamification IGNITE: Current Trends in Research and Application*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

*Auer, E. M., Behrend, T. S., Collmus, A. B., & Landers, R. N.* (2017, April). *How pay affects performance and retention in longitudinal crowdsourced research*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

*Cavanaugh, K. J., Auer, E. M., Landers, R. N., Petor, J. R., & Kinney, T. B.* (2017, April). *Increases in applicant pool diversity attributable to unproctored internet-based testing*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

*Collmus, A. B. & Landers, R. N.* (2017, April). *Time flies when cognitive tests are games*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Landers, R. N., Armstrong, M. B. & Collmus, A. B., Mujcic, S. & Blaik, J. A.** (2017, April). Empirical validation of a general cognitive ability assessment game. In *R. N. Landers* (Chair) and *B. Hawkes* (Discussant), *Assessment Games and Gamified Assessment*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

*Marquez, C. C. G., Bauer, K. N. & Landers, R. N.* (2017, April). Goal orientation as a moderator of the gamification-performance relationship. In *M. B. Armstrong* (Chair), *D. R. Sanchez* (Co-Chair), *K. N. Bauer* (Co-Chair), & *K. Kraiger* (Discussant), *Gaming and Gamification IGNITE: Current Trends in Research and Application*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

*Sawhney, G., Landers, A. K., & Landers, R. N.* (2017, April). *Crowdsourcing hard-to-reach I/O psychology populations: Feasibility and psychometrics*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Shyamsunder, A., Cullen, J. C., Hunt, S. T., **Landers, R. N.**, & O'Connell, M. S. (2017, April). *From the outside, in: Technology's influence on I-O psychology*. Panel presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Sydell, E. J., Boyce, A. S., Lahti, K., **Landers, R. N.**, Mecca, J. T. & Ross, R. A. (2017, April). *Will technology make assessment obsolete?* Symposium/panel combination presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Weidner, N. & **Landers, R. N.** (2017, April). *Swipe right on personality: A mobile response latency measure*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- 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 11<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Cavanaugh, K. J. & **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 29<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Proaps, A. B., **Landers, R. N.**, Reddock, C. M., Cavanaugh, K. J., & 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. Wisher (Discussant), *I-O's role in emerging training technologies*. Symposium presented at the 28<sup>th</sup> 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 27<sup>th</sup> 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 27<sup>th</sup> 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 27<sup>th</sup> 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 26<sup>th</sup> 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 26<sup>th</sup> 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 26<sup>th</sup> 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 26<sup>th</sup> 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 25<sup>th</sup> 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 14<sup>th</sup> 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 24<sup>th</sup> 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 24<sup>th</sup> 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 13<sup>th</sup> 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 13<sup>th</sup> 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 116<sup>th</sup> 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 23<sup>rd</sup> 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 37<sup>th</sup> 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 115<sup>th</sup> 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 22<sup>nd</sup> 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 21<sup>st</sup> 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 20<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

### CONFERENCE EVENTS AS CHAIR, HOST, OR DISCUSSANT:

Gioaba, I. (Chair) & Landers, R. N. (Discussant). (2019, May). *Social media use in personnel selection: New perspectives and directions*. Symposium presented at the European Association of Work and Organizational Psychology 2019 Congress, Turin, Italy.

Armstrong, M. B. (Co-Chair) & **Landers, R. N.** (Chair). (2018, April). *Using natural language processing to measure psychological constructs*. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Lin, B. C. (Coordinator), Gibby, R. E. (Host) & **Landers, R. N.** (Host). (2018, April). Recruitment in today's workplace: Current practices and research needs. Community of interest at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Landers, R. N.** (Host), Mondragon, N. J., Barney, M., Blaik, J. A. & Mujcic, S. (2018, April). Special session: New wine, new bottles: An interactive showcase of I-O innovations. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Randall, J. G. (Host), Bhatia, S. (Host) & **Landers, R. N.** (Host). (2018, April). Technology in assessment: Moving from reactive to proactive. Invited host for community of interest at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Landers, R. N.** (Chair), Bonaccio, S. (Co-Chair), Baer, M., Boyer, P., Kollar, R. J., ..., Sarkar-Barney, S. T. (2018, April). Theme track: I3 – I-O igniting innovation. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Lemelle, C. (Chair), **Landers, R. N.** (Co-Chair), Rogelberg, S. G., Heggestad, E. D., Allen, T. D., & Latham, G. P. (2018, April). Theme track: TEAM SIOP game show. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Landers, R. N.** (Chair), Kinney, T. B. (Co-Chair), Chen, G. (Discussant), Erez, M., Kanfer, R., Kozlowski, S. W. J., Mathieu, J. E., Murphy, K. R., & Kantrowitz, T. (2017, April). *Theme track: How the world changes I-O as I-O changes the world*. Panel presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Landers, R. N.** (Chair) & B. Hawkes (Discussant). (2017, April). *Assessment games and gamified assessment*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Zugec, L. (Chair), **Landers, R. N.** (Co-Chair), Sartain, L., Sinar, E. F. & Kantrowitz, T. (2017, April). *Theme track: Predictions on the future of work*. Panel presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Landers, R. N.** (Chair). (2016, April). *IGNITE debate: Should we trust or avoid online convenience samples?* IGNITE debate presented at the 31<sup>st</sup> 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 29<sup>th</sup> 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 27<sup>th</sup> 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 27<sup>th</sup> 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 26<sup>th</sup> 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.

**WORKSHOPS (PRACTICAL SKILL INSTRUCTION TO PROFESSIONALS):**

Landers, R. N. (2019, April). *Data science methodologies you should master in graduate school.*

Invited demonstration at the SIOP Doctoral Consortium for the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Vaughn, D. & Landers, R. N. (2019, April). *Friday Seminar 1: Fad to fixture: Social media in the workplace.* Invited Friday Seminar at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Landers, R. N. (2018, July). *Designing and evaluating assessment games and gamification for selection.* Invited workshop for the International Personnel Assessment Council, Alexandria, VA.

Landers, R. N. (2018, May). *Anyone can learn web scraping.* Invited workshop for Binghamton University, Binghamton, NY.

Putka, D. & Landers, R. N. (2018, April). *Modern analytics for data big and small.* Invited pre-conference workshop for the Society for Industrial and Organizational Psychology, Chicago, IL.

Landers, R. N. (2017, October). *How to curate big data from the internet.* Invited workshop for the Consortium for the Advancement of Research Methods and Analysis live webcast program, Lincoln, NE.

Landers, R. N. (2017, August). *How to create a dataset from Twitter or Facebook: Theory and demonstration.* Invited workshop for the Division 14 CE program, Annual Conference of the American Psychological Association, Washington, DC.

Landers, R. N. (2017, July). *Web scraping and machine learning for employee recruitment and selection: A hands-on introduction.* Invited workshop for the International Personnel Assessment Council, Birmingham, AL.

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. (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. (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. & 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.

### **INVITED TALKS, INVITED WRITING, AND KEYNOTES:**

Landers, R. N. (2019, May). Scoring game-based assessments with artificial intelligence and trace data. In Wille, B. (Chair), *Big and Online Data in Organizations: The Promises and Perils of a Methodological Frontier*. Invited Alliance symposium at the European Association of Work and Organizational Psychologists, Turin, Italy.

Chakrabarti, M., Landers, R. N., Tarulli, B. A., & Zabel, K. L. (2019, April). *SIOP Select: Communicating results in a complex world*. Invited panel at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Jankovic, R. & Landers, R. N. (2019, April). *Statistics plus data visualizations: How technology brings power to the people*. Invited community of interest at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Landers, R. N. (2018, November). *Gamified and game-based assessment: A new frontier in employee selection*. Invited talk for Gateway I-O Psychologists, St. Louis, MO.

Handler, C. & Landers, R. N. (2018, October). *Games and gamification*. Invited talk for AON Hewitt Scientific Advisory Board on Assessment Meeting, New York, NY.

Landers, R. N. (2018, October). *Game-based assessments in selection*. Invited talk for Google, Menlo Park, CA.

Landers, R. N. (2018, August). *Game-based assessments in selection*. Invited talk for the PSI Science Advisory Forum, Olathe, KS.

Landers, R. N. (2018, May). *Gamified and game-based assessment: An interdisciplinary frontier for both games and assessment*. Invited talk at the Hanken School of Economics, Helsinki, Finland.

Landers, R. N. (2018, May). *You need to think bigger, games research*. Invited keynote address for the GamiFIN 2018 Conference, Pori, Finland.

Landers, R. N. (2018, April). *Technology in assessment: Moving from reactive to proactive*. Invited Community of Interest for the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

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

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

### **INVITED TEACHING/SERVICE PRESENTATIONS:**

Landers, R. N. (2018, July). A brief introduction to SIOP, cybersecurity research, and advocacy. Invited presentation for R. Dalal (Chair), *Symposium on Cybersecurity*, Washington, DC.

Landers, R. N. (2017, September). *Big data, social media, and algorithms*. Invited talk for the ODU College of Business and Public Administration Dean's Seminar Series, Norfolk, VA.

Landers, R. N. (2017, February). *Professor panel*. Invited panelist for Old Dominion University Psi Chi event, Norfolk, VA.

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, 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, 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, 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, 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, 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). *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. (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. (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.

### **MEDIA INTERVIEWS:**

Fletcher, K. (2019, January 20). Trends in modern I-O psychology. *The Work Science Center Podcast*, 6.

Handler, C. (2018, December 18). AI-based assessments: Science or science fiction? *Science 4-Hire Podcast*. Retrieved from <http://rocket-hire.com/podcast/ai-based-assessments-science-or-science-fiction/>

Cung, K. (2018, February 2). Is Facebook spying on you? *WTKR (CBS)*. Retrieved from <https://wtkr.com/2018/02/02/is-facebook-spying-on-you/>

### **MEDIA COVERAGE (PARTIAL LIST):**

Ip, C. (2018, May 4). To find a job, play these games. *Engadget*. Retrieved from <https://www.engadget.com/2018/05/04/pymetrics-gamified-recruitment-behavioral-tests/>

- Baraniuk, C. (2018, January 26). Your next job interview could be playing a weird smartphone game. *New Scientist*. Retrieved from <https://www.newscientist.com/article/2159578-your-next-job-interview-could-be-playing-a-weird-smartphone-game/>
- Leblanc, D. (2016, December 23). Ludification, jeux et jeux sérieux: Un expert explique les subtilités *École Branchée*. Retrieved from <http://ecolebranchee.com/2016/12/23/ludification-jeux-serieux-expert-explique/>
- Chatlani, S. (2016, December 5). Challenges persist when gamifying education. *Education Dive*. Retrieved from <http://www.educationdive.com/news/challenges-persist-when-gamifying-education/430817/>
- Parkin, S. (2016, November 18). Was gamification a terrible lie? *How We Get to Next*. Retrieved from <https://howwegettonext.com/was-gamification-a-terrible-lie-3e845b97bb93>
- Psychology and technology: A premium blend. (2016, July 29). *Observer*. Retrieved from <https://www.psychologicalscience.org/observer/psychology-and-technology-a-premium-blend>
- Desoto, K. A. (2016, February 29). Under the hood of Mechanical Turk. *Observer*. Retrieved from <https://www.psychologicalscience.org/observer/under-the-hood-of-mechanical-turk>
- 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](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-homework/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:

2018	<a href="http://datascience.tntlab.org">http://datascience.tntlab.org</a> An online course in data science intended for social scientists
2013	<a href="http://rlanders.net/datasets.php">http://rlanders.net/datasets.php</a> Dataset generator for those teaching statistics
2011	<a href="http://rlanders.net/correlation.html">http://rlanders.net/correlation.html</a> Correlation simulator
2010-2015	<b>ODU Second Life Research Facility [ODU-SLRF]</b> Research facility in the 3D virtual world, Second Life
2010	<b>socialPsych</b> Online college student-centered social network site
2009-present	<a href="http://neoacademic.com">neoacademic.com</a> 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: <a href="http://rlnd.us/honors">http://rlnd.us/honors</a>
2008	<b>ViziStats</b> Automated program to teach undergraduates statistics
2007	<b>The Research Explicator for oNline Databases [TREND]</b> Windows software for summarizing and quantifying research literature <b>Meta-Analytic RaKe [MARK]</b> Windows software to increase the speed of meta-analytic abstract search
2006-2009	<a href="http://filedrawer.org">filedrawer.org</a> Online unpublished papers database/social network
2004	<a href="http://psychtesting.org">psychtesting.org</a> Automated online survey creation tool

## PROFESSIONAL SERVICE:

### POSITIONS:

#### **Society for Industrial and Organizational Psychology (SIOP)**

2018-present	SIOP Futures Ad Hoc Committee, Chair Technology-Enabled Workforce Advocacy Group, Chair
2017-2018	2018 Conference Program Committee, Theme Track Subcommittee 2018 Conference Program Committee, Special Topics Subcommittee
2017-2018	SIOP Future Scanning Task Force, Member
2016-2018	<i>The Industrial-Organizational Psychologist</i> , Columnist

2016	2017 Conference Program Committee, Theme Track subcommittee Visibility Committee Live Graduate School Event, Moderator @SIOPchat Twitter Event, First Guest
2014 – 2016	2018 Conference Program, Conference Assessment Subcommittee
2014	Conference Mentoring Program, Social Media Mentor
2012	Leading Edge Consortium Virtual Conference Coordinator

#### **International Personnel Assessment Council (IPAC)**

2019-present	Professional and Scientific Affairs Chair
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#### **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)

#### **Associate Editorships and Editorial Boards**

2018-present	International Journal of Selection and Assessment, <i>Associate Editor</i> GamiFIN, <i>Editorial Board</i>
2016-present	Journal of Technology and Behavioral Science, <i>Editorial Board</i> Personnel Assessment and Decisions, <i>Editorial Board</i>
2016-present	Simulation & Gaming, <i>Associate Editor</i>
2016	Computers in Human Behavior, <i>Associate Editor</i>
2015-present	Journal of Business and Psychology, <i>Editorial Board</i>
2014-present	International Journal of Gaming and Computer-Mediated Simulations, <i>Associate Editor</i>
2013-present	Technology, Knowledge and Learning, <i>Editorial Board</i>

#### **Guest Editorships and Senior Conference/Proceedings Programming Roles**

2018	Electronic Commerce Research and Applications, <i>Guest Co-Editor (Special Issue on Gamification)</i>
2018-present	SIOP Organizational Science, Translation and Application Series, <i>Editorial Board</i>
2017-2018	APA Technology, Mind and Society, <i>Senior Program Committee</i>
2016	Association for Computing Machinery Special Interest Group for Computer-Human Interaction Conference on Games and Play (ACM SIGCHI PLAY), Conference and Proceedings, <i>Associate Chair</i>
2014-2015	International Journal of Gaming and Computer-Mediated Simulations, <i>Guest Editor (Special Issue on Assessment of Human Capabilities in Video Games and Simulations)</i>
2010	Information Systems Journal, <i>Guest Associate Editor</i>

## SCIENTIFIC ADVISORY BOARDS:

2018-*present*      AON Hewitt, *Member*

## AD HOC JOURNAL, CONFERENCE, AND GRANT AGENCY REVIEW:

2019	Psychological Methods
2018	Advances in Methods and Practices in Psychological Science Current Psychology Industrial and Organizational Psychology Perspectives International Journal of Information Management Journal of Business Research Journal of Management
2017	Applied Cognitive Psychology Association for Computing Machinery SIGCHI Conference Applied Psychology: An International Review Behavior & Information Technology Current Opinion in Behavioral Sciences International Journal of Human-Computer Studies Journal of Research in Personality National Science Foundation (US) New Media & Society Organizational Behavior and Human Decision Processes
2016	British Journal of Educational Technology Personnel Assessment and Decisions
2015	Journal of Applied Psychology Journal of Management Inquiry Journal of Personality and Social Psychology Military Psychology Psychological Methods SAGE Open
2014-2016	Computers in Human Behavior Journal of Women and Minorities in Science and Engineering Simulation & Gaming Social Science Computer Review
2014	American Psychologist Assessment International Journal of Human-Computer Studies Human Resource Management Journal Psychological Methods Social Science Research
2013	Academy of Management Learning & Education Gamification 2013 Conference
2012- <i>present</i>	Computers & Education
2012	Journal of Computer-Mediated Communication
2011	Israel Science Foundation Personality and Individual Differences

2008-present	American Psychological Association SIOF Division Program
2008-2012	Society for Industrial and Organizational Psychology Annual Conference
	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	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, M.S. (2013-2018)  
 Elena Auer, M.S. (2016-)  
 Kristina N. Bauer, Ph.D. (2011-2013)  
 Robbie C. Brusso, Ph.D. (2011-2015)  
 Rachel C. Callan, Ph.D. (2009-2017)  
 Katelyn J. Cavanaugh, Ph.D. (2010-2018)  
 Andrew B. Collmus, M.S. (2014-)  
 Sebastian Marin (2017-)  
 Craig M. Reddock, M.S. (2009-2017)

*Other Guidance/Exam/Thesis Committees*

Jonathan Holland (2010-2011)  
 Meghan Jones (2010-2011)  
 Alex Proaps (2011-2012)  
 Gargi Sawhney (2012-2013)  
 Brynn Sheehan (2013-2014)

*Honors Undergraduates*

Lily Dunk (2018-2019), University Honors Program, *summa cum laude*  
 Rachel Green (2015-2016), *Outstanding College Scholar* (named top student in Sciences)

*Undergraduate Lab Staff*

Kacy Amory (2014, grant supported)  
 Erica Beer (2011-2012)  
 Julia Brigden (2014-2016)  
 Christina Burrows (2017-2018)  
 Holly Cameron (2013-2014)  
 Victoria Covington (2015-2017, grant sup.)  
 Lindsey Chase (2010-2011)  
 Ben Davison (2009-2010)  
 Chris Donaldson (2011-2013)  
 Bethany Doyle (2011-2012)  
 Lily Dunk (2018-)  
 Bethany Elliot (2017-2018)  
 Alexis Epps (2016-2018, grant supported)  
 Emily Garza (2009-2010)  
 Jamila Goodall (2011, grant supported)  
 Charles Glover (2011-2012)

Tamara Gould (2011-2012, grant sup.)  
 Rachel Green (2014-2016)  
 Austin Hearne (2013-2015, grant sup.)  
 Adrian Helms (2016-2017, grant sup.)  
 Amber Johnson (2012-2013)  
 Ciara Jones (2011-2013, grant sup.)  
 Kaila Kea (2011-2012)  
 Korena Klimczak (2017-2018)  
 Robert Kortz (2013-2014)  
 Nick Lam (2013-2015)  
 Lisa Lacross (2011-2013)  
 Windy Logan (2014-2015)  
 Brittany Loman (2011)  
 Blair Luboduvich (2011-2013, grant sup.)  
 Kyle Mackem (2017-2018)  
 Colin McDowell (2012-2013, grant sup.)

Evangeline Macadat (2013-2014)  
Lora Mahek (2011, grant supported)  
Will Mieke (2011)  
Shannon Mullen (2011-2012)  
Martina Oshana (2017-2018)  
Jon-Paul Palacio (2011-2013)  
Ruth Rand (2012-2014, grant supported)  
Alec Reginato (2018)

Daniel Schumann (2014-2016, grant supp.)  
Monica Scott (2014-2016, grant supported)  
Smruti Shah (2012, grant supported)  
Arthur Singleton (2009-2010)  
Wanda Smith (2011-2012)  
Joanna Stone (2011)  
Melissa Sykes (2012, grant supported)  
Nicole Vladu (2010-2011)

#### *Other Thesis Committees*

Meghan Jones (Psychology M.S., 2009-2010)  
Bernadette Croft (Psychology M.S., 2010)  
Valerie Morganson (Psychology Ph.D., 2010-2011)  
Anil Uston (Engineering Management Ph.D., 2010-2011)  
Tyler Mason (Psychology M.S., 2012)  
Yueming Zou (Marketing Ph.D., 2012-2016)  
Jeff Dahlke (Psychology Ph.D., 2018-2019)

#### UNIVERSITY/COLLEGE COMMITTEE SERVICE:

Member, College of Sci. Committee for Review of Human Subjects Research (2012-2018)  
Chair, CARMA Viewers Group (2013-2018)

#### DEPARTMENTAL COMMITTEE SERVICE:

Faculty Affairs Committee (2014-2016)  
Faculty Search/Hiring Committee (2009-2010)  
Honors Committee (2017-2018)  
Industrial/Organizational Psychology Program Committee (2009-2018)  
Master's Program Committee (2017-2018)  
Online Education Committee (2011-2016)  
Representative to University Library (2016-2018)  
Website Committee (2009-2013)

#### **COMMUNITY SERVICE:**

Ocean Lakes High School, Math and Science Academy Mentor, John Park (2017-2018)  
Ocean Lakes High School, Math and Science Academy Mentor, Hayden Williams (2014-2015)  
Code for America (2014-2015)  
Judge of Behavioral and Social Sciences, Virginia State Science and Engineering Fair (2014)  
FIRST LEGO League, Guest Speaker (2014)

#### **COURSES TAUGHT:**

PSY 5993 (UMN, Master's/Doctoral) – Supervised Research  
PSY 5703 (UMN, Master's/Doctoral) – Psychology of Employee Training and Development  
PSY 3711 (UMN, Undergraduate) – Introduction to Industrial/Organizational Psychology  
PSY 2801 (UMN, Undergraduate) – Statistics in Psychology  
PSYC 896/795 (ODU, Doctoral) – Seminar: Data Science



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PSYC 895/795 (ODU, Doctoral) – Seminar: Computer Programming for Social Scientists  
PSYC 895/795 (ODU, Doctoral) – Seminar: Research Methods  
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, Master's/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