
DEBORAH E. RUPP

*School of Labor and Employment Relations
Department of Psychology
University of Illinois at Urbana-Champaign
504 East Armory Avenue
Champaign, IL 61820 U.S.A.
derupp@illinois.edu; (217) 390-3048
last updated 14 November 2009*

ACADEMIC APPOINTMENTS

- Fall 2008- present: Associate Professor, School of Labor and Employment Relations; Department of Psychology, University of Illinois at Urbana-Champaign
- Spring 2009: Visiting Associate Professor, Lee Kong Chian School of Business, Singapore Management University
- Fall 2008: Visiting Associate Professor, Sauder School of Business, University of British Columbia
- Summer 2008: Visiting Scholar, Rotman School of Management, University of Toronto
- Fall 2002- Spring 2008: Assistant Professor, Institute of Labor and Industrial Relations; Department of Psychology, University of Illinois at Urbana-Champaign

EDUCATION

- PhD, Industrial/Organizational Psychology, Colorado State University, 1999-2002
- MA, Industrial/Organizational Psychology, University of West Florida, 1997-1999
- BA, Psychology, minor in Communication, University of West Florida, 1993-1996

RESEARCH INTERESTS

- Organizational Justice, Behavioral Ethics, Corporate Social Responsibility
- Emotions in the Workplace
- Behavioral Assessment (esp. Assessment Centers and the Use of Technology to Enhance Behavioral Assessment)

EDITORIAL, ELECTED, AND APPOINTED POSITIONS

- Associate Editor, *Journal of Management*
- Co-Chair, 2008 International Congress on Assessment Center Methods
- I/O Program Chair, 2008/9, Association for Psychological Science
- International Affiliate, Erasmus Centre for Behavioural Ethics
- Contributing Editor/Editorial Board Member:
 - *Journal of Applied Psychology*, 08-present
 - *Journal of Management*, 05-present
 - *Journal of Organizational Behavior*, 06-present
 - *Organizational Behavior and Human Decision Processes*, 04-07

FOREIGN TRAVEL

Canada, China, Indonesia, Israel, Japan, Jordan, Panama, Portugal, Singapore, South Africa, South Korea, Vietnam, United Kingdom

RESEARCH FUNDING

Social Sciences and Humanities Research Council of Canada. The Transnational Constitution of Sustainability: Governance, Finance and Regulation. Peer Zumbansen, Cindy Williams, Poonam Puri, Deborah Rupp, Ruth Aguilera, and John Conley, 2008-2012, \$160,000.

Korean Psychological Testing Institute. Funding for research on the validity of global, long distance, and high tech developmental assessment centers, (primary investigator), 2003-present, \$375,000.

State Farm Companies Foundation. Corporate gift to the University of Illinois Institute of Labor and Industrial Relations to fund the research being conducted by the Rupp DACLab (primary investigator), 2004-present, \$40,000.

Center for Human Resource Management, University of Illinois. Grant for project entitled: *Inconsistency in job performance: Measurement error or something more?*, (primary investigator), 2006, \$11,222.

Douglas W. Bray and Ann Howard Award, Society for Industrial and Organizational Psychology Foundation, for project entitled: *Validity evidence for developmental assessment centers* (primary investigator), 2005, \$10,000.

University of Illinois Vice-Chancellor for Research Office. Funding to conduct research and hold conference on corporate social responsibility and sustainability, (primary investigator), 2005, \$5,600.

Center for International Business Education and Research. Grant for project entitled: *Corporate social responsibility: The mediating role of employee justice* (primary investigator), 2003, \$4,000.

University of Illinois Campus Research Board. Grant for project entitled: *Organizational justice and corporate social responsibility: A multilevel cross-cultural investigation* (primary investigator), 2003, \$8,365.

Center for Human Resource Management. Grant for project entitled: *Maximizing human resource potential through corporate social responsibility* (primary investigator), 2003, \$17,000.

Disability Research Institute. Grant for project entitled: *Employers and persons with disabilities: Economic, legal, and psychological barriers to increasing employment of SSA beneficiaries and applicants* (project consultant), 2003, \$118,748.

University of Illinois Campus Research Board. Grant for project entitled: *Using Assessment Centers for Employee Development* (primary investigator), 2003, \$25,000.

The University of West Florida Scholarly and Creative Activity Grant for project entitled: *Perceptions of age in the workplace: Job stereotypicality and attributions for performance*, 1998, \$500.

HONORS

Paper listed in SSRN's Top Ten download list for LSN: Law & Finance, November, 2009

Research cited in United States Supreme Court proceedings *Ricci v. DeStefano et al.*, June 29, 2009. (<http://supct.law.cornell.edu/supct/pdf/07-1428P.ZD>)

Rated within the top 150 most cited management scholars (Podsakoff et al., 2008; <http://www.ilir.uiuc.edu/abouttheschool/topfive.html>)

University of Illinois List of Instructors Rated as Excellent/Outstanding, Spring 2008.

University of Illinois List of Instructors Rated as Excellent/Outstanding, Fall 2007.

Paper listed on in the SSRN Social and Environmental Impact Network's top 25 most downloaded papers

Douglas W. Bray and Ann Howard Award, Society for Industrial and Organizational Psychology Foundation, *Validity Evidence for Developmental Assessment Centers*, 2005.

Best Paper Award: the University of Birmingham Business School Conference on Corporate Governance and Corporate Social Responsibility (with Cynthia Williams and Ruth Aguilera), 2005.

University of Illinois List of Instructors Rated as Excellent/Outstanding, Spring 2005.

University of Illinois List of Instructors Rated as Excellent/Outstanding, Fall 2003.

The Martin E. P. Seligman Award for Outstanding Achievement in Applied Research in Psychology. For paper entitled *Multifoci Justice and Psychological Contracts*, Colorado State University, 2001.

Graduate Student of the Year, Industrial/Organizational Psychology, Colorado State University, 2002.

Outstanding Graduate Student Award, Department of Psychology, University of West Florida, 1997-98.

PUBLICATIONS

BOOKS

Thornton, G. C. III., & Rupp, D. E. (2005). *Assessment centers in human resource management: Strategies for prediction, diagnosis, and development*. Mahwah, NJ: Lawrence Erlbaum.

JOURNAL ARTICLES & CHAPTERS

-under review/revision-

†Rupp, D. E., *†Ng, Z., †Liao, H., & Drasgow, F. (2009). Multifoci justice climate: Target similarity and the moderating role of achievement orientation. Revising for *Personnel Psychology*.

Skarlicki, D. & Rupp, D. E. (2009). Dual Processing and Organizational Justice: The Role of Rational Versus Experiential Processing in Third Party Reactions to Workplace Mistreatment. Revising for *Journal of Applied Psychology*.

-forthcoming-

Cardador, M. T., & Rupp, D. E. (forthcoming). Organizational culture, multiple needs, and the meaningfulness of work. In N. M. Ashkanasy, C. P. M. Wilderom, and M. F. Peterson (Eds.), *The Handbook of Organizational Culture and Climate, 2nd, Edition*. Thousand Oaks, CA: Sage.

Rupp, D. E. & Paddock, E. L. (forthcoming). From justice events to justice climate: A multilevel temporal model of information Aggregation and judgment. In B. Mannix, M. Neal, & E. Mullen (Eds.). *Research on Managing Groups and Teams: Fairness and Groups*. Bingley, UK: JAI Emerald

Rupp, D. E., & Searle, R. H. (forthcoming) Assessment centers for mass, high-stakes, repetitive testing for selection and placement. In N. Povah & G. C. Thornton (Eds.), *Assessment and Development Centres: Strategies for Global Talent Management*. Surrey, UK: Grower.

Thornton, G. C., & Rupp, D. E. (forthcoming) Research Into Dimension-Based Assessment Centers. In D. Jackson, C. Lance, & B. Hoffman *The Psychology of Assessment Centers*. New York, NY: Routledge.

-in press-

Reynolds, D. H. & Rupp, D. E. (in press). Advances in technology-facilitated assessment. In Scott, J. C. & Reynolds, D. H. *Handbook of Workplace Assessment: Selecting and Developing Organizational Talent*.

Rupp, D. E. & Paddock, E. L. (in press). From Justice Events to Justice Climate: A Multi-level Temporal Model of Information Aggregation and Judgment. In B. Mannix, M. Neal, & E. Mullen (Eds.). *Research on Managing Groups and Teams: Fairness and Groups*.

Rupp, D. E., Williams, C., Aguilera, R. (in press). Increasing Corporate Social Responsibility through Stakeholder Value Internalization (and the Catalyzing

Effect of New Governance): An Application of Organizational Justice, Self-Determination, and Social Influence Theories, In M. Schminke (Ed.). *Managerial Ethics: Managing the Psychology of Morality*. Routledge/Psychology Press.

-2010-

†Rupp, D. E., †Bell, C. M. (2010). Extending the deontic model of justice: Moral self-regulation in third-party responses to injustice. *Business Ethics Quarterly*, 20, 89-106.

- 2009-

*Brummel, B., Rupp, D. E., *Spain, S. (2009). Constructing parallel simulation exercises for assessment centers and other forms of behavioral assessment. *Personnel Psychology*, 62, 135-170.

Carmeli, A., Waldman, D. & Rupp, D. E. (2009). How leaders cultivate social capital and nurture employee vigor: Implications for job performance. *Journal of Applied Psychology*, 94, 1553-1561.

*Gibbons, A. M. & Rupp, D. E. (2009). Dimension consistency as an individual difference: A new (old) perspective on the assessment center construct validity debate. *Journal of Management*, 35, 1154-1180.

International Task Force on Assessment Center Guidelines (2009). Guidelines and ethical considerations for assessment center operations. *International Journal of Selection and Assessment*, 17, 243-254. (corresponding author and taskforce co-chair)

*Qiu, T., Qualls, W., Bohlmann, J., & Rupp, D. E. (2009). The effect of interactional fairness on the performance of cross-functional product development teams: A multilevel mediated model. *Journal of Product Innovation Management*, 26, 173-187.

†Rupp, D. E., & †Aquino, K. (2009). Nothing so practical as a good justice theory. *Industrial and Organizational Psychology*, 2, 205-210.

*Spencer, S., & Rupp, D. E. (2009). Angry, guilty, and conflicted: Injustice toward coworkers heightens emotional labor through cognitive and emotional mechanisms. *Journal of Applied Psychology*, 94, 429-444.

*Woo, S., *Sims, C., Rupp, D., & *Gibbons, A. M. (2009). Correction to “Development engagement within and following developmental assessment centers: Considering feedback favorability and self-assessor agreement.” *Personnel Psychology*, 62, 199-200.

- 2008-

- Cropanzano, R., *Paddock, L., Rupp, D.E., *Bagger, J., & *Baldwin, A. (2008). How regulatory focus impacts the process-by-outcome interaction for perceived fairness and emotions. *Organizational Behavior and Human Decision Processes*, 105, 36-51.
- Cropanzano, R., & Rupp, D. E. (2008). Social exchange theory and organizational justice: Job performance, citizenship behaviors, multiple foci, and a historical integration of two literatures. In S. W. Gilliland, D. P. Skarlicki, & D. D. Steiner (Eds.), *Research in social issues in management: Justice, morality, and social responsibility* (pp. 63-99). Greenwich CT: Information Age Publishing.
- †Rupp, D. E., †*McCance, A. S., *Spencer, S., & Sonntag, K. (2008). Customer (in)justice and emotional labor: The role of perspective taking, anger, and emotional regulation. *Journal of Management*, 34, 903-924.
- Rupp, D. E., Snyder, L. A., Gibbons, A. G. (2008) The Role of Technology in Enabling Third-Generation Training and Development. *Industrial-Organizational Psychology*, 1, 495-499.
- †Rupp, D. E., †Thornton, G. C., & †Gibbons, A. M. (2008). The construct validity of the assessment center method and usefulness of dimensions as focal constructs. *Industrial and Organizational Psychology*, 1, 121-125.
- *Woo, S., *Sims, C., Rupp, D., & *Gibbons, A. M. (2008). Development engagement within and following developmental assessment centers: Considering feedback favorability and self-assessor agreement. *Personnel Psychology*, 61, 727-759.

-2007-

- †Aguilera, R., †Rupp, D. E., †Williams, C., & *Ganapathi, J. (2007). Putting the S back in corporate social responsibility: A multi-level theory of social change in organizations. *Academy of Management Review*, 32, 836-863.
- in the SSRN Social and Environmental Impact Network's top 25 most downloaded papers
 - in SSRN's Top Ten download list for LSN: Law & Finance, November, 2009
- Lavelle, J., Rupp, D. E., & Brockner, J. (2007). Taking a multifoci approach to the study of justice, social exchange, and citizenship behavior: The target similarity model. *Journal of Management*, 33, 841-866.
- Rupp, D. E., *Bashshur, M. R., & Liao, H. (2007). Justice climate past, present, and future: Models of structure and emergence. In F. Dansereau & F. Yammarino (Eds.), *Research in Multilevel Issues* (vol. 6, pp. 357-396). Oxford, England: Elsevier.

Rupp, D. E., *Bashshur, M., & Liao, H. (2007). Justice climate: Consideration of the source, target, specificity, and emergence. In F. Dansereau & F. Yammarino (Eds.), *Research in Multilevel Issues* (vol. 6, 439-459). Oxford, England: Elsevier.

Rupp, D. E., Beal, D. (2007). Checking in with the scientist-practitioner model: How are we doing? *The Industrial-Organizational Psychologist*, 45 (1), 35-40.

Rupp, D. E., *McCance, A. S., & Grandey, A. (2007). A cognitive-emotional theory of customer injustice and emotional labor. In D. DeCremer (Ed.), *Advances in the psychology of justice and affect*. Information Age Publishing, pp. 199-226.

-2006-

Aguilera, R., Williams, C., Conley, J., & Rupp, D. E. (2006). Corporate governance and social responsibility: A comparative analysis of the UK and the US. *Corporate Governance: An International Review*, 14, 147-158.

*†Gibbons, A. M., †Rupp, D. E., Kim, M.-J., & *Woo, S. E., (2006). Perceptions of managerial performance dimensions in Korea. *Psychologist-Manager Journal*, 9, 125-143.

*†Gibbons, A. M., †Rupp, D. E., Snyder, L. A., & *Holub, A. S., & *Woo, S. E. (2006). A preliminary investigation of developable dimensions. *Psychologist-Manager Journal*, 9, 99-123.

*Rupp, D. E. (2006). Douglas W. Bray, PhD: A dedication. *Psychologist- Manager Journal*, 9, 67-69.

Rupp, D. E., *Baldwin, A. M., & *Bashshur, M. R. (2006). Using developmental assessment centers to foster workplace fairness. *Psychologist-Manager Journal*, 9, 145-170.

Rupp, D. E., *Ganapathi, J., Aguilera, R. V., & Williams, C. A. (2006). Employee reactions to corporate social responsibility: An organizational justice framework. *Journal of Organizational Behavior*, 27, 537-543.

†Rupp, D. E., *†Gibbons, A. M., *Baldwin, A. M., Snyder, L. A., *Spain, S. M., *Woo, S. E., *Brummel, B., *Sims, C., & Kim, M.-J. (2006). An initial validation of developmental assessment centers as accurate assessments and effective training interventions. *Psychologist-Manager Journal*, 171-200.

Rupp, D. E., Snyder, L. A., *Gibbons, A. M., & Thornton, G. C. III (2006). What should developmental assessment centers be developing? *Psychologist-Manager Journal*, 9, 75-98.

Rupp, D. E., & *Spencer, S. (2006). When customers lash out: The effect of customer interactional injustice on emotional labor and the mediating role of discrete emotions. *Journal of Applied Psychology*, *91*, 971-978.

Rupp, D. E., Vodanovich, S. J., & *Credé, M. (2006). Age bias in the workplace: The impact of ageism and causal attributions. *Journal of Applied Social Psychology*, *36*, 1337-1364.

Snyder, L., Rupp, D. E., & Thornton, G. C. III (2006). Personnel selection of IT workers: The people, the jobs, the market, and special issues facing HR managers. In J. Martocchio (Ed.), *Research in Personnel and Human Resource Management* (vol. 25, pp. 305-376). Oxford, England: Elsevier

Wadlington, E. M., *Wadlington, P. L., & Rupp, D. E. (2006). Teachers with dyslexia and dyscalculia: Effects on life. *Academic Exchange Quarterly*, *10*(3), pp. 110-123.

-2005-

†Liao, H., & †Rupp, D. E. (2005). The impact of justice climate, climate strength, and justice orientation on work outcomes: A multilevel-multifoci framework. *Journal of Applied Psychology*, *90*, 242-256.

Rupp, D. E., Vodanovich, S. J., & *Credé, M. (2005). The multidimensional nature of ageism: Construct validity and group differences. *Journal of Social Psychology*, *145*, 335-362.

Rupp, D. E. (2005). Assessment centers, competencies, and integrated HR systems. *Human Capital Management* (Korean), *24*, 16-17.

-2004-

Cropanzano, R., Chrobot-Mason, D., Rupp, D. E., & Prehar, C. (2004). Accounting for corporate injustice. *Human Resource Management Review*, *14*, 107-133.

-2003-

Cropanzano, R., & Rupp, D. E. (2003). An overview of organizational justice: Implications for work motivation. In L. W. Porter, G. A. Bigley, & R. M. Steers (Eds.), *Motivation and work behavior*, 7th edition (pp. 82-95). Burr Ridge, IL: McGraw-Hill Irwin.

Cropanzano, R., Rupp, D. E., & Byrne, Z. S. (2003). The relationship of emotional exhaustion to job performance ratings and organizational citizenship behavior. *Journal of Applied Psychology*, *88* (1), 160-169.

Thornton, G. C. III, & Rupp, D. E. (2003). Simulations and assessment centers. In J. C. Thomas (Ed.), & M. Hersen (Series Ed.), *Comprehensive handbook of psychological assessment, vol. 4: Industrial and organizational assessment* (pp. 318-344). New York: John Wiley & Sons.

-2002-

Cropanzano, R., & Rupp, D. E. (2002). Some reflections on the morality of organizational justice. In S. Gilliland, D. Steiner, & D. Skarlicki (Eds.), *Theoretical and cultural perspectives on organizational justice* (vol. 2, pp. 225-278). Greenwich, CT: Information Age Publishers.

Rupp, D. E., & Cropanzano, R. (2002). Multifoci justice and social exchange relationships. *Organizational Behavior and Human Decision Processes*, 89, 925-946.

Schminke, M., Cropanzano, R., & Rupp, D. E. (2002). Organization structure and fairness perceptions: The moderating effects of organization level. *Organizational Behavior and Human Decision Processes*, 89, 881-905.

-2001-

Cropanzano, R., Byrne, Z. S., Bobocel, D. R., & Rupp, D. E. (2001). Moral virtues, fairness heuristics, social entities, and other denizens of organizational justice. *Journal of Vocational Behavior*, 58, 164-209.

Cropanzano, R., Byrne, Z. S., Bobocel, D. R., & Rupp, D. E. (2001). Self-enhancement biases, laboratory experiments, Georg Wilhelm Friedrich Hegel, and the increasingly crowded world of organizational justice. *Journal of Vocational Behavior*, 58, 260-272.

Cropanzano, R., Rupp, D. E., Mohler, C. J., & Schminke, M. (2001). Three roads to organizational justice. In J. Ferris (Ed.), *Research in personnel and human resource management* (vol. 20, pp. 1-113). New York, NY: JAI.

-1990s-

Rupp, D. E., & Vodanovich, S. J. (1997). The role of boredom proneness in self-reported anger and aggression. *Journal of Social Behavior and Personality*, 12, 925-936.

Vodanovich, S. J., & Rupp, D. E. (1999). Are procrastinators prone to boredom? *Social Behavior and Personality: An International Journal*, 27, 11-16.

TECHNICAL REPORTS

Kim, M.J. (chief researcher), Rupp, D. E. (chief advisor) (2006, December). Validation of the Korean Civil Service Commission Capability Assessment Center: Recommendations for Development and Improvement. Seoul, South Korea: Korean Civil Service Commission.

Anderson, L., Rupp, D., Heggstad, E. D., & Thornton, G. C., III (2002, November). Development of proficiency measures for Sun Microsystems, Inc.: Problem solving and decision making and adaptability/flexibility. Broomfield, CO: Sun Microsystems.

Anderson, L., Rupp, D., & Borden, R. (2002, June). Content Validation Project Report: Model of Non-Technical Proficiencies Required of Java Programmers and System Administrators. Broomfield, CO: Sun Microsystems.

WORKING PAPERS

*Bashshur, M., & Rupp, D. E. *Justice and culture: The measurement equivalence and relative relevance of justice across four nations.*

*†Bashshur, M., †Rupp, D. E., Christopher, J., Ko, J. & Nam, K. *An investigation of differential justice climate composition models and multifoci climate alignment: Implications for multilevel research in organizational justice.*

*Gibbons, A. M. & Rupp, D. E. *Consistency in job performance as a stable individual difference.*

*Gibbons, A. M., Rupp, D.E., & Schleicher, D. *Inconsistency and differentiation in assessment center performance: Measurement error or something more?*

Hayashi, Y., & Rupp, D. E. *Taking another look at social exchange-based multilevel multifoci justice: A Japanese investigation.*

Jones, K. S., & Rupp, D. E. *Counterproductive reactions to organizational justice: The moderating role of honesty-humility.*

†Joshi, A., †Rupp, D. E., & Smith, R. S. *The effects of demographic and justice orientation dissimilarity on reward allocation behavior.*

*†Kwon, K., †Rupp, D. E., & *Young, E. *Taking a new look inside the black box: Justice climate mediates the effect of high performance work systems on multilevel outcomes.*

*Mattern, K., Rupp, D. E., & *Burrus, J. *Organizational politics and job attitudes: The moderating role of individual difference in preference for politics.*

- Rupp, D. E. *Quantum Justice and Beyond: The Neo-Relational Model of Justice.*
- Rupp, D. E., *Bashshur, M., *Credé, M., Smith, R. S., *Mattern, K., & *Spencer, S. *Person and situational antecedents to social exchange-based multifoci justice: A consideration of coworkers.*
- Rupp, D. E., Byrne, Z. S., & *Wadlington, P. L. *Taking an individual difference approach to the study of organizational justice: The development and validation of the Justice Orientation Scale.*
- Rupp, D. E., Fortin, M., & Kougiannou, K. *Multi-foci justice and the attitudes, emotional exhaustion and emotional labor of service workers: The mediating role of overall justice.*
- Rupp, D. E., *Ganapathi, J., Aguilera, R. V., & Williams, C. A. *The effects of corporate social responsibility on employee attitudes and behaviors: The mediating role of social exchange.*
- Rupp, D. E., & *Gibbons, A. M. *The applicability of developmental assessment centers for training older workers.*
- †Rupp, D. E., †Liao, H., Ko, J., Nam, K., & *Bashshur, M. *Justice climate: The effects of moral values and measurement strategies.*

INVITED TALKS

-2009-

- Grant, A., Rupp, D. E., & Turban, D. (2009). *The science and practice of corporate social responsibility: What I/O psychologists can contribute.* Invited research incubator presented at the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
- Rupp, D. E. (2009). *Behavioral ethics: Linking managerial ethics and corporate social responsibility.* Invited symposium presented at the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
- Rupp, D. E., & Paddock, E. L. (2009). *The emergence of justice climate in groups, teams, and organizations: A theory of multilevel information aggregation and judgment.* Research on Managing Groups and Teams, Ithaca, New York.

-2008-

- Rupp, D. E. (October, 2008). *Organizational justice in the 21st century: Looking in, looking over, looking out.* Invited talk presented at the Sauder School of Business, University of British Columbia, Vancouver, BC, **Canada.**

Rupp, D. E. (October, 2008). *Getting published*. Invited talk presented at the Sauder School of Business, University of British Columbia, Vancouver, BC, **Canada**.

Rupp, D. E. (August, 2008). *Getting published*. Invited talk presented at the OB Doctoral Student Consortium, 68th annual meeting of the Academy of Management, Anaheim, CA.

Rupp, D. E. (April, 2008). *Using technology to enhance assessment and development programs*. Invited workshop presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, California.

Rupp, D. E., & Drasgow, F. (October, 2007). The assessment center method and its implications for management research and education. Invited talk given at the Guanghua School of Management, Peking University, Beijing, **China**.

Rupp, D. E. (October 2007). Assessment Centers Worldwide: Research and Practice. Invited talk given at the East China Normal University, Shanghai, **China**.

-2007-

Rupp, D. E. *The use of assessment centers for training and development*. (July, 2007). **Keynote address** given at the National Assessment Center Congress. Jakarta, **Indonesia**.

Rupp, D. E. *Quantum justice and beyond: The neorelational model of justice*. (March, 2007). Invited talk presented to the OBHR Department, Rotman School of Business, University of Toronto.

Rupp, D. E. *The increasingly complex world of organizational justice: Multilevel, multifoci, and multidisciplinary*. (March, 2007). Invited colloquium presented at Cornell University's School of Industrial and Labor Relations.

Rupp, D. E. *Developmental assessment centers: Fact or fiction*. (March, 2007). **Keynote address** given at the 27th Annual Assessment Center Study Group Conference. Stellenbosch, Western Cape, **South Africa**.

Rupp, D. E. *The consequences of unfairness on justice climate and emotional labor*. (February, 2007). Invited talk presented at the 2007 Southeastern Psychological Association Annual Convention. New Orleans, LA.

-2006-

Cropanzano, R., Rupp, D. E. (2006). *Multifoci Justice: Individual-level and unit-level approaches*. **Keynote address** given at the Organizational Justice Roundtable. Tucson, Arizona.

- Rupp, D. E. (2006). *The future is here: Recent advances in assessment center methodology*. Invited talk presented at the Society for Industrial and Organizational Psychology Fall Consortium. Charlotte, NC.
- Rupp, D. E. *Justice in the 21st century: Looking in, looking over, and looking out* (2006). Invited talk presented at the Association for Psychological Science 18th Annual Convention, New York, New York.
- *Gibbons, A. M., & Rupp, D. E. (2006). *Inconsistency in assessment center performance: measurement error or something more?* Invited talk presented at the 33nd International Congress on Assessment Center Methods. **London, England.**
- Rupp, D. E., Kim, M.-J., & *Gibbons, A. M. (2006). *Remote assessment: better, faster, cheaper?* Invited talk presented at the 33nd International Congress on Assessment Center Methods. **London, England.**
- Rupp, D. E. (2006). *Developmental assessment centers: Fact or fiction*. Invited talk presented at the 33nd International Congress on Assessment Center Methods. **London, England.**
- Rupp, D. E. (2006). *The complicated world of organizational justice: A case of multiple perspectives*. Invited talk given at the Krannert School of Business, Purdue University.

-2005-

- †Aguilera, R., †Williams, C., †Rupp, D. E., & *Ganapathi, J. (2005). *Putting the S back in CSR: A multi-level theory of social change in organizations*. Centre for Corporate Governance Third International Conference on Corporate Governance, Corporate Governance and Corporate Social Responsibility, University of Birmingham Business School, University of Birmingham, **U.K.** – *recipient of the best paper award.*
- †Aguilera, R., †Rupp, D. E., †Williams, C., & *Ganapathi, J. (2005). *Putting the S back in corporate social responsibility: A multi-level theory of social change in organizations*. Ohio State Mini-Conference on Corporate Social Responsibility.
- Rupp, D. E. (2005). *Assessor training for interviews, assessment centers, and 360-degree ratings*. Seminar presented to HR Executives, sponsored by the Korean Psychological Testing Institute. Seoul, **South Korea.**
- Rupp, D. E., & Kim, M. J. (2005). *Assessment centers for executive-level selection*. Presentation given to SK Group special taskforce on executive selection. Sponsored by the Korean Psychological Testing Institute. Seoul, **South Korea.**

-2004-

- Rupp, D. E. (2004). *Assessment centers in business schools: Assessing outcomes, developing students, and building alumni relations*. International Collegiate Business Education (IACBE) Conference. Chicago, Illinois.
- Rupp, D. E., Thornton, G. C. III, & *Gibbons, A. M. (2004). *Measuring change in a developmental assessment center: Evidence for construct validity*. The 32nd International Congress on Assessment Center Methods. Las Vegas, Nevada.
- Williams, C., Rupp, D. E., & Aguilera, R. (2004). *Putting the S back in CSR: A multilevel model of corporate social responsibility*. University of Illinois Public Law Colloquium.

-2003-

- Rupp, D. E., & Thornton, G. C. III (2003). *Consortium to study developmental assessment centers*. The 31st International Congress on Assessment Center Methods. Atlanta, Georgia.
- Rupp, D. E., & Drasgow, F. (2003). *Developmental assessment centers and managerial development*. Champaign-Urbana Human Resource Management Group. Champaign, Illinois.
- Rupp, D. E., & *Ganapathi, J. (2003). *Maximizing human resource potential through corporate social responsibility*. Center for Human Resource Management Spring 2003 Roundtable. Chicago, Illinois.

REFEREED CONFERENCE PRESENTATIONS

-2009-

- Fortin, M., Rupp, D. E., & Kouhiannou, K. (2009). *Multi-foci justice and the attitudes, emotional exhaustion, and emotional labor of service workers: The mediating role of overall justice*. Paper presented at the Academy of Management, Chicago, Illinois.
- Jones, K. S., & Rupp, D. E. (2009). *Counterproductive reactions to organizational justice: The moderating role of honesty-humility*. Paper presented at the Academy of Management, Chicago, Illinois.
- Rupp, D. E., & Paddock, E. L. (2009). *The emergence of justice climate in groups, teams, and organizations: A theory of multilevel information aggregation and judgment*. Research on Managing Groups and Teams, Ithaca, New York.

-2008-

- *Kwon, K., Rupp, D. E., Young, E. (August, 2008). *HPWS, justice climate, and organizational effectiveness: A multilevel investigation*. Paper presented at the 68th annual meeting of the Academy of Management, Anaheim, CA.
- *Potemra, M. J., *Walter, M. R., Thornton, G. C., Rupp, D. E., & Holub, A. S. (April, 2008). *University student development: An investigation of students' improvability beliefs*. Presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Rupp, D. E. (April, 2008). *Developmental assessment center programs as an opportunity for applied student experiences*. In J. L. Hughes, *Developing applied experiences for undergraduate and graduate I-O Psychology Students*. Presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Rupp, D. E. (August, 2008). Professional Development Workshop Panelist in Schere, A. G., & Siegel, D. *SIM & ONE research mentoring manuscript development workshop*, 68th annual meeting of the Academy of Management, Anaheim, CA.
- Rupp, D. E. (September, 2008). *Contemporary perspectives on assessment center validity*. Presented at the 34th International Congress on Assessment Center Methods, Washington, DC.
- Rupp, D. E. (September, 2008). *Government assessment centers around the world*. Presented at the 34th International Congress on Assessment Center Methods, Washington, DC.
- Rupp, D. R., *Ng, Z., Liao, H., Drasgow, F. (April, 2008). *Multifoci justice climate: Target similarity and the moderating role of achievement orientation*. Presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Spencer, S. & Rupp, D. E. (August, 2008). *Coworker directed customer injustice and surface acting: The moderating role of perspective taking*. Paper presented at the 68th annual meeting of the Academy of Management, Anaheim, CA.

-2007-

- Rupp, D. E., & *Vadera, A. (2007). *Antecedents & consequences of moral transgressions in the workplace: A behavioral ethics perspective*. Symposium presented at the 67th annual meeting of the Academy of Management, Philadelphia, PA.
- Rupp, D. E., & *Spain, S. (2007). *Corporate social responsibility and organizational justice: Multi-foci, -level, -motive perspective*. Symposium

presented at the 67th annual meeting of the Academy of Management, Philadelphia, PA.

Rupp, D. E. (2007). Panelist/Mentor, *Manuscript development*. Professional Development Workshop presented at the 67th annual meeting of the Academy of Management, Philadelphia, PA.

*Gibbons, A. M., & Rupp, D. E. (2007). *Inconsistency in assessment center performance: A meaningful individual difference?* Paper presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

*Holub, A. S., Rupp, D. E., & Grandey, A. A. (2007). *Justice and emotional labor: Implications for customer service, fairness theory, and the multifoci perspective*. Paper presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Rupp, D. E., (2007). *Spicing up an I/O course through interactive case studies and tech reports*. Paper presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Rupp, D. E., Gibbons, A. M. (2007). *Assessment center technology*. Paper presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Rupp, D. E., Beal, D. (2007). Co-Chairs, *Checking in with the scientist-practitioner model: How are we doing?* Debate/panel presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Rupp, D. E. (2007). Chair, *Social Responsibility and sustainability: Definitions, descriptions, and applications to business*. Session presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY (Tima Bansal, invited speaker).

Rupp, D. E. (2007). Chair, *Assessment center (modern) validity: Forty years since Bray and Grant*. Symposium presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

-2006-

Rupp, D. E., & Bell, C. (2006). *Behavioral responses to deontic justice: Evidence for automatic processing*. Paper presented at the 66th annual meeting of the Academy of Management, Atlanta, Georgia.

- Rupp, D. E. (2006). *Rethinking the nomological network of organizational justice: Questioning old assumptions*. Paper presented at the 66th annual meeting of the Academy of Management, Atlanta, Georgia.
- Rupp, D. E., Pandey, N., Wadlington, P., & Wadlington, E. (2006). *Dyslexia, prejudice, and justice: An investigative study*. Paper presented at the 66th annual meeting of the Academy of Management, Atlanta, Georgia.
- Rupp, D. E. (2006). Panelist, *Learn from the experts about publishing social issues research in top general management journals*. Professional Development Workshop presented at the 66th annual meeting of the Academy of Management, Atlanta, Georgia.
- Rupp, D. E., *Ganapathi, J., Aguilera, R. V., & Williams, C. A. (2006). *Justice and corporate social responsibility: A social exchange model*. Paper presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- Hayashi, Y., Rupp, D. E., & Shin-Ichiro, H. (2006). *The multifoci social exchange model of justice: A Japanese investigation*. Paper presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- *Spencer, S., & Rupp, D. E. (2006). *When customer service smiles become customer service strains: The role of coworker-directed justice, emotions, and counterfactual thinking in predicting emotional labor*. Paper presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- *Bashshur, M., & Rupp, D. E. (2006). *Dealing with multiple sources of justice climate: A response surface methodology approach*. Paper presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- *Gibbons, A. M., & Rupp, D. E. (2006). *In college basketball, performance consistency is measurable and it matters*. Paper presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- *Holub, A. S., Rupp, D.E., & *Spencer, S. (2006). *Justice and emotional labor: The moderating effect of perspective taking*. Paper presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- *Mattern, K., Rupp, D. E., & *Burrus, J. (2006). *Preference for politics: An individual difference approach to organizational politics*. Paper presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.

-2005-

- Rupp, D. E., & Jackson, C. L. (2005). *Advances in social exchange theory: Mediators, moderators, and unit-level effects*. Symposium presented at the 65th annual meeting of the Academy of Management, Honolulu, Hawaii.
- *Baldwin, A., Rupp, D. E., & *Bashshur, M. (2005). *Managerial justice training: An application of developmental assessment centers*. Theoretical Advancement presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- *Ganapathi, J., Rupp, D. E., Aguilera, R., & Williams, C. (2005). *Employee reactions to corporate social responsibility: An organizational justice framework*. Theoretical Advancement presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- *Gibbons, A. M., Rupp, D. E., *Baldwin, A., & *Holub, A. S. (2005). DAC validation: Evidence for DACs as accurate assessments and effective training interventions. In L. A. Snyder, & D. E. Rupp (Chairs), *Developmental assessment centers: Special considerations for researchers and practitioners*. Symposium presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- *Gibbons, A. M., Rupp, D. E., Kim, M. J., & *Woo, S. E. (2005). *Developable assessment center dimensions: A Korean investigation*. Paper presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- Joshi, A., Rupp, D. E., & Smith, R. S. (2005). The effects of demographic and justice orientation dissimilarity on reward allocation behavior. In L. A. Snyder (Chair), *Predicting diversity-related outcomes: Examining the roles of justice*. Symposium presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- Liao, H., Rupp, D. E., Ko, J., Nam, K., & *Bashshur, M. (2005). Justice climate: The effects of moral values and measurement strategies. In D. M. Mayer & M. S. Taylor (Chairs), *Who cares most about justice?: A theoretically-based individual difference perspective*. Symposium presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- *Ng, Z. W., Rupp, D. E., & Drasgow, F. (2005). *Justice climate as a moderator of the conscientiousness-contextual performance relationship*. Paper presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.

- *Qiu, T., Rupp, D. E., & Qualls, W. (2005). *The effect of interactional justice on the performance of cross-functional product development teams*. Paper presented at the American Marketing Association Winter Conference. San Antonio, TX.
- *Qiu, T., Rupp, D. E., & Qualls, W. (2005). Interactional justice in cross-functional product-development teams. In J. Greenberg (Chair), *Practical Applications of Organizational Justice: Putting Fairness to Work*. Symposium presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- Rupp, D. E. (2005). Discussant for M. J. Gelfand & G. Shteynberg (Chairs), *The anatomy of revenge: Recent theoretical and empirical advances*. Symposium presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- Rupp, D. E. (2005). Panelist, *Learn from the experts about publishing social issues research in top general management journals*. Professional Development Workshop chaired by M. Schminke and presented at the 65th annual meeting of the Academy of Management, Honolulu, Hawaii.
- Rupp, D.E., & Jackson, C. (2005). *Advancements in social exchange theory: Mediators, moderators, and unit-level effects*. Symposium presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- Rupp, D. E., & Vodanovich, S. J., (2005). *Portfolios as a component of a developmental assessment center*. Presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- Snyder, L. A., & Rupp, D. E. (2005). *Developmental assessment centers: Special considerations for researchers and practitioners*. Symposium presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
- *Stein, J., & Rupp, D. E. (2005). *Mortality and morality: Integrating organizational justice and terror management frameworks*. Paper presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.

-2004-

- *Bashshur, M., & Rupp, D. E. (2004). *Social exchange as a mediator of justice effects across cultures*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

- *Bashshur, M., Rupp, D. E., & Christopher, J. (2004). *Theoretically-based strategies for defining and measuring justice climate: Implications for multilevel research in organizational justice*. Paper presented at the 64th annual meeting of the Academy of Management, New Orleans, Louisiana.
- Byrne, Z. S., Rupp, D. E., *Mattern, K., & *Eurich, T. (2004). *Emotions and affectivity as moderators of justice effects*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Cropanzano, R., *Paddock, L., Rupp, D. E., & *Baldwin, A. (2004). *The impact of decision framing on the process by outcome justice interaction*. Paper presented at the 64th annual meeting of the Academy of Management, New Orleans, Louisiana.
- *Gibbons, A. M., & Rupp, D. E. (2004). *Developmental assessment centers as training tools for the aging workforce*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- *Ko, J., Cropanzano, R., Nam, K., & Rupp, D. E. (2004). *Leader-member exchange and transformational-transactional leadership: Testing an integrative model*. Paper presented at the 64th annual meeting of the Academy of Management, New Orleans, Louisiana.
- Rupp, D. E. (2004). Opportunities for undergraduate research at a large research university. In J. L. Lucas (Chair), *Faculty strategies that help undergraduates gain research experience*. Panel discussion presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Rupp, D. E., *Bashshur, M., Smith, R. S., *Mattern, K., *Spencer, S., *Holub, A. S., *Credé, M., & *Baldwin, A. (2004). *Person and situational antecedents to social exchange-based justice effects: A consideration of multiple perpetrators*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Rupp, D. E., & Bobocel, R. (2004). *Victims' responses to injustice: New frontiers in workplace justice*. Symposium presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- *Spencer, S., & Rupp, D. E. (2004). *The effects of customer interactional justice and supervisor distributive justice on emotional labor: A person-situation approach*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

*Sims, C., *Dalal, R. S., *Bashshur, M. R., *Bedwell, S., & Rupp, D. E. (2004). *A common measure for a common problem: Generalized discrimination*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

-2003-

Byrne, Z. S., & Rupp, D. E. (2003). *Effects of discrete emotions on distributive, procedural, and interactional justice*. Paper presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.

*Credé, M., Rupp, D. E., & Vodanovich, S. J. (2003). *Ageism: Group differences and construct validity*. Paper presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Liao, H., & Rupp, D. E. (2003). *The impact of justice climate, climate strength, and justice orientation on work outcomes: A multilevel-multifoci framework*. Paper presented at the 63rd annual meeting of the Academy of Management, Seattle, Washington.

Rupp, D. E. (2003). *Testing the moral violations component of fairness theory: The moderating role of value preferences*. Paper presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Rupp, D. E. (2003). *New frontiers in job satisfaction, job performance, and their linkages*. Symposium presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Rupp, D. E., Byrne, Z. S., & *Wadlington, P. (2003). *Justice orientation and its measurement: Extending the deontological model*. Paper presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Rupp, D. E., *Gibbons, A. M., *Runnels, T., Snyder, L. A., & Thornton, G. C. III. (2003). *What should developmental assessment centers be assessing?* Paper presented at the 63rd annual meeting of the Academy of Management, Seattle, Washington.

Rupp, D. E., & Thornton, G. C. III (2003). *Development of simulations for certification of competence of IT consultants*. Paper presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Vodanovich, S. J., Rupp, D. E., & *Credé, M. (2003). *Age bias in the workplace: The impact of ageism and causal attributions*. Paper presented at the 18th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.

-2002-

Rupp, D. E. (2002). *Multifoci justice and psychological contracts*. Paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Cropanzano, R., & Rupp, D. E. (2002). *The relationship of emotional exhaustion to job performance ratings and organizational citizenship behavior*. Paper presented at the 62nd annual meeting of the Academy of Management, Denver, Colorado.

-2001-

Cropanzano, R., Chrobot-Mason, D., Rupp, D. E., & Prehar, C. A. (April, 2001). *Accountability for corporate injustice*. Paper presented at the Symposium for Accountability and Organizational Realities. Oxford, Mississippi.

-2000-

Byrne, Z. S., & Rupp, D. E. (2000). *Expectations, voice, and outcomes: Framing effects on perceptions of fairness*. Paper presented at the 15th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

-1990s-

Lowe, R. H., Carson, K. P., Leonard, J. R., Cross, K. R., Barber, N., Luna, J., & Rupp, D. E. (1999). *Preparing the master's graduate in I/O psychology: Issues for students, graduates, trainers, and employers*. Panel discussion presented at the 14th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Rupp, D. E. (1999). *The effects of employee age and rater ageism on performance recommendations*. Paper presented at the annual meeting of the Southeastern Psychological Association, Savannah, Georgia.

Rupp, D. E., & Vodanovich, S. J. (1997). *The role of boredom proneness in self-reported anger and aggression*. Paper presented at the annual meeting of the Southeastern Psychological Association, Atlanta, Georgia.

COURSES TAUGHT*

** Listed on the University of Illinois List of Instructors Rated as Excellent/Outstanding (Ranked in the top 10% of all instructors & TAs on campus), Fall 2003, Spring 2005, Fall 2007, Spring 2008.*

Organizational Behavior. Sauder School of Business, University of British Columbia (Guest Lecturer), Fall 2008; Lee Kong Chian School of Business, Singapore Management University, Spring 2009.

Micro Organizational Fundamentals (an HR-oriented OB course, with the old title “Research Methods in LIR,” which is in the process of being changed). University of Illinois at Urbana-Champaign. Institute of Labor and Industrial Relations. Masters Course. Spring 2007 (3 sections).

Emotions in the Workplace. University of Illinois, Urbana-Champaign, Department of Psychology. Graduate Seminar. Spring 2007.

Special Topics in I/O Psychology. University of Illinois, Urbana-Champaign, Department of Psychology. Doctoral seminar. Spring 2004-present (every Fall and Spring semester).

Organizational Justice. University of Illinois, Urbana-Champaign, Department of Psychology. Graduate Seminar. Fall 2006.

Organizational Psychology. University of Illinois, Urbana-Champaign, Department of Psychology. Undergraduate course. Spring 2005, Summer 2005.

Organizational Psychology. University of Illinois, Urbana-Champaign, Department of Psychology. Graduate course. Spring 2005, Summer 2005.

Human Resources Planning and Staffing. University of Illinois, Urbana-Champaign, Institute of Industrial Labor Relations. Masters course. Spring and Fall 2003, Spring 2005, Fall 2005, Spring 2006, Fall 2006, Fall 2009.

The Assessment Center Method. University of Illinois, Urbana-Champaign, Department of Psychology. Doctoral course. Spring 2004.

Foundations of Industrial/Organizational Psychology. University of Illinois, Urbana-Champaign, Department of Psychology/Institute of Labor and Industrial Relations. Doctoral course. Fall 2002, Fall 2003.

Undergraduate Seminar in Industrial/Organizational Psychology. Colorado State University, Department of Psychology. Fall 2002, Fall 2003.

Supervised Group Research. Colorado State University, Department of Psychology. Fall 2000-Spring 2002.

Psychological Testing and Measurement. Colorado State University, Department of Psychology. Summer 2000.

Psychological Testing and Measurement Lab. Colorado State University, Department of Psychology. Fall and Spring 1999.

Social Psychology. University of West Florida, Department of Psychology. Team-taught undergraduate course. Spring 1998.

EXECUTIVE EDUCATION

Training “Assessors” for Assessment Centers, Interviews, and 360-Feedback. Seminar presented to HR Executives, sponsored by the Korean Psychological Testing Institute, October, 2005.

Assessment Centers & Competency-Based HR Management: Implications for Executive-Level Selection. Lecture given to SK Group special taskforce on executive selection. Sponsored by the Korean Psychological Testing Institute, October, 2005.

Assessment Centers as a Competency-Based Management Development Tool. One-day workshop presented to the SK Corporation. Part of a week-long program hosted by the UIUC College of Education, July, 2005.

Building Teams: Composing Managerial and Employee Teams for Optimizing Results. Seminar presented to tax accountants for the Chicago Alumni Center (UIUC College of Business, External Relations). August, 2005.

Assessment Centers for Public Sector Selection. 3-day workshop presented to the Korean Civil Service Commission. Champaign, Illinois, September, 2005.

STUDENT RESEARCH SUPERVISION

Doctoral Students:

Supervised Research:

Spencer, Sharmin, Ph.D., 2005, “Comparing Me to You: The Influence of Social Comparisons of Interactional Justice on Emotional Labor,” now at DePauw University.

Gibbons, Alyssa, Ph.D., 2007, “Inconsistency in Assessment Center Performance: Measurement Error or Something More?” now at Colorado State University.

Woo, Sang, in progress, “Refining and Expanding the Nomological Network of the Openness to Experience Construct.” now at Purdue University.

Jones, Kisha—in progress

Young, Erik—in progress

Farthing, Amanda (formerly Baldwin)—in progress

Served on Examination Committee:

- Dalal, Reeshad, Ph.D., 2003. "Meta-Analytic and Experience Sampling Investigations into the Structure of Work Behaviors" now at George Mason University.
- Wang, Peng, Ph.D., 2004. "The Relationships Between Work-Family Conflicts, Individual Cultural Orientation, Efficacy Beliefs and Work-Related Outcomes in China and United States," now at Miami (of Ohio) University.
- Juraska, Suzanne, Ph.D., 2004. "The Role of Goal Orientation in Reactions to Normative and Improvement Based Performance Feedback" now at Personnel Decisions Research Institutes.
- Schrah, Gunnar, Ph.D., 2004. "Job Applicant Attitudes, Affective Experience, and Justice Perceptions: An Attitudinal Model of Applicant Reactions to Selection Systems" now at Booth Research Group.
- Wadlington, Patrick, Ph.D., 2004. "An Examination of the Moderation Effects of Mentoring on the Relationship Between Sexual Harassment and its Resulting Negative Outcomes on Women Within the Military" now at Birkman International.
- Sims, Carra, Ph.D., 2005. "Reconceptualizing the Role of Climate in Sexual Harassment" now at the Army Research Institute.
- Chuah, David, Ph.D., 2005. "Conspiracy Theory: An Empirical Study of Cheating in a Continuous Testing Environment" now at American Institute of Certified Public Accountants.
- Bashshur, Michael, Ph.D., 2006. "Modeling Individual and Environmental Influences on Performance Determinants: The Search for Linear, Quadratic, and Multiplicative Effects" now at Universitat Pompeu Fabra.
- Burrus, Jeremy, Ph.D, 2006, "Egocentrism in Perceptions of Distributive Justice: When Favorable Outcomes are Unfair Outcomes," now at Columbia University.
- Mattern (Burrus), Krista, 2006, "The Influence of Time on the Prediction of Performance," now at the College Board.
- Venkataramani, Vijaya, 2008, Purdue University, "When do Others Matter? The Impact of Dyadic Social Relationships on Fairness Judgments." Now at University of Maryland.
- Kwon, KiWook, in progress, "Human Resource Management, High Performer Retention, and Organizational Effectiveness"
- Do, Ben-Roy, in progress. "Test Coaching on Assessments of Cognitive and Personality Constructs" now at Roosevelt University.

Lee, Wayne, in progress, “Configural Relationships in Predicting Performance and Attrition: A Test of Algorithmic Modeling in Personnel Research,” now at Valtera.

Brummel, Bradley, in progress, “Investigating the Role of Obligation and Entitlement in the Prosocial Disposition and Citizenship Performance,” now at University of Tulsa.

Vadera, Abhijeet, in progress, “Exploring the Process of Internal Whistle-Blowing: A Mixed Methods Approach.”

Lytell, Maria, in progress, “Reexamining the Measurement of Organizational Tolerance of Sexual Harassment.”

McCance, A. Silke--in progress

Masters Students:

Supervised Research:

Ng, Zhiwen, M.S., 2004, Chair. “Interactional Justice Climate as a Situational Moderator of the Conscientiousness-Contextual Performance Relationship: A Multilevel Analysis,” now at Ministry of Defense, Singapore.

Stein, Jordan, MHRIR, 2004, Chair. “Morality and Mortality’s Effect on Need for Justice: An Integration of Terror Management Theory and Justice Frameworks,” now at the University of Arizona.

Ganapathi, Jyoti, MHRIR, 2005, Chair. “Looking Within: Corporate Social Responsibility Inside the Corporation,” now working for an Indian NGO.

Holub, A. Silke, M.A. 2006, Chair (University of Heidelberg). “Linking Customer Injustice with Emotional Labor: The Roles of Anger and Perspective Taking,” now completing a PhD at University of Illinois at Urbana-Champaign.

Farthing, Amanda—in progress

Undergraduate Honor’s Student (supervised honors thesis):

Sledd, Paul, B.A., “Qualitatively Shifting Organizational Justice: Theoretical Implications for Applied Justice,” now at Target Corporation.

Summer Research Opportunities Program Supervised Research Project:

(SROP is a summer program for students from populations underrepresented in graduate study)

Danley, Lura J. (SROP 2003, home institution: University of Illinois at Chicago), “Does Employee Judgment Of Different Types Of Justice Change Following A Nominal Focus Group Session?,” now working on a PsyD in Business Psychology from the Chicago School of Professional Psychology.

Garcia, Ruben F. Jr. (SROP 2003, home institution: University of Texas at Austin) “The Relationship Between Organizational Structure, Justice Perceptions, Employee Exchange Relationships, And Work Outcomes: A Qualitative And Quantitative Analysis,” now at

Jones, Kisha S. (SROP 2005, home institution: Howard University) “A Retrospective Analysis of the Measurement of Source in Organizational Justice: Further Support for the Multifoci Model,” now in the I/O Psychology doctoral program at the University of Illinois at Urbana-Champaign.

Davis, Brandon, E. (SROP 2007, home institution: California State University, Northridge) “A Multifoci Approach Connecting Organizational Justice to Job Satisfaction,” currently applying to PhD programs.

SERVICE

Professional Service

Associate Editor: *Journal of Management*, 2008-present.

Editorial Boards:

- *Journal of Applied Psychology*, 2008-present.
- *Journal of Management*, 2005-2008.
- *Journal of Organizational Behavior*, 2006-present.
- *Organizational Behavior and Human Decision Processes*, 2004-2007.

Ad Hoc Reviewer—Journals:

- *Academy of Management Journal*
- *Organizational Science*
- *Journal of Personality and Social Psychology*
- *Organizational Behavior and Human Decision Processes*
- *Personnel Psychology*
- *Journal of Occupational and Organizational Psychology*
- *Asian Journal of Social Psychology*
- *Journal of Occupational Health Psychology*
- *Human Relations*
- *Human Resource Management Journal*
- *Journal of Management Psychology*
- *Journal of Research in Personality*
- *Journal of Management Inquiry*
- *International Journal of Management Reviews*
- *Journal of Sleep Research*
- *Journal of Applied Social Psychology*

Ad Hoc Reviewer—Grant Proposals:

- National Science Foundation
- Social Science and Humanities Research Council of Canada

Co-Chair of Research Roundtables, Social Issues in Management Division, Academy of Management, 2010/2011

Co-Chair, 2008 International Congress on the Assessment Center Method

APS Program Chair, Society for Industrial and Organizational Psychology. Fall 2007-present.

Society of Industrial and Organizational Psychology, Corporate Social Responsibility Theme Track Committee, 2008/2009.

Chair, Invited Speakers Subcommittee, Society for Industrial and Organizational Psychology, 2006/7.

Doug Bray and Ann Howard Award Committee, SIOP Foundation, 2006/2007.

Communities of Interest Subcommittee, Society for Industrial and Organizational Psychology, 2005/6.

Society for Industrial and Organizational Psychology, Strategic Program Planning Committee, 2005/6; 2006/2007.

Professional Memberships

- Society for Industrial and Organizational Psychology
- Academy of Management
- Association for Psychological Science (formerly American Psychological Society)
- American Psychological Association
- International Society for Justice Research

University/Departmental Service Committees

- Co-chair, LER PhD Advisory Committee 09/10
- Chair, LER Speaker Series Committee 09/10
- I/O Rep, Psychology Dept. Advisory Committee
- Chair, Area of Specialization Exam Committee—Erik Young 09
- ILIR HR/OB/IO faculty search committee Sumer 2008-present
- Co-chair, Assessment Working Group, Illinois Leadership Coordinating Committee, 2007/2008.

- Consultant to the Provost's Academic Professional Taskforce (November, 2007; consulted the professional pathways and career assistance subcommittee on integrated HR systems).
- Evaluation committee to consider a faculty job candidate under the Targets of Opportunities Program.
- Committee to draft an agreement between UIUC (Psychology, ILIR, and Business) and the Guanghua School of Management at Peking University, setting up a faculty and student exchange, behavioral laboratory, and developmental assessment center in China (traveling to Beijing in October on behalf of UIUC to finalize the arrangements), 2007-present.
- Illinois Leadership Coordinating Committee, 2006/2007, 2007/2008.
- Department of Psychology, External Relations Committee, 2006/2007, 2007/2008.
- ILIR International Relations Committee, 2006/2007, 2007/2008.
- ILIR On-Campus Committee, 2007/2008.
- ILIR Admissions and Financial Aid Committee, 2006/2007.
- ILIR Director (Dean) search committee, UIUC, 2005/2006.
- UIUC Ad Hoc Committee to Explore an Interdisciplinary Minor in Leadership Studies, 2006.
- Ph.D. Advisory Committee, Institute of Labor and Industrial Relations, University of Illinois, Fall 2003-2006.
- I/O Admissions Representative, UIUC Department of Psychology, 2005/2006.
- I/O Faculty Search Committee, UIUC Department of Psychology, 2005/2006, 2007/2008.
- Faculty mentor and research supervisor, UIUC Summer Research Opportunities Program (SROP—a national program which provides grad school prep and research experience for underrepresented students), Summer 2004; Summer 2005, Summer 2007.
- Worked with the office of the Vice Chancellor for Research on an initiative to establish a center for sustainability and corporate social responsibility, Summer 2005.
- Student Awards Committee, Institute of Labor and Industrial Relations, University of Illinois, Fall 2003, Fall 2004.
- Ad Hoc Reviewer, University of Illinois Campus Research Board, 2002-present.
- Computer Classroom Committee, Institute of Labor and Industrial Relations, University of Illinois, 2002-present.
- Qualifying Exams Committee, Department of Psychology, University of Illinois, 2002-2003.
- Placement Committee, Institute of Labor and Industrial Relations, University of Illinois, 2002-2003.

CONSULTING EXPERIENCE

Director: Managerial Development Program. University of Illinois at Urbana-Champaign/Colorado State University/Korean Psychological Testing Institute. Program consists of a developmental assessment center, personality and cognitive ability assessment, and multisource feedback 8/03-5/08.

Consultant: Korean Psychological Testing Institute. Have provided education and consulting to both public and private sector organizations in South Korea (including the South Korean government). 2003-present.

Consultant: Vodanovich & Associates. Ad hoc consultant, 2004-present. Provide human resource and organizational consulting (e.g., assessment development, validation, and implementation for both personnel selection and development).

Intern: Sun Microsystems, Education Consulting Services (ECS). Developed, facilitated, and evaluated consultant development programs. Developed and validated aptitude tests for selecting IT professionals. Assisted with new consultant training programs. Performed psychometric editing and item analyses for Sun's certification tests, 1/00-6/02.

Intern: Solutia, Inc. (formerly Monsanto). Developed and validated a paper and pencil selection test for mechanical maintenance positions. Prepared and presented a race and gender analysis of the plant. Developed a diversity training module, 5/99-8/99.

Independent consulting work:

- Doosan Group. Advisor on large personnel selection project. January 2008-present.
- Ministry of Foreign Affairs and Trade, Republic of Korea, Office of Diplomatic Competency Assessment. Advised Ambassador on Assessment Center practices. December, 2007.
- Champaign-Urbana Radio Group. Conduct job analysis and selection system development and validation. March 2007-Sept. 2007.
- CVIC Partners. Perform competency modeling, selection test identification, vendor review, tech report analysis, validation recommendations. June 2006-September 2007.
- State University Civil Service System. Conducted a third-party job classification audit appeal. February, 2006.
- Korean Civil Service Commission. Evaluated assessment center operations, provided a legal briefing, and gave instruction on assessor training. September, 2005.

- SK Group. Advised and trained in the areas of assessment centers, competency-based HR management, and executive selection. July & October, 2005.
- University of Florida Housing Office. Conducted project surrounding issues of fairness, employee performance, job attitudes, and organizational citizenship behavior, 2003/2004.
- Virginia Department of Corrections. Assisted with an organization development intervention and strategic goal-setting program in the Virginia prison system. Conducted projects surrounding issues of fairness, employee performance, job attitudes, and organizational citizenship behavior, 2003/2004.
- Sun Microsystems. Developed and delivered assessment centers for the purpose of certifying Sun's Education Consultants. Developed certification programs for various professional levels (e.g., principal and senior level consultants), 5/00-6/02.
- Colorado Department of Human Services. Developed and administered a professional development assessment center for executive-level managers, 8/01-12/01.
- Solutia, Inc. (formerly Monsanto). Assisted Solutia's Diversity Network in constructing a plant diversity questionnaire, as well as planning for administration, analysis, and feedback of results. Guided team in developing diversity climate change strategies and plans for the implementation of the intervention, 8/98-12/98.
- Pensacola Habitat for Humanity. Conducted a survey feedback project regarding overall organizational effectiveness, 5/98-12/98.
- Pall Gelman Sciences, Inc. Performed job analyses and developed job descriptions for all Material Handler positions, 12/97-8/98.
- Vodanovich & Associates, Organizational Consulting. Assisted in the development and validation of paper and pencil selection tests for a variety of technical positions, 1/98-5/98.