SCOTT B. MORRIS, PH.D.

Curriculum Vitae — August 2026

scott.morris237@gmail.com | ORCID 0000-0002-5362-5202 | Profile

RESEARCH & TEACHING SUMMARY

I am an industrial-organizational psychologist and quantitative methodologist specializing in personnel selection, EEO analytics. I have contributed as a psychometrics and statistics expert on interdisciplinary projects in multiple fields including mental health stigma, healthcare outcomes assessment and law. Over a 33-year career at Illinois Institute of Technology, I have played a key role in over $12M in funded research, published 60+ peer-reviewed articles and chapters, co-edited a foundational volume on adverse impact analysis, and chaired 27 Ph.D. dissertations and 27 master's theses in I-O psychology. I am an APA and SIOP Fellow and served as Associate Editor of the *Journal of Applied Psychology*.

EDUCATION

Ph.D., Industrial-Organizational Psychology — University of Akron, Akron, OH, 1994

M.A., Industrial-Organizational Psychology — University of Akron, Akron, OH, 1991

B.A., Psychology and German — University of Northern Iowa, Cedar Falls, IA, 1987

ACADEMIC APPOINTMENTS

Professor Emeritus, Illinois Institute of Technology — 2026–present

Nambury S. Raju Endowed Professor of Psychology, Illinois Institute of Technology — 2022–2026

Professor, Department of Psychology, Illinois Institute of Technology — 2012–2026

Director, Industrial-Organizational Psychology Program, Illinois Institute of Technology — 2019–2026

Associate Chair, Department of Psychology, Illinois Institute of Technology — 2013–2015

Interim Chair, Department of Psychology, Illinois Institute of Technology — 2012–2013

Associate Dean/Director, College of Psychology, Illinois Institute of Technology — 2003–2012

Associate Professor, Institute of Psychology, Illinois Institute of Technology — 2001–2012

Assistant Professor, Institute of Psychology, Illinois Institute of Technology — 1994–2001

Visiting Assistant Professor, Department of Psychology, Illinois Institute of Technology — 1993–1994

FUNDED RESEARCH AND SERVICE CONTRACTS

Co-Investigator (P. Corrigan, PI), NIDILRR, 9/2020–8/2026. *Peer Navigators for the Health and Wellness of People with Psychiatric Disabilities (Supplement)*. $2,500,000.

Co-Investigator (P. Corrigan, PI), National Institute of Mental Health, 1U01MD010541-01, 5/2016–1/2021. *Promoting Healthy Lifestyle Behaviors to Address Obesity Related Complications of African Americans with Severe Mental Illness Using Peer Navigators*. $387,600.

Co-PI (R. Neapolitan, PI), National Library of Medicine, R01LM011962, 6/2015–6/2019. *Multidimensional Computer Adaptive Testing for Patient Reported Outcomes*. $950,000.

Co-Investigator (S. Argamon, PI), Intelligence Advanced Research Projects Activity, W911NF-12-C-0021, 2012–2014. *Scalable Cross-Lingual Metaphor Identification and Conceptual Analysis*. $2,600,000.

Co-Investigator (C. Menches, PI), Educational and Research Initiative Fund, 2013. *Affective Reactions to Construction Contract Framing*. $25,000.

Co-Investigator (C. Menches, PI), National Science Foundation, CMMI-1100514, 2011–2014. *Flexible Decision-making in Response to Disruptive Events on Construction Sites*. $230,000.

Co-Investigator (P. Corrigan, PI), NIH, P20 MH085981-01, 2009–2014. *Adherence and Empowerment: Service Participation and Meaningful Outcomes*. $4,997,524.

Co-Investigator on subcontract (D. Mittal, PI), Veterans Administration, IIR 08-086, 2010–2012. *Understanding Provider's Decision-Making*. $987,763.

Principal Investigator, IIT Institute of Psychology Research Fund, 2003. *The Effect of Information on Sex Discrimination in Simulated Hiring Decisions*. $4,900.

Co-PI, North Central Regional Educational Laboratory, 2002. *Evaluation of a Comprehensive Reading Program/Wisconsin READS*. $25,250.

Principal Investigator, IIT Educational and Research Initiative Fund, 1998. *Exploring the Structure of Causal Knowledge*. $3,000.

Co-PI, Peoples Energy Corporation contract, 1998. *Development of Promotional Criteria for Customer Service Staff*. $33,000.

Co-PI, University of Chicago Hospitals contract, 1996. *Content Validation and Cut-Score Development for a Proposed Selection Test Battery, Patient Care Technician*. $7,000.

Co-PI, Ameritech contract, 1996. *Evaluation of the Initial Training Program for Sales and Service Representatives*. $30,000.

Principal Investigator, IIT Educational and Research Initiative Fund, 1994. *The Use of Social Stereotypes in Personnel Decision-Making*. $8,000.

Recent Grant/Contract Proposals Submitted

Co-PI (P. Corrigan, PI), NIH, October 2024. *Addressing Food and Nutrition Insecurities of People with Schizophrenia Using Peer Navigators*. $650,000. Not funded.

Co-Investigator (P. Corrigan, PI), DHHS, December 2023. *Advanced Rehabilitation Research Training Program – Health and Function*. $1,000,000. Not funded.

Co-Investigator (P. Corrigan, PI), NIH, October 2023. *Peer Health Navigators for Addressing Food Insecurity Among People with SMI*. $575,000. Not funded.

Co-PI (L. Sheehan, PI), PCORI, May 2023. *Assessing Engagement Measures in Historically Marginalized Patients with Chronic Illness*. $780,000. Not funded.

Co-Investigator (P. Corrigan, PI), DHHS, December 2022. *Advanced Rehabilitation Research Training Program*. $990,000. Not funded.

PUBLICATIONS

Peer-Reviewed Publications

Bass, M., Morris, S. B., & Lam, T. (2026). Impact of informed starting value on longitudinal computer adaptive tests in PROMIS assessments. *Advances in Patient-Reported Outcomes.* https://doi.org/10.1016/j.apro.2026.100322

Corrigan, P. W., Talluri, S. S., Eendeln, B., Morris, S. B., & Qin, S. (2025). How personal attitudes about legalizing cannabis and corresponding state laws affect the stigma of cannabis use. *Journal of Psychoactive Drugs.* https://doi.org/10.1080/02791072.2025.2587096

Bass, M., Morris, S. B., & Zhang, S. (2024). Efficiency of PROMIS MCAT assessments for orthopaedic care. *Measurement: Interdisciplinary Research and Perspectives.* https://doi.org/10.1080/15366367.2024.2312351

Corrigan, P. W., Nieweglowski, K., & Morris, S. B. (2023). How do Americans perceive the stigma of leprosy? *Psychology, Health & Medicine*, 1–14.

Strah, N., Rupp, D. E., & Morris, S. B. (2022). Job analysis and job classification for addressing pay inequality in organizations: Adjusting our methods within a shifting legal landscape. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 15*, 1–45.

Eby, L. T., Shockley, K. M., Bauer, T. N., Edwards, B. D., Homan, A. C., Johnson, R. E., Lang, J. W. B., Morris, S. B., & Oswald, F. L. (2020). Methodological checklists for improving research quality and reporting consistency. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 13*, 76–83.

Morris, S. B., Bass, M., Howard, E., & Neapolitan, R. E. (2020). Stopping rules for computer adaptive testing when item banks have non-uniform information. *International Journal of Testing, 20*, 146–168.

Saxena, M., & Morris, S. B. (2019). Adverse impact as disability discrimination: Illustrating the perils through self-control at work. *Industrial and Organizational Psychology, 12*(2), 138–142.

Brannick, M. T., Potter, S. M., Benitez, B., & Morris, S. B. (2019). Bias and precision of alternate estimators in meta-analysis: Benefits of blending Schmidt-Hunter and Hedges approaches. *Organizational Research Methods, 22*, 490–514.

Corrigan, P., Sheehan, L., Morris, S., Larson, J. E., Torres, A., Lara, J. L., Paniagua, D., Mayes, J. I., & Doing, S. (2018). The impact of a peer navigator program in addressing the health needs of Latinos with serious mental illness. *Psychological Services, 69*, 456–461.

Howard, E., Morris, S. B., & Dunleavy, E. M. (2017). Generalizability vs. situational specificity in adverse impact analysis: Issues in data aggregation. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 10*, 495–501.

Morris, S. B., McAbee, S. T., Landis, R. S., & Bauer, K. N. (2017). Don't get too confident: Uncertainty in SDρ. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 10*, 467–472.

Morris, S., Bass, M., Lee, M., & Neapolitan, R. E. (2017). Advancing the efficiency and efficacy of patient reported outcomes with multivariate computer adaptive testing. *Journal of the American Medical Informatics Association, 24*, 897–902. doi:10.1093/jamia/ocx003

Kwaske, I. H., & Morris, S. B. (2015). The validity of individual psychological assessments for entry-level police and firefighter positions. *Personnel Assessment and Decisions, 1*, 18–29.

Sullivan, G., Mittal, D., Reaves, C., Haynes, T., Han, X., Mukherjee, S., Morris, S., Marsh, L., & Corrigan, P. (2015). Influence of schizophrenia diagnosis on providers' practice decisions. *Journal of Clinical Psychiatry, 76*, 1068–1074.

Corrigan, P., Michaels, P., & Morris, S. B. (2015). Do the effects of anti-stigma programs persist over time? Findings from a meta-analysis. *Psychiatric Services, 66*, 543–546.

Morris, S. B., Daisley, R. L., Wheeler, M., & Boyer, P. (2015). A meta-analysis of the relationship between individual assessments and job performance. *Journal of Applied Psychology, 100*, 5–20. doi:10.1037/a0036938

Mittal, D., Corrigan, P., Sherman, M., Chekuri, L., Han, X., Reaves, C., Snigdha, M., Morris, S., & Sullivan, G. (2014). Healthcare providers' attitudes toward persons with schizophrenia. *Psychiatric Rehabilitation Journal, 37*, 297–303.

Morris, S. B., Huang, J., Zhao, L., Sergent, J. D., & Neuhengen, J. (2014). Measurement equivalence of the Empowerment Scale for White and Black persons with severe mental illness. *Psychiatric Rehabilitation Journal, 37*, 277–283. doi:10.1037/prj0000069

Corrigan, P. W., Mittal, D., Reaves, C. M., Haynes, T. F., Han, X., Morris, S., & Sullivan, G. (2014). Mental health stigma and primary health care decisions. *Psychiatry Research, 218*, 35–38. doi:10.1016/j.psychres.2014.04.028

Deprez-Sims, A., & Morris, S. B. (2013). The effect of non-native accents on the evaluation of applicants during an employment interview: The development of a path model. *International Journal of Selection and Assessment, 21*, 355–367.

Thompson, J. T., & Morris, S. B. (2013). What factors influence judges' rulings about the legality of affirmative action plans? *Journal of Business and Psychology, 28*, 411–424.

Corrigan, P. W., Morris, S. B., Michaels, P. J., & Rafacz, J. E. (2012). Challenging the public stigma of mental illness: A meta-analysis of outcome studies. *Psychiatric Services, 63*, 963–973. doi:10.1176/appi.ps.005292011

Tsang, H. W. H., Corrigan, P. W., Fung, K. M. T., Shi, K., Lam, C., Larson, J., Morris, S., & Chung, R. C. K. (2012). Sino-American employer perspective about behavioral-driven health conditions: Predictive analyses. *International Journal of Psychiatry in Clinical Practice, 16*, 284–292.

Ben-Zeev, D., Frounfelker, R., Morris, S. B., & Corrigan, P. W. (2012). Predictors of self-stigma in schizophrenia: New insights using mobile technologies. *Journal of Dual Diagnosis, 8*, 305–314.

Ben-Zeev, D., Rameshkumar, S., Morris, S., Swendsen, J., & Granholm, E. (2012). Predicting the occurrence, conviction, distress, and disruption of different delusional experiences in the daily life of people with schizophrenia. *Schizophrenia Bulletin, 38*, 826–837.

Mead, A. D., & Morris, S. B. (2011). About babies and bathwater: Retaining core principles of the Uniform Guidelines. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 4*, 554–557.

Biddle, D. A., & Morris, S. B. (2011). Using Lancaster's mid-p correction to the Fisher exact test for adverse impact analyses. *Journal of Applied Psychology, 96*, 956–965.

Morris, S. B., Kwaske, I. H., & Daisley, R. R. (2011). The validity of individual psychological assessments. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 4*, 322–326.

Deprez-Sims, A., & Morris, S. B. (2010). Accents in the workplace: Their effects during a job interview. *International Journal of Psychology, 45*, 417–426.

Corrigan, P. W., Morris, S., Larson, J., Rafacz, J., Wassel, A., Michaels, P., Wilkniss, S., Batia, K., & Rusch, N. (2010). Self-stigma and coming out about one's mental illness. *Journal of Community Psychology, 38*, 259–275.

Ayman, R., Korabik, K., & Morris, S. B. (2009). Is transformational leadership always perceived as effective? Men subordinates' devaluation of women transformational leaders. *Journal of Applied Social Psychology, 39*, 852–879.

Raju, N. S., Fortmann, K. A., Kim, W., Morris, S. B., Nering, M., & Oshima, T. C. (2009). The item parameter replication method for detecting differential functioning in the polytomous DFIT framework. *Applied Psychological Measurement, 33*, 133–147.

Oshima, T. C., & Morris, S. B. (2008). An NCME instructional module on Raju's Differential Functioning of Items and Tests (DFIT). *Educational Measurement: Issues and Practice, 27*(3), 43–50.

Collins, M. W., & Morris, S. B. (2008). Testing for adverse impact when sample size is small. *Journal of Applied Psychology, 93*, 463–471.

Morris, S. B. (2008). Estimating effect sizes from pretest-posttest-control designs. *Organizational Research Methods, 11*, 364–386.

Nance, D. A., & Morris, S. B. (2005). Juror understanding of DNA evidence: An empirical assessment of presentation formats for trace evidence with a relatively small random match probability. *Journal of Legal Studies, 34*, 395–444.

Aiello, A., Garman, A., & Morris, S. B. (2003). Patient satisfaction with nursing care: A multilevel analysis. *Quality Management in Health Care, 12*, 187–190.

Nance, D. A., & Morris, S. B. (2002). An empirical assessment of presentation formats for trace evidence with a relatively large and quantifiable random match probability. *Jurimetrics: The Journal of Law, Science, and Technology, 42*, 403–448.

Garman, A. N., Corrigan, P. W., & Morris, S. B. (2002). Staff burnout and patient satisfaction: Evidence of relationships at the care unit level. *Journal of Occupational Health Psychology, 7*, 235–241.

Morris, S. B., & DeShon, R. P. (2002). Combining effect size estimates in meta-analysis with repeated measures and independent-groups designs. *Psychological Methods, 7*, 105–125.

Morris, S. B. (2001). Sample size required for adverse impact analysis. *Applied HRM Research, 6*, 13–32.

Morris, S. B., & Lobsenz, R. (2000). Significance tests and confidence intervals for the adverse impact ratio. *Personnel Psychology, 53*, 89–111.

Morris, S. B. (2000). Distribution of the standardized mean change effect size for meta-analysis on repeated measures. *British Journal of Mathematical and Statistical Psychology, 53*, 17–29.

Penn, D. L., Combs, D., Ritchie, M., Francis, J., Cassisi, J., & Morris, S. (2000). Emotion in schizophrenia: Further investigation of specific versus generalized performance deficit models. *Journal of Abnormal Psychology, 109*, 512–516.

Morris, S. B., & DeShon, R. P. (1997). Correcting effect sizes computed from factorial ANOVA for use in meta-analysis. *Psychological Methods, 2*, 192–199.

Morris, S. B., McDaniel, M. A., Worst, G. J., & Timm, H. (1995). Vanity-motivated overspending: Personnel screening for positions of trust. *Educational and Psychological Measurement, 55*, 95–104.

Barrett, G. V., & Morris, S. B. (1993). Sex stereotyping in *Price Waterhouse v. Hopkins*: Was the scientific literature accurately represented by the expert witness and the APA's amicus curiae brief? *American Psychologist, 48*, 54–55.

Barrett, G. V., & Morris, S. B. (1993). The American Psychological Association's amicus curiae brief in *Price Waterhouse v. Hopkins*: The values of science versus the values of the law. *Law and Human Behavior, 17*, 201–215.

Barrett, G. V., Morris, S. B., & Alexander, R. A. (1993). The effect of factor analytic method on the interpretation of the changing abilities requirements model: An example of the tools to theory hypothesis. *Human Performance, 6*, 23–47.

Books

Morris, S. B., & Dunleavy, E. M. (Eds.). (2017). *Adverse Impact Analysis: Understanding Data, Statistics and Risk.* Routledge.

Book Chapters and Invited Reference Entries

Morris, S. B. (2023). Meta-analysis in organizational research: A guide to methodological options. *Annual Review of Organizational Psychology and Organizational Behavior, 10*, 225–259. https://doi.org/10.1146/annurev-orgpsych-031921-021922

Morris, S. B. & Shokri, A. (2021). Effect size and effect uncertainty in organizational research methods. In M. A. Hitt (Ed.), *Oxford Encyclopedia of Business and Management.* Oxford University Press.

Morris, S. B., & Porter, M. G. (2018). Adverse impact and equal employment opportunity analytics. In R. Griffin (Ed.), *Oxford Bibliographies in Management*. Oxford University Press.

Dunleavy, E. M., & Morris, S. B. (2017). An introduction to adverse impact measurement in the EEO context. In S. B. Morris & E. M. Dunleavy (Eds.), *Adverse Impact Analysis: Understanding Data, Statistics and Risk* (pp. 3–28). Routledge.

Morris, S. B. (2017). Statistical significance testing in adverse impact analysis. In S. B. Morris & E. M. Dunleavy (Eds.), *Adverse Impact Analysis: Understanding Data, Statistics and Risk* (pp. 71–91). Routledge.

Morris, S. B., Dunleavy, E. M., & Lee, M. (2017). Many 2×2 tables: Understanding multiple events in adverse impact analyses. In S. B. Morris & E. M. Dunleavy (Eds.), *Adverse Impact Analysis: Understanding Data, Statistics and Risk* (pp. 147–168). Routledge.

Dunleavy, E. M., & Morris, S. B. (2017). Some comments and emerging issues in adverse impact measurement. In S. B. Morris & E. M. Dunleavy (Eds.), *Adverse Impact Analysis: Understanding Data, Statistics and Risk* (pp. 363–372). Routledge.

Dunleavy, E. M., Morris, S. B., & Howard, E. (2015). Measuring adverse impact in employee selection decisions. In C. Hanvey & K. Sady (Eds.), *Practitioner's Guide to Legal Issues in Organizations* (pp. 1–26). Springer.

Biddle, D. A., & Morris, S. B. (2011). Choosing the correct tool for adverse impact analyses. In D. A. Biddle (Ed.), *Adverse Impact and Test Validation: A Practitioner's Handbook* (3rd ed., pp. 265–294). Infinity.

Biddle, D. A., Morris, S. B., & Anthony, C. A. (2011). Choosing a balanced statistical test for conducting adverse impact analyses. *EEO Insight, 3*(1), 7–28.

Morris, S. B. (2008). Review of *Methods of Meta-Analysis: Correcting Error and Bias in Research Findings* by John E. Hunter and Frank L. Schmidt. *Organizational Research Methods, 11*, 184–187.

Neapolitan, R. E., & Morris, S. B. (2004). Probabilistic modeling with Bayesian networks. In D. Kaplan (Ed.), *The Sage Handbook of Quantitative Methodology for the Social Sciences* (pp. 371–390). Sage.

Morris, S. B., & DeShon, R. P. (2003). Estimating common metric effect sizes from a variety of research designs. *Academy of Management Research Methods Forum, 8*, 1–17.

Morris, S. B., & Lobsenz, R. (2003). Evaluating personnel selection systems. In J. E. Edwards, J. C. Scott, & N. S. Raju (Eds.), *The Human Resources Program Evaluation Handbook* (pp. 109–129). Sage.

DeShon, R. P., & Morris, S. B. (2002). Modeling complex data structures: The general linear model and beyond. In S. Rogelberg (Ed.), *Handbook of Research Methods in Industrial and Organizational Psychology* (pp. 390–411). Blackwell.

Barrett, G. V., & Morris, S. B. (1996). The American Psychological Association's amicus curiae brief in *Price Waterhouse v. Hopkins*: The values of science versus the values of the law. In M. R. Walsh (Ed.), *Women, Men and Gender: Ongoing Debates*. Yale University Press. (Reprint of 1993 paper, *Law and Human Behavior, 17*, 201–215.)

Conference Proceedings & Abstracts

Bass, M., Morris, S. B., & Neapolitan, R. E. (2015). Utilizing multidimensional computer adaptive testing to mitigate burden with patient reported outcomes. *American Medical Informatics Association Annual Symposium Proceedings*, 320–328.

Morris, S. B., & Neapolitan, R. E. (2000). Examination of a Bayesian network model of human causal reasoning. In M. H. Hamza (Ed.), *Applied Simulation and Modeling: Proceedings of the IASTED International Conference* (pp. 239–245). IASTED/ACTA Press.

Neapolitan, R. E., Morris, S. B., & Cork, D. (1997). The cognitive processing of causal knowledge. In D. Geiger & P. P. Shenoy (Eds.), *Uncertainty in Artificial Intelligence: Proceedings of the Thirteenth Conference* (pp. 384–391). Morgan Kaufmann.

Computer Software

Morris, S. B. (2008). *PolyCov: A program to compute item parameter covariances from a polytomous IRT analysis*. https://sites.google.com/iit.edu/scott-morris/software

Doctoral Dissertation

Morris, S. B. (1994). *Activation and Suppression of Sex-Stereotypic Traits in a Simulated Hiring Decision* [Doctoral dissertation, University of Akron]. Robert G. Lord, Chair.

Peer-Reviewed Conference Presentations

Smith, L. L., Niu, Y., Corrigan, P. W., Mak, W. W. S., Narendorf, S. C., Morris, S. B., Soares, J. C., & Gearing, R. E. (2026, September). Perceived parental stigma in emerging adults with bipolar disorder: Associations with self-stigma, self-esteem, and the "why try" effect. Poster, 28th Annual Conference of the International Society for Bipolar Disorders, Vancouver, Canada.

Neuman, A., Pfister, H., Lam, T., & Morris, S. B. (2025, April). Navigating diversity-validity trade-offs: Pareto versus multipenalty optimization. Poster, SIOP Annual Conference, Denver, CO.

Greenagel, D., Bauer, K., Lam, T., Morris, S. B., & Young, E. (2024, April). Technology in employment interviews: Common practice and applicant reactions. Poster, SIOP Annual Conference, Chicago, IL.

Porter, M., & Morris, S. B. (2024). Assessing gender bias in clinical psychological evaluation for law enforcement. In S. B. Morris & P. F. McKay, Using analytics to accelerate progress on diversity, equity and inclusion [Symposium]. SIOP Annual Conference, Chicago, IL.

Neuman, A., & Morris, S. B. (2024, April). Uncertainty in Pareto optimal selection systems due to situation specificity. In C. Tang, Q. C. Song, & S. Wee (Co-Chairs), Multi-objective optimization 5.0: Applications in the workplace [Symposium]. SIOP Annual Conference, Chicago, IL.

Neuman, A., & Morris, S. B. (2023, April). Consequences of Pareto-optimization for other protected groups. SIOP Annual Conference, Boston, MA.

Levey, Z. J., Gallagher, C., Morris, S. B., & McAbee, S. T. (2022, April). Key determinants of predictive bias in bifactor SEM. Poster, SIOP Annual Conference, Seattle, WA.

Morris, S. B. (2021, April). Hierarchical linear modeling in pay equity analysis. SIOP Annual Conference, online.

Peterson, Z., & Morris, S. B. (2021, April). Optimized for whom? Do Pareto-optimal solutions generalize across groups? SIOP Annual Conference, online.

Zhang, S., Ajmal, M., DuFresne, J., Taylor, S., & Morris, S. B. (2021, April). Hierarchical linear modeling for assessing gender pay disparity. Poster, SIOP Annual Conference, online.

Shokri, A., Burke, M., Manibusan, F. A., & Morris, S. B. (2020, April). Adaption of implicit association test to measurement of personality traits. Poster, SIOP Annual Conference, online.

Bass, M., Morris, S. B., & Neapolitan, R. E. (2019, June). Multidimensional computer adaptive testing with PROMIS item banks. HealthMeasures User Conference, Chicago, IL.

Morris, S. B., Bass, M., Lauritsen, M., & Neapolitan, R. E. (2019, June). A predicted error reduction stopping rule for multidimensional computer adaptive tests. International Association for Computer Adaptive Testing Conference, Minneapolis, MN.

Morris, S. B., Bass, M., Lauritsen, M., & Neapolitan, R. E. (2019, April). Item selection in multidimensional computer adaptive testing with ordinal responses. SIOP Annual Conference, National Harbor, MD.

Adams, T., Shu, F., Ahmed, S., & Morris, S. B. (2018, April). Attracted or chilled: Adverse impact in targeted recruitment. Poster, SIOP Annual Conference, Chicago, IL.

Crouch, S. J., & Morris, S. B. (2018, April). Development of an intercultural sensitivity measure. Poster, SIOP Annual Conference, Chicago, IL.

Fromen, A., & Morris, S. B. (2018, April). Linguistic ambiguity in survey anchors: How are anchors interpreted? SIOP Annual Conference, Chicago, IL.

Morris, S. B., & Huang, J. (2018, April). Empirical Bayes estimates of adverse impact. SIOP Annual Conference, Chicago, IL.

Morris, S. B., Bass, M., Howard, E., & Neapolitan, R. E. (2018, April). Optimizing the predicted standard error reduction stopping rule in computer adaptive testing. National Council on Measurement in Education Annual Conference, New York, NY.

Adams, T., Morris, S. B., Shu, F., & Ahmed, S. (2017, April). Targeted recruitment and "chilling effects": Implications for adverse impact. Poster, Midwest Psychological Association Annual Conference, Chicago, IL.

Porter, M., Morris, S. B., & De Corte, W. (2017, April). Pareto-optimal composites: Predicted versus realized validity-diversity tradeoffs. SIOP Annual Conference, Orlando, FL.

Morris, S. B., Lee, M., Bass, M. B., & Neapolitan, R. E. (2016, May). Reducing patient burden through multidimensional adaptive assessment. Poster, Association for Psychological Science Annual Conference, Chicago, IL.

McAbee, S. T., Morris, S. B., & McDonald, J. (2016, April). Structure matters: Common, higher-order and bifactor models of general factors. Poster, SIOP Annual Conference, Anaheim, CA.

Morris, S. B., Shu, F., McDonald, J., Gandara, D. A., Crouch, S. J., & Kesterson, D. K. (2016, April). Correction for multiple testing in adverse impact analysis. Poster, SIOP Annual Conference, Anaheim, CA.

Oshima, T. C., Wright, K. D., Fikis, D. R. J., & Morris, S. B. (2016, April). The effect of the new item variance-covariance estimation method on differential functioning of items and tests: BILOG MG3 vs. IRTPRO. American Educational Research Association Annual Meeting, Washington, DC.

Bass, M., Morris, S., & Neapolitan, R. (2015, November). Utilizing multidimensional computer adaptive testing to mitigate burden with patient reported outcomes. American Medical Informatics Association Annual Symposium, San Francisco, CA.

Lee, M., & Morris, S. B. (2015, April). Assessing the situational specificity of adverse impact. SIOP Annual Conference, Philadelphia, PA.

Morris, S. B., & Dunleavy, E. (2015, April). Data aggregation in adverse impact analyses: The song remains the same? SIOP Annual Conference, Philadelphia, PA.

Morris, S. B., & Huang, J. (2014, May). Assessing homogeneity of effect size in meta-analysis with dichotomous data. SIOP Annual Conference, Honolulu, HI.

Mittal, D., Sullivan, G., Reaves, C., Han, X., Mukherjee, S., Morris, S., & Corrigan, P. (2013, May). Does serious mental illness influence treatment decisions of physicians and nurses? Poster, 166th Annual Meeting of the American Psychiatric Association, San Francisco, CA.

Huang, J., & Morris, S. B. (2013, April). HGLM and Mantel-Haenszel tests for adverse impact. Poster, SIOP Annual Conference, Houston, TX.

May, J., & Morris, S. B. (2013, April). Accuracy of confidence intervals with an adjustment on adverse impact. Poster, SIOP Annual Conference, Houston, TX.

Morris, S. B., Wheeler, M., Boyer, P. N., & Daisley, R. R. (2013, April). Validity of individual assessments: A meta-analysis. SIOP Annual Conference, Houston, TX.

Collins, M. W., & Morris, S. B. (2012, April). Accounting for variance heterogeneity in meta-analysis. SIOP Annual Conference, San Diego, CA.

Mahoney, C., Angell, B., Alexander, L., & Morris, S. B. (2012, January). Assessing the prospective relationship between therapeutic relationship and outcome in intensive case management. Society for Social Work and Research Annual Conference, Washington, DC.

Anderson, R., & Morris, S. B. (2011, April). The effect of prescreening on adverse impact in personnel selection. Poster, SIOP Annual Conference, Chicago, IL.

Blitz, D. L., & Morris, S. B. (2011, April). Improving the accuracy of DFIT when sample sizes are unequal. SIOP Annual Conference, Chicago, IL.

Howard, E., & Morris, S. B. (2011, April). Multiple event tests for aggregating adverse impact evidence. SIOP Annual Conference, Chicago, IL.

Neuhengen, J., Cigularov, K., & Morris, S. B. (2011, April). Effectiveness of the internal referencing strategy design for training evaluation. Poster, SIOP Annual Conference, Chicago, IL.

Ben-Zeev, D., Rameshkumar, S., Morris, S., Swendsen, J., & Granholm, E. (2011, April). Examining risk factors for delusions of control, reference, and grandiosity in the daily life of people with schizophrenia. Poster, 13th International Congress on Schizophrenia Research, Colorado Springs, CO.

Morris, S. B., Howard, E., & Kwon, Z. (2010, April). Data aggregation in adverse impact analysis. SIOP Annual Conference, Atlanta, GA.

Speron, E., & Morris, S. B. (2010, April). Comparison of IRT metric linking methods. SIOP Annual Conference, Atlanta, GA.

Morris, S. B. (2009, April). Accounting for covariance heterogeneity in the standardized mean change. SIOP Annual Conference, New Orleans, LA.

Weiss, J., & Morris, S. B. (2009, April). Arab employment bias: The role of implicit and explicit attitudes. SIOP Annual Conference, New Orleans, LA.

Roller, R., & Morris, S. B. (2008, April). Individualized assessment: A meta-analysis. SIOP Annual Conference, San Francisco, CA.

Kwaske, I., & Morris, S. B. (2008, April). Validating individual assessments: A multilevel, multistage validation of individual assessments. SIOP Annual Conference, San Francisco, CA.

Deprez-Sims, A-S., & Morris, S. B. (2008, March). Underlying personality traits during a job interview: A factor analysis. Poster, 29th Annual IOOB Conference, Denver, CO.

Blitz, D. L., Lai, J., & Morris, S. B. (2007, April). Evaluating polytomous DIF in a small sample using the PedsFACIT-F. National Council on Measurement in Education Annual Conference, Chicago, IL.

Morris, S. B., Fortmann, K., & Oshima, T. C. (2007, April). An evaluation of the item parameter replication method for DFIT analysis of polytomous items. National Council on Measurement in Education Annual Conference, Chicago, IL.

Soni, H., Mead, A. D., & Morris, S. B. (2007, April). A comparison of multi-group DIF methods for assessing measurement equivalence. SIOP Annual Conference, New York, NY.

Waldschmidt, D. M., Raju, N. S., & Morris, S. B. (2007, April). Representing source perceptions in multisource feedback using structural equation modeling. SIOP Annual Conference, New York, NY.

Deprez-Sims, A-S., & Morris, S. B. (2007, March). Accents and the interview process. Poster, 28th Annual IOOB Conference, Indianapolis, IN.

Fortmann, K. A., Raju, N. S., Oshima, T. C., & Morris, S. B. (2006, May). The item parameter replication method for detecting differential functioning in the DFIT framework. SIOP Annual Conference, Dallas, TX.

Matyasik, M., & Morris, S. B. (2006, May). Cognitive load and gender bias in a simulated selection decision. Poster, SIOP Annual Conference, Dallas, TX.

Skinner, J., & Morris, S. B. (2006, May). Applying meta-analysis to adverse impact assessment: A Monte Carlo simulation. Poster, SIOP Annual Conference, Dallas, TX.

Morris, S. B. (2005, April). Effect size estimation from pretest-posttest-control designs with heterogeneous variances. SIOP Annual Conference, Los Angeles, CA.

Morris, S. B. (2004, April). Effect size estimation from two independent groups with heterogeneous variances. SIOP Annual Conference, Chicago, IL.

Morris, S. B. (2003, April). Estimating effect size from the pretest posttest control design. SIOP Annual Conference, Orlando, FL.

Thompson, J., & Morris, S. B. (2003, April). What is the difference between affirmative action and reverse discrimination? SIOP Annual Conference, Orlando, FL.

Blitz, D. L., Lezotte, D. V., & Morris, S. B. (2003, April). Investigating multilevel effects of climate in linkage research. Poster, SIOP Annual Conference, Orlando, FL.

Dembowski, J. M., & Morris, S. B. (2002, April). The relationship between cognitive ability and voluntary/involuntary turnover. Poster, SIOP Annual Conference, Toronto, Canada.

Lee, D., & Morris, S. B. (2002, April). Accuracy of confidence intervals on the adverse impact ratio. Poster, SIOP Annual Conference, Toronto, Canada.

Morris, S. B., & DeShon, R. P. (2002, April). Combining effect sizes from factorial designs: A generalizability theory perspective. SIOP Annual Conference, Toronto, Canada.

Thompson, J., & Morris, S. B. (2002, August). How meta cognition, attitudes and stereotypic beliefs impact gender stereotyping. American Psychological Association Annual Conference, Chicago, IL.

Morris, S. B., & Collins, M. (2001, April). Testing for adverse impact when sample size is small. SIOP Annual Conference, San Diego, CA.

Ayman, R., Morris, S. B., & Korabik, K. (2000, August). Upward conflict management styles by men and women subordinates: Measurement equivalence of the ROCI-II. Academy of Management Annual Conference, Toronto, Canada.

Morris, S. B., & Henry, M. S. (2000, April). Using meta-analysis to estimate adverse impact. SIOP Annual Conference, New Orleans, LA.

Henry, M. S., & Morris, S. B. (2000, April). Incumbent performance level as a predictor of job analysis ratings. SIOP Annual Conference, New Orleans, LA.

Gold, M., & Morris, S. B. (2000, April). SME judgments in the Angoff procedure: The impact of content relevance and item format. SIOP Annual Conference, New Orleans, LA.

Runkle, J., & Morris, S. B. (2000, April). Development and initial validation of a measure of race schematicity. SIOP Annual Conference, New Orleans, LA.

Morris, S. B. (1999, April). Sample size required for adverse impact analysis. SIOP Annual Conference, Atlanta, GA.

Lobsenz, R., & Morris, S. B. (1999, April). Is tacit knowledge distinct from g, personality, and social knowledge? SIOP Annual Conference, Atlanta, GA.

Groehler, L. R., & Morris, S. B. (1998, April). Effect of performance appraisal system knowledge on rater agreement. SIOP Annual Conference, Dallas, TX.

Morris, S. B., & DeShon, R. P. (1998, April). Effect size estimates for meta-analysis with repeated-measures designs. SIOP Annual Conference, Dallas, TX.

Morris, S. B., & Lobsenz, R. (1998, April). Significance tests and confidence intervals for the adverse impact ratio. SIOP Annual Conference, Dallas, TX.

Georgeff, C., & Morris, S. B. (1996, April). Development of a job prototype measure. SIOP Annual Conference, San Diego, CA.

Morris, S. B., & DeShon, R. P. (1994, April). Computation of design-independent effect sizes from factorial ANOVA designs. SIOP Annual Conference, Nashville, TN.

Morris, S. B., McDaniel, M. A., Worst, G. J., & Timm, H. (1993, August). Vanity-motivated overspending: Personnel screening for positions of trust. American Psychological Association Annual Convention, Toronto, Canada.

Morris, S. B., Callahan, C. M., & Lord, R. G. (1992, August). Gender bias in initial impressions and subsequent hiring decisions. American Psychological Association Annual Convention, Washington, DC.

Other Conference Sessions (Panels, Discussant, Facilitator Roles)

Panelist, Kuang, D., & Morris, S. B. (2025, April). The times they are a-changin': What I-Os need to know about the Colorado AI law. Panel, SIOP Annual Conference, Denver, CO.

Panelist, Tang, C., & Wee, S. (2025, April). Multi-objective optimization 6.0: Challenges and opportunities for HR analytics. SIOP Annual Conference, Denver, CO.

Facilitator, Eby, L. T., Oswald, F. L., Allen, T. D., Lang, L. B., Morris, S., & Rogelberg, S. (2024). Open science bootcamp. SIOP Annual Conference, Chicago, IL.

Panelist, Layman, S. (2024, April). Simplify to illuminate: How to IGNITE! Your next I/O elevator pitch. SIOP Annual Conference, Chicago, IL.

Panelist, Discont, S. (2022, April). Beyond SCOTUS' Bostock decision: What's next for LGBTQ+ protections in the workplace? SIOP Annual Conference, Seattle, WA.

Panelist, Wee, S., & Song, Q. C. (2022, April). Implementing Pareto-optimal selection in practice: Challenges and opportunities. SIOP Annual Conference, Seattle, WA.

Discussant, Song, Q. C. (2020, June). Multi-objective optimization in the workplace: Addressing adverse impact in selection. SIOP Annual Conference, online.

Panelist, Cohen, D. (2019, April). Contemporary issues in pay equity analysis: A cross-disciplinary discussion. SIOP Annual Conference, National Harbor, MD.

Discussant, Wiernik, B. M. (2018, April). Improving the accuracy and utility of meta-analytic inferences. SIOP Annual Conference, Chicago, IL.

Co-Chair, Morris, S. B., & Dunleavy, E. M. (2017, April). Innovative approaches to adverse impact analysis. SIOP Annual Conference, Orlando, FL.

Discussant, Brannick, M. (2017, April). Overcoming common problems in meta-analysis. SIOP Annual Conference, Orlando, FL.

Discussant, Sawhney, G., & Cigularov, K. P. (2014, May). Measurement equivalence of personality measures across different methods and cultures. SIOP Annual Conference, Honolulu, HI.

Discussant, Waddington, P., & Shaw, A. (2014, May). Think fast! Understanding speeded cognitive ability tests in organizational contexts. SIOP Annual Conference, Honolulu, HI.

Panelist, Dunleavy, E. M. (2013, April). Moving the state of adverse impact measurement forward. SIOP Annual Conference, Houston, TX.

Panelist, Tippins, N. (2012, April). Ethical dilemmas in assessment: Perspectives on sticky situations. SIOP Annual Conference, San Diego, CA.

Panelist, Nygren, R. (2008, April). Adverse impact, practical significance, and validation evidence: Issues and options. SIOP Annual Conference, San Francisco, CA.

Panelist, Dunlevy, E. M. (2007, April). A discussion of programmatic adverse impact research. SIOP Annual Conference, New York, NY.

Invited Presentations

Liang, J-S., Patil, A., Pfister, H., Lam, T. H., Porter, M. G., & Morris, S. B. (2025, November). Modeling of assessment reports: Uncovering gender bias in police officer screening. Ideas in Testing Research Symposium, Chicago, IL.

Gonzalez, E., Morris, S. B., & Kuljanin, G. (2025, August). Literature reviews, meta-analyses, and the accumulation of knowledge. Virtual workshop, CARMA New Doctoral Student Workshop Series.

Morris, S. B., & Bauer, K. (2024, April). Assessment data and surveys. Webinar, National Association of Advisors for the Health Professions.

Morris, S. B. (2023, November). Bias audits for artificial intelligence assessments. Ideas in Testing Research Seminar, Chicago, IL.

Morris, S. B. (2023, February). Artificial intelligence in employee selection. Erasmus Mundus Joint Master Degree in Work, Organizational, and Personnel Psychology international workshop, Gandia, Spain.

Lam, T., Zhang, S., & Morris, S. B. (2022, November). Recovering domain scores from bifactor IRT models. Ideas in Testing Research Symposium, Chicago, IL.

Bass, M., & Morris, S. B. (2022, November). Quantifying the CAT potential of an item bank. Ideas in Testing Research Symposium, Chicago, IL.

Bass, M., Morris, S. B., Zhang, S., & DaSilva, C. (2019, November). Constructing a multidimensional CAT on-the-fly using unidimensional item calibration. Ideas in Testing Research Seminar, Chicago, IL.

Shokri, A., Burke, M., Manibusan, F. A., & Morris, S. B. (2019, November). Estimates of reliability in IAT: Development of a personality measure. Ideas in Testing Research Seminar, Chicago, IL.

Morris, S. B. (2019, May). Evidence-based best practices in hiring. Talent Metrics, Analytics & Planning Council, National Center for Healthcare Leadership, Chicago, IL.

Morris, S. B., Bass, M., Lauritsen, M., Zhang, S., & Neapolitan, R. E. (2018, November). Comparison of item selection criteria in multidimensional computer adaptive testing with the graded response model. Ideas in Testing Research Seminar, Chicago, IL.

Wright, S., Morris, S. B., & Gandara, D. (2018, November). Evaluating alpha/beta/gamma change with ordinal confirmatory factor analysis. Ideas in Testing Research Seminar, Chicago, IL.

Morris, S. B. (2017, October). A computational model of targeted recruiting. Ideas in Testing Research Seminar, Chicago, IL.

Neapolitan, R. E., Morris, S. B., Bass, M. B., & Lauritsen, M. (2017, October). A predicted standard error reduction stopping rule for multidimensional computer adaptive tests. Ideas in Testing Research Seminar, Chicago, IL.

Morris, S. B., Bass, M. B., & Neapolitan, R. E. (2016, October). CAT stopping rules for skewed item banks. Ideas in Testing Conference, Chicago, IL.

Porter, M. G., & Morris, S. B. (2016, November). An application of Pareto-optimality to public safety selection data: Assessing the feasibility of optimal composite weighting. Ideas in Testing Research Seminar, Chicago, IL.

Morris, S. B., Bass, M., Lee, M., & Neapolitan, R. E. (2015, November). Reducing burden when reporting patient-reported outcomes using multidimensional computer adaptive testing. Ideas in Testing Research Seminar, Chicago, IL.

Building a high-impact research program. Panel discussion, Junior Faculty Consortium, 23rd Annual SIOP Conference, San Francisco, CA, April 2008.

Hierarchical linear modeling. Presentation to the Chicago Consortium on Stigma Research, September 2006.

Different perspectives on tough selection scenarios. Panel discussion, Chicago Industrial Organizational Psychologists, March 2006.

Methods for adverse impact analysis: Beyond the four-fifths rule. Presented to the I/O Psychology program, DePaul University, January 2001.

Careers in industrial/organizational psychology. Panel discussion, Chicago Industrial Organizational Psychologists, October 1996.

Workshops

Dunleavy, E. M., Morris, S. B., Ross, D., & Mehri, C. (2017). Legal update: Plaintiff and defense attorney perspectives on data, statistics, and risk. Pre-conference workshop, SIOP Annual Conference, Orlando, FL.

Doverspike, D., Morris, S. B., & Snyder, D. (2010, April). At odds over adverse impact: Perils and pitfalls in statistical reasoning involving discrimination. Workshop, SIOP Annual Conference, Atlanta, GA.

Technical Reports

Kubisiak, U. C., & Morris, S. B. (2020). *Air Force Personnel Center best practices guide: Briefing validation results* (Report No. AFRL-RH-WP-TR-2020-0086). Air Force Research Laboratory, Wright-Patterson AFB, OH.

Corrigan, P., Sheehan, L., Morris, S., Larson, J., Torres, A., Lara, J. L., & Paniagua, D. (2019). *Peer-navigator support for Latinx patients with serious mental illness*. Patient-Centered Outcomes Research Institute (PCORI). https://doi.org/10.25302/8.2019.AD.130601419

Morris, S. B., & Dunleavy, E. M. (2016). *A primer on data aggregation in adverse impact analysis*. White paper, SIOP Task Force on Contemporary Selection Practice Recommendations.

Krent, H. J., & Morris, S. (2013). *Achieving greater consistency in Social Security disability adjudication: An empirical study and suggested reforms*. Administrative Conference of the United States.

Jacobs, G., Krent, H., Morris, S., & Williams, A. (2013). *SSA disability benefits programs: Assessing the efficacy of the treating physician rule*. Administrative Conference of the United States.

Morris, S. B., Collins, M., & Fisher, B. (2002). *Evaluation of Wisconsin READS initiative: Hierarchical linear model analysis of changes in reading performance from 1999 to 2002*. North Central Regional Educational Laboratory, Naperville, IL.

Morris, S. B. (1999). *Exploring the structure of causal knowledge*. Office of Sponsored Research, Illinois Institute of Technology.

Fisher, B., Raju, N. S., & Morris, S. B. (1998). *Evaluation of validity and legal defensibility of organizational design and transition plan for the customer service division*. Peoples Energy Corporation, Chicago, IL.

Raju, N. S., Morris, S. B., & Cuthbert, R. A. (1998). *Content validation and cut-score development for a proposed selection test battery for the position of Patient Care Technician*. University of Chicago Hospitals.

Raju, N. S., Morris, S. B., & Cuthbert, R. A. (1997). *Multimedia Sales and Service Representative initial training program: Content validation and cut-score development*. Ameritech, Hoffman Estates, IL.

Morris, S. B. (1996). *The use of social stereotypes in personnel decision-making: Response time measures of impression formation*. Office of Sponsored Research, Illinois Institute of Technology.

Morris, S. B., McDaniel, M. A., Worst, G. J., & Timm, H. (1993). *Vanity-motivated overspending: Personnel screening for positions of trust*. Defense Personnel Security Research and Education Center (PERSEREC), Booz-Allen & Hamilton Inc., Bethesda, MD.

AWARDS & HONORS

- **Fellow, American Psychological Association** — 2018
- **Fellow, Society for Industrial and Organizational Psychology** (Division 14, APA) — 2017
- Reviewer of the Year Award, *Journal of Business and Psychology* — 2011
- College of Psychology Excellence in Teaching Award — 2011
- Loevinger Prize, *Jurimetrics: The Journal of Law, Science, and Technology* — 2002

Awards for Student Research (as advisor)

- Robert J. Wherry Award for Best Paper, IOOB Graduate Student Conference — 2004 (with John Skinner)
- James C. Johnson Student Paper Award, International Personnel Assessment Council — 2001 (with Mitchell Gold)

TEACHING

Graduate Courses

- Psychometric Methods
- Personnel Selection and Evaluation
- Seminar in Personnel Selection
- Legal Issues in Human Resource Management
- Graduate Statistics I & II
- Multivariate Statistics
- Multilevel Data Analysis (short course)

Undergraduate Courses

- Introduction to Psychology
- Industrial/Organizational Psychology

Doctoral Dissertations Chaired (27)

Sheng Zhang — Comparisons of item selection methods of bifactor model computerized adaptive testing on STEM women's work experiences. Defended May 2025.

Sean Wright — Evaluating the power of methods for detecting beta change with linear and ordinal confirmatory factor analysis. Defended June 2024.

Maxwell G. Porter — Gender stereotype biases within law enforcement clinical psychological evaluation. Defended November 2023.

John F. Skinner — Individual psychological assessment: Comparing statistical and clinical data combination approaches. Defended May 2023.

Daniel Spizzuco, Jr. — Comparison of an ideal point and dominance IRT model on the detection of differential item functioning with DFIT. Defended June 2019.

Elizabeth J. Howard — Information integration and judgment processes in individual psychological assessment. Defended November 2017.

Andrew M. Rand — Targeted recruiting through online job postings: Effects of ethnicity, message content, and employee testimonials. Defended August 2017.

Rebecca C. Anderson — The effects of organizational reputation and community demographics on applicant pool composition and ethnic group test score differences in public safety selection. Defended April 2017.

David Blitz — Evaluation of a modified item parameter replication method for DFIT analysis with unequal sample size. Defended December 2013.

Anne-Sophie Deprez-Sims — The effect of non-native accents on the evaluation of applicants during an employment interview. Defended May 2012.

Michael W. Collins — A comparison of meta-analytic procedures when pre- and posttest variances are heterogeneous. Defended July 2011.

Eleni Speron — A comparison of metric linking procedures in item response theory. Defended May 2009.

Jennifer L. Weiss — Anti-Arab bias in job applicant screening: The role of implicit and explicit attitudes. Defended April 2008.

Kristen A. Fortmann-Johnson — The evaluation of new criteria for polytomous DIF in the DFIT framework. Defended November 2007.

Ilianna H. Kwaske — An exploratory, multi-level study to validate individual psychological assessments for entry-level police officer and firefighter positions. Defended April 2006.

David M. Waldschmidt — Representing source perceptions in multisource feedback using structural equation modeling. Defended April 2006. (Co-chaired with Nambury Raju.)

Jennifer L. Thompson — What factors influence judicial rulings about the difference between adverse impact and reverse discrimination? Defended April 2004.

John A. Behr — The unstructured employment interview as a potential source of gender stereotyping in the employee selection process. Defended May 2001.

Jennifer M. Dembowski — The relationship between cognitive ability and voluntary/involuntary turnover: Moderating effects of job complexity, job market and contingent pay. Defended April 2001.

Mitchell W. Gold — Cue utilization in judges' use of the Angoff cut score method. Defended April 2000.

Cinzia Bellarosa — The roles of information consistency, accountability, and confidence on questioning strategies during the employment interview. Defended December 1999.

Jennifer Runkle — Development and initial validation of a measure of race schematicity. Defended December 1998.

Russell E. Lobsenz — Do measures of tacit knowledge assess psychological phenomena distinct from general ability, personality, and social knowledge. Defended June 1998.

Sameena Mohiuddin-Noetzel — The effect of job title on job evaluation ratings. Defended May 1998.

Leah R. Groehler — The effects of performance appraisal system knowledge on the agreement between self- and supervisor ratings of performance. Defended June 1997.

Fred M. Rafilson — Variations in police officer job profiles as a result of incumbent versus supervisory ratings on a task-based job analysis questionnaire. Defended September 1996.

Kenneth Elliott — Investigating a match between employee values and preferred corporate policy. Defended June 1996.

Also served as a member on 63 additional Ph.D. dissertation committees in psychology, on the comprehensive examination committee for all Illinois Tech I-O Ph.D. students (1994–2026), and as outside reader on 20 Ph.D. dissertation committees in Applied Mathematics, Management Science, Civil Engineering, Computer Science, and Math/Science Education.

Master's Theses Chaired (27)

Ximing Li — Who gets left out? Addressing Asian underrepresentation in Pareto-optimality designs. Defended August 2026.

Erin Young — Uncertainty and fairness: How coworkers use heuristics to shape disability accommodation reactions. Defended November 2025.

Andrew Greenagel — Can you trust in AI? Explanations as a method to increase trustworthiness perceptions of artificial intelligence in employment interviews. Defended March 2025.

Amanda Neuman — Impact of Pareto-optimization selection systems on third-party groups. Defended January 2025.

Zachery Peterson — Generalizing Pareto-optimal personnel selection systems across groups. Defended July 2024.

Sara J. Crouch — Development of an intercultural sensitivity measure. Defended February 2017.

Kevin Franke — Multidimensional adaptive personality assessment: A real-data demonstration using the 16PF questionnaire. Defended December 2016.

Maxwell G. Porter — An application of Pareto-optimality to public safety selection data: Assessing the feasibility of optimal composite weighting. Defended October 2015.

Mirinae Lee — Assessing the variability in ethnic group differences on a police officer selection test. Defended January 2014.

Andrew M. Rand — Mixing up the applicant pool: How to attract conscientious and diverse job applicants. Thesis-equivalent project defended January 2014.

Zeenatroohi Kwon — Appropriateness of aggregation in adverse impact analysis: A Monte Carlo simulation. Defended November 2013.

Jonas Neuhengen — Assessment of the IPR algorithm for the Differential Functioning of Items and Tests framework. Defended May 2013.

Jill May — Using confidence intervals with small sample size adjustment to assess adverse impact. Defended December 2011.

Elisabeth Howard — Methods of aggregating data for adverse impact analysis: A Monte Carlo simulation. Defended September 2010.

Rebecca C. Anderson — The effect of prescreening and predictor combination strategies on adverse impact in personnel selection. Defended November 2009.

Michael J. Ciezadlo — A Monte Carlo validity generalization assessment of the traditional direct corrections and maximum likelihood direct corrections procedures when artifacts are correlated. Defended April 2008.

Anne-Sophie Deprez-Sims — Accents in the workplace. Defended April 2008.

Benjamin K. Fearing — A Monte Carlo assessment of Raju & Drasgow's maximum likelihood estimation approach to validity generalization. Defended June 2007.

Rebecca L. Roller — A meta-analysis of the relationship between individual assessments and job performance. Defended October 2006.

Michael Matyasik — The effect of cognitive load on gender bias in a hiring evaluation. Defended February 2006.

John F. Skinner — Applying meta-analysis to adverse impact assessment: A Monte Carlo simulation. Defended March 2006.

Jennifer Weiss — The impact of subordinate gender on supervisor choice of conflict management style on a situational judgment test. Defended June 2003.

Donhwa Lee — Accuracy of confidence intervals on the adverse impact ratio. Defended November 2001.

Michael W. Collins — Accuracy and power of significance tests for adverse impact. Defended December 2001.

Jennifer L. Thompson — How metacognition style moderates the use of sex stereotypes in personnel decisions. Defended December 2000.

Gregory G. Olson — Effect of socially desirable responding on the validity of a self-report selection instrument. Defended May 1997.

Chris Georgeff — The Job Prototype Survey. Defended February 1997.

Also served as a member on 75 additional M.S. thesis committees in psychology.

SERVICE

Representative Departmental & University Service (2003–2026)

Extensive committee service across 30+ years — highlights below; full committee-by-committee record (department and university) available on request.

- Chair, Academic Unit Committee on Promotion and Tenure — 2013–2014; member, 2003–2026
- Chair, Raju Chair Search Committee — 2021
- Chair, Institutional Review Board — 1999–2012; member, 1995–1999
- University Committee on Promotion and Tenure — 2017–2019
- Psychology Department Chair Search Committee — 2015–2016
- Lewis College Dean Search Committee — 2013–2014, 2022

- Chair, Sabbatical Leave Committee — 2023–2024; member 2019–2024
- I/O Faculty Search Committee — 2015, 2017, 2018, 2019
- Industrial-Organizational Psychology Graduate Student Admissions Committee — 1994–2026
- Director, Psychology Undergraduate Program — 2011–2013

Editorial Boards

Associate Editor, Journal of Applied Psychology — 2020–2026

International Journal of Testing — 2014–2019

Journal of Applied Psychology — 2008–2019

Journal of Business and Psychology — 2011–2019

Organizational Research Methods — 2013–2019

Personnel Psychology — 2008–2010

Organizational Behavior and Human Decision Processes — 2003–2007

Ad Hoc Reviewer

American Psychologist · American Journal of Psychiatric Rehabilitation · Applied Psychological Measurement · Archives of Physical Medicine and Rehabilitation · Behavior Research Methods, Instruments and Computers · BMC Medical Research Methodology · British Journal of Mathematical and Statistical Psychology · Educational Measurement: Issues and Practice · Experimental Aging Research · International Journal of Selection and Assessment · Journal of Abnormal Psychology · Journal of Educational and Behavioral Statistics · Multivariate Behavioral Research · National Science Foundation · Neuropsychology · Personnel Psychology · Psychological Methods · Statistics in Medicine · Stigma and Health

Service in Professional Organizations

- Chair, SIOP Distinguished Scientific Contribution Award Committee — 2025; member, 2023
- Journal of Applied Psychology Editorial Fellowship Mentor — 2023, 2025
- CARMA Research Methods Faculty Network Advisory Committee — 2025
- Chair, SIOP Zedeck-Jacobs Adverse Impact Research Grant Committee —2018-2019, member 2016–2017
- SIOP Task Force on Contemporary Selection Practice Recommendations — 2013–2016
- SIOP Conference Program Reviewer — 1996–2019
- President, Chicago Industrial/Organizational Psychologists — 2001–2002 (previously VP/Program Chair, Secretary, Treasurer, 1998–2001)

PROFESSIONAL & CONSULTING EXPERIENCE

I/O Consultant, Personnel Decisions Research Institute, Minneapolis, MN — 2019–2020. Co-authored report on best practices in reporting validation research.

Statistical Consultant, Administrative Conference of the United States, Washington, DC — 2012–2013. Informed ACUS recommendations on Social Security disability adjudication.

Statistical Consultant, Veterans Health Administration, Little Rock, AR — 2009–2010.

I/O Consultant, Organizational Resources, Glencoe, IL — 2006–2007.

I/O Consultant, Center for Research and Service, Institute of Psychology, Illinois Institute of Technology — 1996–2026.

Statistical Consultant, Booz-Allen & Hamilton, Inc., Bethesda, MD — 1992.

I/O Consultant, Barrett & Associates, Inc., Akron, OH — 1989–1991.

Professional Advisory Panels

External Review Panel, US Army Research Institute Foundational Science Research in Behavioral and Social Science Unit — 2020

Technical Advisory Committee on Adverse Impact Analysis, Center for Corporate Equality, Washington, DC — 2010

Professional Memberships

American Psychological Association (1990–present) · Association for Psychological Science (1995–present) · Academy of Management (1990–present) · Society for Industrial and Organizational Psychology (1995–present) · Chicago Industrial/Organizational Psychologists (1996–present)