

# **Tara S. Behrend**

## **CURRICULUM VITAE**

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### **RESEARCH AND PROFESSIONAL INTERESTS**

- Future of work
- Individual and organizational experiences with workplace technologies (e.g., training, assessment, surveillance)
- Workforce readiness, career and technical education

### **EMPLOYMENT**

Michigan State University

2023- John Richard Butler II Endowed Professor, School of Human Resources and Labor Relations and Department of Psychology (by courtesy)

Purdue University

2020-2023 Associate Professor, Department of Psychology

National Science Foundation

2022-2023 Program Director; Decision, Risk, and Management Sciences Program

2020-2022 Chair; Future of Work at the Human-Technology Frontier Program

2020-2022 Program Director; Science of Organizations

The George Washington University

2017- 2020 Director, Industrial-Organizational Psychology Ph.D. program

2017- 2020 Affiliated Faculty, Interdisciplinary PhD Program in Human-Technology Collaboration, Graduate School of Education and Human Development

2015- 2020 Associate Professor, Department of Organizational Sciences and Department of Management, by courtesy

2009- 2015 Assistant Professor, Department of Organizational Sciences

### **LEADERSHIP**

2024- Board Member, APA Board on Scientific Affairs (Chair, 2026-7)

2024-2025 Futures Fellow, Stanford Center on Longevity

2023- Principal Investigator, MSU Future of Work Initiative

2023-2029 Board Member, National Academies of Science, Engineering, and Medicine; Board on Human-Systems Integration (Chair, 2026-9)

2023 President, Society for Industrial and Organizational Psychology (President-Elect, 2022, Past President, 2024)

2016-2017 Fellow, Center for Advanced Study in the Behavioral Sciences, Stanford University

2015-2018                      Senior Research Fellow, Massachusetts Institute for College and Career Readiness

## **EDUCATION**

2009                              Ph.D., North Carolina State University  
Industrial/Organizational Psychology

2006                              M.S., North Carolina State University  
Industrial/Organizational Psychology

2003                              B.S., University of Pittsburgh  
Psychology

## **PUBLICATIONS (H-INDEX = 36, 9000+ CITATIONS)**

*\* indicates student coauthor*

### **Peer-Reviewed Journal Articles**

1. Hou, D. X., Tracy, M.\*, Pitcher, B. D., Blachly, B.\*, Miles, A. F., & Behrend, T. S. (2026). From virtual sparks to reality: How virtual reality exposure influences skill learning intentions. *Technology, Mind, and Behavior*, 7(1), 4.
2. Behrend, TS, Shoss, M., Tracy, M.\*, Blachly, B.\*, Stolle, D., Chan, M., & Schwartz, B (2026). Work precarity and experiences of workplace surveillance. *Journal of Business and Psychology*.
3. Blachly, B. D.\*, Pitcher, B. D.\*, White, J. C.\*, & Behrend, T. S. (2025). Forging Technical Career Skills in Virtual Reality: How Immersion Shapes Learning and Engagement. *International Journal of Training and Development*.
4. Behrend, T.S., & Landers, R. N. (2025). Participant Interactions with Artificial Intelligence: Using Large Language Models to Generate Research Materials for Surveys and Experiments. *Journal of Business and Psychology*, 1-23.
5. Dang, L.\*, Hou, D. X.\*, Hoff, K. A., & Behrend, T. S. (2025). Addressing labor gaps with the science of workplace learning. *Industrial and Organizational Psychology*, 18(1), 119-122.
6. Shoss, M., & Behrend, T. (2025). Economic inequality drives longer work hours. *Industrial and Organizational Psychology*, 18(1), 58-61.
7. Obschonka, M., Grégoire, D. A., Nikolaev, B., Ooms, F., Lévesque, M., Pollack, J. M., & Behrend, T. S. (2024). Artificial Intelligence and Entrepreneurship: A Call for Research to Prospect and Establish the Scholarly AI Frontiers. *Entrepreneurship Theory and Practice*, 10422587241304676.
8. Behrend, T. S., Ravid, D. M., & Rudolph, C. W. (2024). Technology and the changing nature of work. *Journal of Vocational Behavior*, 104028.

9. Wolff, M. S.\*, Ravid, D. M., & Behrend, T. S. (2024). Guidelines for the use of electronic performance monitoring. *Organizational Dynamics*.
10. Behrend, T.S., Thapa, S.\*, & Ravid, D. (2023). Implications of social media for a changing work landscape. *Annual Review of Organizational Psychology and Organizational Behavior*.
11. Shoss, M. K., & Behrend, T. S. (2023). Technology, work, and inequality. *Technology, Mind, and Behavior*.
12. Ravid, D. M.\*, Pitcher, B. D.\*, Alge, B. J., & Behrend, T. S. (2022). Body-worn camera technologies can promote positive policing. *Industrial and Organizational Psychology*, 15(4), 612-616.
13. Pitcher, B.\*, Ravid, D.R.\*, & Behrend, T.S., (2023). Social learning dynamics influence performance and career self-efficacy in career-oriented educational virtual environments. *PLOS One*.
14. Song, Q. C., Shin, H. J., Tang, C., Hanna, A., & Behrend, T. (2022). Investigating machine learning's capacity to enhance the prediction of career choices. *Personnel Psychology*.
15. Pitcher, B.\*, Miles, A.\*, & Behrend, T.S. (2022). Socioeconomic and job status differences in the experience of perceived unacceptable electronic performance monitoring. *Technology, Mind, and Behavior*.
16. Ravid, D.\*, White, J.\*, Miles, A.\*, & Behrend, TS (2022). A meta-analysis of the effects of electronic workplace surveillance. *Personnel Psychology*.
17. Landers, R. N., & Behrend, T. S. (2022). Auditing the AI auditors: A framework for evaluating fairness and bias in high stakes AI predictive models. *American Psychologist*.
18. Norder, K., Emich, K., Kanar, A., Sawhney, A.\*, & Behrend, T. S. (2022). A house divided: A multilevel bibliometric review of the job search literature 1973–2020. *Journal of Business Research*, 151, 100–117.
19. McChesney, J\*, Behrend, TS, & Glosenber, A (2022). Stereotypical descriptions of computer scientists do not describe many computer scientists. *Nature Scientific Reports*.
20. White, J. C.\*, Ravid, D. M.\*, Siderits, I. O.\*, & Behrend, T. S. (2022). An urgent call for I-O psychologists to produce timelier technology research. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
21. White, J. C.\* & Behrend, T. S. (2021). Rater attributions of malfunctions in videoconference interviews. *Work, Aging and Retirement*. <https://doi.org/10.1093/workar/waab025>
22. Ravid, D. M.\*, White, J. C.\*, & Behrend, T. S. (2021). Implications of COVID-19 for privacy at work. *Industrial and Organizational Psychology*, 14(1-2), 194-198.

23. Auer, E. M.\*, Behrend, T. S., Collmus, A. B.\*, Landers, R. N., & Miles, A. F\*. (2021). Pay for performance, satisfaction and retention in longitudinal crowdsourced research. *PLOS One*, 16(1), e0245460.
24. Oswald, F.O, Behrend, T.S., Putka, D., & Sinar, E. (2020). Big Data in Industrial-Organizational Psychology and Human Resource Management: Forward Progress for Organizational Research and Practice. *Annual Review of Organizational Psychology and Organizational Behavior*, 7, 505-533.
25. Ravid, D.\*, White, J.C.\*, Tomczak, D.\*, & Behrend, T.S. (2020). EPM 20/20: A review, framework, and research agenda for electronic performance monitoring. *Journal of Management*, 46, 100-126.
26. White, J.C.\*, Ravid, D.\*, & Behrend, T.S. (2019). Moderating Effects of Person and Job Characteristics on Digital Monitoring Outcomes. *Current Opinion in Psychology*.
27. Blacksmith, N, Yang, Y, Behrend, T.S., Ruark, G.A. (2019). Assessing the validity of inferences from scores on the cognitive reflection test. *Journal of Behavioral Decision Making*. 1-14. <https://doi.org/10.1002/bdm.2133>
28. Glosenber, A., Tracey, T. J. G., Behrend, T. S., Blustein, D. L., & Foster, L. L. (2019). Person-vocation fit across the world of work: Evaluating the generalizability of the circular model of vocational interests and social cognitive career theory across 74 countries. *Journal of Vocational Behavior*, 112, 92-108.
29. Dubrow, S.\*, Behrend, T. S., & Emich, K. J. (2018). I think you can: Transpersonal efficacy in teams. *Journal of Managerial Psychology*, 33, 458-474.
30. Blacksmith, N.\*, Behrend, T. S., Dalal, R. S., & Hayes, T. L. (2018). General mental ability and decision-making competence: Theoretically distinct but empirically redundant. *Personality and Individual Differences*, 138, 305–311. <https://doi.org/10.1016/j.paid.2018.10.024>
31. Behrend, T. S., Yost, A.R.\*, Howardson, G., Badger Darrow, J.\*, & Jensen, J. (2018). Reactance to electronic surveillance: A test of antecedents and outcomes. *Journal of Business and Psychology*, 34, 71-86.
32. Kosinski, M, N., & Behrend, T. S. (2017). Editorial Overview: Big data in the behavioral sciences. *Current Opinion in the Behavioral Sciences* (18). <https://doi.org/10.1016/j.cobeha.2017.11.007>
33. Lynch, S., Means, B., Behrend, T.S., Peters-Burton, E.E., et al. (2017). Understanding inclusive STEM high schools as opportunity structures for underrepresented students: Critical components. *Journal of Research in Science Teaching*, 55, 712-748. DOI: 10.1002/tea.21437
34. Badger Darrow, J.\*, & Behrend, T. S. (2017). Person-environment fit is a formative construct. *Journal of Vocational Behavior*, 103, 117-131. 10.1016/j.jvb.2017.08.007

35. Landers, R. N. & Behrend, T.S. (2017). When are models of technology useful? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 668-675.
36. Behrend, T.S., & Landers, R. N. (2017). The wicked problem of scholarly impact. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 602-605.
37. Horn, R. G.\* & Behrend, T. S. (2017). Video killed the interview star: Does picture-in-picture affect interview performance? *Personnel Assessment and Decisions*, 3, 5-15.
38. Horn, R. G.\*, Kaminsky, S. E.\*, & Behrend, T. S. (2016). Don't forget to properly use your signal: Driving down new roads to selection decisions. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 666-671.
39. Blacksmith, N. B.\*, Willford, J. C.\*, & Behrend, T. S. (2016). Technology in the employment interview: A meta-analysis and future research agenda. *Personnel Assessment and Decisions*, 2, 2-15.
40. Howardson, G. N.\*, & Behrend, T. S. (2016). Coming full circle with reactions: Understanding the structure and correlates of trainee reactions through the affect circumplex. *Academy of Management: Learning and Education*. doi: 10.5465/amle.2014.0012
41. Karim, M. N.\*, Willford, J. C.\*, & Behrend, T. S. (2015). Big data, little individual: The human side of big data. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 527-533.
42. Howardson, G. N.\*, & Behrend, T. S. (2015). The relative importance of specific self-efficacy sources in pretraining self-efficacy beliefs. *International Journal of Training & Development*, 19, 233-252. doi: 10.1111/ijtd.12060
43. Wiebe, E. N., Thompson, I., & Behrend, T. S. (2015). MOOCs from the viewpoint of the learner: A response to Perna. *Educational Researcher*, 44, 252-254. doi: 10.3102/0013189X15584774
44. Hooshangi, S., Willford, J. C.\*, & Behrend, T. S. (2015). Self-regulated learning in transfer students: A case study of non-traditional students. *Proceedings of IEEE Frontiers in Education*, 1-5. doi: 10.1109/FIE.2015.7344390
45. Kaminsky, S. E.\* & Behrend, T. S. (2015). Career choice and calling: Integrating calling and social cognitive career theory. *Journal of Career Assessment*, 23, 383-398.
46. Landers, R. N., & Behrend, T. S. (2015). An inconvenient truth: Arbitrary distinctions between organizational, Mechanical Turk, and other convenience samples. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 142-164.
47. Karim, M. N.\*, Kaminsky, S. E.\*, & Behrend, T. S. (2014). Cheating, reactions, and performance in remotely proctored testing: An exploratory experimental study. *Journal of Business and Psychology*, 29, 555-572.

48. Peters-Burton, E. E., Kaminsky, S. E.\*, Lynch, S. J., Spillane, N.\*, Behrend, T. S., Han, E.\*, Ross, K., & House, A. (2014). Wayne School of Engineering: Case study of a rural inclusive STEM-focused high school. *School Science and Mathematics, 114*(6), 280–290.
49. Basford, T. E.\*, Offermann, L. R., & Behrend, T. S. (2014). Do you see what I see? Perceptions of gender microaggressions in the workplace. *Psychology of Women Quarterly, 38*, 340-349.
50. Badger, J. M.\*, Kaminsky, S. E.\*, & Behrend, T. S. (2014). Media richness and information acquisition in internet recruitment. *Journal of Managerial Psychology, 29* (7), 866-883.
51. Howardson, G. N.\*, & Behrend, T. S. (2014). Using the Internet to recruit employees: Comparing the effects of usability expectations and objective technological characteristics on Internet recruitment outcomes. *Computers in Human Behavior, 31*, 334-342.
52. Karim, M. N.\*, & Behrend, T. S. (2014). Reexamining the nature of learner control: dimensionality and effects on learning and training reactions. *Journal of Business and Psychology, 29*, 87-99.
53. Basford, T. E.\*, Offermann, L. R., & Behrend, T. S. (2014). Please accept my sincerest apologies: Examining follower reactions to leader apology. *Journal of Business Ethics, 119*, 99-117.
54. Burton, E. E. P., Lynch, S. L., Behrend, T. S., & Means, B. (2014). Inclusive STEM high school design: Ten critical components. *Theory into Practice, 53*, 64-71.
55. Behrend, T. S., Gloss, A. E., Howardson, G. N. \*, Thompson, L. F., & McCallum, S. (2013). Psychological dynamics in ICTD projects. *Proceedings of ICTD 2013, 6*, 9-12.
56. Watson, A., Thompson, L. F., Vignovic, J., Whelan, T., Behrend, T. S., & Gissel, A. (2013). When Big Brother is watching: Goal orientation shapes reactions to electronic monitoring during online training. *Journal of Applied Psychology, 98*, 642-657.
57. Behrend, T. S., Toaddy, S., Thompson, L. F., & Sharek, D. J. (2012). The effects of avatar appearance on interviewer ratings in virtual employment interviews. *Computers in Human Behavior, 28*, 2128-2133.
58. Behrend, T. S., & Thompson, L. F. (2012). Using animated agents in learner-controlled training: The effects of design control. *International Journal of Training & Development, 16*, 263-283.
59. Behrend, T. S., Sharek, D. J., Meade, A. W., & Wiebe, E. N. (2011). The viability of crowdsourcing for survey research. *Behavior Research Methods, 43*, 800-813.
60. Behrend, T. S., & Thompson, L. F. (2011). Similarity effects in online training: Effects with computerized trainer agents. *Computers in Human Behavior, 27*, 1201-1206.

61. Behrend, T. S., Wiebe, E. N., London, J. E., & Johnson, E. C. (2010). Cloud computing adoption and usage in community colleges. *Behaviour & Information Technology*, 30, 231-240.
62. Wiebe, E. N., Roberts, E., & Behrend, T. S. (2010). An examination of two mental workload measurement approaches to understanding multimedia learning. *Computers in Human Behavior*, 26, 474-481.
63. Behrend, T. S., Baker, R. A., & Thompson, L. F. (2009). Effects of pro-environmental recruiting messages: The role of organizational reputation. *Journal of Business and Psychology*, 24, 341-350.
64. Behrend, T. S., Thompson, L. F., Meade, A. W., Newton, D. A., & Grayson, M. S. (2008). Measurement invariance in careers research: Using IRT to study gender differences in medical students' specialization decisions. *Journal of Career Development*, 35, 60-83.
65. McPherson, A., Lewis, K., Lynn, A. E., Haskett, M. E., & Behrend, T. S. (2008). Predictors of parenting stress for abusive and nonabusive mothers. *Journal of Child and Family Studies*, 18, 61-69.

## Books

1. Behrend, T.S. (2025). *Human-technology partnerships at work*. Cambridge University Press.
2. Landers, R., & Behrend, T.S. (2024). *Research Methods for Industrial and Organizational Psychology*. Taylor & Francis.
3. Woo, S.E., Tay, L., & Behrend T. S, (2023). *Technology and measurement around the globe*. Cambridge University Press.
4. Oswald, F.O., Behrend, T.S., Foster, L.L. (2019). *Workforce readiness and the future of work*. *SIOP Organizational Frontiers Series*; Routledge.

## Book Chapters

1. Behrend, T.S., & Sage-Gavin, E. (2026). The Learning Century: HR's Strategic Imperative. In Nyberg, A., et al (Eds.), *The Age of HR: Delivering Stakeholder Value Through Strategic Organizational Capability: Talent, Leadership, and Culture*.
2. White, J\*, & Behrend, T.S. (2022). *Ethical considerations of workplace surveillance*. In D Blustein (Ed), *Rethinking Work: Essays on Building a Better Workplace*. Routledge.
3. Melson-Sillimon, A.,\*, Harmata, R., LeFevre-Levy, R., & Behrend, T.S. (2022). Diversity in the digital age: Cybervetting, doxing, and employment discrimination. In E. King (ed) *The Future of Scholarship on Diversity and Inclusion in Organizations*. Information Age.

4. White, J.\*, Behrend, T., & Siderits, I.\* (2020). Changes in workplace technology. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *Cambridge Handbook of the Changing Nature of Work*. Cambridge University Press.
5. Behrend, T.S., & Ravid, D. (2019). Crowdsourcing as a research method. In RN Landers (Ed.), *Cambridge Handbook of Technology in the Workplace*. Cambridge University Press.
6. Tomczak, D.\* & Behrend, TS (2019). Electronic surveillance and privacy. In RN Landers (Ed.), *Cambridge Handbook of Technology in the Workplace*. Cambridge University Press.
7. Kanar, A. M., Behrend, T. S., Montgomery, M., & Fraser, R. (2016). Technology-based training. In D. Blackman, S. Teo, & M. O'Donnell (Eds.), *We can fix that: HR research into HR practice*. Edward-Elgar.
8. Behrend, T. S., Gloss, A., & Thompson, L. F. (2013). Global development through the psychology of workplace technology. In M. Covert & L. F. Thompson (eds.) *The psychology of workplace technology* (pp. 261-283). New York: Routledge.
9. Karim, M. N.\*, & Behrend, T. S. (2013). Controlling engagement: The effects of learner control on engagement and satisfaction. In P. Blessinger and C. Wankel (eds.), *Increasing Student Engagement and Retention in e-Learning Environments: Web 2.0 and Blended Learning Technologies* (pp. 59-82). Bingley, UK: Emerald.
10. Behrend, T. S., & Thompson, L. F. (2012). The intersection of I-O Psychology, technology, and environmental sustainability. In S. Klein and A. H. Huffman (Eds.), *Green organizations: Driving change with IO psychology* (pp. 300-322). New York: Psychology Press.
11. Meade, A. W., Behrend, T. S., & Lance, C. E. (2009). Dr. StrangeLOVE, or how I learned to stop worrying and love omitted variables. In C.E. Lance & R.J. Vandenberg (Eds.), *Statistical and methodological myths and urban legends: Doctrine, verity and fable in the organizational and social sciences* (pp. 91-108). New York: Routledge.

### **Selected Technical Reports and Other Publications**

1. Gloss, A, Behrend, T. S., et al. (2018). *Big data and ICTs for human capabilities: Opportunities for skill development in TVET and the world of work*. Working paper, Foster Workforce Development Institute.
2. Behrend, T. S. (2017, February). *Using I-O Psychology to strengthen the national security workforce*. White paper, National Academies of Science, Washington DC.
3. Behrend, T. S. et al. (2014, December). *Chicago High School for Agricultural Sciences*. Washington, DC: George Washington University.
4. Behrend, T. S. et al. (2014, January). *High Tech High*. Washington, DC: George Washington University.

5. Barger, T., Behrend, T. S., Sharek, D. J., & Sinar, E. F. (2011). I-O and the crowd: Frequently asked questions about using Mechanical Turk for research. *The Industrial-Organizational Psychologist*, 49(2), 11-18.
6. Behrend, T. S., Wiebe, E. N., London, J. E., & Johnson, E. C. (2009, January). *Evaluation of Virtual Computing Lab Implementation in Community Colleges*. Raleigh, NC: Friday Institute for Educational Innovation.

## GRANTS

1. Behrend, T. (PI), & Hoff, K. (co-PI) (2024). Strada Foundation Postdoctoral Scholar Grant. \$225,000.
2. Ravid, D., Behrend, T., & Alge, B. (2023). *Uncovering the effects of body-worn cameras on police officer outcomes*. National Science Foundation #SES-2317448, \$699,000.
3. Behrend, T.S. (2021). Snap Inc. Research Support. \$5,000.
4. Behrend, T.S. (2020). National Science Foundation Program Director Appointment
5. Behrend, T.S. (2019). *Creation of workplace culture measure*. ThinkWhy, LLC. \$240,000.
6. Behrend, T.S. (2018). *Understanding virtual reality for skilled trades training*. Lincoln Electric Foundation. \$100,000.
7. Lynch, S. J., Means, B., Behrend, T. S. & Peters Burton, E. (2011-2016). *Multiple Instrumental Case Studies of Inclusive STEM-focused High Schools: Opportunity Structures for Preparation and Inspiration (OSPrI)*. National Science Foundation # DRL-1118851. \$3.3M.
8. Behrend, T. S. (2011). *Meta-analytic investigation of the relationship between computer self-efficacy and learning*. George Washington University Facilitating Fund. \$7,000.
9. Behrend, T. S. (2010). *Technology's effects on human moments at work*. George Washington University Facilitating Fund. \$8,700.

## PRESENTATIONS

### Invited Talks and Keynotes

1. (2025, October). What to know about AI and entrepreneurship research. Invited keynote, University of Amsterdam Business School
2. (2025, August). Fact and fiction about workplace monitoring. Invited talk, APA Annual Convention Science Summit
3. (2025, May). Keynote, University of Maryland EDSI AI + Education Summit.
4. (2025, February). University of Maryland School of Information. Invited presentation.

5. (2025, February). Keynote, MSU SHRM Conference.
6. (2024, November). University of Ottawa Distinguished Speaker Series.
7. (2024, October). The Psychology of Surveillance. Invited Talk at the Psychology of Technology Network Conference, Boston.
8. (2024, August). MSU Future of Work Activities. Invited presentation to Michigan Association of Regions Annual Meeting.
9. (2024, August). APA Main Stage Event on Demystifying AI in Psychological Science.
10. (2024, May). Invited panel, Association for Psychological Science Annual Conference, San Francisco.
11. (2024, April). Presidential Address. Society for Industrial and Organizational Psychology Annual Conference, Chicago.
12. (2024, March). NSF Grant Workshop, University of Texas Rio Grande Valley.
13. (2024, January). Invited talk, PsyTech @ CES Convention, Las Vegas.
14. (2023, October). Invited panel, Human Factor and Ergonomics Society Annual Meeting, Washington DC.
15. (2023, September). Invited talk, Army Research Institute Workshop on Workforce, Algorithms, and Technology. Rice University.
16. (2023, August). Invited Div 14 presidential address, American Psychological Association Annual Convention, Washington DC.
17. (2023, July) University of South Alabama Global Scholars Lecture, School of Management.
18. (2023, May). Invited presentation, ANN SONIC NICO International Workshop on Network Theory, Northwestern University.
19. (2023, March). Invited presentation, International Convention of Psychological Science, Brussels, Belgium.
20. (2023, January) *Technology, Skills, and The Future of Work*. Invited seminar, Texas A&M Department of Psychology.
21. (2022, December) Keynote, HumanTech Center (Poland).
22. (2022, November). Keynote, Google QuantCon.
23. (2022, July) University of South Alabama Global Scholars Lecture, School of Management.
24. (2022, July) Keynote, International Personnel Assessment Council Annual Meeting.

25. (2022, June) *Electronic Surveillance at Work*. Lecture, HumanTech Center (Poland)
26. (2022, March) *NSF Future of Work Programs*. Arizona State University Global Center for Technology Transfer.
27. (2022, February) *Electronic Surveillance at Work*. Lecture, University of Kent Social Psychology Group.
28. (2022, January) *NSF Future of Work Programs*. Michigan State University School of Human Resources and Labor Relations.
29. (2022, January). *Electronic Surveillance at Work*. Lecture, Lund University Department of Psychology, Sweden.
30. (2021, November). *NSF Future of Work Programs*. DAISY at University of Florida.
31. (2021, November). *Electronic Surveillance at Work*. Lecture, Leibniz Institute, Germany.
32. (2021, November). NSF Science of Organizations Program. CASBS at Stanford University.
33. (2021, October). *Electronic Surveillance at Work*. Lecture, University of Central Florida Department of Psychology.
34. (2021, October). *Ethics in Research*. Big Ten Research Alliance.
35. (2021, October). *Electronic Surveillance at Work*. Bowling Green State University Department of Psychology.
36. (2021, June). *NSF Science of Organization Program*. Industry Studies Association Conference.
37. (2021, May). Keynote, Association for Psychological Science Annual Conference.
38. (2021, April). *Electronic Surveillance at Work*. Michigan State University Department of Psychology.
39. (2020, October). *Future of work and innovation*. Panel at Sujardta Center for Innovation, University of California at Berkeley.
40. (2020, September). *What will become of work and workers?* Webinar for Stanford Center for Advanced Study in the Behavioral Sciences.
41. (2020, February). *Rethinking the role of career and technical education for workforce development*. Invited presentation to Rice University Future of Work Conference.
42. (2020, January). *The psychology of work*. Workshop for DC United (soccer team).
43. (2019, June). *AI and Psychology for a well-prepared national security workforce*. Briefing for the National Security Commission on Artificial Intelligence. Washington DC.

44. (2019, February). *Psychology and the future of work*. APA Innovation Speaker Series, Washington DC.
45. (2018, October). *Advanced technologies in selection and assessment*. Invited address to Hogan Assessment Corporation.
46. (2018, September). *The Psychology of Surveillance*. Invited talk, University of Connecticut Department of Psychology.
47. (2018, July). Using big data analytics to understand and support learning. Invited workshop at the Center for Creative Leadership, Greensboro NC.
48. (2018, February). The importance on interests in building a skilled workforce. Keynote, IO/OB Conference, Tulsa OK.
49. (2018, January). *The Psychology of Surveillance*. Invited talk, Western University Department of Psychology.
50. (2017, September). The importance on interests in building a skilled workforce. Invited talk, mediaX at Stanford University.
51. (2017, February). *The Psychology of Surveillance*. Public event, The Interval, San Francisco.
52. (2016, February). *Surveillance and organizations*. Center for Advanced Study in the Behavioral Sciences, Stanford University.
53. (2016, October). *Electronic surveillance and privacy: How are individuals affected in school, work, and life?* Invited talk, Stanford University Department of Psychology.
54. (2016, May). *The responsible use of crowdsourcing for psychological research*. Invited address to the Association for Psychological Science Annual Convention, Chicago, IL.
55. (2016, April). *Using data analytics to optimize feedback and support delivery*. Presidential Symposium: Privacy and Ethics in Cyberspace. Invited presentation to the American Educational Research Association Annual Convention, Washington DC.
56. (2016, February). *Big data at work*. Invited talk, Virginia Commonwealth University School of Business.
57. (2016, February). *Online data collection and invasion of privacy*. Invited colloquium, Old Dominion University.
58. (2015, November). *Critical components of inclusive STEM-focused high schools*. Invited address to the inaugural DC STEM Summit, Carnegie Corporation, Washington DC.
59. (2015, October). *The human side of big data*. Invited talk at the University of South Florida, Department of Psychology, Tampa FL.

60. (2015, April). *Technology and assessment*. Discussant, 30<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA
61. (2015, March). *The psychological implications of the big data movement*. Invited Presidential Symposium, Eastern Psychological Association, Philadelphia, PA.
62. (2014, May). *Components of Inclusive STEM-focused high schools: Findings from the Chicago School of Agriculture*. Invited presentation for AGree Workshop, Meridian Institute, Washington DC.
63. (2014, May). *Data-driven humanitarian work psychology*. Invited symposium at the Association for Psychological Science Annual Convention, San Francisco CA.
64. (2014, May). *Recruitment and selection in the virtual workplace*. Invited presentation to the Association for Psychological Science Annual Convention, San Francisco CA.
65. (2013, June). *Psychometric evaluation process for American Council of Education Credit by Examination Certification*. Invited presentation to the University System of Georgia Adult Learning Consortium, Savannah GA.
66. (2012, October). *How can I-O Psychology and ICTD contribute to global development?* Invited presentation to the University of Michigan School of Information.
67. (2011, May). *Internet recruitment and selection: Considerations for applicants*. Invited presentation to the Rotary Club of Washington DC.
68. (2011, February). *Recruitment and selection in the virtual world: Implications for applicants and organizations*. Invited workshop presented to the Personnel Testing Council, Washington DC.
69. (2010, October). *Recruitment and selection in the virtual world*. Invited presentation to the George Mason University Department of Psychology.

#### **Peer-Reviewed Presentations (since 2019)**

1. Pitcher, B. D., White, J. C., Blachly, B. D., Huey, L., & Behrend, T. S. (2026). AI feedback enhances skill acquisition by reducing training anxiety depending on goal orientation. [Poster]. Society for Industrial and Organizational Psychology Annual Conference. Top-rated poster for the Technology/Artificial Intelligence Content Area Theme Track.
2. Tracy, M. M., Koleda, L., & Behrend, T. S. (2026). Misaligned remote work increases stress: Evidence from employees with and without disabilities. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference.
3. Dang, L., Hoff, K.A., Liu, Z., & Behrend, T.S. (2026). Rethinking STEM Career Guidance: Do Integrative Career Fit Assessments Lead to More Women in STEM? [Talk]. Society for Industrial and Organizational Psychology Annual Conference.

4. Miles, A. F., & Behrend, T. S. (2026). An integrated model of the effect of fit feedback on choice behaviors and academic outcomes. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference.
5. Miles, A. F., Tomczak, D. L., Blachly, B. D., White, J. C., & Behrend, T. S. (2026). Applicant reactions to algorithmic decision-making in selection: An integrative framework and meta-analytic test of procedural characteristics. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference. Selected by SIOP Program Committee as a top-rated proposal in the Selection/Assessment/Individual Differences Content Area Theme Track.
6. Blachly, B. D., Ravid, D. M., Behrend, T. S., Alge, B. J., Tracy, M. M., Pitcher, B. D., & Kyeremateng, T. K. (2026). Police officer privacy calculus predicts burnout. [Poster]. Society for Industrial and Organizational Psychology Annual Conference.
7. Blachly, B. D., Tracy, M. M., Ravid, D. M., Behrend, T. S., Alge, B. J., Pitcher, B. D., & Kyeremateng, T. K. (2026). Development and validation of the Police Sentiment Inventory (PSI). [Poster]. Society for Industrial and Organizational Psychology Annual Conference. Top-rated poster for the Job Performance/Withdrawal/Misbehavior Content Area Theme Track.
8. Glosenber, A. & Behrend, T. S. (2025). Deviant vs. legitimate: Concerns regarding O\*NET's occupational interest profiles. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
9. Napper, C. N. (Co-Host), Hines, S. (Co-Host), Behrend, T. (Guest), Waters, S. (Guest), (2025). LIVE: Directionally Correct Podcast with Cole Napper & Scott Hines featuring Special Guests: Tara Behrend & Shonna Waters [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
10. Shultz, E. P. (Co-Chair), Géddlle, A. F. (Co-Chair), & Behrend, T. S. (Discussant). (2025). Facing the future: Employee responses to technology-related job insecurity [Symposium] Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
11. Blachly, B.D., Pitcher, B.D., White, J.C., & Behrend, T.S. (2025). Forging Vocational Skills in Virtual Reality: Does Medium Matter? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
12. Wolff, M. S., Liao, C., White, J. C., Ravid, D. M., & Behrend, T. S. (2025). Tell me why! How purpose and leadership shape reactions towards electronic monitoring [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
13. Lefkowitz, J. (Chair). Zickar, M.J., Cascio, W.F., & Lefkowitz, J. (Presenters). Behrend, T.S. (Discussant). (2024). Surveillance in Organizations: Performance Monitoring--Theory-X is Alive and Still Not Well. [Symposium]
14. White, J. C. & Behrend, T. S. (2024). The effect of virtuality on newcomer socialization [Poster].

15. Wang, J., Huang, L., Roper, Z., Ellingsen, V. J., Behrend, T. S., & Landers, R. N. (2024). AI as an expert in selection. [Symposium].
16. Ravid, D. M., Alge, B. J., Pitcher, B. D., Kyeremateng, T. K., & Behrend, T. S. (2024). Body- worn camera attributions moderate the effects of police visibility on burnout. [Symposium].
17. Tomczak, D. L., Wolff, M. S., Cairoli, C., & Behrend, T. S. (2024). Cultural values predict electronic performance monitoring acceptance. [Poster].
18. Hou, X. D., Tracy, M. M., Pitcher, B. D., Behrend, T. S. (2024). From Virtual Sparks to Reality: How VR Exposure Influences Career Intentions [Poster].
19. Behrend, T., Hebl, M., Kozwolski, S., Landers, R., Ones, D., Rogelberg, S., Scott, J., & Tippins, N. (2024). Meet the Experts: A Panel of Leading Researchers and Practitioners in IO Psychology.
20. Kożusznik, B. (Co-chair), Glazer, S. (Co-chair), Behrend, T. (Panelist), Demerouti, E. (Panelist), Martinez-Tur, V. (Panelist), Hideg, I. (Panelist), Fricke, H. (Panelist), & Kock, R. (Panelist) (2024). Alliance: IWOP Declaration of Identity: Creating a Global Shared Identity [Alternative Session].
21. Tomczak, D.L., White, J.C., Miles, A., Roper, Z., & Behrend, T. S. (2024). Applicant reactions to artificial intelligence in high stakes decision-making contexts: A meta-analysis and future research agenda. [Symposium].
22. Behrend, T., Fink, A., Tannenbaum, S., Wang, M., Heggestad, E., DuVernet, A., Landers, R., Solberg, E., Avery, D., Blacksmith, N., Dalal, R., Highhouse, S., Munson, L., Chang, D., Liu, S., Ruggs, E., (2024). SIOP Executive Board Roundtable Discussion (Invited Session).
23. Miles, A. F., Pitcher, B. D., & Behrend, T. S. (2024). Interdisciplinary perspectives on skills in the 21st century: A bibliometric analysis [Poster].
24. White, J., Cairoli, C., Blachly, B., Behrend, T. (2024). Trait reactance influences reactions to training feedback [Poster].
25. Tracy, M. M., & Behrend, T. S. (2024). How Remote Work Transition Affects Personality Self-Assessment [Poster].
26. McChesney, J. E., Glosenberger, A., & Behrend, T. S. (2022, April). Using O\*NET to better understand gender disparities in STEM: Career interest profiles of engineers and nurses. In Zhou, S. & Hoff, K. A (Co-Chairs). Putting the O\*NET into good use: A critical evaluation of the use and misuse of O\*NET. Symposium at the 37th Annual Conference of Society for Industrial and Organizational Psychology.
27. Ravid, D. M., Tomczak, D. L., White, J. C., & Behrend, T. S. (2021, April). *An incubator for electronic performance monitoring and work privacy research*. Incubator session held at the 36th Annual Conference of the Society of Industrial and Organizational Psychology.

28. Ravid, D. M., White, J.C., Tomczak, D. L., Miles, A. F., & Behrend, T. S. (2020, August). *A meta-analysis of the effects of digital surveillance of workers: A psychology focused approach*. Paper presented at the Microsoft New Future of Work Symposium.
29. Ravid, D. M. & Behrend, T. S. (2020, June). Break time task reminder, psychological detachment, and performance recovery. Presentation at 35th Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Virtual Conference).
30. White J. C., & Behrend T. S. (2020, April). *"Can you hear me now?" The influence of technology disruptions in virtual interviews*. In M. Langer, & J. Basch (Co-Chairs). Interview technology and AI: Effects on applicants, evaluators, and adverse impact. Symposium presented at the 35th Annual Conference of the Society of Industrial and Organizational Psychology.
31. Pitcher, B. D., Ravid, D. M., Behrend, T. S. (2019, October). *Improving student attitudes and performance in STEM through virtual reality and constructive feedback*. Symposium presented at the annual Technology, Mind, and Society Conference, Washington D.C.
32. Howardson G. N. & Behrend T. S. (2019, April). Within-Learner Affective Changes and Relationships with Skill Learning. Poster presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, National Harbor, MD.
33. McCune E. A., Bauer T. N., Behrend T. S., Carr S. C., Galli L., Morrison M., & Putka D. J. (2019, April). SIOP Select: Disruptions Big and Small: The Future of Science-Practice in I/O. Panel conducted at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, National Harbor, MD.
34. Siderits I. O., White J. C., Zarsky S., Ravid D., & Behrend T. S. (2019, April). Twenty Years of Technology at SIOP: Are I-O Psychologists Lagging? Poster presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, National Harbor, MD. \* *Winner of Flanagan Award for Best Student Paper*
35. Behrend T. S. (Discussant). In Mugayar-Baldocchi M., Brawley Newlin A. M. (Co-Chairs) MTurk: Abuses, Misuses and Proper Uses. Symposium presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, National Harbor, MD.
36. McChesney J. E. & Behrend T. S. (2019, April). Do women dream of computer science careers? Poster presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, National Harbor, MD.
37. Hoffman B. J., Behrend T. S. Kanfer R., Shoss M. K., & Wegman L. A. (2019, April). The Changing Nature of Work and Workers. Panel conducted at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, National Harbor, MD.
38. Glösenberg A. E., Wright N. A., & Behrend T. S. (2019, April). Does it take a city? Evaluating 21st century skills and their relationship with economic mobility on a city level of analysis. In Hoffman B. J. (Chair) Changing Nature of Work: Implications for Organizations. Symposium to be presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, National Harbor, MD.

39. White J. C., Behrend T. S., & Auer A. (2019, April). White vs. Asian applicants in technology-mediated interviews and the effects on justification of hiring decisions. In Langer M. & Melchers K. G. (Co-Chairs) Job interview technology: Effects on applicants, evaluators, and adverse impact. Symposium to be presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, National Harbor, MD
40. Litano M., Allen T. D., Domingues K. M., Kraiger K., Macey W. H., Oswald F., Putka D. J., Weiss J., Reynolds D. H., Behrend T. S., Robinson W., Mattingly V. P., & Sandell K. J. (2019, April). SIOP Select: Positioning SIOP as the Premier and Trusted Authority: Leaders IGNITE. Panel to be conducted at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, National Harbor, MD
41. Barney M., Fink A. A., Peterson D. B., Behrend T. S., & Lahti K. (2019, April). Technology & the Future of I-O Psychology. Panel to be conducted at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, National Harbor, MD.

## **THESES/DISSERTATIONS DIRECTED**

### Doctoral Dissertations Chaired (N=12)

Tracy, Meaghan (2026). Job Precarity and Stress: A Cognitive Appraisal Theory Approach to Automation Attitudes and the Moderating Roles of Automation Potential and Positioning Precarity.

Pitcher, B (2025). Artificial Intelligence-Supported Assessment Centers.

Ahleah Miles (2024). *Effects of Career Feedback on Career Choice*.

White, J (2024). *Virtual Onboarding*.

Ravid, D (2022). *The Effect of Breaktime Information Privacy on Breaktime Recovery: A Measure Development and Construct Validation Study*.

- Recipient of 2021 Lee Hakel SIOP Graduate Student Scholarship (top-rated dissertation)

Willford, J. (2021). *Transparency and trust in automated decision aids*.

Horn, R. (2020). *Feedback-seeking behavior and online learning*.

Kaminsky, S. E. (2018). *Video-recorded interviews in personnel selection*.

Blacksmith, N. B. (2016). *The role of general mental ability and knowledge in susceptibility to cognitive biases and heuristics*.

Karim, M. N. (2015). *Electronic monitoring and self-regulation: Effects of monitoring purpose on goal state feedback perceptions and learning*.

- Recipient of \$3000 GWU Dissertation Improvement Grant.
- Recipient of 2014 SIOP Graduate Student Scholarship (2nd-ranked dissertation).

Howardson, G. (2015). *Within-learner affective changes and relationships with skill learning*.

Badger, J. (2014). *Person-organization fit as a formative construct*.

#### Master's Theses Chaired

1. Tomczak, D. (2017). Teachers using technology need organizational support.
2. Willford, J. (2015). Individual vs. group-level feedback and electronic monitoring acceptance.
3. Horn, R. (2015). How does self-awareness affect performance in online interviews?
4. Kaminsky, S. E. (2013). Integration of calling and social cognitive career theories.
5. Karim, M. N. (2011). Learner control and customizability in distributed training.
6. Howardson, G. (2011). Internet recruitment expectations predict organizational attraction.
7. Badger, J. (2010). Virtual recruitment: Effects on P-O fit perceptions, attraction, and information credibility.

#### Undergraduate Honors Theses Chaired

1. Zarsky, S. (2019). The development of a scale to measure workplace tracking. Awarded GW Sustainability Scholars Award, \$6,000.
2. Nichols, J. (2015). The development of a scale to measure internship satisfaction. Awarded 2015-2106 GW Undergraduate Research Fellowship Award, \$6,000.
3. Dubrow, S. (2014). The development of transpersonal efficacy in virtual teams. Awarded 2014-2015 GW Undergraduate Research Fellowship Award, \$6,000.
4. Silverman, M. E. (2013). Attribution in email communication with disclaimers. Awarded 2013-2014 Luther Rice Undergraduate Fellowship Award, \$6,000.

#### Doctoral Committees

2025 Mauren Wolff, Friedrich-Alexander-Universität Erlangen-Nürnberg (external member)  
 2022 Anna Goddellei, University of Waterloo (external member)  
 2020 Krystyn Ramdial, University of Central Florida (external member)  
 2018 Andrew Colegio, Neuroscience, George Washington University (external member)  
 2018 Stephen Kenney, Clinical Psychology, George Washington University (external member)  
 2016 Jamie Severt, *The effects of leader behavior and team processes on team cohesion*  
 2015 Jessica Deares Jenkins: *Antecedents and Consequences of Rater Goals in the Performance Appraisal Process*

- 2014 Allison Yost: *Does taking a More Holistic View of Personality Improve its Predictive Utility? A Comparison Multiple Regression, Fuzzy Cluster Analysis, and Indirect Mixture Modeling for Predicting Leadership Effectiveness*
- 2014 Megan Shaw: *Mitigating the Effects of Faking: The Development and Validation of the Anchored Implicit Measure of Conscientiousness*
- 2013 Rebecca Fraser: *The impact of context on responses to incivility*
- 2013 Salman Jaffer: *Harnessing innovation in the 21<sup>st</sup> century: The impact of leadership styles*
- 2013 Sumona DeGraaf: *Leadership predictors and employee consequences of perceived employee/organization goal alignment*
- 2012 Tessa Basford: *Please accept my sincerest apologies: Examining follower reactions to leader apology*
- 2011 Raluca Graebner: *The effects of communication media and team composition in virtual and face to-face teams*
- 2010 Noelle Scuderi: *Servant leadership and transformational leadership in church organizations*

## UNIVERSITY SERVICE

- 2026 Faculty Mentor, African Futures Program
- 2025-2028 Chair, MSU College of Social Sciences Tenure and Promotion Committee
- 2025-2026 Chair, MSU Police Oversight Committee
- 2025-2026 Member, College of Social Sciences Budget Committee, MSU
- 2025 Member, Search Committee, Associate Dean for Research, College of Social Sciences, MSU
- 2024 Member, Beal Distinguished Faculty Award Committee, MSU
- 2023 Chair, Director Search Committee, MSU HRLR
- 2023 Faculty Advisory Committee, MSU HRLR
- 2022 Undergraduate Studies Committee, Purdue Dept of Psychological Sciences
- 2021 Member, Faculty Search Committee, Purdue Dept of Psychological Sciences
- 2018-2020 Faculty-in-Residence, GW
- 2009-2020 Faculty Advisor, Alternative Breaks Program

## PROFESSIONAL AFFILIATIONS, ADVISORY ROLES, AND EXTERNAL SERVICE

- Committee Member, NIOSH Healthy Work Council (2024-)
- Committee Member, National Academies Committee for Human and Organizational Risk Factors in AI Risk Management (2023-2024).
- Committee Member, National Academies Committee for Environmental Protection Agency Title 42 Hiring Authority Reauthorization (2023-2024)
- Technical Advisory Board, Institute for Workplace Equality (2021-)
- Advisory Council, Center for Work Science, Georgia Institute of Technology (2017-)
- Chair, Executive Board, Foster Workforce Development (2014-): [fwdi.org](http://fwdi.org)
- Executive Advisory Board, ThinkWhy
- Executive Board, Global Organization for Humanitarian Work Psychology, (2013 - 2015)
- Executive Board, Society for Industrial and Organizational Psychology (2019-2025)
  - *External Relations Officer*, 2019-2022
  - *President*, 2023-2024
- Member, Society for Industrial and Organizational Psychology (2009-present)

- *Artificial Intelligence Task Force, 2020*
- *Membership Task Force Chair, 2021*
- *Future of Work Committee, 2018-2020*
- *TIP Editorial Board Member, 2007-2009*
- *Flanagan Awards Committee, 2011*
- *APA Program Committee, 2011- 2013*
- *APA Program Chair, 2015-2017*
- *Distinguished Scientific Contributions Award Committee, 2013-2015*
- *Education and Training Committee, 2013 – 2015*
- *Sidney A Fine Award Committee, 2014*
- *Program Committee, 2015-2016*
- *Task Force Member, Awards, 2018, 2019*
- *Task Force Member, SIOP Futures, 2017-2019*
- *Hogan Award Committee, 2018*
- Member, American Psychological Association (2009-present)
  - Founding Steering Committee, APA Technology, Mind, and Society Conference
  - TMS Co-Program Chair, 2019
  - Member, Coalition for Psychology in Schools and Education (2019-2022)
  - Member, Advocacy Coordinating Committee (2019-2020)
  - Member, Future of Work Advisory Group (2022-)
- Member, Academy of Management (2007-present)
  - *Ad-hoc reviewer, 2008-present*
  - *Session Chair, OCIS, 2012*
  - *Recipient of OCIS Division Best Reviewer Award, 2013*

## Editorial Roles

- Editor in Chief, *The Industrial-Organizational Psychologist* (2016-2019)
- Associate Editor, *Journal of Business and Psychology* (2024-)
- Editorial Boards: *Personnel Assessment and Decisions*, *International Journal of Selection and Assessment*, *Technology, Mind, and Behavior*, *Human Resource Management*, *Personnel Psychology*
- Co-Editor, *Personnel Psychology*, Special Issue on Research with Impact
- Co-Editor, *Current Opinions in Behavioral Science*, Special Issue on Big Data in the Behavioral Sciences (2017)
- Co-Editor, *Personnel Assessment and Decisions*, Special Issue on Advanced Technologies in Assessment (2019)
- Co-Editor, *Technology, Mind, and Behavior*, Special Issue on Work, Technology, and Inequality (2022)
- Editor, *Journal of Vocational Behavior*, Special Issue on Technology and Careers (2024)

- Co-Editor, *Entrepreneurship Research Theory and Practice*, Special Issue on AI and Entrepreneurship (2025).
- Ad-hoc reviewer, *Journal of Applied Psychology*, *Journal of Experimental Psychology: General*, *Computers in Human Behavior*, *Behaviour & Information Technology*, *Business & Society*, *Field Methods*, *Journal of Managerial Psychology*, *Applied Psychology: An International Review*, *Educational Assessment*, *American Journal of Evaluation*, *Assessment*, *Journal of Consulting Psychology*, *Journal of Business and Psychology*, *Advances in Methods and Practices in Psychological Science*, *Journal of Management*, *Current Opinion in Psychological Science*, *Proceedings of the National Academies of Sciences (PNAS)*, *Nature Neuroscience*
- Podcast Host: The Great IO Get-Together

## HONORS

- Fellow, Society for Industrial and Organizational Psychology (APA Div 14)
- Fellow, Association for Psychological Science
- Distinguished Contributions to Service Award (2025), Society for Industrial and Organizational Psychology