

EDWARD L. LEVINE
6717 Whiteway Drive
Temple Terrace, Florida 33617
(813) 985-1132

Education B.S., Psychology, Brooklyn College, 1965
Ph.D., Psychology, New York University, 1970.
Specialized in Industrial/Organizational Psychology

Certification Certified as a diplomate in Industrial/Organizational Psychology by the
American Board of Professional Psychology, 1979.

Work Experience

University of South Florida, Psychology Department, Tampa FL

7/10-Present-Professor Emeritus

2/11-6/11-Visiting Scholar-Koc University, Istanbul

8/83-Professor

8/93-8/01 – Department Chairperson

8/92-8/93 – Department Chair-Elect

8/85-8/92 – Associate Chair

8/83-8/92 – Director, Doctoral Program in Industrial and Organizational Psychology

9/77-8/83 – Associate Professor

(The Psychology Department currently has over 2000 undergraduate majors, 150 doctoral students and 35 faculty. There are three doctoral programs, an undergraduate honors program and until 2006 an undergraduate program in applied behavior analysis.)

7/72 - 8/77: Chief, Selection Resource Center, Arizona State Personnel Division
Phoenix, Arizona

Directed state personnel examining activities for Arizona state government, an employer of over 18,000 in 65 state agencies. Responsibilities included examination research and development, applicant screening and notification, personnel selection, policy-making, report-writing, budgeting, training in selection-related topics, consultation with management and staff of Federal, state, and local governments and supervision of 15 professional and clerical staff members.

10/70 - 6/72: Associate Research Scientist, Department of Psychology
New York University, New York, New York

Participated in a multifaceted, nationwide study of the social welfare and rehabilitation services occupation. Primary focus of the first phase was worker job mobility (e.g., turnover, promotions), its dynamics, causes, and consequences. The second phase focused on instrumentation for a national survey of workers, work and organizational contexts. Duties included contract proposal preparation, development of research instruments, data gathering and analysis, literature review, report writing and supervision of three graduate students and two clerical staff members.

Honors & Awards

Academic honors

- New York State Regents College Teaching Fellow (1965-69)
- New York University Predoctoral Fellow (1969-70)
- New York University Graduate Research & Teaching Assistant (1965-69)
- New York University Founders Day Award (for outstanding scholarship) (1971)

Professional honors

- Consulting Psychology Research Award (First Prize) from the American Psychological Association (1978)
- Consulting Psychology Research Award (Second Prize) from the American Psychological Association (1972)
- Named a Fellow of the Society for Industrial/ Organizational Psychology and the American Psychological Association, 1989
- Selected by the Senior Class as one of the Faculty Honor Guard for 1992-93.
- State of Florida Teaching Incentive Program Award (for excellence in teaching), 1995
- Jimmie L. Mitchell Mentor Award from ICODAP: Innovation Center for Occupational Data Applications and Practices (2005)
- (Recipient of numerous grants and contracts from public and private sources.)

Consulting Experience

Consulting work has included projects on, among others, job analysis, job satisfaction and morale, training program development and evaluation, assessment centers, testing, team building, performance appraisal and selection. Clients included American Airlines, A.T.&T., American Board of Medical Management, Honeywell, Eckerd Corporation, U. S. Army Research Institute, Naval Training Systems Center, Tampa General Hospital, Bell Communications Research Corporation, Cities of New York, Tampa, St. Petersburg, Seminole, Clearwater, and Phoenix, Pinellas County, Hillsborough County, Arizona State Department of Public Safety, Tampa Electric Company, Planned Management Corporation, University of South Florida, Florida State Department of Administration, Publix Supermarkets, Economic Research Institute, and Superior Uniform Group. Served as a court-appointed expert witness for Federal District Court in Georgia, and as a technical advisor to Morris & McDaniel consultants on projects for the Florida Department of Law Enforcement and the Boston Police Department. Most recently consulted with NASA on astronaut selection, and with the US Office of Personnel Management on staffing issues.

Editorial and Reviewing Responsibilities

- Consulting Editor, *Journal of Applied Psychology* (1990-94; 2002-Present).
- Consulting Editor *Human Resource Management Review*.
- Editorial Board, *Ergometrika*
- Editorial Board, *Professional Practice Series*, Society for Industrial and Organizational Psychology (1993-1998)
- Occasional reviewer for *Personality & Social Psychology Bulletin*, *Personnel Psychology*, *Academy of Management Journal*, *Applied Psychology-An International Review*, *Psychological Bulletin*, Center for Creative Leadership, Harper & Row, Wadsworth,

Brooks/Cole, Wiley, MacMillan, Jossey-Bass, Sage, American Psychological Association, Federal granting agencies and others.

Memberships

Psi Chi (National psychology honor society)
 American Psychological Association (Fellow)
 Chair of the Early Career Awards Committee for Applied Research (2004).
 Division 14 (Society for Industrial & Organizational Psychology).
 Member, Professional Affairs Committee (1975-1978); past Co-chairperson of the Subcommittee on State Licensure and Certification Regulations.
 Program Committee: Member (1982-86, 2003-09); Chairperson (1981-82).
 Education and Training Committee: Member (1982-86); Chairperson (1986-88).
 Member Advisory Panel on *Principles for the Validation and Use of Personnel Selection Procedures* (1986-1987)
 Member Awards Committee and Chair of Subcommittee on SIOP Ghiselli Award (1988-91).
 Member SIOP Task Force on APA's Centennial and Chair of Subcommittee on History of I/O Psychology Doctoral Programs (1990-93).
 Member External Affairs Committee (1991-94).
 Member Fellowship Committee (1991-95 ; 1999-2002; 2007).
 Member, Scientific Affairs Committee (1995-98).
 Council of Graduate Departments of Psychology (COGDOP) 1993-2001.
 COGDOP Representative to APPIC-APA Supply & Demand Conference 1997-98
 Academy of Management. Member Program Committee (1989-1994, 1997-2003, 2008-2009).
 International Association of Applied Psychology.
 Society of Psychologists in Management: Board of Directors (1985-1993).
 Central Florida I/O Interest Group (Founding Member and Coordinator).
 Sigma Xi
 Chair of Awards Committee for USF Chapter (2003)

Personal

Married, three sons
 Health: excellent
 Community Involvement: Temple Terrace Soccer Association: Vice President (1979-82); President (1982-84); Commissioner (1984-85); Coach Under-6 Thundercats (1987-88).
 Fund raising for Tampa Bay Blackwatch Soccer Club (1985-87). Volunteer for American Cancer Society (1990-2002). Member of School Improvement Task Force in local school district (2001-2006). Member of the Board, NYU Alumni Association, West Coast of Florida Chapter, President-Elect 2007-09, and President 2010.

Selected Publications

- The rise and fall of job analysis, and the future of work analysis. *Annual Review of Psychology*, 63. 2012. (in press; with J. Sanchez)
- Cross-national explorations of the impact of affect at work using the State-Trait Emotion Measure (STEM): A coordinated series of studies in the three countries. *Human Performance*. (in press; with X. Xu, Yang, L., Ispas, D., Pitariu, H., Bian, R., Ding, D., Capotescu, R., HongSheng, C., & Musat, S.)
- What is (or should be) the difference between competency modeling and traditional job analysis? *Human Resources Management Review*, 19, 2009, 53-63. (with J. Sanchez)
- Job and work analysis: Methods, research, and applications for human resource management*. Sage: Thousand Oaks CA, 2007 (with M. Brannick, F. Morgeson).
- A Methodology for Developing and Validating Minimum Qualifications. *Personnel Psychology*, 1997, 50, 1009-1024 (with Maye, Ulm, & Gordon).
- Personality Structure: A Culture Specific Examination of the Five-Factor Model in India. *Journal of Personality Assessment*, 1995, 64, 51-62 (with Narayanan & Menon).
- Combining personality variables and goals to predict performance. *Journal of Vocational Behavior*, 1991, 38, 288-301 (with S. McIntire).
- Delay and distortion: Tacit influences on performance appraisal effectiveness. *Journal of Applied Psychology*, 1988, 73, 507-514 (with M. Benedict).
- Job applicant training and work experience evaluation. *Journal of Applied Psychology*, 1985, 70, 572-576 (with R. A. Ash).
- Everything You Always Wanted to Know About Job Analysis*. Tampa: Mariner Publishing, 1983.
- Let's Talk: The Art of One-to-One Communication*. New York: AMACOM, 1981.
- Reference-Checking for Personnel Selection: The State of the Art*. Berea, Ohio: American Society for Personnel Administration, 1977 (with S. M. Rudolph).
- The Joy of Interviewing*. Charlotte NC: Catawba Publishing (1976; Reprinted in 2005).
- Problems of organizational control in microcosm: Group performance and group member satisfaction as a function of differences in control structure. *Journal of Applied Psychology*, 1973, 58, 186-196.
- A full listing of publications, research reports, symposia, and papers is available on request.

**Journal Articles, Books, Chapters and Monographs, Technical Reports,
Paper Presentations, Symposia and Reviews
2011**

I. Publications

A. Articles

- Shockley, K., Ispas, D., Rossi, M. E., & Levine, E. L. (in press). A meta-analytic investigation of the relationship between state affect, discrete emotions and job performance. *Human Performance*.
- Levine, E. L., Xu, X., Yang, L., Ispas, D., Pitariu, H. D., Bian, R., Ding, D., Capotescu, R., HongSheng, C., & Musat, S. (in press). Cross-national explorations of the impact of affect at work using the State-Trait Emotion Measure (STEM): A coordinated series of studies in the three countries. *Human Performance*.
- Granger, B. P., & Levine, E. L. (2010). The perplexing role of learner control in e-learning: Will learning and transfer benefit or suffer? *International Journal of Training and Development*, 14, 180-197.
- Levine, E. L. (2010). Emotion and power (as social influence): Their impact on organizational citizenship and counterproductive individual and organizational behavior. *Human Resources Management Review*, 20, 4-17.
- Yang, L. Q., Levine, E.L., Xu, X., & Lopez-Rivas, G.E. (2009). Surveying via the Net vs. Hard Copy: A cautionary note. *Ergometrika*, 6(1), 20-39.
- Yang, L., Levine, E. L., Smith, M. A., Ispas, D., & Rossi, M. E. (2008). Person-environment fit or person plus environment: A meta-analysis of studies using polynomial regression analysis. *Human Resources Management Review*, 18, 311-321.
- Sanchez, J. I. & Levine, E. L. (2009). What is (or should be) the difference between competency modeling and traditional job analysis? *Human Resources Management Review*, 19, 53-63.
- Jones, R. G., Stout, T., Harder, B., Levine, E., Levine, J., & Sanchez, J. I. (2008). Personnel psychology and nepotism: Should we support anti-nepotism policies. *The Industrial Organizational Psychologist*, 45, 17-20.
- Kessler, S.R., Taylor, E.Z., Levine, E. L., Kessler, L.M., & Wiley, J. (2008). Is a happy nation a productive nation? An exploration of the relationship between job satisfaction and productivity at the national level. *European Journal of International Management*, 2, 356-375.
- Pitariu, H. D., Levine, E. L., Musat, S., & Ispas, D. (2006). Validation of the State-Trait Emotion Measure (STEM) on Romanian basketball players. *Psihologia Resurselor Umana*, 4, 16-26.

- Sanchez, J.I. & Levine, E.L. (2000). Accuracy or consequential validity: Which is the better standard for job analysis data? *Journal of Organizational Behavior*, 21, 809-818
- Manson, T.M., Levine, E.L. & Brannick, M. (2000). The construct validity of task inventory ratings: A multi-trait multi-method analysis. *Human Performance*, 13, 1-22.
- Levine, E.L. (1998). Reflections of a reluctant chairperson: A model of leadership applied to academic administration. *The Psychologist-Manager Journal*, 2, 13-24.
- Levine, E. L., Maye, D. M., Ulm, R. A., & Gordon, T. R. (1997). A methodology for developing and validating minimum qualifications (MQ's). *Personnel Psychology*, 50, 1009-1024.
- Levine, E.L., Spector, P.E., Menon, S., Narayanan, L. & Cannon-Bowers, J. (1996). Validity generalization for cognitive, psychomotor, and perceptual tests for craft jobs in the utility industry. *Human Performance*, 9, 1-22.
- Narayanan, L., Menon, S., & Levine, E. L. (1995). Personality structure: A culture-specific examination of the Five Factor Model in India. *Journal of Personality Assessment*, 64, 51-62.
- Sanchez, J. I., & Levine, E. L. (1994). The impact of raters' cognition on judgment accuracy: An extension to the job analysis domain. *Journal of Business and Psychology*, 9, 47-57.
- Brannick, M. T., Brannick, J. P., & Levine, E. L. (1992). Job analysis, personnel selection and the ADA. *Human Resource Management Review*, 2, 171-182.
- Levine, E. L., & Baker, D. P. (1992). Panel appraisals as a criterion in test validation: A demonstration in a law enforcement occupation. *Journal of Business and Psychology*, 7, 173-188.
- McIntire, S. A., & Levine, E. L. (1991). Combining personality variables and goals to predict performance. *Journal of Vocational Behavior*, 38, 288-301.
- Sanchez, J. I., & Levine, E. L. (1989). Determining important tasks within jobs: A policy capturing approach. *Journal of Applied Psychology*, 74, 336-342.
- Levine, E.L., Sistrunk, F., McNutt, K.J., & Gael, S. (1988). Exemplary job analysis systems in selected organizations: A description of process and outcomes. *Journal of Business and Psychology*, 3, 3-21. [Reprinted as a chapter in Jones, et. al. (Eds.) *Applying Psychology in Business: The Manager's Handbook*. Lexington, Mass: Lexington Books, 1991.]
- Benedict, M.E., & Levine, E.L. (1988). Delay and distortion: Tacit influences on performance appraisal effectiveness. *Journal of Applied Psychology*, 73, 507-514.
- Spector, P. E., & Levine, E. L. (1987). Meta-analysis for integrating study outcomes: A Monte Carlo study of its susceptibility to Type 1 and Type 2 errors. *Journal of Applied Psychology*, 72, 3-9.

- Ash, R. A., & Levine, E. L. (1985). Job applicant training and work experience evaluation. *Journal of Applied Psychology, 70*, 572-576.
- McIntire, S. A., & Levine, E. L. (1984). Task specific self esteem: An empirical investigation. *Journal of Vocational Behavior, 25*, 290-303.
- Levine, E. L., Ash, R. A., Hall, H. L., & Sistrunk, F. (1983). Evaluation of job analysis methods by experienced job analysts. *Academy of Management Journal, 26*, 339-348.
- Ash, R. A., & Levine, E. L. (1980). A framework for evaluating job analysis methods. *Personnel, 57*(6), 53-59.
- Levine, E. L., Ash, R. A., & Bennett, N. (1980). Exploratory comparative study of four job analysis methods. *Journal of Applied Psychology, 65*, 524-535.
- _____ (1980). Introductory remarks for the symposium, Organizational applications of self-appraisal and self-assessment. *Personnel Psychology, 33*, 259-262.
- _____ (1980). Let's talk: Understanding one-to-one communication. *Supervisory Management, 25*(5), 6-12.
- _____ (1980). Breaking down barriers to effective communication. *Supervisory Management, 25*(6), 2-12.
- _____ (1980). Tools for spotting and correcting communication problems. *Supervisory Management, 25*(7), 25-37.
- _____ (1980). Communicating with the new worker. *Supervisory Management, 25*(8), 12-23.
- _____ (1980). Effectively communicating praise. *Supervisory Management, 25*(9), 17-25.
- _____ (1980). Communicating about job performance. *Supervisory Management, 25*(10), 25-34.
- _____ (1980). Solving employee problems. *Supervisory Management, 25*(11), 16-26.
- (This series of seven articles in *Supervisory Management* has also been published in book form: *Let's talk: The art of one-to-one communication*. New York: AMACOM, 1981.)
- Ash, R. A., Levine, E. L., & Edgell, S. L. (1979). Exploratory study of a matching approach to personnel selection: The impact of ethnicity. *Journal of Applied Psychology, 64*, 35-41.
- Levine, E. L., Bennett, N., & Ash, R. A. (1979). Evaluation and use of four job analysis methods for personnel selection. *Public Personnel Management, 8*, 146-151.
- _____ (1978). Self-assessment for personnel selection: Bane or boon? *Public Personnel Management, 7*, 230-235.

- _____ (1977). Legal aspects of reference checking for personnel selection. *Personnel Administrator*, 22, 14-16.
- _____, Flory, A., III, & Ash, R. A. (1977). Self-assessment in personnel selection. *Journal of Applied Psychology*, 62, 428-435.
- _____, & Flory, A., III (1975). Evaluation of job applications: A conceptual framework. *Public Personnel Management*, 4, 378-385.
- Porter, W. R., & Levine, E. L. (1974). Improving applicants' performance in the completion of applications. *Public Personnel Management*, 3, 314-317.
- Levine, E. L. (1973). Problems of organizational control in microcosm: Group performance and group member satisfaction as a function of differences in control structure. *Journal of Applied Psychology*, 58, 186-196.
- _____, & Flory, A., III (1973). The In-Basket Technique: An aid in selection of secretaries. *Catalog of Selected Documents in Psychology*, 3, 66.
- _____ (with Loehr, Arellano, Porter, Posegate) (1973). Personnel selection methods used in Arizona local government. *Public Personnel Management*, 2, 327-331.
- _____, & Weitz, J. (1971). The relationship between task difficulty and the criterion: Should we measure early or late. *Journal of Applied Psychology*, 55, 512-520.
- _____, & Weitz, J. (1968). Job satisfaction among graduate students: Intrinsic versus extrinsic variables. *Journal of Applied Psychology*, 52, 263-271.

B. Books, Chapters & Monographs

- Levine, E. L. (1983). *Everything You Always Wanted to Know About Job Analysis*. Tampa: Mariner Publishing.
- _____ (1976; Reprinted in 2005). *The Joy of Interviewing*. Charlotte NC: Catawba
- _____, Ash, R. A., & Levine, J. D. (2004). Judgmental assessment of job-related experience, training and education for use in human resource staffing. In J. C. Thomas (Ed.). *Comprehensive handbook of psychological assessment (Volume 4)*. New York: John Wiley & Sons, 269-296.
- _____, & Rudolph, S. M. (1977). *Reference Checking for Personnel Selection: The State of the Art*. Berea, Ohio: American Society for Personnel Administration.
- _____, Sistrunk, F., McNutt, K. J., & Gael, S. (1991). Exemplary job analysis systems in selected organizations: A description of process and outcomes. In Jones, J. W., Steffy, B. D., & Bray, D. W. (Eds.). *Applying Psychology in Business: The Manager's Handbook*. Lexington, Mass: Lexington Books.

- _____, Thomas, J. N., & Sistrunk, F. Selecting a job analysis approach. In Gael, S. (Ed.), op. cit. below, pp. 339-352.
- Ash, R. A., Johnson, J. G., Levine, E.L., & McDaniel, M. A. (1989). Use of biographical data in personnel selection: The case of training & experience evaluation. In Rowland, K. M., & Ferris, G. R. (Eds.), *Research in Personnel and Human Resources Management, Volume 7*. Greenwich, CT: JAI Press, pp. 183-226.
- Ash, R. A., Levine, E. L., & Sistrunk, F. (1983). The role of jobs and job-based methods in personnel and human resources management. In Rowland, K. M., & Ferris, G. D. (Eds.), *Research in Personnel and Human Resources Management, Volume I*. Greenwich, Conn.: JAI Press, pp. 45-84.
- Brannick, M. T., & Levine, E. L. (2002). *Job analysis: Methods, research, and applications for human resource management in the new millennium*. Thousand Oaks CA: Sage.
- Brannick, M. T., & Levine, E. L. (1998). Entries on Job Analysis, Job Analysis Information Sources, Job Description and Job Specification. In L. H. Peters, C. R. Greer, & S. A. Youngblood, (Eds). *The Blackwell encyclopedic dictionary of human resource management*, Oxford, U. K.: Blackwell, pp. 181-183, 184-185, 192-193.
- Brannick, M. T., & Levine, E., L. (2006). Knowledge, skills, and abilities. Entry in J. Greenhaus and G. A. Callanan (Eds.), *Encyclopedia of Career Development*. Thousand Oaks CA: Sage, 450-451.
- Brannick, M. T., Cadle, A., & Levine, E. L. (2012). Job analysis for KSAOs, predictor measures and performance outcomes. In N. Schmitt (Ed.), *The Oxford handbook of personnel assessment and selection*. New York: Oxford University Press.
- Brannick, M. T., Levine, E. L., & Morgeson, F. P. (2007). *Job and work analysis: Methods, research and application for human resource management (2nd ed.)*. Thousand Oaks CA: Sage.
- Gael, S. (Ed.), Cornelius, E. T. (III), Levine, E. L., & Salvendy, G. (Associate Editors) (1988). *The Job Analysis Handbook for Business, Industry and Government (2 Volumes)*. New York: Wiley.
- Katzell, R. A., Korman, A. K., & Levine, E. L. (1971). Determinants of worker job mobility and its implications for service delivery. In *Working Papers No. 1: National study of social welfare and rehabilitation workers, work, and organizational contexts*. (SRS-ORD-177) Department of Health, Education, and Welfare, Social and Rehabilitation Service) Washington, D. C.: U. S. Government Printing Office, 1971, 139-170.
- Katzell, R. A., Korman, A. K., & Levine, E. L. (1971). *The Dynamics of Worker Job Mobility: Research Report No. 1*. Washington, D. C.: U. S. Government Printing Office.

- Kravitz, D. A., Harrison, D. A., Turner, M. E., Levine, E. L., Chaves, W., Brannick, M. T., Denning, D. L., Russell, C. J., & Conard, M.A. (1997). *Affirmative Action: A review of psychological and behavioral research*. Bowling Green OH: Society for Industrial and Organizational Psychology
- Nygren, R., & Levine, E.L. (1996). Leadership of work teams: Factors influencing team outcomes. In M. Beyerlein & D. Johnson (Eds.), *Advances in Interdisciplinary Studies of Work Teams: Team Leadership*. Greenwich, CT: JAI Press, 67-105.
- Porter, W. R., Levine, E. L., & Flory, A., III. (1976). *Training and Experience Evaluation: A Practical Handbook for Evaluating Job Applications, Resumes and Other Applicant Data*. Tempe, Arizona: Personnel Services Organization.
- Sanchez, J. I., & Levine, E. L. (1999). Is job analysis dead, misunderstood or both? New forms of work analysis and design. In Kraut, A. I., & Korman, A. K. (Eds.). *Evolving practices in human resource management*. San Francisco: Jossey-Bass, 43-68.
- Sanchez, J.I, & Levine, E.L. (2001). The analysis of work in the 20th & 21st centuries. In Anderson, N., Ones, D.S., Sinangil, H.K., & Viswesvaran, C., (2001). *Handbook of industrial, work and organizational psychology*. Sage: Thousand Oaks, CA, Vol. I, 71-89.
- Sanchez. J.I., & Levine, E.L. (2012). The rise and fall of job analysis, and the future of work analysis. In S.T. Fiske, Schacter, D.L., and Taylor, S.E. (eds.), *Annual Review of Psychology*, 63.

II. Technical Reports

- Levine, E.L. (April 1994). Clustering Occupations: A Need-based Approach. Prepared as an invited "white" paper submitted to the U.S. Department of Labor to support its revision of the *Dictionary of Occupational Titles* under contract to DTI, Government & Commercial Services Group, Arlington, VA.
- _____ (1988). *1986 ARI Survey of U. S. Army Recruits: Survey Administration*. (Research Note 730701 87-57). Washington, D. C.: U. S. Army Research Institute for the Behavioral & Social Sciences, 1988.
- _____ (January 1981). Applicant and worker assessment. Prepared under Law Enforcement Assistance Administration Grant #79-DF-AX-0195, University of South Florida.
- _____ (July 1981). A summary of research findings on the validity of applicant and worker assessment procedures for selecting law enforcement and correctional personnel. Prepared under Law Enforcement Assistance Administration Grant #79-DF-AX-0195, University of South Florida.
- _____ (June 1980). Human resources in criminal justice. Final report for Law Enforcement Assistance Administration Grant #78-CD-AX-003, University of South Florida (with F. Sistrunk, R. A. Ash, et. al.).

- _____, & Ash, R. A. (June 1981). Comparison of the relative utility of several job analysis methods: A research proposal. Prepared under Law Enforcement Assistance Administration Grant #79-DF-AX-0195, University of South Florida.
- _____, & Ash, R. A. (July 1981). Development of a multi-methodological job analysis method for criminal justice occupations. Prepared under Law Enforcement Assistance Administration Grant #79-DF-AX-0195, University of South Florida.
- _____, Ash, R. A., & Higbie, R. (August 1981). Field test of a multi-methodological job analysis method. Prepared under Law Enforcement Assistance Administration Grant #79-DF-AX-0195, University of South Florida.
- _____, Ash, R. A., Hall, H., & Sistrunk, F. (March 1981). Evaluation of seven job analysis methods by experienced job analysts. Prepared under Law Enforcement Assistance Administration Grant #79-DF-AX-0195, University of South Florida.
- _____, & Baker, C. V. (June 1990). Methodology for team task analysis. Prepared under contract No. DAAL03-86-D-0001 Delivery Order 0281 for the Naval Training Systems Center.
- _____, & Baker, D. P. (February 1989). Development and validation of a written test for Deputy Sheriff in the Pinellas County Sheriff's Office. Prepared under contract to the Pinellas County Sheriff's Office.
- _____, & Benedict, M. (August 1981). Methods for staffing positions and assigning personnel. Prepared under Law Enforcement Assistance Administration Grant #79-DF-AX-0195, University of South Florida.
- _____, Cannon, J. A., & Spector, P. E. (September 1985). Generalizability of test validities for selection in skilled and semi-skilled craft jobs. Prepared under a contract (P1708) from Bell Communications Research, Inc., Basking Ridge, NJ.
- _____, Penner, L. A., Brannick, M., Covert, M., & Llobet, J. (June 1988). Analysis of job/task analysis methodologies for team training design. Prepared under contract No. DAA L03-86-D-0001 Delivery Order 0296 for the Naval Training Systems Center.
- _____, Sistrunk, F., & McNutt, K. (November 1983). Job analysis assessment project: A review and evaluation of job analysis systems used by selected organizations. Prepared under contract JA-1 with A. T. & T., Tampa.
- _____, & Weiner, H. (June 1980). Review of the Ability Requirements Scales. Prepared under Law Enforcement Assistance Administration Grant #78-CD-AX-003, University of South Florida.
- _____, & Weiner, H. (June 1980). Review of work oriented job analysis methods. Prepared under Law Enforcement Assistance Administration Grant #78-CD-AX-003, University of South Florida.

Ash, R. A., & Levine, E. L. (June 1980). Uses for job analysis information and a framework for evaluating the potential utility of job analysis methods. Prepared under Law Enforcement Assistance Administration Grant #78-CD-AX-003, University of South Florida.

_____, & Levine, E. L. (June 1980). Review of the Position Analysis Questionnaire. Prepared under Law Enforcement Assistance Administration Grant #78-CD-AX-003, University of South Florida.

_____, & Levine, E. L. (December 1981). An investigation of unassembled examining in the career service. Prepared under Florida STAR Grant #80-011, University of South Florida.

Bruskiewicz, K. T., Hanson, M. A., Kubisiak, U. C., Wright, C. W., Coovert, M. D., & Levine, E. L. (February 1996). Florida Schoolyear 2000 Job and Task Analysis: Guidance Counselors, Media Specialists, and Technical Support Personnel. Tampa FL: Department of Psychology, University of South Florida and Personnel Decisions Research Institutes, Inc.

Ironson, G., & Levine, E. L. (June 1981). Evaluating worker performance. Prepared under Law Enforcement Assistance Administration Grant #79-DF-AX-0195, University of South Florida.

Katzell, R. A., Collins, M. E., & Levine, E. L. (July 1973). Development and pre-testing of instruments for a national survey of social welfare and rehabilitation workers, work, and organizational contexts. Research report submitted to HEW-SRS under Contract #SRS 71-74.

Katzell, R. A., Levine, E. L., & Lonetto, R. (1973). Effects of three leader-related variables on group processes and outputs. Unpublished manuscript prepared under an NIMH grant, New York University.

Meyer, H. H., Levine, E. L., et. al. (June 1980). A study of human resources planning and implementation activities in criminal justice organizations. Prepared under Law Enforcement Assistance Administration Grant #78-CD-AX-003, University of South Florida.

(A series of twenty technical reports, along with other products such as training packages, grant reports, etc., were produced under my direction by Arizona's Selection Resource Center, a federally funded grant project. Numerous other reports have been prepared under consulting contracts.)

II. Symposia, Papers, Workshops

Levine, E. L. (2011: Invited Speaker). Emotion feelings at work and employee related outcomes. Colloquia presented at Koc University (Istanbul, April), Bosphorus University (Istanbul, May), and Baruch University of CUNY (New York, September).

- Taing, M., Conway, J., Seybert, J., Loo, K., Cho, E., & Levine, E.L. (2010). Trends in use of statistical analyses: Perceptions of methodological alternatives. Poster session presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, April.
- Levine, E. L. (2010; Panelist). Legal issues in job analysis: Avoiding lawsuits without breaking budgets. Panel discussion chaired by Mark A. Smith presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, April.
- Levine, E.L. (2010; Discussant). Automated T&E questionnaires: Practical outcomes and development considerations. Symposium chaired by Margaret G. Barton presented at that Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, April.
- Kawamoto, C., Yang, L.Q., & Levine, E.L. (2009). Fit and needs: How do they relate to job satisfaction and job performance. Poster session presented at the Annual Meeting of the International Conference on Occupational Stress and Health, San Juan P.R., November.
- Granger, B., & Levine, E.L. (2009). Moderating role of content complexity on the relation between training media and training outcomes. Poster session presented at the Annual Convention of the Academy of Management, Chicago, August.
- Levine, E. L. (Panelist). Minimum standards for job analysis: How little is enough? Panel discussion chaired by Mark A. Smith and Alexander Alonso presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, April 2009.
- Sanchez, J. I., & Levine, E. L. Competency modeling and traditional job analysis: Competitors or companions. Paper presented as part of the symposium, Competency modeling vs. job analysis: Academic debates and practical applications, chaired by Christina K. Curnow, presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, April 2009.
- Ispas, D., & Levine, E. L. (Co-organizers). Affect and performance: Recent findings and new directions for research. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, April 2008.
- Ispas, D. Rossi, M. E., Shockley, K. M. & Levine, E. L. Affect and job performance: A meta-analytic review. Paper presented as part of the symposium listed above presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, April 2008.
- Xu, X., Yang, L., Levine, E. L., Pitariu, H. D., Musat, S., Ding, D., Bian, R., & Che, H. Exploring the relationship between affect and OCB across three countries. Paper

presented as part of the symposium listed above presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, April 2008.

- Kessler, S., Taylor, E., Levine, E. L., Wiley, J., & Kessler, L. Productivity and Satisfaction: Exploring the Relationship at the National Level. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, New York, April 2007.
- Levine, J. D., & Levine, E. L. Nepotism Pros and Cons from a Father and Son I-O Tandem. Paper presented as part of the symposium, Understanding nepotism: Examining The elephant in the room, chaired by R. Jones, presented at the Annual Convention of the Society for Industrial and Organizational Psychology, New York, April, 2007.
- Yang, L., Smith, M. A., Levine, E. L., Ispas, D., & Rossi, M. P-E Fit or P+E: Second order vs. linear terms in PRA: A meta-analysis. Paper presented as part of the symposium, State of the art uses for multiple regression in I/O psychology, chaired by M. Smith presented at the Annual Convention of the Society for Industrial and Organizational Psychology, New York, April, 2007.
- Ispas, D., Pitariu, H. D., Levine, E. L., & Musat, S. Validation of the State-Trait Emotion Measure (STEM) in a Romanian sample. Paper presented at the Annual Convention of the Society for Industrial and Organizational Psychology, New York, April, 2007.
- Gray, A., & Levine, E. L. (Co-Chairs and Co-Organizers). Performance feedback: Innovative contributions to theory and practice. Symposium presented at the Annual Convention of the Society for Industrial and Organizational Psychology, New York, April, 2007.
- Gray, A., & Levine, E. L. An investigation of the effects of perceived accuracy on performance. Paper presented as part of the symposium listed above at the Annual Convention of the Society for Industrial and Organizational Psychology, New York, April, 2007.
- Yang, L., Xu, X., Ding, D., Bian, R., Levine, E. L., & Che, H. Validation of the State-Trait Emotion Measure (STEM) in China. Paper presented at the Annual Convention of the Society for Industrial and Organizational Psychology, New York, April, 2007.
- Levine, E. L., Yang, L., Xu, X., & Lopez-Rivas, G. E. (2006). Surveying via the Net vs. Hard Copy: A Cautionary Note. Paper presented at the Academy of Management Annual Convention as part of the symposium, Self-report measurement issues in micro/organizational research, chaired by Don Kluemper, Atlanta, August.
- Yang, L., Levine, E. L., Xu, X., & Lopez-Rivas, G. E. (2006). Affect, job satisfaction and counterproductive work behavior. Paper presented at the Southern Management

Association Annual Conference, Clearwater, October.

- Levine, E. L. (Discussant) (2006). Purpose driven job analysis: Analyzing jobs by job families. Symposium presented at the Annual Conference of the Society for Industrial and Organizational Psychology, (Frederick P. Morgeson, Corinne D. Mason, & Jamie L. Winter, Co-Chairs), Dallas, May.
- Levine, E. L. (Discussant and Co-Organizer) (2006). Integrating HR systems using job related competencies. Practitioner Forum presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Ren Nygren (Organizer and Chair), Dallas, May.
- Levine, E. L. (2005). Keynote address presented at the Annual IO-OB Graduate Student Conference, A century of surfing [the waves of I/O psychology] and just getting started,” Melbourne, February.
- Levine, E. L., & Sanchez, J. I. (2005). Evaluating work analysis in the 21st Century. Paper presented at the 14th International Occupational Analyst Workshop, San Antonio, April.
- Levine, E. L. (Chair and Organizer) (2005). Measuring affect in organizations: New measures, controversies and recent findings. Symposium presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, April.
- Levine, E. L., & Xu, X. (2005). Development and validation of the state-trait emotion measure (STEM). Paper presented as part of the symposium chaired by E. Levine, Measuring affect in organizations at the Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, April.
- Levine, E. L. (Discussant) (2005). New evidence on individual differences in job analysis ratings. Symposium chaired by C. van Iddekinge accepted for presentation at the Annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, April.
- Levine, E. L. (2004). Impact of emotion and power on citizenship and counterproductive performance. Poster session presented at the Annual Conference of the American Psychological Association, Honolulu, August.
- Manson, T. M., & Levine, E. L. (2004). Cursory versus comprehensive job analysis for personnel selection: A consequential validity analysis. Poster session presented at the Annual Conference of the American Psychological Association, Honolulu, July.
- Levine, E. L. (Co-Organizer and Chair). (2004). P-O Fit: Recent advances in theoretical perspectives and research methodology. Symposium presented at the Annual Conference of the Society for Industrial and Organizational Psychology,

Chicago, April.

- Smith, M. A., & Levine, E. L. (2004). Effects of subordinate-supervisor “fit” on subordinate attitudes and turnover propensity. Paper presented as part of the symposium, P-O Fit: Recent advances in theoretical perspectives and research methodology at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, April.
- Levine, E. L. (Chair and Co-organizer) (2004). Adapting your change management methods to fit your company’s strategy. Practitioner forum presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, April.
- Levine, E.L. (Organizer and Chair) (2003). Effects of emotion and power on negotiation processes and outcomes. Symposium presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, April.
- Smith, M., & Levine, E.L. (2002). Emotional labor and burnout: Potential implications for service work. Poster presented at the Annual Conference of the Society of Industrial and Organizational Psychology. Toronto, April.
- Chaves, W.V., & Levine, E.L. (2002). Testing the limits of person-organization fit: Effects of value congruence in a sales organization. Paper presented as part of the symposium, “Exploring the relationship between person-organization fit, value congruence, and work outcomes”, chaired by Wanda Chaves, at the Annual Conference of the Society of Industrial and Organizational Psychology, Toronto, April.
- Levine, E.L. (Chair and Panelist) (2002). Translating business imperatives into OD interventions. Practitioner Forum presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Toronto, April.
- Levine, E.L. (Discussant) (2002). Work experience measures—Most used, least validated, often overlooked. Symposium chaired by M. R. Redmond presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Toronto, April.
- Levine, E.L., (Chair and organizer). Personality in the workplace: A cross section of current research. Symposium presented at the Annual Conference of the American Psychological Society, Toronto, June 2001.
- Levine, E.L. (Panelist). Teaching the application of I/O Psychology: Is the scientist – practitioner model alive and well and living in graduate programs. Panel discussion presented at the Annual Conference of the Society for Industrial and Organizational Psychology, April 2001

- Levine, E.L., & Sanchez, J.I. (2000). Working with job analysis in the twenty first century. Paper presented at the Annual Conference of the National Business and Economic Society, San Diego, March.
- Levine, E.L. (Discussant). (2000) Benchmarking job and work characteristics. Symposium/Forum presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, April.
- Levine, E.L. (Discussant). (2000). The Occupational information network: Applications for organizations. Symposium presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, April
- Levine, E.L. (Panelist). (2000) Shootout at the I/O Corral: Debating the accuracy of job analysis. Debate/forum presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, April.
- Sanchez, J.I. & Levine, E.L. (1999). Inaccuracy in job analysis data: How does one know? Paper presented as part of the symposium, "The Validity of Job Analysis Judgments," chaired by Jeffrey A. Ryer, at the fourteenth annual conference of the Society for Industrial and Organizational Psychology, Atlanta, May.
- Sanchez, J.I. & Levine, E.L. (1999). Is traditional job analysis dead, misunderstood, or both? New forms of work analysis and design. Paper presented as part of the symposium, "Changing World--Changing I-O practices: Some Examples and Likely Future," chaired by Allen I. Kraut, at the fourteenth Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, May.
- Levine, E. L. (Panelist). (April, 1998) Job Analysis for competencies versus KSAO's: Expanding worker requirements to meet emerging business trends. Panel discussion chaired by R. G. Jones. Presented at the Society for Industrial and Organizational Psychology's 13th Annual Conference. Dallas, TX.
- _____ (April, 1998) Sources of inaccuracy in job analysis and suggestions for remediation. Paper presented as part of the symposium, "Job Analysis Inaccuracy: Cracks in the Foundation of HR Management?", co-chaired by M. A. Campion & F. P. Morgeson, Industrial and Organizational Psychology's 13th Annual Conference. Dallas, TX.. (Co-author: J. I. Sanchez).
- _____ (Panelist). (April, 1998) Job analysis for teams: Fitting square pegs into round holes? Panel discussion co-chaired by D. P. Baker & E. Salas. Presented at the Society for Industrial and Organizational Psychology's 13th Annual Conference. Dallas, TX.
- _____ (February, 1998). Leadership of work teams: An empirical study. Paper presented at the Academy of Management Conference on Quality and Management: Quality Now and Directions for the 21st Century (co-sponsor: College of Business, Arizona State University). Phoenix, AZ. (Co-author: R. Nygren).

- _____ (February, 1998). Work analysis: An integral component of quality improvement initiatives in human resource management. Paper presented at the Academy of Management Conference on Quality and Management: Quality Now and Directions for the 21st Century (co-sponsor: College of Business, Arizona State University). Phoenix, AZ. (Co-author: J. I. Sanchez).
- _____ (August 1997). A summary of recent research on attitudes toward and consequences of affirmative action programs. Paper presented at the Annual Convention of the American Psychological Association, Chicago IL.
- _____ (April 1996). (Discussant) Answers about the use of job analysis for training decisions. Symposium presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego CA.
- _____ (August 1996). Construct validity of task inventory ratings: A multi trait - multi method analysis. Poster session presented at the Annual Convention of the American Psychological Association, Toronto, Ontario, Canada. (Co-author: T. Manson).
- _____ (1996). (Panelist). Brainstorming about how to evaluate teaching: Beyond student evaluations. Panel session presented at the 18th Annual National Institute on the Teaching of Psychology. St. Petersburg, January, 1996.
- _____ (August 1995). Assessment center methodology applied to a craft job in the utility industry. Poster session presented at the American Psychological Association's Annual Convention, New York City.
- _____ (June 1995). Leadership of work teams: Factors influencing team outcomes. Paper presented as part of the Symposium on Team Leadership presented at Third Annual Center for the Study of Work Teams Symposium, University of North Texas, Dallas (co-author R. Nygren.)
- _____ (July 1995). Setting minimum qualifications in a world of challenge. Invited Address presented at Florida Public Personnel Association's Annual Meeting, Palm Beach Shores, FL. (Related version presented at the Central Florida I/O Interest Group, March 1995, and at Florida Public Personnel Association, Region III, April 1995, and at invited colloquia at Arizona State and North Carolina State Universities).
- _____ (August 1994). Does the Five Factor Model of personality hold in India? Poster session presented at the American Psychological Association's Annual Convention, Los Angeles. (Co-authors: L. Narayanan, S. Menon).
- _____ (July 1994). Evaluation of methodology for developing and validating minimum qualifications. Paper presented as part of the symposium, "Innovative applications of job analysis in organizational psychology" chaired by J. Sanchez at the 23rd International Congress of Applied Psychology, Madrid. (Co-authors: D. Maye, R. Ulm, et al.).

- _____ (April 1994). (Discussant). Predicting collegiate athlete performance: Research based practice. Symposium presented at the Ninth Annual Conference of the Society for I/O Psychology, Nashville.
- _____ (April 1992). Walk on the Applied Side, but cross at the corner of Scholarship and Humanism. Keynote address presented at the Annual I/O-O/B Graduate Student Conference, Roanoke, Virginia.
- _____ (May 1992). Job analysis methodology for developing and validating minimum qualification requirements. Paper presented as part of the symposium, "Non-traditional Research on and Use of Job Analyses," chaired by B. Schneider at the Seventh Annual Conference of the Society for I/O Psychology, Montreal. (Co-authors: D. Maye, R. Ulm, et al.).
- _____ (May 1992). Effects of behavioral aggregation on the construct validity of in-baskets. Poster session presented at the Seventh Annual Conference of the Society for I/O Psychology, Montreal (Co-authors: D. Baker, M. Brannick).
- _____ (August 1991). Content validity: Can we depend on expert judgments? Paper presented at the Annual Meeting of the Academy of Management, Miami Beach (Co-authors: D. Baker, C. Baker).
- _____ (April 1991). Rater training and rating stimuli decomposition as job-analytic aids. Poster session presented at the Sixth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis (Co-author: J. Sanchez).
- _____ (April 1991). Team task analysis: A test of the Multiphase Analysis of Performance (MAP) System. Paper presented as part of a symposium on team and group performance chaired by E. Salas presented at the Sixth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis (Co-author: C. Baker).
- _____ (March 1991). Stimulus-oriented variability in job analysis: A model for the assessment of the complexity of job dimensions. Paper presented at the 1991 Annual Meeting of the Southeastern Psychological Association, New Orleans. (Co-author: D. Dorsey).
- _____ (August 1990). (Discussant). Quantitative job description and classification: Nomothetic approaches and applications. Symposium presented at the American Psychological Association's Annual Convention, Boston.
- _____ (August 1990). Measuring task importance: A replication and extension. Paper presented at the American Psychological Association's Annual Convention, Boston. (Co-author: T. Dickey).
- _____ (April 1990). (Invited Speaker). Self-evaluation and staffing in the 1990's. Address presented at the Annual I/O Alumni/Alumnae Conference, Tampa.

- _____ (August 1989). (Discussant). Defining the role of master's level training in I/O psychology. Panel discussion presented at the American Psychological Association's Annual Convention, New Orleans.
- _____ (June 1989). (Discussant). Job analysis techniques and research. Symposium presented at the Annual Conference of the International Personnel Management Association Assessment Council, Orlando.
- _____ (June 1989). (Invited Speaker). Recent developments in job analysis research. Invited address presented at the Annual Conference of the International Personnel Management Association Assessment Council, Orlando.
- _____ (June 1989). The guidelines in the year 2000. Panel discussion presented at the Annual Conference of the International Personnel Management Association Assessment Council, Orlando.
- _____ (March 1989). (Discussant). Applied psychology in the year 2000. Symposium presented at the Southeastern Psychological Association Annual Convention, Washington, D.C.
- _____ (March 1989). (Panelist). Current problems faced by I/O Psychology. Panel discussion presented at the annual meeting of the Southeastern I/O Psychology Association, Washington, D.C.
- _____ (August 1988). (Discussant). Occupational analysis and the *Dictionary of Occupational Titles*. Symposium presented at the American Psychological Association's Annual Convention, Atlanta.
- _____ (April 1988). (Panelist). How can we promote/ strengthen I/O graduate programs in psychology departments. Round Table Discussion presented at the Third Annual Conference of the Society for I/O Psychology, Dallas.
- _____ (April 1988). (Discussant). Troublesome questions in job analysis. Symposium presented at the Third Annual Conference of the Society for I/O Psychology, Dallas.
- _____ (April 1988). Capturing rater policies for judging overall task importance. Paper presented at the Third Annual Conference of the Society for I/O Psychology, Dallas. (Co-author: J. Sanchez).
- _____ (February 1988). (Invited Address). Performance appraisal: Technical aspects. Presented at the Annual Meeting of the Society for Psychologists in Management, Tampa.
- _____ (August 1987). (Invited Workshop Leader). Job Analysis. Invited workshop presented at the American Psychological Association's Annual Convention, New York.

- _____ (August 1987). (Discussant). Public sector personnel assessment: Issues, achievements and opportunities. Symposium presented at the American Psychological Association's Annual Convention.
- _____ (April 1987). The relationship of task specific self-esteem and performance. A path model. Poster session presented at the Second Annual Meeting of the Society for I/O Psychology, Atlanta (Co-author: S. A. McIntire).
- _____ (August 1986). (Chairperson). Recent corporate programs of employee development: Discussion of innovative strategies. Symposium presented at the American Psychological Association's Annual Convention, Washington, D.C.
- _____ (April 1986). (Discussant). Advances in tailoring job analysis methods for specific applications. Symposium presented at the First Annual Meeting of the Society for I/O Psychology, Chicago.
- _____ (March 1986). Generalizability of validities for selection in skilled and semi-skilled craft jobs. Paper presented at the Southeastern Psychological Association Annual Meeting, Orlando. (Coauthors: J. Cannon, P. Spector, S. Gael).
- _____ (March 1986). Self-consistency versus self-enhancement theories of self-esteem and task performance: A test using task specific self-esteem. Paper presented at the Southeastern Psychological Association Annual Meeting, Orlando. (Coauthor: J. Cannon).
- _____ (March 1986). (Chairperson). Innovations in job analysis applications. Symposium presented at the Southeastern I/O Psychological Association Annual Meeting, Orlando.
- _____ (March 1986). (Panelist). Job analysis systems in selected organizations: A description and evaluation. Paper presented at the Southeastern I/O Psychological Association Annual Meeting, Orlando. (Coauthors: F. Sistrunk, K. McNutt, S. Gael).
- _____ (March 1985). Meta-analysis: Problems and prospects. Paper presented at the Southeastern Psychological Association Annual Meeting, Atlanta. (Coauthor: P. Spector).
- _____ (August 1984). (Panelist). Career change: Industry to academe and vice versa. Symposium presented at the American Psychological Association's Annual Convention, Toronto, Canada.
- _____ (August 1984). Comparative validity of self-predictions and alternative measures in psychological assessment. Poster session presented at the American Psychological Association's Annual Convention, Toronto, Canada. (Coauthor: S. McIntire).
- _____ (September 1983). Selecting a job analysis approach. Invited address presented at the annual meeting of the Personnel Testing Council of Southern California, Los Angeles.

- _____ (August 1983). Test wiseness, test anxiety, and racial bias in employment testing. Poster session presented at the American Psychological Association's Annual Convention, Los Angeles. (Coauthors: G. Cornwell, G. Ironson).
- _____ (March 1983). Task specific self-esteem: Its nature and measurement. Paper presented at the Southeastern Psychological Association Annual Meeting, Atlanta. (Coauthor: S. McIntire).
- _____ (August 1982). (Panelist). Applicant training and work experience evaluation: An empirical investigation. Paper presented at the American Psychological Association's Annual Convention, Washington, D.C. (Coauthor: R. Ash).
- _____ (March 1982). Comparison of task ratings from subject matter experts vs. job incumbents. Paper presented at the Southeastern Psychological Association Annual Meeting, New Orleans. (Coauthors: R. Ash, R. H. Higbee, F. Sistrunk).
- _____ (August 1981). (Chairperson). Job analysis/job families: Current perspectives on research and application. Symposium presented at the American Psychological Association's Annual Convention, Los Angeles.
- _____ (August 1981). (Panelist). Evaluation of seven job analysis methods by experienced job analysts. Paper presented at the American Psychological Association's Annual Convention, Los Angeles. (Coauthors: R. Ash, H. Hall).
- _____ (August 1981). (Moderator/Organizer). Role of content and construct validity in selection: A debate. Program presented at the American Psychological Association's Annual Convention, Los Angeles.
- _____ (August 1980). (Workshop Co-chairperson). Applications and evaluation of job analysis methods. Invited workshop presented at the American Psychological Association's Annual Convention, Montreal, Canada.
- _____ (March 1980). (Panelist). A study of methodologies to enhance the efficiency and effectiveness of human resources in the criminal justice system. Paper presented at the Academy of Criminal Justice Science, Oklahoma City (with F. Sistrunk).
- _____ (March 1980). (Chairperson). Application of self-evaluation to practical prediction problems. Symposium presented at the Southeastern Psychological Association Meeting, Washington, D.C.
- _____ (June 1979). (Panelist). The Position Analysis Questionnaire (PAQ) as compared to other methods of job analysis. Paper presented at the International Personnel Management Association Assessment Council Meeting, San Diego.
- _____ (1979). (Chairperson). Polygraph examining for pre-employment screening. Symposium presented at the American Psychological Association's Annual Convention, New York City. Published in *Polygraph*, 1980, 9, 1-33.

- _____ (1978). Exploratory comparative study of four job analysis methods. Invited address delivered at the American Psychological Association's Annual Convention, Toronto, on the occasion of receiving first prize in APA's Division of Consulting Psychology Research Award competition.
- _____ (1978). (Chairperson). Organizational applications of self-appraisal and self-assessment: Another look. Symposium presented at the American Psychological Association's Annual Convention, Toronto. Published in *Personnel Psychology*, 1980, 33, 259-300.
- _____ (November 1978). The collection, analysis and use of information about jobs in the criminal justice system. Invited paper presented at the Law Enforcement Assistance Administration Conference on Job Analysis, Dallas, Texas. (Coauthors: R. Ash, F. Sistrunk, P. Smith). Published in U. S. Department of Justice, LEAA. *Proceedings of the National Symposium on Job/Task Analysis*, Washington, D.C., Office of Criminal Justice Education and Training, 1979.
- _____ (1978). (Panelist). Validity of a matching approach to personnel selection. Paper presented at the Southeastern Psychological Association Annual Meeting, Atlanta.
- _____ (1977). (Panelist). Results of a "State of the Art" survey of job analysis in the public sector. Paper presented at the 57th Annual Western Psychological Association Meeting, Seattle. (Paper coauthor: L. J. Bennett).
- _____ (1977). (Chairperson). Symposium on job-related issues. Presented at 57th Annual Western Psychological Association Meeting, Seattle.
- _____ (May 1976). (Panelist). Employment for Psychologists: Straight up or on the rocks (Session II). Workshop presented at the Rocky Mountain Psychological Association's Annual Convention, Phoenix.
- _____ (November 1975). (Panelist). Techniques in personal interviewing for personnel selection purposes. Paper presented at the Joint Conference of the American Society for Public Administration and the Western Governmental Research Association, Phoenix.
- _____ (November 1975). (Chairperson). Federal requirements and public personnel. Symposium presented at the Joint Conference of the American Society for Public Administration and the Western Governmental Research Association, Phoenix.
- _____ (1974). (Panelist). Arizona's Selection Resource Center: Progress and prospects. Paper presented at the Intergovernmental Personnel Program Annual Convention, San Francisco.
- _____ (1974). (Chairperson). Personnel psychology in the "Real World." Practitioners discuss their research in a public employment setting. Symposium presented at the annual convention of the Arizona State Psychological Association, Phoenix.

_____ (April 1974). (Chairperson). The practice of industrial and organizational psychology in a public personnel setting. Symposium presented at the Western Psychological Association's Annual Convention, San Francisco.

_____ (1973). (Chairperson). Recent legislation and its impact on Personnel Psychology. Symposium presented at Arizona State Psychological Association's Annual Convention, Flagstaff.

_____ (1972). (Panelist). IPA examining and selection projects: progress and prospects. Panel presentation at Intergovernmental Personnel Program Annual Convention, San Francisco.

_____ (1972). On the utility of experimental research results in consulting practice. Invited address delivered at the American Psychological Association's Annual Convention, Honolulu, on the occasion of receiving second prize in APA's Division of Consulting Psychology Research Award competition.

_____ (1971). Effects of variations in control structure on group performance and satisfaction: A laboratory study. Paper presented at the American Psychological Association's Annual Convention, Washington, D.C.

IV. Reviews

Levine, E. L. Review of the Wonderlic Personnel Test (WPT). *Security Journal*, 1997, 8, 179-181.

_____. Review of: Sussman, L., & Deep, S. D. *Comex: The communication experience in human relations*. Cincinnati: South-Western Publishing, 1984. *Personnel Psychology*, 1985, 38, 482-483.

_____. Review of: Van Ments, M. *The effective use of role play: A handbook for teachers and trainers*. New York: Nichols Publishing, 1983. *Personnel Psychology*, 1984, 37, 777-779.

_____. Review of: Pfeiffer, J. W. (Editor). *A handbook of structured experiences for human relations training*. San Diego: University Associates, 1983. *Personnel Psychology*, 1984, 37, 545-547.

_____. Review of: Smith, B., & Delahaye, B. *How to be an effective trainer*. New York: Wiley and Sons, 1983. *Personnel Psychology*, 1984, 37, 384-387.

_____. Review of: Gold, M. E. *A dialogue on comparable worth*. Ithaca, N.Y.: ILR Press, 1983. *Personnel Psychology*, 1984, 37, 150-152.

_____. Fired up over burnout. (Review of: Cedoline, A. J. *Job burnout in public education*. New York: Teachers College Press, 1982.) *Contemporary Psychology*, 1983, 28, 631-632.

- _____. Review of: Brown, L. K. *The woman manager in the United States: A research analysis and bibliography*. Washington, D.C.: Business and Professional Women's Foundation, 1981. *Personnel Psychology*, 1982, 35, 457-458.
- _____. Review of: Genua, R. L. *The employer's guide to interviewing: Strategy and tactics for picking a winner*. Englewood Cliffs, N.J.: Prentice Hall, 1979. *Personnel Psychology*, 1980, 33, 866-869.
- _____. Review of: A. Brisolaro. *The alcoholic employee: A handbook of helpful guidelines*. New York: Human Sciences Press, 1979. *Personnel Psychology*, 1979, 32, 630-632.
- _____. Review of: Kaplan, H. Roy (Editor). *American minorities and economic opportunity*. Itasca, Ill.: F. E. Peacock Publishers, Inc., 1977. *Personnel Psychology*, 1978, 31, 975-977.
- _____. Review of: Wallace, P. A., & LaMond, A. M. (Eds.) *Women, minorities, and employment discrimination*. Lexington, Mass.: Lexington Books, D. C. Heath & Co., 1977. *Personnel Psychology*, 1978, 31, 649-651.

V. Obituaries

- Coons, E. E., & Levine, E. L. (2004). Raymond Abraham Katzell (1919-2003). *American Psychologist*, 59, 640.
- Levine, E. L., & Sorcher, M. (2007). Herbert H. Meyer (1917-2006). *American Psychologist*, 62, 1070.

Revised: 11-15-11