

**Jennifer Z. Gillespie, PhD\***  
Adjunct Instructor, College of Arts & Sciences  
Department of Psychology, University of South Florida  
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Last updated September 23, 2020

## EDUCATION

### **Ph.D., Psychology Industrial/Organizational, August 2004**

Michigan State University, East Lansing, MI  
Advisor: Dr. Daniel R. Ilgen

### **M.A., Psychology Industrial/Organizational, August 2001**

Michigan State University, East Lansing, MI  
Advisor: Dr. Ann Marie Ryan

### **B.A., Psychology, Honors, December 1997**

Purdue University, West Lafayette, IN  
Minor: Management

## ACADEMIC APPOINTMENTS

2011-Present:

**Adjunct Instructor**, Department of Psychology, University of South Florida, Sarasota, FL

2006-2011:

**Assistant Professor**, Industrial-Organizational Area, Department of Psychology, Industrial-Organizational, Bowling Green State University (BGSU), Bowling Green, OH

**Director**, Institute of Psychological Research and Application, Department of Psychology, BGSU

2004-2006:

**Assistant Professor**, Industrial-Organizational Area, Department of Psychology, Industrial-Organizational Area, BGSU

2003-2004:

**Instructor**, Department of Psychology, Industrial-Organizational Area, BGSU

## ARTICLES, CHAPTERS, AND REFEREED PUBLICATIONS<sup>+</sup>

Gillespie, M. A., **Gillespie, J.Z.**, Sliter, K. A., Colatat, M. C., Nolan, K., & Guion, R. M. (2018). [SK BARS system: Ongoing performance management for municipal police](#), *Public Personnel Management*, 47, 93-14.

Gillespie, M.A., **Gillespie, J.Z.**, Brodke, M. H., & Balzer, W. H. (2016). The importance of sample composition depends on the research question. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 207-211.

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\* **Carr** is my maiden name. **Gillespie** is my married name.

<sup>+</sup> [i10 index](#) = 13 (i10 index since 2015 = 8).

- Gillespie, M.A., Balzer, W.K., Brodke, M.H., Garza, M., Gerbec, E.N., **Gillespie, J.Z.**, Gopalkrishnan, P., Lengyel, J.S., Sliter, K.A., Sliter, M.T., Withrow, S.A., & Yugo, J.E. (2016). Normative measurement of job satisfaction in the US. *Journal of Managerial Psychology, 31*, 516-536.
- Schmidt, A.M., Beck, J.W., & **Gillespie, J.Z.** (2013). [Work motivation](#). In I.B. Weiner, N. Schmitt, and S. Highhouse (Eds., 2<sup>nd</sup> edition), *Handbook of psychology (Vol. 12): Industrial and organizational psychology* (pp. 311-340). Hoboken, NJ: John Wiley and Sons.
- Gillespie, J.Z.**, & Ryan, A.M. (2012). Gender-based preferential selection: Influences of perceptions of procedurally unfair advantages on performance and self-evaluations. *Journal of Applied Social Psychology, 42*, IS S1, E150-E179.
- Yankelevich, M., Broadfoot, A., **Gillespie, J.Z.**, Gillespie, M.A., & Guidroz, A.M. (2012). [General job stress: A unidimensional measure and its non-linear relations with outcome variables](#). *Stress and Health, 38*, 137-148.
- Gillespie, J.Z.**, Barger, P.B., Yugo, J.E., Conley, C.J., & Ritter, L. (2011). The suppression of negative emotions in elder care. *Journal of Managerial Psychology, 26*, 566-583.
- Fink, A.A., Guzzo, R.A., Adler, S., **Gillespie, J.Z.**, Konczak, L.J., Olson, T., Beier, M.E., & Dickson, M.W. (2010, October). Consulting and business skills in Industrial-Organizational Psychology graduate education. *The Industrial-Organizational Psychologist, 48*, 34-44.
- Gillespie, J.Z.**, Converse, P.D., & Kriska, S.D. (2010). [Applying recommendations from the literature on stereotype threat: Two field studies](#). *Journal of Business and Psychology, 25*, 493-504.
- Gillespie, J.Z.** (2009). A humanistic viewpoint on use-inspired motivation research. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 2*, 111-115.
- Highhouse, S., & **Gillespie, J.Z.** (2009). Do samples really matter that much? In C.E. Lance and R.J. Vandenberg (Eds.), *Statistical and Methodological Myths and Urban Legends: Doctrine, Verity and Fable in the Organizational and Social Sciences* (pp. 247-265). New York: Routledge.
- Balzer, W.K., & **Gillespie, J.Z.** (2006). Job satisfaction measurement. In S. Rogelberg & C. Reeve (Eds.), *Encyclopedia of Industrial/Organizational Psychology*. Thousand Oaks, CA: Sage.
- DeShon, R.P., & **Gillespie, J.Z.** (2005). [A motivated action theory account of goal orientation](#). *Journal of Applied Psychology, 90*, 1096-1127.
- Gillespie, J.Z.**, & Greenberg, J.G. (2005). Are the goals of organizational justice self-interested? In J. Greenberg & J.A. Colquitt (Eds.), *The Handbook of Organizational Justice: Fundamental Questions about Fairness in the Workplace* (pp. 179-214). Mahwah, NJ: Erlbaum.
- Barbera, K., **Carr, J.Z.**, & Sasaki, I. (2004, January). [Tips for getting a job in academia](#). *The Industrial-Organizational Psychologist, 41*, 41-45.
- Ryan, A.M., West, B.J. <sup>†</sup>, & **Carr, J.Z.** <sup>†</sup> (2003). Effects of the terrorist attacks of 9/11/01 on employee attitudes. *Journal of Applied Psychology, 88*, 647-659. <sup>†</sup>Authors contributed equally.
- Carr, J.Z.**, Schmidt, A.M., Ford, J.K., & DeShon, R.P. (2003). [Climate perceptions matter: A meta-analytic path analysis relating molar climate, cognitive and affective states, and individual level work outcomes](#). *Journal of Applied Psychology, 88*, 605-619.

## RESEARCH GRANTS

- Gillespie, J.Z.** (2010). Does emotional disclosure moderate job stress in long-term care work? *Faculty Research Committee Research Incentive Grant*. Bowling Green State University (\$3,720 in direct costs over 1 year).
- Daniels, M.A., **Gillespie, J.Z.**, Conley, C.J., Ritter, L., & Bollin, S. (2010). Emotional labor and long-term care work: A look at antecedents, consequences, and the role of intrinsic orientation. *SIOP Small Grant Program* (\$4,747 in direct costs over 1 year).
- Gillespie, J.Z.**, Conley, C., & Bollin, S. (2006). Health and safety training for direct care providers of people with dementia. *University of Cincinnati Occupational Health and Safety ERC Pilot Research Project* (\$5,000 direct costs, 1 year). →**Published in *Journal of Managerial Psychology*, 26, 566-583.**
- Guidroz, A.G., **Gillespie, J.Z.**, & Reed, E. (2005). How fair is fair? An organizational case study of the effects of procedural fairness on staffing. *SIOP Small Grant Program* (\$3,089 direct costs, 1 year).
- Carr, J.Z.**, & Kriska, D. (2001). Investigating the effects of a stereotype threat intervention on minority applicant perceptions and behavior. *SIOP Small Grant Program* (\$2,500 direct costs, 1 year). →**Published in *Journal of Business and Psychology*, 25, 493-504.**

## COPYRIGHT CERTIFICATES OF REGISTRATION AND ASSOCIATED MANUALS

- Balzer, W. K, Brodke, M. H., **Gillespie, J.Z.**, & Gillespie, M. A. (2009). *Job Descriptive Index and Norms*. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX0007283154.
- Balzer, W. K, Brodke, M. H., **Gillespie, J.Z.**, & Gillespie, M. A. (2009). *Job in General and Norms*. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX000728316.
- Balzer, W. K, Brodke, M. H., **Gillespie, J.Z.**, & Gillespie, M. A. (2009). *Abridged Job Descriptive Index and Norms*. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX0007283164.
- Balzer, W. K, Brodke, M. H., **Gillespie, J.Z.**, & Gillespie, M. A. (2009). *Abridged Job in General and Norms*. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX0007283168.
- Balzer, W. K, Brodke, M. H., **Gillespie, J.Z.**, & Gillespie, M. A. (2009). *Stress in General and Norms*. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX007283171.
- Brodke, M. H., Sliter, M. T., Balzer, W. K., Gillespie, M., **Gillespie, J.Z.**, Gopalkrishnan, P., Lake, C, Oyer, B., Withrow, S., & Yankelevich, M. (2010). *The Job Descriptive Index and Job in General: Scoring Quick Reference Guide*. Bowling Green State University, Bowling Green, OH.
- Brodke, M. H., Gopalkrishnan, P., Oyer, B., Yankelevich, M., Withrow, S., Sliter, M. T. Lake, C., **Gillespie, J.Z.**, Gillespie, M., & Balzer, W. K. (2010). *The Stress in General Scale: Scoring Quick Reference Guide*. Bowling Green State University, Bowling Green, OH.

## PROFESSIONAL PRESENTATIONS

### Refereed

- Gillespie, M. A., **Gillespie, J.Z.**, Sliter, K. A., Colatat, M. C., Nolan, K., & Guion, R. M. (April, 2016). SK BARS System: Ongoing Performance Management for Municipal Police. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA
- Brodke, M.R.H., Gillespie, M.A., **Gillespie, J.Z.**, & Balzer, W.K. (2015, April). Mediators of the trustworthiness – intent to quit relationship. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Daniels, M.A., Greguras, G., & **Gillespie, J.Z.** (2014, August). *Mental construal and perceived job control as antecedents of emotional labor and well-being*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Gillespie, M. A., Balzer, W. K., Brodke, M. H., Gerbec, E. N., **Gillespie, J.Z.**, Gopalkrishnan, P., Sliter, K. A., Sliter, M. T., Withrow, S. A., Yankelevich, M., & Yugo, J. E. (May, 2014). *National overall norms for revised JDI/JIG job satisfaction measures*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Brodke, M., **Gillespie, J.Z.**, Gillespie, M. A., Balzer, W. K., & Fluckinger, C. (2012, October). Management trustworthiness relates to job satisfaction, job stress, and intentions to quit. Paper presented at the annual meeting of the Midwest Academy of Management, Chicago, IL.
- Daniels, M.A., & **Gillespie, J.Z.** (2011, August). *The roles of personal agency and emotional discrepancy in emotion regulation*. Poster presented at the annual meeting of the Academy of Management, San Antonio, Texas.
- Barger, P.B. & **Gillespie, J.Z.** (2011, April). Service *without* a smile: Customer injustice, felt anger, and display rule deviance. In E. Richard (Chair), *Emotional display rule deviance: Antecedents and consequences*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Sprung, J., Daniels, M.A., **Gillespie, J.Z.**, & Conley, C.J. (2011, April). *The role of intrinsic motivation in the emotional labor process*. Poster presented to the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Daniels, M.A., Kain, J.M., **Gillespie, J.Z.**, & Schmidt, A.M. (2010, August). Latent profiles of goal orientation and motivational outcomes. In A.M. Schmidt (Chair), *A lens on the world: Traits and states influencing self-regulation*. Symposium presented to the annual meeting of the Academy of Management, Montreal, Canada.
- Daniels, M.A., Sliter, M.T., Barger, P.B., **Gillespie, J.Z.**, Northern, J., & Kirkendall, S. (2010, August). *Effects of emotion regulation and emotional disclosure on strain*. Poster presented at the annual meeting of the American Psychological Association, San Diego, CA.
- Sliter, M.T., & **Gillespie, J.Z.** (2010, August). *Comparison contrast effects on judgments and stress in service encounters*. Poster presented at the annual meeting of the American Psychological Association, San Diego, CA.
- Wolford, K.A., Colatat, M.C., Nolan, K.P., **Gillespie, J.Z.**, & Guion, R.M. (2010, August). *Updating a BARS performance appraisal instrument: Small changes, big results*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

- Brodke, M.R.H., Gillespie, M.A., Withrow, S.A., Sliter, M.T., Gopalkrishnan, P., **Gillespie, J.Z.**, & Balzer, W.K. (2010, April). *Industry membership and outcomes related to trust in management*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA. →**Recognized as one of the 25 best-rated posters out of 895 submissions.**
- Gillespie, J.Z.** (2010, April). Panelist. In B. Brown, L. Sears, & M. Taylor (Session Chairs), *Engaging students in applied work: Lessons from university-based consulting centers*. Panel discussion conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Sliter, M.T., Withrow, S.A., Brodke, M.R.H., Balzer, W.K., **Gillespie, J.Z.**, Gillespie, M.A., Gopalkrishnan, P., & Yankelevich, M. (2010, April). *Psychometric and normative focused reduction strategies for the 2009 aJDI*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Withrow, S.A., Balzer, W.K., Sliter, M.T., Gopalkrishnan, P., Gillespie, M.A., **Gillespie, J.Z.**, & Brodke, M.R.H. (2010, April). *A practical approach to identifying and creating subgroup survey norms*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Brodke, M., Balzer, W. K., **Gillespie, J.Z.**, Gillespie, M. A., Gopalkrishnan, P., Sliter, M., & Withrow, S. (2009, July). The role of managerial status and gender in ratings of four dimensions of trust in management. Paper presented at the annual meeting of the Midwest Academy of Management, Chicago, IL.
- Highhouse, S. & **Gillespie, J.Z.** (2008, April). Why samples give the illusion of generalizability (2008, April). In C.E. Lance (Chair), *Statistical/Methodological Myths and Urban Legends III: The Saga Continues*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Yankelevich, M., Broadfoot, A., **Gillespie, J.Z.**, Gillespie, M.A., & Guidroz, A.M (2008, April). *The Stress In General Scale Revisited: A One-Factor Structure*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Gillespie, J.Z.** (2008, April). Panelist. In Nguyen, H-H.D. (Chair), *Service Learning as an I-O Teaching Method: Stakeholders' Lessons Learned*. Panel conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Barger, P.B., & **Gillespie, J.Z.** (2007, April). Towards explaining emotional labor: The role of emotional discrepancies. In P.B. Barger & **J.Z. Gillespie** (Co-chairs), *When Smiles are Required: Understanding Display Rules and Emotional Labor*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Salter, N.P., & **Gillespie, J.Z.** (2007, April). *Comparing Perceptions of Transformational Leadership and Perceptions of Public Speaking Ability*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Yankelevich, M., **Gillespie, J.Z.**, Broadfoot, A.A., & Guidroz, A.M. (2007, April). The application of the semantic differential to the study of job satisfaction. In N.A. Bowling (Chair), *Overlooked Issues in the Measurement of Job Satisfaction*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Yugo, J.E., McInroe, J., **Gillespie, J.Z.**, & Kain, J.M. (2007, April). Testing a framework of work orientation, job characteristics, and outcomes. In J.E. Yugo & **J.Z. Gillespie** (Co-chairs), *The Meaning of Work as a Job, Career, or*

*Calling*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

- Smith, E., Kain, J., Yugo, J.E., & **Gillespie, J.Z.** (2007, March). *Investigating the Relationship between Work Orientation and Goal Orientation*. Poster presented at the annual conference for Industrial Organizational and Organizational Behavior, Indianapolis, IN. →Nominated for Best Paper Award.
- Brooks, M.E., **Gillespie, J.Z.**, & Highhouse, S.E. (2006, November). *Exploring the Determinants of Job Choice*. Poster presented at the annual meeting of the Society for Judgment and Decision Making, Houston, TX.
- Gillespie, J.Z.**, Conley, C., & Bollin, S. (2006, October 12). *Health and Safety Training for Direct Care Providers of People with Dementia*. Paper presented at the annual meeting of the National Institute for Occupational Safety and Health Education and Research Center, University of Cincinnati, Cincinnati, OH.
- Salter, N. P., & **Gillespie, J.Z.** (2005, August). *The Effects of Task Creativity on Intrinsic Motivation*. Poster presented at the annual meeting of the American Psychological Association, Washington, D.C.
- Holcombe, K.E., & **Gillespie, J.Z.** (2005, April). *Scaling the Slippery Slope: Toe Holds For Women in Academe*. Session Chairs. Panel conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Gillespie, J.Z.**, & Guidroz, A.G. (2004, November 15). *Stereotype Threat: Promise and Pitfalls for Closing the Black-White Test Score Gap*. Brown Bag conducted at the City of Columbus, Columbus, OH.
- Carr, J.Z.**, & Salter, N.P. (2004, August). *Employee Well-Being as a Goal of Industrial-Organizational Psychology*. Poster presented at the annual meeting of the American Psychological Association, Honolulu, HI.
- Carr, J.Z.**, & Kriska, D. (2003, April). *Investigating the Effects of a Stereotype Threat Intervention on Minority Applicant Perceptions and Behavior* (SIOP Small Grant Program). Invited symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- O'Neal, A., **Carr, J.Z.**, & Ryan, A. M. (2003, April). *Influences on Applications of Minorities to Non-Diverse Occupations*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ryan, A.M., **Carr, J.Z.**, & West, B.J. (2002, August). *Effects of the Terrorist Attacks of 9/11/01 on Employee Morale*. Interactive poster session presented at the annual meeting of the Academy of Management, Denver, CO.  
→Selected for best paper proceedings.
- Greenberg, J.G., & **Carr, J.Z.** (2002, April). *Contradictions in Promoting Diversity: What Works When?* Session Chairs. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Carr, J.Z.** (2002, August). Applying organizational justice to preferential selection contexts. In J. Greenberg and J.A. Colquitt (Chairs), *Emerging Contexts for Organizational Justice*. Symposium conducted at the annual meeting of the Academy of Management, Denver, CO.
- Carr, J.Z.**, & DeShon, R.P. (2002, April). Empirical validation of a process model of goal orientation. In V. J. Fortunato (Chair), *An Examination of the Motivational Consequences of Goal Orientation*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Oswald, F.L., Carr, J.Z., & Schmidt, A.M. (2001, April). The medium and the message: Dual effects of supervision and web-based testing on construct equivalence for ability and personality measures. In M. A. Donovan (Chair), *Web-Based & Virtual Reality Assessments: Emerging Technologies in I/O Psychology*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Carr, J.Z., & Ford, J.K. (2001, April). An integrative review of climate research: Where have we been, where do we need to go? In J.K Ford and R.P. DeShon (Co-chairs), *The Impact of Workplace Climate on Organizational Climate: A Tale of Two Levels*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Carr, J.Z., DeShon, R.P. & Dobbins, H.W. (2001, April). A process model of goal orientation. In R.P. DeShon (Chair), *New Directions in Goal Orientation: Exploring the Construct and its Measurement*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Carr, J.Z., & Schmitt, N. (2000, August). *School Climate and Cross-Constituency Differences in Climate and Student Outcomes*. Interactive poster session presented at the annual meeting of the Academy of Management, Toronto, Canada.

### Invited

Gillespie, J.Z. (2010, November). Invited panelist. Construct distinctions and redundancy among commitment, engagement, embeddedness, and satisfaction. In H.J. Klein (Conference Chair), *Advances and debates surrounding workplace commitments*. Panel conducted at The Ohio State University, Columbus, OH.

Gillespie, J.Z. (2010, April). Invited presenter. In A.A. Fink & M.W. Dickson (Co-chairs), *Educating I/O psychologists for consulting and business: A skills-based perspective*. Special session conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Gillespie, J.Z. (2010, February 23). *The suppression of emotions at work*. Brown Bag conducted at Bowling Green State University, Bowling Green, OH.

Gillespie, J.Z., & Ritter, L. (2009, April). *Job-related emotional labor*. Presentation conducted at the annual meeting of the Alzheimer's Association, Northwest Ohio Chapter, Perrysburg, OH.

Gillespie, J.Z. (2008, April). Invited panelist. In Weiner, S.P. (Chair), *Connecting education to practice*. Panel conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Gillespie, J.Z. (2007, September 14). *The emotional labor of direct care providers of people with dementia*. Brown Bag conducted at Wayne State University, Detroit, MI.

Gillespie, J.Z. (2007, March 30). *The emotional labor of direct care providers of people with dementia*. Brown Bag conducted at Michigan State University, East Lansing, MI.

Gillespie, J.Z. (2006, October 20). *Emotional labor of professional caregivers*. Brown Bag conducted at the University of Akron, Akron, OH.

Gillespie, J.Z. (2005, October 28). *Emotional labor training for direct care providers of people with dementia*. Brown Bag conducted at Purdue University, West Lafayette, IN.

**Gillespie, J.Z.** & Guidroz, A.M. (2004, November 15). *Stereotype threat: Promise and pitfalls for closing the Black-White test score gap*. Brown Bag conducted at the City of Columbus, Columbus, OH.

**Carr, J.Z.** & Ryan, A.M. (2002, February 8). *Applying organizational justice to preferential selection contexts*. Brown Bag conducted at The Ohio State University, Columbus, OH.

#### PROFESSIONAL SERVICE CONTRACTS

Bowling Green Police Department, Bowling Green, OH (\$6863 total cost)

Northwest Ohio Community Shares, Toledo, OH (\$1000 total cost)

Toledo Zoo, Toledo OH (\$500 total cost)

Bowling Green State University, Bowling Green Experience, Bowling Green, OH (\$6900 total costs)

Bowling Green State University, Student Employment Office, Bowling Green, OH (\$2000 total cost)

#### TECHNICAL REPORTS

Fink, A., Adler, S., Guzzo, R., **Gillespie, J.Z.**, Konczak, L., Olson, T., Beier, M., & Dickson, M. (2009). *Consulting and business skills in Industrial/Organizational Psychology graduate education*. Report presented to the Society for Industrial and Organizational Psychology Executive Board.

**Gillespie, J.Z.**, Alexander, K., Dalal, D., Daniels, M.A, Garcia-Michael, V., Kain, J.M., Lin, B., Nolan, K.P., Park, Y., Sakurai, K., Sliter, M.T., Smith, E.N., Wolford, KA. (2009). *Toledo Zoo culture assessment: Final Report*. Report presented to the Toledo Zoo. Bowling Green State University: Bowling Green, OH.

**Gillespie, J.Z.**, Guion, R.M., Colatat, M.C., Nolan, K.P., & Wolford, K. (2007). *Updating the Police Officer Performance Appraisal System*. Institute for Psychological Research and Application: Bowling Green, OH.

Colatat, M.C., & **Gillespie, J.Z.** (2006). *Board Member Survey*. Report presented to Northwest Ohio Community Shares. Institute for Psychological Research and Application: Bowling Green, OH.

Guidroz, A.M., & **Gillespie, J.Z.** (2006). *Evaluation of the Firefighter Promotion Process*. Prepared for Columbus Civil Service Commission. Bowling Green State University: Bowling Green, OH.

**Gillespie, J.Z.**, & Blackburn, J.L. (2005). *Assessment of Employee Survey Process*. Report presented to Toledo Zoo. Bowling Green State University: Bowling Green, OH.

Guidroz, A.M., **Gillespie, J.Z.**, & Reed, E. (2004). *Suggestions for Reducing Stereotype Threat during the Job Analysis and Selection Phases*. Report presented to Columbus Civil Service Commission. Bowling Green State University: Bowling Green, OH.

**Gillespie, J.Z.**, & Blackburn, J.L. (2005). *Assessment of Employee Survey Process*. Reported presented to the Toledo Zoo. Bowling Green State University: Bowling Green, OH.

**Carr, J.Z.**, Bell, B.S., Ryan, A.M., & Kilanowski, D. E. (2002). *An Examination of Factors That May Enhance the Retention and Success of Minorities in the Selection Process*. Report presented to the City of Toledo, Ohio. Michigan State University, East Lansing.



**Carr, J.Z.,** West, B.J., Ryan, A.M., & Kilanowski, D.E. (2001). *An Examination of the Potential Effects of the Terrorist Attacks of 9/11/01 and Their Aftermath on Employee Morale*. Report presented to Ford Motor Company. Michigan State University, East Lansing.

Chambers, B.A., Schmidt, A.M., & **Carr, J.Z.** (2001). *Proposed Training Program for Clerk Typist II*. Report presented to the City of Ann Arbor, Michigan. Michigan State University, East Lansing.

Schmidt, A. M., Ford, J. K., DeShon, R. P., & **Carr, J.Z.** (2000). *A Meta-Analysis of Antecedents and Outcomes of Organizational Climate*. Report presented to the United States Air Force. Michigan State University, East Lansing.

## TEACHING EXPERIENCE

### Undergraduate Courses

Applied Psychology (Online course) (USFSM)  
Motivation (Online course) (USFSM/USF)  
Social Psychology (Online course) (USFSM)  
Working: Psychological and Sociological Correlates of Worker Well-Being (Honors) (USFSM)  
Introduction to Psychological Science (Online course) (USFSM) / General Psychology (BGSU)  
Introduction to Industrial and Organizational Psychology (BGSU) / Industrial Psychology (USFSM)  
Quantitative Methods (BGSU)  
Data Analysis in Psychological Research (MSU)  
Research Design and Measurement in Psychological Research (MSU)  
Undergraduate Independent Study (BGSU)  
Undergraduate Internship (BGSU)

### Undergraduate Honors Thesis Advisees (USFSM)

Sasha Aristy (2013)  
Jessica Reyka (2012)

### Graduate Courses (BGSU)

Contemporary Research Areas in the Psychology of Work  
Motivation and Morale  
Self-Regulation/Goals  
Graduate Independent Study  
Graduate Independent Research  
Job Descriptive Index Research Group (2006-2011)

### Graduate Thesis and Dissertation Advisees (BGSU)

Patricia Barger (M.A., 2006; PhD, 2009)  
Nicholas Salter (M.A., 2006)  
Michael Daniels (M.A., 2010)  
Michael Sliter (M.A., 2009)  
Jennifer Yugo (M.A., 2006; PhD, 2009)

## **Graduate Thesis and Dissertation Committee Memberships (BGSU)**

Rosa Aguire (M.A., 2007)  
Jessica Blackburn (PhD, 2006)  
Carissa Coit (M.A., 2006)  
David Faigin (M.A., 2006; PhD, 2010)  
Chen Yang (M.A., ad hoc member, 2010)  
Courtney Galliger (M.A., 2006)  
Lauren Gonce (Owisianiecki) (M.A., 2005; PhD, 2007)  
Lisa Grimes (PhD, 2011)  
Ashley Guidroz (PhD, 2008)  
Shinakee Gumbar (PhD, 2011)  
Molly Henry (PhD, 2011)  
Amanda Kelley (M.A., 2005)  
Shane Kraus (M.A., 2010)  
Elizabeth Krumrei (PhD, 2008)  
Lilly Lin (PhD, 2004)  
Peter Mateseo (Grad Rep) (Prelim, 2009; PhD, 2010)  
Christine McAuliffe (M.A., 2006; PhD, 2010)  
Danielle Potokar (PhD, 2008)  
Kenji Sakurai (M.A., ad hoc member, 2008) (PhD, 2011)  
Tracy Tabaczynski (M.A., 2008)  
Martha Tincala (Grad Rep) (PhD, 2006)  
Erin Vasconcelles (PhD, 2008)  
Jeanie Whingter (PhD, 2006)  
Ryan Whorton (M.A., ad hoc member, 2009)  
Anna Zarubin (M.A., 2008)

## **SERVICE**

### **Department, University (BGSU)**

Member, Area Graduate Student Selection Committee, BGSU (2003-2005; 2007-2010)  
Chair, Area Graduate Student Selection Committee, BGSU (2005-2006)  
Member, Area Faculty Search Committee, BGSU (2004-2005)  
Representative, Psychology Department University Preview Day, BGSU (2003, 2004, 2010)  
Speaker, Psi Chi Organization, Applying to Graduate School, BGSU (2004, 2005)  
Member, Scholarship of Engagement Committee, BGSU (2005-2006)  
Member, Salary, Promotion, and Tenure Committee, BGSU (2006-2007; 2008-2009)  
Reviewer for Best Dissertation at Bowling Green State University (2005)  
Member, BGeX Introduction Planning Committee (2005, 2006)  
Member, Learning Sciences Task Force, BGSU (2005-2009)  
Panelist, Women in Science Conference, BGSU (2006)  
Member, BGeX Evaluation Advisory Committee (2006-2011)

### **Professional**

SIOE Education and Training sub-committee on Business and Consulting Skills (see Fink, et al., 2009)

Ad hoc reviewer experience:

Journal of Occupational Health Psychology  
Human Performance  
Journal of Applied Psychology

Journal of Applied Social Psychology  
Industrial and Organizational Psychology: Perspectives on Science and Practice  
Academy of Management Journal  
Personnel Psychology  
Human Relations  
Human Resource Management Review  
Journal of Occupational and Organizational Psychology  
Organizational Behavior and Human Decision Processes  
International Journal of Nursing Studies  
Society for Industrial and Organizational Psychology (SIOP) conference  
National Institute for Occupational Safety and Health Education and Research Center conference