

## VITA

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### Education

B. A. University of California, Berkeley, 1979, Psychology

M.A. Bowling Green State University, 1983, Psychology

Ph.D. Bowling Green State University, 1986, Psychology

### Academic Positions

2002 - present Professor, Psychology Department, University of South Florida

2008 - 2013 Chair, Psychology Department, University of South Florida

1991 – 2001 Associate Professor, Psychology Department, University of South Florida.

1986 - 1991 Assistant Professor, Psychology Department, University of South Florida

1983 - 1986 Research Assistant, Bowling Green State University

1980 - 1983 Graduate Assistant, Bowling Green State University

## Refereed Publications

- Brannick, M. T., Potter, S. M., Benitez, B., & Morris, S. B. (in press). Bias and Precision of Alternate Estimators in Meta-Analysis: Benefits of Blending Schmidt-Hunter and Hedges Approaches. *Organizational Research Methods*.
- Yoon, S., Kleinman, M., Mertz, J. & Brannick, M. (in press). Is Social Network Site Usage Related to Depression? A Meta-analysis of Facebook-Depression Relations. *Journal of Affective Disorders*.
- Guido, J., Telford, B., Llerena, L.E., Stergiopoulos, S., Huber, C., Cross, A., & Brannick, M. (2018). The value of psychometric analysis of the advanced trauma life support cognitive test: Outcome of an ACS-accredited educational institute multisite study. *American Journal of Surgery*, *S0002-9610(18)30591-9*. doi: 10.1016/j.amjsurg.2018.07.050
- Brannick, M. T. (2017). Treating uncertainty in meta-analytic results. *Industrial and Organizational Psychology*, *10(3)*, 457-459.
- Brannick, M. T., & Gültaş, M. (2017). Cross-Hairs: A scatterplot for meta-analysis in R. *Research Synthesis Methods*, *8*, 53-63. DOI: 10.1002/jrsm.1220.
- Bubu, O. M., Brannick, M., Mortimer, J., Umasabor-Bubu, O., Sebastião, Y. V., Wen, Y., Schwartz, S., Borenstein, A. R., Wu, Y., Morgan, D., & Anderson, W. M. (2017). Sleep, Cognitive impairment and Alzheimer's disease: A systematic review and meta-analysis. *SLEEP*, *40(1)*, zsw032. DOI: <https://doi.org/10.1093/sleep/zsw032>.
- Mete, I., & Brannick, M. T. (2017). Estimating the reliability of nontechnical skills in medical teams. *Journal of Surgical Education*, *74(4)*, 596-611.
- Brannick, M. T., Horn, G. T., Schnaus, M. J., Wahi, M. M., & Goldin, S. B. (2015). Medical student quality of life in the clerkships: A scale validation study. *The American Surgeon*, *81(4)*, 370-376.
- Shames, M. L., DallaRosa, J. V., & Brannick, M. T. (2015). Validation of a novel virtual basic skills simulation model. *Journal of Vascular Surgery*, *61*, 99S.
- Feldman, M. A., Gesten, E. L., Smith-Schrant, H., & Brannick, M. (2014). The effects of middle school bullying and victimization on adjustment through high school: Growth modeling of achievement, school attendance, and disciplinary trajectories. *Psychology in the Schools*, *51*, 1046-1062.
- Goldin, S., Horn, G.T., Schnaus, M. J., Grichanik M., Ducey, A. J., Nofsinger, C., Herandez, D., Shames, M., Singh, R., & Brannick, M. T. (2014). FLS skill acquisition: A comparison of blocked versus interleaved practice. *Journal of Surgical Education*, *71*, 506-512.

- Lee, M., Ata, R. N., & Brannick M. T. (2014). Malleability of weight-related attitudes and beliefs: A meta-analysis of weight bias reduction interventions. *Body Image, 11*, 251-259.
- Brannick, M. T., & Zhang, N. (2013). Bayesian Meta-analysis of Coefficient Alpha. *Research Synthesis Methods, 4*, 198-207. DOI: 10.1002/jrsm.1075
- Kepes, S., McDaniel, M. A., Brannick, M. T., & Banks, G. C. (2013). Meta-Analytic Reviews in the Organizational Sciences: Two Meta-Analytic Schools on the Way to MARS (the Meta-Analytic Reporting Standards). *Journal of Business and Psychology, 28*, 123-143.
- Prewett, M. S., Brannick, M. T., & Peckler, B. (2013). Training teamwork in medicine: An active approach using role play and feedback. *Journal of Applied Social Psychology, 43*, 316-328.
- Goldin, S. B., Schnaus, M. J., Horn, G., Mateka J., DiGennaro, J., Wahi, M., & Brannick, M. T. (2012). Surgical interest and surgical match for third-year students: Results of a prospective multivariate longitudinal cohort study. *Journal of the American College of Surgeons, 215*, 599-606.
- Ferguson, C. J., & Brannick, M. T. (2012). Publication bias in psychological science: Prevalence, methods for identifying and controlling, and implications for the use of meta-analyses. *Psychological Methods, 17*, 120-128.
- Peckler, B., Prewett, M. S., Campbell, T., & Brannick, M. (2012). Teamwork in the trauma room evaluation of a multimodal team training program. *Journal of Emergencies, Trauma, and Shock, 5*, 23-27.
- Brannick, M. T., Erol-Korkmaz, H. T., & Prewett, M. (2011). A systematic review of the reliability of objective structured clinical examination scores. *Medical Education, 45*, 1181-1189.
- Brannick, M. T., Wahi, M. M., & Goldin, S. B. (2011). Psychometrics of Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT) Scores. *Psychological Reports, 109*, 327-337.
- Brannick, M. T., Yang, L., & Cafri, G. (2011). Comparison of weights for meta-analysis of  $r$  and  $d$  under realistic conditions. *Organizational Research Methods, 14*, 587-607.
- Spector, P. E., Brannick, M. T. (2011). Methodological urban legends: The misuse of statistical control variables. *Organizational Research Methods, 14*, 287-305.

- Brannick, M. T., Chan, D., Conway, J. M., Lance, C. E. & Spector, P. E. (2010). What is method variance and how can we cope with it? A panel discussion. *Organizational Research Methods, 13*, 407-420.
- Cafri, G., Kromrey, J. D., & Brannick, M. T. (2010). A meta-meta-analysis: Empirical review of statistical power, Type I error rates, effect sizes, and model selection of meta-analyses published in psychology. *Multivariate Behavioral Research, 45*, 239-270.
- Cafri, G., van den Berg, P., & Brannick, M. T. (2010). What have the difference scores not been telling us? A critique of the use of self-ideal discrepancy in the assessment of body image and evaluation of an alternative. *Assessment, 17*, 361-376 .
- Pace, V. L., & Brannick, M. T. (2010a). How similar are personality scales of the “same” construct? A meta-analytic investigation. *Personality and Individual Differences, 49*. 669-676.
- Pace, V. L., & Brannick, M. T. (2010b). Improving prediction of work performance through frame-of-reference consistency: Empirical evidence using openness to experience. *International Journal of Selection and Assessment, 18*, 230-235.
- Menzel, J. E., Schaefer, L. M., Burke, N. L., Mayhew, L. L., & Brannick, M. T. (2010). Appearance related teasing, body dissatisfaction, and disordered eating: A meta-analysis. *Body Image, 7*, 261-270.
- Prince, C., Salas, E., Brannick, M., Prince, A. (2010). The influence of experience and organizational goals on leadership in the military cockpit. *International Journal of Aviation Psychology, 20*, 375-389.
- Spector, P. E., & Brannick, M. T. (2010a). Common method issues: An introduction to the feature topic in *Organizational Research Methods*. *Organizational Research Methods, 13*, 403-406.
- Spector, P. E., & Brannick, M. T. (2010b). If Thurstone was right, what happens when we factor analyze Likert scales? *Industrial and Organizational Psychology: Perspectives on Science and Practice, 3*, 502-503.
- Brannick, M. T., Wahi, M. M., Arce, M., Johnson, H., Nazian, S., & Goldin, S. B. (2009). Comparison of trait and ability measures of emotional intelligence in medical students. *Medical Education, 43*, 1062-1068.
- Brannick, M. T., Fabri, P. J., Zayas-Castro, J., & Bryant, R. H. (2009). Evaluation of an error-reduction training program for surgical residents. *Academic Medicine, 84*, 1809-1814.

- Cafri, G., Kromrey, J. D., & Brannick, M. T. (2009). A SAS macro for statistical power calculations in meta-analysis. *Behavioral Research Methods, 41*, 35-46.
- Prewett, M. S., Gray, A. A., Stilson, F. R. B., Rossi, M. E., & Brannick, M. T. (2009). The team personality-team performance relationship revisited: The impact of criterion choice, pattern of workflow, and method of aggregation. *Human Performance, 22*, 273-296.
- Reynolds, R., & Brannick, M. T. (2009). Effect of communication media on developmental relationships: Self-reported and observed behaviors. *Computers in Human Behavior, 25*, 233-243.
- Brannick, M. T. (2008). Back to basics of test construction and scoring. *Industrial and Organizational Psychology, 1*, 131-133.
- Kisamore, J. L., & Brannick, M. T. (2008). An illustration of the consequences of meta-analysis model choice. *Organizational Research Methods, 11*, 35-53.
- Mason, C., Allam, R., & Brannick, M. T. (2007). How to meta-analyze coefficient of stability estimates: Some recommendations based on Monte Carlo studies. *Educational and Psychological Measurement, 67*, 765-783.
- Finkelstein, M. A., & Brannick, M. T. (2007). Applying theories of institutional helping to informal volunteering: Motives, role identity, and prosocial personality. *Social Behavior and Personality 35*, 101-114.
- Prince, C., Ellis, E., Brannick, M. T., & Salas, E. (2007). Measurement of team situation awareness in low experience level aviators. *International Journal of Aviation Psychology, 17*, 41-57.
- Birkeland, S. A., Manson, T. M., Kisamore, J. L., Brannick, M. T., & Smith, M. A. (2006). A meta-analytic investigation of applicant faking on personality measures. *International Journal of Selection and Assessment, 14*, 317-335.
- Roehrig, M., Thompson, J. K., Brannick, M., & van den Berg, P. (2006). Dissonance-based eating disorder prevention program: A preliminary dismantling investigation. *International Journal of Eating Disorders, 39*, 1-10.
- Brannick, M. T., Miles, D. E., & Kisamore, J. L. (2005). Calibration between student mastery and self-efficacy. *Studies in Higher Education, 30*, 473-483.
- Brannick, M. T., Prince, C., & Salas, E. (2005). Can PC-based systems enhance teamwork in the cockpit? *International Journal of Aviation Psychology, 15*, 173-187.

- Cafri, G., Yamamia, Y., Brannick, M., & Thompson J. K. (2005). The influence of sociocultural factors on body image: A meta-analysis. *Clinical Psychology: Science and Practice, 12*, 421-433.
- Finkelstein, M. A., Penner, L. A., & Brannick, M. T. (2005). Motive, Role Identity, and prosocial personality as predictors of volunteer activity. *Social Behavior and Personality, 33*, 403-418.
- Hutchins, T., Brannick, M., Bryant, J. B., & Silliman E. (2005). Methods for controlling amount of talk: Difficulties, considerations and suggestions. *First Language, 25*, 347-363.
- Penner, L. A., Brannick, M., Connell, P., & Webb, S. (2005). The effects of the September 11 attacks on volunteering: An archival analysis. *Journal of Applied Social Psychology, 35*, 1333-1360.
- Prince, C., Salas, E., Brannick, M., & Orasanu, J. (2005). Beyond facilitation: an improved CRM debrief for safety training. *Human Factors and Aerospace Safety, 5*, 1-22.
- Horn, J., Nelson, C. E., & Brannick, M. T. (2004). Integrity, conscientiousness, and honesty. *Psychological Reports, 95*, 27-38.
- Brannick, M. T., Prince, C., & Salas, E. (2002). The reliability of instructor evaluations of crew performance: Good news and not so good news. *International Journal of Aviation Psychology, 12*, 241-261.
- Fritzsche, B. A., & Brannick, M. T. (2002). The importance of representative design in judgment tasks: The case of resume screening. *Journal of Occupational and Organizational Psychology, 75*, 163-169.
- Hall, S. M., & Brannick, M. T. (2002). Comparison of two random-effects methods of meta-analysis. *Journal of Applied Psychology, 87*, 377-389.
- Brannick, M. T. (2001). Implications of empirical Bayes meta-analysis for test validation. *Journal of Applied Psychology, 86*, 468-480.
- Brannick, M. T. (2001). KAPPA: A Computer Program for Assessing Interjudge Agreement. *Applied Psychological Measurement, 25*, 100.
- Smith-Jentsch, K., Salas, E., & Brannick, M. T. (2001). To transfer or not to transfer? Investigating the combined effects of trainee characteristics, team leader support and team climate. *Journal of Applied Psychology, 86*, 279-292.
- Finkelstein, M. A. & Brannick, M. T. (2000). Making decisions about condoms: Whose attitude is it anyway? *Social Behavior and Personality, 28*, 539-554.

- Manson, T. M., Levine, E. L., & Brannick, M. T. (2000). The construct validity of task inventory ratings: A multitrait-multimethod analysis. *Human Performance, 13*, 1-22.
- Finkelstein, M. A., & Brannick, M. T. (1997). Making decisions about sexual intercourse: Capturing college students' policies. *Basic and Applied Social Psychology, 19*, 101-120.
- Hurley, A. E., Scandura, T. A., Brannick, M. T., Schreisheim, C. A., Seers, A., Vandenberg, R. J., & Williams, L. J. (1997). Exploratory and confirmatory factor analysis: Guidelines, issues, and alternatives. *Journal of Organizational Behavior, 18*, 667-683.
- Landis, B. W., Vattikuti, V. R., & Brannick, M. T. (1997). Real-time human perceptions: Toward a bicycle level of service. *Transportation Research Record, 1578*, 119, 126.
- Spector, P. E., Van Katwyk, P. T., Brannick, M. T., & Chen, P. Y. (1997). When two factors don't reflect two constructs: How item characteristics can produce artifactual factors. *Journal of Management, 23*, 659-677.
- Brannick, M. T., Prince, A., Prince, C., & Salas, E. (1995). The measurement of team process. *Human Factors, 37*, 641-651.
- Brannick, M. T. (1995). Critical comments on applying covariance structure modeling. *Journal of Organizational Behavior, 16*, 201-213.
- Brannick, M. T., Roach, R. M., & Salas, E. (1993). Understanding team performance: A multimethod study. *Human Performance, 6*, 287-308.
- Brannick, M. T., Brannick, J. P., & Levine (1992). Job analysis, personnel selection, and the ADA. *Human Resource Management Review, 2*, 171-182.
- Bowers, C., Salas, E., Prince, C., & Brannick, M. T. (1992). Games teams play: A method for investigating team coordination and performance. *Behavior Research Methods, Instruments, & Computers, 24*, 503-506.
- Rather, B. C., Goldman, M. S., Roehrich, L., & Brannick, M. T. (1992). Empirical modeling of an alcohol expectancy network using multidimensional scaling. *Journal of Abnormal Psychology, 101*, 174-183.
- Brannick, M. T., & Darling R. W. R. (1991). Specifying importance weights consistent with a covariance structure. *Organizational Behavior and Human Decision Processes, 50*, 395-410.

- Reed, D., Thompson, J. K., Brannick, M., & Sacco, W. P. (1991). Development and validation of the Physical Appearance State and Trait Anxiety Scale (PASTAS). *Journal of Anxiety Disorders, 5*, 323-332.
- Brannick, M. T., & Spector, P. E. (1990). Estimation problems in the block-diagonal model of the multitrait-multimethod matrix. *Applied Psychological Measurement, 14*, 325-339.
- Smith, C. S., & Brannick, M. T. (1990). A role and expectancy model of participative decision making: A replication and theoretical extension. *Journal of Organizational Behavior, 11*, 91-104.
- Brannick, M. T., & Brannick, J. P. (1989). Nonlinear and noncompensatory processes in performance evaluation. *Organizational Behavior and Human Decision Processes, 44*, 97-122.
- Brannick, M. T., Michaels, C. E., & Baker, D. P. (1989). Construct validity of in-basket scores. *Journal of Applied Psychology, 74*, 957-963.
- Ironson, G. H., Smith, P. C., Brannick, M. T., Gibson, W. M., & Paul, K. B. (1989). Construction of a job in general scale: A comparison of global, composite, and specific measures. *Journal of Applied Psychology, 74*, 193-200.
- Pargament, K.I., Brannick, M.T., Adamakos, H., Ensing, D.S., Keleman, M.L., Warren, R.K., Myers, J., & Cook, P. (1987). Indiscriminate proreligiousness: Conceptualization and measurement. *Journal for the Scientific Study of Religion, 26*, 182-200.
- Pargament, K.I., Johnson, S., Cook, P., McGath, C., Echemendia, R., Myers, J.G., & Brannick, M.T. (1987). The conservative church: Psychosocial advantages and disadvantages. *American Journal of Community Psychology, 15*, 269-286.
- Brannick, M.T., & Hahn, J. (1985). A comparison of internal, external, and successive unfolding based on occupational judgments. *Applied Psychological Measurement, 9*, 199-208.

### **Books and Book Chapters**

- Brannick M., Grichanik M. & Cannon-Bowers J. (2015). High-stakes Assessment. In R. Aggarwal, J. Korndorffer & J. Cannon-Bowers (Eds.), *ACS Principles and Practice for Simulation and Surgical Education Research* (1 ed., Vol. 1, pp. 103-113). Chicago, IL: American College of Surgeons.
- 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* (pp. 119-146). New York: Oxford University Press.
- Hall, S., & Brannick, M. T. (2009). Performance assessment in simulation. In D. A. Vinnenzi, J. A. Wise, M. Mouloua & P. A. Hancock (Eds.) *Human factors in simulation and training* (pp. 149-168). Boca Raton, FL: CRC Press.
- Spector, P. E., & Brannick, M. T. (2009). Common method variance or measurement bias? The problem and possible solutions. In D. Buchanan & A. Bryman (Eds.). *The Sage Handbook of organizational research methods* (pp. 346-362). London: Sage.
- Brannick, M. T., Levine, E. L., & Morgeson, F. P. (2007). *Job and work analysis: Methods, research and applications for human resource management* (2<sup>nd</sup> ed). Los Angeles: Sage.
- Brannick, M. T., & Hall, S. M. (2003). Validity generalization from a Bayesian perspective. In K. Murphy (Ed.) *Validity generalization: A critical review* (pp. 339-364). Mahwah, NJ: Lawrence Erlbaum.
- 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., & Prince, C. (1997). An overview of team performance measurement. In Brannick, M. T., Salas, E., & Prince, C. (Eds.), *Team performance assessment and measurement* (pp. 3-16). Mahwah, NJ: Lawrence Erlbaum.
- Brannick, M. T., Salas, E., & Prince, C. (Eds.) (1997). *Team performance assessment and measurement*. Mahwah, NJ: Lawrence Erlbaum.
- Prince, A., Prince, C., & Brannick, M. T. (1997). The measurement of team process behavior in the cockpit: Lessons learned. In Brannick, M. T., Salas, E., & Prince, C. (Eds.), *Team performance assessment and measurement* (pp. 289-310). Mahwah, NJ: Lawrence Erlbaum.
- Spector, P.E., Brannick, M.T. (1995). The nature and effects of method variance in organizational research. In C. L. Cooper and I. Robertson (Eds.) *International Review of Industrial & Organizational Psychology, 1995 Volume 10* (pp. 249-274). Chichester: Wiley.
- Brannick, M. T. (1993). Regression and discriminant analysis for analyzing judgments. In I. Van Mechelen, J. Hampton, R. Michalski, & P. Theuns (Eds.) *Categories and concepts: Theoretical views and inductive data analysis* (pp. 247-263). London: Academic Press.

Spector, P.E., Brannick, M.T., & Coover, M.D. (1989). Job analysis. In C. L. Cooper and I. Robertson (Eds.) *International Review of Industrial & Organizational Psychology 1989*. Chichester: Wiley.

### **Presentations & Proceedings**

Brannick, M. T., Potter, S., & Teng, Y. (2018, April). Where is the lower bound credibility value? Paper presented in B. Wiernik (Chair) *Improving the accuracy and utility of meta-analytic inferences*. Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Teng, Y, Brannick, M. T., & Borman, W. C. (2018, April). Development and validation of a situational judgment test of resilience. Poster presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Teng, Y., & Brannick, M. (2017, August). Context-based measure of resilience: A situational judgment test. Poster presented at the 125th Annual Convention of the American Psychological Association, Washington, D.C.

Brannick, M. T., & Potter, S. (2017, July). Confidence intervals for the 90 percent credibility value. Paper presented at the Annual Meeting of the Society for Research Synthesis Methodology, Montreal, Canada.

Brannick, M. T., & Potter, S. (2017, April). Improved Weights for Estimating the Meta-analytic Mean. Paper presented in M. Brannick (Chair) *Overcoming common problems in meta-analysis*. Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Brannick, M. T., Rothstein, H. R., French, K., Kiselica, A. & Apostoloski, N. (2016, July). Comparison of estimators of the lower bound of the prediction/credibility interval in meta-analysis. Paper presented at the Annual Meeting of the Society for Research Synthesis Methodology conference, Florence, Italy.

Kiselica, A. M., Webber, T. A., Thurston, A. J., Brannick, M. T., Shen, W. Stark, S., & Bornovalova, M. A. (2016, September). What is distress tolerance? A meta-analysis. Poster presented at the European Association of Cognitive and Behavioral Therapies, Stockholm, Sweden.

Brannick, M. T. (2015, April). How can a psychologist contribute to surgical training? Invited presentation at Bilkent University, Ankara, Turkey.

Brannick, M. T. (2015, February). How can a psychologist contribute to surgical training? Invited presentation at Middle East Technical University, Ankara, Turkey.

- Adler, M., Brannick, M., Grichanik, M., Lineberry, M., & Rooney, D. (2015, January). What would Sherlock do? Using detective work to create a robust validity argument. Workshop presented at the International Meeting for Simulation in Healthcare, New Orleans, LA.
- Brannick, M., Cook, D. A., Grichanik, M., & Lineberry, M. (2014, January). Current perspectives on validity arguments for uses of simulation-based assessments. Symposium presented at the International Meeting for Simulation in Healthcare, San Francisco, CA.
- Brannick, M. T. (2014, March). Assessing competence in medical practice: Tasks, simulations, and standards. Invited presentation to the ATP Innovations in Testing conference, Scottsdale, AZ.
- Brannick, M. T. (2014, July). Updating a meta-analysis without all of the original studies: An illustration of the Bayesian approach. Paper presented at the Society for Research Synthesis Methodology conference, York, England.
- Brannick, M. T. (2014, August). Competency based training across healthcare domains. Paper presented at the HEATT (Healthcare Education Assessment Training and Technology) conference, Orlando, FL.
- Brannick, M. T. (2014, September). Metrics for improved procedural outcomes. Paper presented at the ACS-AEI (American College of Surgeons-Accredited Education Institutions) postgraduate course, Tampa, FL.
- Brannick, M. T., & Grichanik, M. (2014, September). Metrics-based education: Establishing an educational framework for proficiency in surgical education. Workshop presented at the ACS-AEI (American College of Surgeons-Accredited Education Institutions) postgraduate course, Tampa, FL.
- Adler, M., Lineberry, M., Brannick, M., Calhoun, A., & McBride, M. (2013, January). Understanding generalizability theory: How to make sense of the data. Course presented at the 13<sup>th</sup> annual International Meeting of Simulation in Healthcare, Orlando, FL.
- Brannick, M. T., Grichanik, M., Nazian, S., Wahi, M., & Goldin, S. (2013, April). Emotional Intelligence and Medical School Performance: A Prospective Multivariate Study. Poster presented at the 28<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Noll, J., & Brannick, M. T. (2013, January). Online classes: Can they be trusted? Course presented at the 35<sup>th</sup> annual meeting of the National Institute on the Teaching of Psychology, St. Petersburg, FL.

- Brannick, M. T. (2012, February). What can you do with medical simulations? Invited presentation, Central Michigan University, Mt. Pleasant, MI.
- Baker, D. P., Brannick, M. T., Oppler, S. H., & Rosen, M. (2012, April). I-O and the education of Today's Physicians. In S. Amodeo (Chair) panel discussion presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Brannick, M. T. (2012, July). Bayesian analysis of Cronbach's alpha. Paper presented at the annual conference of the Society for Research Synthesis Methodology, Aix-en-Provence, France.
- Brannick, M. T., & Ferguson, C. J. (2012, April). Publication bias: Comparing published articles and dissertations in psychology. In S. B. Morris (Chair) Methodological Advances in Meta-Analysis. Symposium presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Burgess, K., Salomon, K. & Brannick, M. (2012, September). Challenge and threat patterns of cardiovascular reactivity: A meta-analysis of cardiovascular indices. Poster presented at the 2012 annual meeting of the Society for Psychophysiological Research in New Orleans, LA.
- Rothstein, H.R., Brannick, M. T., Cortina, J. M. Hedges, L. V., Oswald, F. L., & Pigott, T. (2011, April). *Why we rejected your meta-analysis and what you can do*. Panel discussion presented at the 26<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Brannick, M. T. (2010, July). Notes on bias correction in meta-analysis. Paper presented at the annual conference of the Society for Research Synthesis Methodology, Cartagena, Spain.
- Spector, P. E., & Brannick, M. T. (2010, April). Methodological Urban Ledgends: The misuse of statistical control variables. Paper presented in C. E. Lance and R. J. Vandenberg (co-chairs) *Statistical and Methodological Urban Legends: Part V*. Symposium presented at the 25th annual conference of the Society for Industrial and Organizational Psychology.
- Brannick, M. T. (2009, September). Remarks on "Innovative Ability and Change at Work." Paper presented at meeting of the International Panel for "Round the Globe - Future 2020, " for the project Working – Learning – Developing Competencies," Aachen, Germany.
- Brannick, M. T., & Cafri, G. (2009, July). Are we done yet? Estimating the residual random-effects variance component. Paper presented at the fourth annual conference of the Society for Research Synthesis Methodology, Seattle, WA.

- Brannick, M. T., & Cafri, G. (2009, April). The conditional random-effects variance component in meta-regression. Paper presented in S. B. Morris (Chair), *Meta-analysis: Advances in methods and practice*. Symposium presented at the 24<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
- Brannick, M. T., Yang, L., & Cafri, G. (2008, April). Comparison of weights in meta-analysis under realistic conditions. Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Goldin, S.B., Brannick, M.T., Wahi, M.M., Paidas, C., Arce, M., Cannarozzi, M.L., Johnson, H., Nazian, S.J. (2008). Medical students have emotional intelligence similar to general population. *J. Surg. Res.* 144(2) 289-290. Paper presented at the 6<sup>th</sup> Annual Academic Surgical Congress, Huntington Beach, CA.
- Pace, V. L., & Brannick, M. T. (2008, April). Similarity of personality measures: A bare-bones look at nomological nets. Poster presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Brannick, M. T., & Pace, V. L. (2007, April). Co-chairs of *Qualitative methods: What, when, why and are they publishable?* Symposium presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Biga, A. M., O'Brien, K. E., Kessler, S., Allen, T. D., & Brannick, M. T. (2006, May). Racial and gender differences in mentoring: A meta-analysis. Poster presented at the 21<sup>st</sup> annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Hanson, M. A., Brannick, M. T., & Borman, W. C. (2006, May). Using job analysis to improve education and future workforces development. In M. A. Smith (Chair) *Expanding our influence: How I-O Psychologists Can Improve Education*. Symposium presented at the 21<sup>st</sup> annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Brannick, M. T. (2006, August). Comparison of sample size and inverse variance weights for the effect size  $r$ . Paper presented at the first annual meeting of the Society for Research Synthesis Methodology, Cambridge, England.
- Brannick, M. T. (2005, April). Estimating reliability in primary research. Paper presented in S. Morris (Chair) *Advances in Meta-Analysis: New Approaches to Artifact Correction*. Symposium presented at the 20<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

- Brannick, M. T. (2004, September). Choosing psychological measures for research. Invited presentation, Department of Epidemiology and Biostatistics, University of South Florida, College of Public Health.
- Finkelstein, M., Penner, L., & Brannick, M. T. (2004, May). Predicting volunteerism: Identity is more important than motive. Poster presented at the 16<sup>th</sup> Annual Convention of the American Psychological Society, Chicago.
- Herst, D. E., & Brannick, M. T. (2004, April). Cross-cultural measurement invariance of work-family conflict scales across English-speaking samples. Poster presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.
- Kisamore, J., & Brannick, M. (2004, April). Ensemble estimation: A new method for assessing validity transport. Poster presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.
- Lutrick, E. C., & Brannick, M. T. (2004, April). Selecting for fit in organizational culture/climate. Paper presented in E. L. Levine and M. T. Brannick (Chairs), P-O fit: Recent advances in theoretical perspectives and research methodology. Symposium presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.
- Mason, D. C., & Brannick, M. T. (2004, April). How should we meta-analyze reliability coefficients? Poster presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.
- Birkeland, S., Borman, W. C., & Brannick, M. T. (2003, April). Using personal construct theory to investigate 360-degree source effects. Poster presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando.
- Birkeland, S., Manson, T., Kisamore, J. L., Brannick, M. T., Liu, Y. (2003, April). A meta-analytic investigation of job-applicant faking on personality measures. Poster presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando.
- Brannick, M. T., & Hall, S. M. (2003, April). Confidence intervals for the random effects variance component. Paper presented in M. Brannick (Chair) Advances in meta-analysis. Symposium presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando.
- Diamond, L. K., & Brannick, M. T. (2003, April). Performance and perceived team and player efficacy in bowling teams. Poster presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando.

- Kisamore, J. L., & Brannick, M. T. (2003, April). Pygmalion in organizations: An illustration of consequences of meta-analytic choices. Poster presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando.
- Brannick, M. T., Miles, D. E., & Kisamore, J. L. (2003, January). An evaluation designed to assess the development of student mastery, self-competence, and calibration. Poster presented at the 25 annual National Institute on Training in Psychology, St. Petersburg Beach, FL.
- Brannick, M. T., Hall, S. M., & Liu, Y. (2002, April). Empirical Bayes Local Validation Estimates with Artifact Corrections. Paper presented in S. Morris (Chair) Rethinking artifact corrections in Meta-analysis: Innovations and Extensions. Symposium presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto.
- Salas, E., & Brannick, M. T. (2002, March). Doing research on teams: Things I wish I'd known. Invited presentation at the 23<sup>rd</sup> annual Industrial Organizational Psychology & Organizational Behavior Graduate Student Conference, University of South Florida, Tampa, FL.
- Brannick, M. T., & Hall, S. M. (2001, April). Comparison of two random-effects methods of meta-analysis. Poster presented at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Brannick, M. T., & Hall, S. M. (2001, April). Reducing bias in the Schmidt-Hunter Meta-analysis. Poster presented at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Gordon, T. R., & Brannick, M. T. (1999, April). Sailing crews and measures of team process. Poster presented at the 14th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Brannick, M. T., Lutrick, E., Prince, C., Salas, E. (1998, October). Team situation awareness. Paper presented at the Second International Conference on Engineering Psychology and Cognitive Ergonomics. Oxford, U.K.
- Prince, C., Salas, E., & Brannick, M. T. (1998, October). Situation awareness: What do we know not that the 'buzz' has gone? Paper presented at the Second International Conference on Engineering Psychology and Cognitive Ergonomics. Oxford, U.K.
- Baker, D. P., Brannick, M. T., & Chidester, T. R. (1997, April). Developing a scenario event set for LOE: A data-driven approach. In R. S. Jensen (Ed.), Proceedings of the Ninth International Symposium on Aviation Psychology.

- Brannick, M. T., Prince, C., & Salas, E. (1997, April). Team training: Achieving efficient positive transfer. Paper presented at the twelfth annual conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Takalkar, P., & Brannick, M. T. (1996, August). Modeling compensation and benefit preferences. Paper presented at the 104th annual convention of the American Psychological Association, Toronto, Canada.
- Indurkha, A., & Brannick, M. T. (1996, June). Mixed models and MTMM Matrices. Paper presented at the 1996 annual meeting of the Psychometric Society, Banff, Alberta, Canada.
- Brannick, M. T. (1996, April). When to use exploratory factor analysis. In A. E. Hurley & T. A. Scandura (Chairs), The exploratory-confirmatory factor analysis debate in industrial/Organizational psychology research: Fruitful discourse of just making hay? Panel discussion at the 1996 annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Brannick, M. T., & Prince C. (1995, April). Reliability of measures of aircrew skills across events and scenarios. In D. Baker (Chair), Examining the issue of reliability in CRM assessment: Questions, consideration, and research. Symposium conducted at the Eighth International Symposium on Aviation Psychology, Columbus, OH.
- Brannick, M. T., Prince, C., Salas, E., & Stout, R. (1995, April). Assessing aircrew coordination skills in TH-57 pilots. In C. Bowers and F. Jentsch (Chairs), Empirical research using PC-based flight simulations. Symposium conducted at the Eighth International Symposium on Aviation Psychology. Columbus, OH.
- Smith, K. A., Salas, E., & Brannick, M. T. (1995, May). Toward narrowing the gap between post-training potential and transfer performance: A script processing approach. In K. Smith and E. Salas (Chairs), Searching for solutions to the transfer of training problem: A multi-disciplinary approach. Symposium conducted at the 10th Annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Stout, R. J., Prince, C., Salas, E., & Brannick, M. T. (1995, April). Beyond reliability: Using crew resource management (CRM) measurements for training. In D. Baker (Chair), Examining the issue of reliability in CRM assessment: Questions, consideration, and research. Symposium conducted at the Eighth International Symposium on Aviation Psychology, Columbus, OH.
- Fritzsche, B. A., & Brannick, M. T., & Hazucha, J. F. (1994, April). The effects of using behavioral checklists on the predictive and construct validity of assessment center ratings. In G. C. Thornton, III (Chair), *Important, insufficiently answered questions about assessment center validity and utility*. Symposium conducted at



- the meeting of the Society for Industrial and Organizational Psychology, Nashville.
- Smith, K. A., Salas, E., & Brannick, M. T. (1994, April). Leadership style as a predictor of teamwork behavior. In K. J. Nilan (Chair), *Understanding teams and the nature of teamwork*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Nashville.
- Brannick, M. T., Prince, A., Prince, C., & Salas, E. (1993, April). A method for specifying observations in team training. In C. Prince (Chair) *Low cost training alternatives*. Symposium conducted at the Seventh International Symposium on Aviation Psychology, Columbus, OH.
- Brannick, M. T., Prince, A., Salas, E., & Prince, C. (1993, April). *Impact of raters and events on team performance measurement*. Paper presented at the 8th annual conference of the Society for Industrial and Organizational Psychology, San Francisco.
- Brannick, M. T., & Spector, P. E. (1993, April). The psychology of method variance. In C. S. Smith (Chair) *Method variance: Investigation of the problem and potential solutions*. Symposium conducted at the 8th annual meeting of the Society for Industrial and Organizational Psychology, San Francisco.
- Prince, A., & Brannick, M. T. (1992, October). *Team process measurement and implications for training*. Paper presented at the 36th annual meeting of the Human Factors Society, Atlanta.
- Brannick, M. T., & Prince, A. (1992, September). *Effects of feedback and experience on team performance*. Paper presented at the Workshop on Team Performance Measurement, Tampa FL.
- Brannick, M. T., & Marion-Landais, C. (1992, August). *Team function analysis*. Paper presented at the 100th annual convention of the American Psychological Association, Washington, D.C.
- Willis, C. E., & Brannick, M. T. (1992, June). *Accuracy in a baseball judgment task: Assessing the role of expertise*. Paper presented at the 4th annual convention of the American Psychological Society, San Diego.
- Baker, D. P., Brannick, M. T., & Levine, E. L. (1992, May). *Effects of behavioral aggregation on the construct validity of in-baskets*. Paper presented at the 7th annual conference of the Society of Industrial and Organizational Psychology, Montreal.

- Fritzsche, B. A., & Brannick, M. T. (1992, May). *Can we learn about resume screening with policy capturing methodology?* Paper presented at the 7th annual Conference of the Society of Industrial and Organizational Psychology, Montreal.
- Reed, D. L., Thompson, J. K., Brannick, M. T., & Sacco, W. P. (1990, June). *Body image anxiety and eating disorders*. Paper presented at the Florida Psychological Association Convention, St. Petersburg.
- Brannick, M. T., Roach, R. R., & Salas, E. (1990, May). *Understanding team performance*. Paper presented at the Fifth Annual Conference of the Society of Industrial and Organizational Psychology, Miami.
- Brannick, M. T. (1990, September). *Methodological considerations in studying categorical judgments*. Paper presented at the conference on Category Intension: Psychological Research and Inductive Data Analysis, Leuven, Belgium.
- Brannick, M. T., & Darling, R. W. R. (1989, August). A prioritization algorithm using valuations inferred from statistical data. *Proceedings of the Annual Meeting of the American Statistical Association*.
- Pargament, K.I., Adamakos, H., Brannick, M. T., Ensing, D. S., Keleman, M. L., Warren, R. K., Myers, J., & Cook, P. (1986, August). *The direct measurement of indiscriminate proreligiousness: Initial validation studies of a new approach*. Paper presented at the meeting of the American Psychological Association, Washington, D.C.
- Brannick, M. T. (1984, August). Item Response theory for measuring compensable job characteristics. In R. M. Guion (Chair), *The measurement of comparable job worth*. Symposium conducted at the meeting of the American Psychological Association, Toronto.
- Brannick, M. T. (1982, April). *Successive unfolding of occupational titles*. Paper presented at the Third Annual Graduate Student Industrial-Organizational and Organization Behavior Convention. College Park, MD.

### **Monograph**

- 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 & Organizational Psychology.

### **Technical Reports**

- Prince, C., Brannick, M., & Salas, E. (2000, February). *LOFT/SPOT debrief tools and the debrief process: Enhancing a training opportunity*. Prepared for the Federal

- Aviation Administration Office of the Chief Scientist and Technical Advisor for Human Factors, Eleana Edens, PhD, Program Manager.
- Brannick, M. T., & Familo-Hopek, S. (1998, January). Crew decision making criterion development. Contract 61339-95-K-0016 (Naval Air Warfare Center/Training Systems Division, Orlando, FL).
- Baker, D. P., Swezey, R. W., Brannick, M. T., & Chidester, T. R. (1996). A data-driven methodology for Line Operational Evaluation (LOE) scenario development. Technical report for the Naval Air Warfare Center Training Systems Division and Office of the Chief Advisor for Human Factors at the Federal Aviation Administration. Orlando: University of Central Florida.
- Brannick, M. T. (1995, January). The reliability of measures of aircrew coordination for use in training. Contract N61339-93-C-0066 (Naval Air Warfare Center Training Systems Division, Orlando, FL).
- Brannick, M. T., Prince, A., & Artman, D. (1992, December). Effects of experience and feedback on team performance. Contract N61339-91-C-0114 (Naval Training Systems Center, Orlando).
- Brannick, M. T., & Prince, A. (1991, October). Assessment of an aircrew rating form within and between scenarios. Contract No. DAAL03-86-D-001 (Naval Training Systems Center, Orlando).
- Brannick, M. T., Darling, R. W. R., Saff, E. B., & Snader, J. C. (1989). Final Report, Analysis of AMPS and NEWS systems: The prioritization of Studies. Institute for Constructive Mathematics, University of South Florida.
- Brannick, M. T., Darling, R. W. R., Saff, E. B., & Snader, J. C. (1989). Final Report, Analysis of benefit factor ratings and assumptions in the application of NEWS weights. Institute for Constructive Mathematics, University of South Florida.
- Levine, E. L., Penner, L. A., Brannick, M. T., Covert, M. D., & Llobet, J. M. (1988). Analysis of job/task analysis methodologies for team training design. Contract No. DAAL03-86-D-0001 (Naval Training Systems Center).
- Saff, E. B., Snader, J. C., Darling, R. W. R., & Brannick, M. T. (1988). Final Report, Analysis of AMPS and NEWS systems. Institute for Constructive Mathematics, University of South Florida.
- Brannick, M. T., Salas, E., & Covert, M. D. (1987). Methodological issues in military team training and performance: Problems, propositions, and alternatives. Orlando, FL: NAVTRASYS SCEN TR87-029.

Smith, P.C., Balzer, W., Brannick, M., Eggleston, S. Gibson, W., Ironson, G., Josephson, H., Paul, K., Reilly, C., & Whalen, M. (1987). Manual for the revised JDI and Job in General Scales. Bowling Green, OH: Bowling Green State University, Department of Psychology.

Brannick, M.T. (1985, February). Industrial COMPUSTAT package user's guide. Prepared for the BGSU Data Archive.

Brannick, M.T., Ensing, D., Pargament, K., & Warren, R. (1985, May). Report of the first phase of the congregational development program: First Presbyterian Church of Holland, Michigan.

Brannick, M.T. (1983, May). Applications of SAS ALSCAL: A user's guide to classical MDS, INDSCAL, and unfolding. Manual on file with the BGSU Statistical Consulting Center.

### **Invited and Nonrefereed Publications**

Brannick, M. T. (in press) Job analysis. In H. Miller (Ed.) *The Sage Encyclopedia of Theory in Psychology*.

Brannick, M. T. (2016). Job analysis and competency modeling. In R. Griffin (Ed.) *Oxford Bibliographies in Management*. New York: Oxford University Press. (Online reference.) DOI: 10.1093/obo/9780199846740-0110

Brannick, M. T. (2013). Meta-cognition, OSCE Performance Anxiety, and OSCE Performance. [Invited commentary] *Medical Education*, 47, 538-546. doi: 10.1111/medu.12148

Caputo, P., Brannick, M. T., & Shelton, J. (2008). Non-musculoskeletal sports medicine learning in family medicine residency programs. *Journal of Sports Science and Medicine*, 7, 305-306.

Brannick, M. T. (2005). Review of *The Necessary Nature of Future Firms: Attributes of Survivors in a Changing World*. *Academy of Management Review*, 30, 873-875.

Brannick, M. T., & Levine, E. L. (in press). Knowledge, skills and abilities. *Encyclopedia of Career Development*. Thousand Oaks, CA: Sage.

Brannick, M. T. (2004). Conducting a meta-analysis Step-by-Step (review of *Practical Meta-Analysis*), *Contemporary Psychology: APA Review of Books*, 48, 82-84.

Brannick, M. T. (2003). Scaling procedures: Issues and applications (Review of *Scaling Procedures*), *Personnel Psychology*, 56, 1088-1090.

Reynolds, R., & Brannick M. T. (2001). Is job analysis doing the job? *The Industrial-Organizational Psychologist*, 39, 63-67.

Brannick, M. T. (1997). Review of the PDI employment inventory. *Security Journal*, 8, 137-139.

Brannick, M. T. (1990). Review of *Testing: Theoretical and Applied Perspectives*. *Personnel Psychology*, 43, 432-435.

Nelson, C. E., Brannick, M. T., & Sibson, S. (1990). Undergraduate course offerings in I/O psychology. *The Industrial-Organizational Psychologist*, 28, 55-59.

Brannick, M. T. (1989). Review of *Fairness in Selecting Employees*. *Personnel Psychology*, 42, 859-860.

Smith, P.C., Balzer, W., Brannick, M.T., Chia, W., Eggleston, S., Gibson, W., Johnson, B., Josephson, H., Paul, K., Reilly, C., & Whalen, M. (1987) The revised JDI: A facelift for an old friend. *The Industrial-Organizational Psychologist*, 24(4), 31-33.

### **Awards**

Fulbright Scholar 2015 (Spring semester teaching in Ankara, Turkey).

Outstanding Faculty Award, University of South Florida, 2015.

American Society for Engineering Education Participant, 1987 Navy Summer Faculty Research Program.

Shanklin Award. First place in behavioral science division of graduate student research competition. Bowling Green State University, 1985.

Certificate of recognition for exceptional service as teaching fellow. Graduate College, Bowling Green State University, 1985.

### **Research Grants**

Crew Decision Making Criterion Development (1995). Contract N61339-95-K-0016 with Naval Air Warfare Center. Principal Investigator: Michael T. Brannick

The Reliability of Measures of Aircrew Coordination for use in Training (1993). Contract N61339-93-C-0066 with Naval Training Systems Center. Principal Investigator: M. T. Brannick.

The Development and Evaluation of Measures of Aircrew Coordination for Use in Training (1991). Contract N61339-91-C-0114 with Naval Training Systems Center. Principal Investigator: M. T. Brannick.

Convergence of Crew Coordination Performance Indicators in the CH-53 (1990). Contract Delivery Order 2237, Battelle Corp for Naval Training Systems Center. Principal Investigator: M. T. Brannick.

Team Performance and Criterion Development (1989). Contract DAAL03-86-D-001, Battelle Corp for Naval Training Systems Center. Principal Investigator: M. T. Brannick.

Analysis of benefit factor ratings and assumptions in the application of NEWS weights (1988). Funded by Florida Power & Light through the Institute for Constructive Mathematics. Principal investigator: M. T. Brannick.

Analysis of job/task analysis methodologies for team training design (1987). Contract #0296, Battelle Corp for Naval Training Systems Center. Principal investigator: E. L. Levine. Research Scientist: M. T. Brannick.

Statistical models of rating errors (1987). Funded by College Research Enhancement Committee.

### **PhD Recipients (for whom I was major advisor)**

Adcock, Brian  
 Artman, Darin  
 Baker, David  
 Diamond, Laurie  
 Dwyer, Daniel  
 Familo-Hopek, Stacia  
 Fritzsche, Barbara  
 Hall, Steven  
 Herst, David  
 Jentsch, Kimberly Smith  
 Joseph, Nneka  
 Kisamore, Jennifer  
 Leonard, John  
 Lutrick, Erica  
 Mason, Corinne Friel  
 Miller, Jerry  
 Pace, Victoria Wood  
 Parshar, Pradnya Takalkar  
 Powell, Amy  
 Prewett, Matthew  
 Prince, Ashley  
 Reynolds, Rosmarie Crawford

Richards, Kimberly Hoffman  
 Shoemaker, Jonathan Adam  
 Stilson, Frederick Rob  
 Waugh, Gordon

### **Consulting**

American Board of Medical Management  
 City of Tampa  
 Courtroom Consultants, Inc.  
 Florida Power & Light  
 Hillsborough Count Sheriff's Office  
 Jack Eckerd Corporation  
 Jobs Now, Inc.  
 JWK International  
 Psychological Assessment Resources, Inc.  
 Tampa Electric Co.  
 Tech Data, Inc.  
 USF Health Center for Advance Medical Learning and Simulation

### **Service**

Associate Editor

*Human Performance* (2005-2015)

Editorial Board Member:

*Journal of Applied Psychology* (2001 - 2010)

*Organizational Research Methods* (2012-)

*Research Synthesis Methods* (2009-)

Ad hoc reviewer for:

*Advances in Health Science Education*

*International Journal of Medicine and Medical Sciences*

*Journal of Comparative Psychology*

*Journal of Management*

*Journal of Personality Assessment*

*Medical Education*

*Organizational Behavior and Human Decision Processes*

*Organizational Research Methods*

*Personnel Psychology*

*Psychological Bulletin*

*Psychological Reports*

*Public Administration*

*Research Methods*

#### Organizational Affiliations

Member, American Psychological Association

Fellow, American Psychological Society

Fellow, Society for Industrial and Organizational Psychology

Member, Society for Research Synthesis Methodology

#### Other Service

Editor of *Central Florida Industrial and Organizational Psychology Newsletter*, 1989-1990.

Faculty Advisor, Psychology Graduate Student Organization, 2004/2005, 2005/2006, 2006/2007

Chair of Electronic Communications Committee, SIOP 2002. Society for Industrial and Organizational Psychology, member of the Education and Training Committee, 1988-1989 and 1989-1990; member of APA program committee, 1993-1994 member of the Scientific Affairs committee, 1995-1996.

Treasurer, Society for Research Synthesis Methodology, 2014-

Grant reviewer for Institute of Education sciences, U.S. Department of Education, 2011.

#### **Teaching Experience**



Undergraduate. Introductory statistics, industrial psychology, applied psychology, fairness in selecting employees, research methods, tests & measures.

Graduate. Correlation & regression, Decision making, Job analysis, Meta-analysis, Psychometrics, Teams & teamwork, Univariate statistics (ANOVA & Regression).

### **Research Interests**

Meta-analysis, medical training & performance evaluation, team performance measurement.

### **References**

Toru Shimizu, PhD  
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