

March 27, 2019

Vita

## **Stephen Stark, Ph.D.**

Professor, I-O Psychology and Quantitative Methods  
University of South Florida

### **Work Address:**

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### **Degrees Awarded**

Ph.D., Psychology (2002)	University of Illinois at Urbana-Champaign Industrial and Organizational (I-O, major), Quantitative (minor)
M.A., Psychology (1999)	University of Illinois at Urbana-Champaign Industrial and Organizational (I-O, major)
B.S., Physics (1991)	University of New Orleans

### **Research Summary**

My research focuses on item response theory (IRT) methods, particularly ideal point models, forced choice response formats, computerized adaptive testing (CAT), differential item functioning (DIF) detection, and aberrant response detection. Collectively, my research has examined how IRT technology can be used to improve the accuracy and efficiency of testing in workplace and educational contexts.

### **Teaching (G=graduate; U=undergraduate)**

- Industrial-Organizational (I-O) Psychology (U)
- Introduction to Advanced Psychology (Research in I-O Psychology) (G)
- Introduction to Social Psychology (U)
- Introduction to Item Response Theory (G)
- Item Response Theory: Differential Item Functioning (G)
- Applied Multivariate Statistics (G)
- Personality (U)
- Personnel (G)
- Selection (G)
- Psychometrics (G)
- Tests and Measurement (U)

## Appointments and Other Employment

### University of South Florida (USF)

April 2015 – Present            Professor, I-O Psychology / Quantitative Methods

- I-O Psychology Area Director (August 2018 – Present)
- Associate Chair (April 2013 – August 2018)

May 2008 – April 2015        Associate Professor, I-O Psychology / Quantitative Methods

- Graduate Program Coordinator (August 2012-13)

May 2003 – May 2008        Assistant Professor, I-O Psychology / Quantitative Methods

### Georgia Institute of Technology (GT)

July 2002 – May 2003        Assistant Professor, Quantitative Methods

### University of Illinois at Urbana-Champaign (UIUC)

Fall 2001 – Spring 2002:    *University Dissertation Fellowship.* Research on development and scoring of a fake-resistant format for administering personality items. (Fritz Drasgow, Department of Psychology, Adviser and Chair)

Research on IRT-based scoring of responses to computer simulation tasks.

Summer 2001:                *Internship: American Institute of Certified Public Accountants (AICPA).* Conducted psychometric evaluations of CPA exams and participated in research to facilitate the transition from paper and pencil to computerized testing; supervised by Gerry Melican.

Fall 2000 – Summer 2001:   *Research assistant for Fritz Drasgow.* Developed IRT-based optimal appropriateness measurement software to identify potentially unmotivated examinees and assess effects on CPA exam dimensionality.

Conducted differential item functioning analyses of CPA exams to assess potential effects of measurement bias on various demographic groups.

*Consortium Research Fellows Program, Army Research Institute (ARI).* Conducted psychometric evaluation of the Assessment of Individual Motivation inventory; used optimal appropriateness measurement methods to predict attrition among recruits; supervised by Fritz Drasgow and Mark Young (ARI).

Fall 1999 – Spring 2000:    *Instructor for Industrial Organizational Psychology.* Developed and taught multiple sections of undergraduate psychology course.

Psychometric consultant for evaluation of CPA licensing exams; supervised by Fritz Drasgow.

- Fall 1998 – Summer 1999: *Research assistant for Terry Ackerman* (Department of Educational Psychology). Developed computer simulations involving multidimensional item response theory; provided psychometric and statistical consulting for Medical College of Wisconsin.
- Fall 1998 – Spring 1999: *Research assistant for UIUC work experiences lab* (Fritz Drasgow, Charles Hulin, and Louise Fitzgerald, Department of Psychology). Developed computer programs and used item response theory methods to improve measurement of sexual harassment.
- Summer 1998 – Summer 1999: *Psychometrics consultant for Personnel Decisions Research Institute (PDRI)*. Developed a computer adaptive test for measuring job performance, as well as parameter estimation procedures for a paired comparison ideal point IRT model; supervised by Fritz Drasgow and Walter C. Borman (PDRI).
- Summer 1997, 1998: *Research assistant for Lloyd G. Humphreys* (Department of Psychology).
- Spring 1997 – Spring 1998: *Teaching assistant/lecturer for Introduction to Social Psychology*; supervised by Peter Carnevale and James Davis.
- Fall 1996: *Teaching assistant for Industrial Social Psychology*; supervised by Harry C. Triandis.
- Research assistant for Lloyd G. Humphreys* (Department of Psychology). Assisted with individual differences research on cognitive ability using Project Talent and National Longitudinal Survey of Youth data.

#### Louisiana State University

- Summer 1994 – Fall 1995: *Student research assistant*. Contacted, interviewed, reviewed charts, and entered data for participants in alcohol study at Louisiana State University Medical Center, Earl K. Long Hospital, Baton Rouge, LA; supervised by Frederick Cerise, M.D. (Department of Internal Medicine, principle investigator) and Isabella Scarinci (clinical psychology).

#### University of New Orleans

- Spring 1992 – Fall 1992: *Laboratory Instructor*. Taught and supervised students in introductory physics laboratory courses for science/engineering and pre-medical/dental students; supervised by Clyde Bergeron and J. Sullivan, Department of Physics.

## **Society Memberships & Affiliations**

Society of Industrial and Organizational Psychology (SIOP)	2002–present, Fellow, Exec. board
American Psychological Association (APA; Div. 5, 14)	2012–present, Fellow, Council rep.
International Test Commission (ITC)	2012–present, Council member
US Army Research Institute (ARI) Consortium of Faculty Fellows	2004–present
Academy of Management	2018–present
American Educational Research Association (AERA)	2015-17
European Association of Work and Organizational Psychology	2015-17
National Council on Measurement in Education (NCME)	2000-11 (various)
Psychometric Society	2016-17
Association for Psychological Science	2012-13
Phi Kappa Phi National Honor Society	1991–present
Alpha Theta Epsilon Honor Society	1986–87

## **Awards and Honors**

### Professional

SIOP M. Scott Myers Award for Applied Research in Workplace	2015 (Dev. of U.S. Army TAPAS)
Fellow of the American Psychological Association (Div. 14)	2014
Fellow of the Society of Industrial and Organizational Psychology	2014
Senior Fellow of the ARI Consortium of Faculty Fellows Program	2004

### Graduate and Undergraduate

UIUC Dissertation Fellowship	50% Stipend	2001–02
ARI Consortium Research Fellowship	25% Stipend	2000–01
AICPA Psychometrics Internship	\$5000 Stipend	2001 (summer)
IPAT Student Research Competition Cash Award		2000
Incomplete List of Excellent Teachers	Psychology	1997–98
Physics Faculty Awards	Physics excellence	1990, 91
Max Herzberger Scholarship	Physics excellence	1989–90
Junior Division Award	Outstanding GPA	1987
Decennial Honors Scholarship	Tuition & Expenses	1985–89
University Honors Council (New Orleans)		1985–87
National Dean's List		1991
Phi Kappa Phi National Honor Society		1991
Alpha Theta Epsilon Honor Society		1986

### High School

Co-valedictorian		1985
Torch Awards	Top 5 GPA in cohort	1982, 83, 84, 85

## Extramural Funding

### Funded

(2015). \$179,855 R03 National Institute (NIH), National Cancer Institute (NCI). **Measure development for prediction of E-cigarette initiation.** Co-I for instrument development and validation components of grant proposal submitted by Paul Harrell (PI; PhD, Eastern Virginia Medical School). Project period begins 9/1/15; ends 8/31/17. (A no-cost extension was granted through August 31, 2018.) Dr. Stark will be the lead psychometrician on the research team. Beginning 6/1/17, he will supervise and conduct psychometric analyses related to scale development. Starting 6/1/17, Dr. Stark will receive support for a part-time research assistant and 2% FTE salary. Total to USF \$10,777 (Direct costs \$7209, Indirect Costs \$3,568). Grant is refereed.

(2015). \$35,411 from Drasgow Consulting Group. **Development of a selection algorithm for a Marine Corps job assignment.** Student support grant for psychology PhD student for the period 8/17/2015 – 8/5/2016 (\$20,368 stipend, \$2,410 health insurance, \$10,355 tuition & fees, \$2,278 indirect costs @ 10% MTDC) to be billed quarterly. Dr. Stark will advise and assist in developing a selection algorithm for a particular Marine Corps job assignment. This funding stems from a proposal to SPAWAR reviewed by CDR Carrie Kennedy PhD and CDR Arlene Saetzyk, PhD.

(2014). \$30,084 from Drasgow Consulting Group. **Development of a selection algorithm for a Marine Corps job assignment.** Student support grant for psychology PhD student for the period 7/1/2014 – 5/6/2015 (\$17,069 stipend, \$2,163 health insurance, \$8,929 tuition & fees, \$1,923 indirect costs @ 10% MTDC) to be billed quarterly. Dr. Stark will advise and assist in developing a selection algorithm for a particular Marine Corps job assignment. This funding stems from a proposal to SPAWAR reviewed by LCDR Justin Campbell, PhD and CDR Carrie Kennedy, PhD.

(2013). \$250,000 from Templeton Foundation. **Development and validation of a multidimensional forced choice measure of virtues.** Co-PI with Louis Tay (PI; PhD, Purdue Department of Psychology) and Ringo Ho (PhD, Nanyang Technological University, Department of Psychology, Singapore). Initial award is for development and data collection costs. Dr. Stark will ensure the statistical and technical rigor of the multidimensional forced choice measures. The amount allocated for his participation was \$40,000, which includes \$20,000 per year in summer salary (\$15,351 for 1.5 months) + fringe benefits @ 13.29%). Grant proposal was refereed.

(2006-2008). Approximately \$55,000 from Drasgow Consulting Group. **Validation of personality assessment system for U.S. Army personnel screening.** Initial student support grant for psychology PhD student for the period 6/1/2006 – 5/30/2007 totaling \$24,661 (\$22,592 direct costs for stipend, salary, tuition, and fees, \$1,709 indirect costs @ 10% MTDC billed quarterly). Grant was extended for an additional year with adjustments for cost increases. Dr. Stark provided technical advising and supervision of activities along with Dr. Len White of the U.S. Army Research Institute.

### Not funded

(2017). R21 National Institutes of Health (NIH). **A culturally appropriate neurodevelopmental scale for children infected with HIV.** Co-I for instrument development and validation components of grant proposal submitted by Hamisu Salihu (PI; MD, PhD, Obstetrics & Gynecology, and Epidemiology, Baylor University). Total amount to USF is \$26,910, which includes \$18,000 direct costs plus \$8,910 indirect costs (fringe rate 49.5%). Project period 4/1/2018 to 3/31/20. Dr. Stark will be the lead psychometrician on the research team. He will supervise and conduct psychometric analyses related to scale development. Grant is refereed.

(2015). National Science Foundation. IBSS-S: **Understanding personality profiles of social media users.** Co-PI responsible for personality profile and psychometric components of grant proposal submitted by Kaushik Dutta (PI; PhD, Associate Professor, USF Department of Information Systems and Decision Science). Project period is 9/1/16-8/31/17. Total amount requested was \$299,113 (Direct costs \$219,119, Indirect costs \$80,534). Dr. Stark will receive salary (\$5,811 in year 1 (Fringe \$984), and \$5,536 in year 2 (Fringe \$938) plus support for travel to two conferences over the duration of the project. Grant is refereed. Not funded.

(2015). Institute of Education Sciences (IES). **Toward an ecological model of document critique and collaboration for postsecondary education.** Co-PI for instrument development, scoring, and validation components of grant proposal submitted by Joe Moxley (PI; PhD, Professor of English, USF Department of English). Project period is 2016-2018. Total

amount requested was approximately \$1.4M, which includes \$205K indirect costs. Dr. Stark will receive one-month summer salary for the duration of the project. Grant is refereed. Not funded.

(2013). R01 National Institutes of Health (NIH). **Creation of a community engagement index (CEI) for pregnant and postpartum women.** Co-PI for instrument development and validation components of grant proposal submitted by Hamisu Salihu (PI; MD, PhD, Obstetrics & Gynecology, and Epidemiology, USF College of Public Health). Total amount requested was \$2,164,001, which includes \$1,470,596 direct costs plus \$693,405 indirect costs (GA tuition excluded from IDC). Project was set to begin 7/1/2014 and end 6/30/19. Dr. Stark will be the lead psychometrician on the research team. He will supervise and conduct psychometric analyses related to scale development. Dr. Stark was budgeted at 10% effort for four years at a cost of \$77,564 and will have a graduate assistant. Grant is refereed.

## Pending

(2018). National Science Foundation. **Improving team selection and assembly: A multi-study evaluation of advanced combinatorial algorithms.** Co-PI responsible for assisting with the programming a computational model and implementing constrained combinatorial optimization algorithms into the model, as indicated in the grant proposal submitted by Christopher Nye (PI; PhD, Assistant Professor, Michigan State University Department of Psychology). Project period is 8/1/19-8/15/22. Total amount requested was \$637,735. Of that, the Total amount requested for USF was \$65,411 (Direct costs \$43753; Indirect costs \$21,658) to pay Dr. Stark one month of summer salary for each year of the project. Grant is refereed.

(2018). Institute of Education Sciences (IES): National Center for Education Research (NCER). **Undergraduate persistence through STEM courses: Impacts of adverse experiences and individual and social factors.** Co-PI on the project submitted by Brenton Wiernik (PI; PhD, Assistant Professor of Psychology, USF Department of Psychology). Project period is 7/1/19-6/30/22. Total amount requested was \$1,377,733, which includes \$332,873 indirect costs. Dr. Stark will receive one-month summer salary for the duration of the project. Grant is refereed.

## White Paper Submissions

(2017). White paper for U.S. Army Research Institute Basic Research Program. Christopher D. Nye (Michigan State University), Stephen Stark (USF), Steve W.J. Kozlowski (Michigan State University). **Improving team selection with automated test assembly methodology.**

(2017). White paper for U.S. Army Research Institute Basic Research Program. Christopher D. Nye (Michigan State University), Stephen Stark (USF), Christopher Hopwood (Michigan State University). **Machine learning scoring of video assessments.**

## Journal Articles

(USF student authors in bold)

### 2019 (including accepted and in press)

Nye, C.D., **Joo, S.H.**, Zhang, B., & Stark, S. (2019, in press). A comparison of model-data fit methods for IRT models. *Organizational Research Methods*.

Zhang, B., Sun, T., Drasgow, F., Chernyshenko, O.S., Stark, S., Nye, C.D., & White, L.A. (2019, conditionally accepted). Though forced, still valid: Psychometric equivalence of forced choice and single statement measures. *Organizational Research Methods*.

Nye, C.D., Chernyshenko, O.S., Stark, S., Drasgow, F., Phillips, H.L., Phillips, J.B., & Campbell, J.S. (2018, in press). More than g: Evidence of incremental validity for predicting training performance. *Applied Psychology. An International Review*.

**Cao, C.,** Chen, Y.H., Ferron, J., & Stark, S., & Kim, E.S. (2018, in press). Exploring the test of covariate moderation effects in multilevel MIMIC models. *Educational and Psychological Measurement*.

**Lee, P., Joo, S.H.,** Stark, S., & Chernyshenko, O.S. (2018, in press). GGUM-RANK statement and person parameter estimation with multidimensional forced choice triplets. *Applied Psychological Measurement*.

**Joo, S.H., Chun, S.,** Stark, S., & Chernyshenko, O.S. (2019). Item parameter estimation with the General Hyperbolic Cosine ideal point IRT model. *Applied Psychological Measurement*, 43, 18-33.

## 2018

**Joo, S.H., Lee, P.,** & Stark, S. (2018). Development of information functions and information indices for the GGUM-RANK multidimensional forced choice model. *Journal of Educational Measurement*, 55, 357-372.

**Lee, P.,** Lee, S., & Stark, S. (2018) Examining validity evidence for multidimensional forced-choice measures with different scoring approaches. *Personality and Individual Differences*, 123, 229-235.

## 2017

**Joo, S.H., Lee, P.,** & Stark, S. (2017). Evaluating anchor-item designs for concurrent calibration with the GGUM. *Applied Psychological Measurement*, 41, 83 – 96.

**Lee, P., Joo, S.H.,** & Stark, O.S. (2017). A comparison of linking methods for the Zinnes-Griggs unidimensional pairwise preference model. *Applied Psychological Measurement*, 41, 130 – 144.

**Chun, S., Harris, A., Carrion, M., Rojas, E.,** Stark, S., Lejuez, C., Lechner, W., & Bornovalova, M.A. (2017). A psychometric investigation of gender differences and common processes across Borderline and Antisocial Personality Disorders. *Journal of Abnormal Psychology*, 126, 76 – 88.

## 2016

**Chun, S.,** Stark, S., Chernyshenko, O.S., & Kim, E.S. (2016). MIMIC methods for detecting DIF among multiple groups: Exploring a new sequential-free baseline procedure. *Applied Psychological Measurement*, 40, 486 – 499.

Kim, E.S., **Joo, S.H., Lee, P., Wang, Y.,** & Stark, S. (2016). Measurement invariance testing across between-level latent classes using multilevel factor mixture modeling. *Structural Equation Modeling: A Multidisciplinary Journal*, 23, 870 – 877.

Wang, W., **Lee, P., Joo, S.H.,** Stark, S., & Loudon, R. (2016). MCMC Z-G: An IRT computer program for forced-choice noncognitive measurement. *Applied Psychological Measurement*, 40, 551 – 553.

## 2015

**Rojas, E. C.,** Hicks, B. M., Stark, S., Hopwood, C. J., Bornovalova, M. A. (2015). Elaborating on the construct validity of the Minnesota Borderline Personality Disorder Scale: A multi-sample, longitudinal examination. *Psychological Assessment*, 27, 332 – 339.

Guenole, N., Chernyshenko, O.S., Stark, S., & Drasgow, F. (2015). Are predictions based on situational judgment tests precise enough for feedback in leadership development? *European Journal of Work and Organizational Psychology, 24*, 433 – 443.

## 2014

**Lee, P., Stark, S., & Chernyshenko, O.S.** (2014). Detecting aberrant responding on unidimensional pairwise preference tests: An application of  $I_z$  based on the Zinnes Griggs ideal point IRT model. *Applied Psychological Measurement, 38*, 391 – 403.

**Seybert, J., Stark, S., & Chernyshenko, O.S.** (2014). Detecting DIF with ideal point models: A comparison of area and parameter difference methods. *Applied Psychological Measurement, 38*, 151 – 165.

Stark, S., Chernyshenko, O.S., Drasgow, F., White, L.A., Heffner, T., Nye, C.D., & Farmer, W.L. (2014). From ABLE to TAPAS: A new generation of personality tests to support military selection and classification decisions. *Military Psychology, 26*, 153 – 164.

McAbee, S. T., Oswald, F. L., King, E. B., Allen, T. D., Stark, S., Converse, P. D., Eby, L. T., Leslie, L. M., Meyer, R. D., Rogelberg, S. G. and Yang, L.-Q. (2014). Including science advocacy in industrial–organizational curriculum. *Industrial and Organizational Psychology, 7*, 61–65.

Woo, S.E., Chernyshenko, O.S., Longley, A., Zhang, Z.X., Chiu, C.Y., & Stark, S. (2014). Openness to Experience: Its lower-level structure, measurement, and cross-cultural equivalence. *Journal of Personality Assessment, 96*, 29 – 45.

Woo, S.E., Chernyshenko, O.S., Stark, S., & Conz, G. (2014). Validity of six openness facets in predicting work behaviors: A meta-analysis. *Journal of Personality Assessment, 96*, 76 – 86.

## 2013

**Cho, E., Tay, L.S., Allen, T.D., & Stark, S.** (2013). Distinctions and individual differences in work-family spillover: A psychometric investigation. *Journal of Vocational Behavior, 82*, 188 – 198.

Guenole, N., Chernyshenko, O.S., Stark, S., Cockerill, T., & Drasgow, F. (2013). More than a mirage: A large-scale assessment centre with more dimension variance than exercise variance. *Journal of Occupational and Organizational Psychology, 86*, 5 – 21.

## 2012

Stark, S., Chernyshenko, O.S., Drasgow, F., & White, L.A. (2012). Adaptive testing with multidimensional pairwise preference items: Improving the efficiency of personality and other noncognitive assessments. *Organizational Research Methods, 15*, 463 – 487.

**Erol Korkmaz, T., Stark, S., Kazak Berument, S., & Guven, A.G.** (2012). Detecting differential item functioning across different age groups on the Turkish Receptive Language Test for Children. *The International Journal of Educational and Psychological Assessment, 12*, 81 – 94.

**Seybert, J., & Stark, S.** (2012). Iterative linking with the differential functioning of items and test (DFIT) method: Comparison of testwide and item parameter replication significance thresholds. *Applied Psychological Measurement, 36*, 494 – 515.

## 2011



Stark, S., & Chernyshenko, O.S. (2011). Computerized adaptive testing with the Zinnes and Griggs pairwise preference ideal point model. *International Journal of Testing, 11*, 231 – 247.

Stark, S., Chernyshenko, O.S., & Guenole, N. (2011). Can subject matter expert ratings of statement extremity be used to streamline the development of unidimensional pairwise preference scales? *Organizational Research Methods, 14*, 256 – 278.

Stark, S., Chernyshenko, O.S., Lee, W.C., Drasgow, F., White, L.A., & Young, M.C. (2011). Optimizing prediction of attrition with the U.S. Army's Assessment of Individual Motivation (AIM). *Military Psychology, 23*, 180 – 201.

## 2010

Drasgow, F., Chernyshenko, O.S., & Stark, S. (2010). 75 years after Likert: Thurstone was right (focal article). *Industrial and Organizational Psychology, 3*, 465 – 476.

Drasgow, F., Chernyshenko, O.S., & Stark, S. (2010). Ideal point models rock (response to commentaries). *Industrial and Organizational Psychology, 3*, 515 – 520.

## 2009

Chernyshenko, O.S., & Stark, S., **Prewett, M. S., Gray, A. A., Stilson, F. R., & Tuttle, M.D.** (2009). Normative scoring of multidimensional pairwise preference personality scales using IRT: Empirical comparisons with other formats. *Human Performance, 22*, 105 – 127.

Chernyshenko, O.S., Stark, S., & Williams, A. (2009). Latent trait theory approach to measuring person-organization fit: Conceptual rationale and empirical evaluation. *International Journal of Testing, 9*, 358 – 380.

**Lopez-Rivas, G.E.,** Stark, S., & Chernyshenko, O.S. (2009). The effects of referent item parameters upon DIF detection using the free-baseline likelihood ratio test. *Applied Psychological Measurement, 33*, 251 – 265.

## 2008

Guenole, N., Chernyshenko, O.S., Stark, S., McGregor, K., & Ganesh, S. (2008). Measuring stress reaction style: A construct validity investigation. *Personality and Individual Differences, 44*, 250 – 262.

## 2007

Capon, J., Chernyshenko, O.S., & Stark, S. (2007). Applicability of civilian retention theory in the New Zealand military. *New Zealand Journal of Psychology, 36*, 50 – 56.

Chernyshenko, O.S., Stark, S., Drasgow, F., & Roberts, B.W. (2007). Constructing personality scales under the assumptions of an ideal point response process: Toward increasing the flexibility of personality measures. *Psychological Assessment, 19*, 88 – 106.

Chernyshenko, O. S., Stark, S., & Guenole, N. (2007). Can the discretionary nature of certain criteria lead to differential prediction across cultural groups? *International Journal of Selection and Assessment, 15*, 175 – 184.

Credé, M., Chernyshenko, O.S., Stark, S., Bashshur, M., & Dalal, R.S. (2007). Job satisfaction as mediator: An assessment of job satisfaction's position within the nomological network. *Journal of Occupational and Organizational Psychology*, 80, 515 – 538.

## **2006**

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2006). Detecting DIF with CFA and IRT: Toward a unified strategy. *Journal of Applied Psychology*, 91, 1292 – 1306.

Stark, S., & Chernyshenko, O.S. (2006). Multistage Testing: Widely or narrowly applicable? *Applied Measurement in Education*, 19, 257 – 260.

Stark, S., Chernyshenko, O.S., Drasgow, F., & Williams, B.A. (2006). Examining Assumptions about item responding in personality assessment: Should ideal point methods be considered for scale development and scoring? *Journal of Applied Psychology*, 91, 25 – 39.

**Cafri, G.**, Thompson, J.K., Roehrig, M., van den Berg, P., Jacobsen, P.B., & Stark, S. (2006). An investigation of appearance motives for tanning: The development and evaluation of the Physical Appearance Reasons for Tanning Scale (PARTS) and its relation to sunbathing and indoor tanning attentions. *Body Image*, 3, 199 – 209.

de la Torre, J., Stark, S., & Chernyshenko, O.S. (2006). Markov chain Monte Carlo estimation of item parameters for the generalized graded unfolding model. *Applied Psychological Measurement*, 30, 1 – 17.

## **2005**

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2005). An IRT approach to constructing and scoring pairwise preference items involving stimuli on different dimensions: The multi-unidimensional pairwise preference model. *Applied Psychological Measurement*, 29, 184 – 201.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2005). Identifying and understanding the effects of unmotivated examinees on test dimensionality: Application of optimal appropriateness measurement. *International Journal of Testing*, 5, 247 – 263.

Roberts, B.W., Chernyshenko, O.S., Stark, S., & Goldberg, L.R. (2005). The Structure of conscientiousness: An empirical investigation based on seven major personality questionnaires. *Personnel Psychology*, 58, 103 – 139.

## **2004**

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2004). Examining the effects of differential item/test functioning (DIF/DTF) on selection decisions: When are statistically significant effects practically important? *Journal of Applied Psychology*, 89, 497 – 508.

Roberts, B.W., Bogg, T., Walton, K., Chernyshenko, O.S., & Stark, S. (2004). A lexical investigation of the lower-order structure of conscientiousness. *Journal of Research in Personality*, 38, 164 – 178.

## **2002**

Stark, S., Chernyshenko, O.S., Lancaster, A.R., Drasgow, F., & Fitzgerald, L. F. (2002). Toward standardized measurement of sexual harassment: Shortening the SEQ-DoD using item response theory. *Military Psychology, 14*, 49 – 72.

Stark, S., & Drasgow, F. (2002). An EM approach to parameter estimation for the Zinnes and Griggs paired comparison IRT model. *Applied Psychological Measurement, 26*, 208 – 227.

## **2001**

Stark, S., Chernyshenko, O.S., Chan, K.Y., Lee, W.C., & Drasgow, F. (2001). Effects of the testing situation on item responding: Cause for concern. *Journal of Applied Psychology, 86*, 943 – 953.

Borman, W.C., Buck, D., Hanson, M.A., Motowidlo, S.J., Stark, S., & Drasgow, F. (2001). An examination of the comparative reliability, validity, and accuracy of performance ratings made using computerized adaptive rating scales. *Journal of Applied Psychology, 86*, 965 – 973.

Chernyshenko, O.S., Stark, S., & Chan, K.Y. (2001). Examining the factor structure of the 16PF Fifth Edition: An application of the Schmid-Leiman orthogonalization procedure. *Educational and Psychological Measurement, 61*, 290 – 302.

Chernyshenko, O.S., Stark, S., Chan, K.Y., Drasgow, F., & Williams, B.A. (2001). Fitting item response theory models to two personality inventories: Issues and insights. *Multivariate Behavioral Research, 36*, 523 – 562.

## **1998**

Cerise, F.P., Scarinci, I.C., Thibodeaux, R., Cannatella, M., Stark, S., Brantley, P.J. (1998). Alcoholism among indigent inpatients: Identification and intervention by internal medicine residents. *Southern Medical Journal, 91*, 27 – 32.

## **In Review**

(USF student authors in bold)

**Joo, S.H., Lee, P., & Stark, S. (2018). Adaptive testing with the GGUM-RANK** multidimensional forced choice model: Comparison of pair, triplet, and tetrad scoring. *Behavior Research Methods*.

**Joo, S.H., Lee, P.S., & Stark, S. (2018). Bayesian approaches for detecting differential item functioning using an ideal point item response theory model. *Applied Psychological Measurement*.**

Kirkendall, C.D., Nye, C.D., Rounds, J.R., Drasgow, F., Chernyshenko, O.S., & Stark, S. (2018, invited). Army Vocational Interest Diagnostic: Informing and improving the job selection process. *Military Psychology*.

Ng, V., **Lee, P.**, Moon-Ho, R.H., Kuykendall, L., Stark, S., & Tay, L.S. (2018, invited revision). The development and validation of a multidimensional forced-choice format character measure: The CIVIC-MFC. *Journal of Personality Assessment*.

Nye, C.D., White, L.A., Drasgow, F., Prasad, J., Chernyshenko, O.S., & Stark, S. (2018, invited). Examining personality for the selection and classification of soldiers: Validity and differential validity across jobs. *Military Psychology*.

Nye, C.D., White, L.A., Horgen, K., Drasgow, F., Stark, S. & Chernyshenko, O.S., (2018, invited). Predictors of attitudes and performance in U.S. Army recruiters: Does personality matter? *Military Psychology*.

**Volgenau, K.M.**, Rappaport, L., Wiernik, B.M., Stark, S., **Fatimah, H.**, Neale, M.C., & Bornovalova, M.A. (2019). Criterion-related validity and longitudinal functioning of the DSM-5 alternative model pathological personality traits in a clinical sample. *Journal of Abnormal Psychology*.

**Wang, Y.**, Ferron, J., Dedrick, R., Tan, T., Stark, S., & Kim, E.S. (2019). Covariates in factor mixture modeling: Investigating measurement invariance across unobserved groups. *Behavior Research Methods*.

**Wang, Y., Joo, S.H., Lee, P.S., Chun, S., Alamri, A., Stark, S., & Kim, E.S.** (2018). Evaluating latent class models when ignoring and accounting for clustering. *Multivariate Behavioral Research*.

Wiernik, B.M., Bornovalova, M.A., & Stark, S. (2019). Constructs versus Measures in Personality and Other Domains: What Distinguishes Normal and Clinical? *Industrial and Organizational Psychology*.

### **In Progress**

(USF student authors in bold)

**Lee, P., Joo, S.H., & Stark, S.** (2018). Detecting DIF with the Thurstonian IRT model.

[Students to be determined, Wiernik, B.M., Shen, W., Stark, S., & Bornovalova, M.A. \(2019\).](#) Clarifying the construct of distress tolerance: A meta-analysis.

### **Book Chapters, Encyclopedia Entries, and Published Proceedings**

(student authors in bold)

#### **2019 and In Press**

Chernyshenko, O.S., Stark, S., & Nye, C.D. (2018, in press). Interest measurement. In C.D. Nye and J. Rounds (Eds.) *Vocational Interest in the Workplace*. Taylor & Francis/Routledge: Philadelphia, PA.

#### **2018**

Drasgow, F., Nye, C.D., Stark, S., & Chernyshenko, O.S. (2018). Differential item and test functioning. In P. Irwing (Ed.) *Handbook of Psychometric Testing*. NJ: Wiley-Blackwell.

#### **2017**

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2017). Modern psychometric theory to support personnel assessment and selection. In J.L. Farr & N.T. Tippins (Eds.) *Handbook of Employee Selection* (pp. 931-948). NY: Routledge.

## 2016

Stark, S., **Martin, J.**, & Chernyshenko, O.S. (2016). Technology and testing: Developments in education, work, and healthcare. In F. T. L. Leong, D. Bartram, F. Cheung, K. F. Geisinger, and D. Iliescu (Eds.) *The ITC International Handbook of Testing and Assessment* (pp. 395 – 407). New York, NY: Oxford University Press.

Stark, S., & Chernyshenko, O.S., & **Potter, S.** (2016). Standardized testing. In S.G. Rogelberg (Ed.). *Encyclopedia of Industrial/Organizational Psychology* (Vol. 2, pp. 754-758). Thousand Oaks, CA: Sage Publications, Inc.

Chernyshenko, O.S., & Stark, S. (2016). Mobile psychological assessment. In F. Drasgow (Ed.), *Technology and testing: Improving educational and psychological measurement* (pp. 206 – 216). New York, NY: Routledge.

## 2015

National Research Council Committee on Measuring Human Capabilities: Performance Potential of Individuals and Collectives; Board on Behavioral, Cognitive, and Sensory Sciences; Division of Behavioral and Social Sciences and Education. (2015). *Measuring human capabilities: An agenda for basic research on the assessment of individual and group performance potential for military accession*. Washington D.C.: The National Academies Press.

## 2012

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2012). Constructing fake-resistant personality tests using item response theory: High stakes personality testing with multidimensional pairwise preferences. In Matthias Ziegler, Carolyn MacCann, & Richard D. Roberts (Eds.). *New Perspectives on Faking in Personality Assessments* (pp. 215 – 239). NY: Oxford University Press.

Moon-Ho, R.H., Stark, S., & Chernyshenko, O.S. (2012). Graphical representation of structural equation models using path diagrams. In Rick Hoyle, David Kaplan, George Marcoulides, and Steve West (Eds.). *Handbook of Structural Equation Modeling* (pp. 43 – 55). NY: Guilford Press.

## 2011

Guenole, N., Chernyshenko, O., Stark, S., Cockerill, T., & Drasgow, F. (2011). We're Doing Better than You Might Think: A Large Scale Demonstration of Assessment Centre Convergent and Discriminant Validity. In G. Thornton III & N. Povah (Eds.). *Assessment and Development Centers: Strategies for Global Talent Management* (pp. 15 – 32). Farnham Surrey, UK: Gower.

Chernyshenko, O. S., Stark, S., & Drasgow, F. (2011). Individual differences, their measurement, and validity. In S. Zedeck (Ed.). *APA Handbook of Industrial and Organizational Psychology, Vol. 2: Selecting and Developing Members for the Organization* (pp. 117 – 151). Washington, DC: American Psychological Association.

## 2009

Drasgow, F., Chernyshenko, O. S., & Stark, S. (2009). Test theory and personality measurement. In J.N. Butcher (Ed.). *Oxford Handbook of Personality Assessment* (pp. 59 – 80). London: Oxford University Press.

## 2008

Oolders, T., Chernyshenko, O.S., & Stark, S. (2008). Cultural intelligence as a mediator of relationships between Openness to Experience and Adaptive Performance. In S. Ang and L. Van Dyne (Eds.). *Handbook of Cultural Intelligence: Theory, Measurement and Applications* (pp. 145 – 158). New York: M E Sharpe, Inc.

## **2006**

Stark, S., & Chernyshenko, O.S. (2006). Standardized testing. In S.G. Rogelberg (Ed.). *Encyclopedia of Industrial/Organizational Psychology* (Vol. 2, pp. 754 – 758). Thousand Oaks, CA: Sage Publications, Inc.

Chernyshenko, O.S., & Stark, S. (2006). The Sixteen Factor Personality Questionnaire. In K. Kempf-Leonard (Ed.). *Encyclopedia of Career Development* (Vol. 2, pp. 743 – 745). Thousand Oaks, CA: Sage Publications, Inc.

## **2005**

Chernyshenko, O.S., & Stark, S. (2005). Measurement in organizational psychology. *Encyclopedia of Social Measurement* (Vol. 2, pp. 957 – 963). San Diego, CA: Academic Press.

## **2002**

Humphreys, L.G., & Stark, S. (2002). General intelligence: Measurement, correlates, and interpretations of the cultural-genetic construct. In R. J. Sternberg & E. L. Grigorenko (Eds.). *The General Factor of Intelligence: How General Is It?* (pp. 87 – 115). Mahwah, NJ: Lawrence Erlbaum Associates.

## **2000**

Humphreys, L.G., & Stark, S. (2000). Implications for social policies and a genetic contribution to individual differences in intelligence. In W.E. Craighead & C.B. Nemeroff (Eds.). *The Corsini Encyclopedia of Psychology and Behavioral Science* (Third Ed., Vol. 2, pp. 773 – 774). New York: John Wiley and Sons Inc.

## **Book Reviews**

### **2006**

Stark, S. (2006). Review of *research methods for organizational studies* (2<sup>nd</sup> ed.). Donald P. Schwab (author). *Organizational Research Methods*, 9, 572 – 74.

### **2004**

Stark, S. (2004). Review of *the comprehensive handbook of psychological assessment Volume 4: Industrial and organizational assessment*. J. C. Thomas & M. Hersen (Eds.). *Personnel Psychology Book Review Series*, 57, 837 – 41.

## **Selected Technical Reports**

Nye, C. D., Muhammad, R. S., Wolters, H. M. K., Drasgow, F., Stark, S., & Chernyshenko, O. S. (2018). New scale development for enhanced suitability screening (ESS) (Research Note 56). Fort Belvoir, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Nye, C.D, Muhammed, R., Graves, C., Drasgow, F., Chernyshenko, O.S., Stark, S., & Butt, S. (2017). *Examining enhanced suitability screening for predicting performance in recruiting duty assignments*. Ft. Belvoir, VA: U.S. Army Research Institute.

Nye, C.D., White, L.A., Drasgow, F., Prasad, J., Chernyshenko, O.S., Stark, S., & Kubisiak, U.C. (2017). *Noncognitive tools for MOS qualification*. Ft. Belvoir, VA: U.S. Army Research Institute.

Drasgow, F., Stark, S., Chernyshenko, O.S., Seybert, J.M., Nye, C.D., & Lester, P.B. (2017). *Parameter estimation and initial validation of the Descriptive Assessment of Soldier Health – Resilience (DASH-R)*. Army Resilience Directorate: Washington, D.C.

Stark, S., Chernyshenko, O.S., Nye, C.D., Drasgow, F., & White, L.A. (2017). Moderators of the Tailored Adaptive Personality Assessment System validity. Ft. Belvoir, VA: U.S. Army Research Institute.

Drasgow, F., Chernyshenko, O.S., Stark, S., Nye, C.D., & White, L.A. (2016). *Enhancing the Tailored Adaptive Personality Assessment System (TAPAS) for enlisted and officer selection*. Ft. Belvoir, VA: U.S. Army Research Institute.

Nye, C.D., Beal, S.A., Drasgow, F., Dressel, D.J., White, L.A., & Stark, S. (2014). *Assessing the Tailored Adaptive Personality Assessment System for Army special operations forces personnel (Report #1971)*. Ft. Belvoir, VA: U.S. Army Research Institute.

Horgen, K.E., Nye, C.D., White, L.A., LaPort, K.A., Hoffman, R.R., Drasgow, F., Chernyshenko, O.S., Stark, S., Conway, J.S. (2012). *Validation of the NCO Special Assignment Battery (NSAB)*. Ft. Belvoir, VA. U.S. Army Research Institute.

Nye, C.D., Drasgow, F., Chernyshenko, O.S., Stark, S., Kubisiak, U.C., White, L.A., & Jose, I. (2012). *Assessing the Tailored Adaptive Personality Assessment System (TAPAS) as an MOS qualification instrument (Report #1312)*. Ft. Belvoir, VA. U.S. Army Research Institute.

Drasgow, F., Stark, S., Chernyshenko, O.S., Nye, C.D., Hulin, C.L., & White, L.A. (2012). *Development and validation of the Tailored Adaptive Personality Assessment System (TAPAS) to support Army Selection and Classification Decisions (Report #1311)*. Ft. Belvoir, VA: U.S. Army Research Institute.

Chernyshenko, O.S., Stark, S., & Drasgow, F. (2010). *Report on the development of scoring procedures for the Performance Based Measurement (PBM) Test: Psychometric and criterion validity investigation*. U.S. Navy (NAMRL). Pensacola, FL.

Chernyshenko, O.S., Stark, S., & Drasgow, F. (2008). *Development of a situational judgment test of the CHPD high performance behavior leadership model*. Chicago, IL.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2006). *Examination of the computerized adaptive NCAPS program*. Millington, TN: U.S. Navy (NPRST).

White, L.A., Young, M.C., Heggstad, E.D., Stark, S., & Drasgow, F., Piskator, G. (2004). *Development of a non-high school diploma graduate pre-enlistment screening model to enhance the future force*. Arlington, VA: U.S. Army Research Institute.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2001). *Identification of unmotivated examinees on the CPA exam using optimal appropriateness measurement: Assessment of the CPA exam*. Jersey City, NJ: American Institute of Certified Public Accountants.

Drasgow, F., Lee, W. C., Stark, S., & Chernyshenko, O.S. (2001). *Alternative methodologies for predicting attrition in the Army: The new AIM scales*. (Report to HumRRO). Alexandria, VA.

Drasgow, F., Chernyshenko, O.S., & Stark, S. (2001). *Differential item functioning analysis of the AICPA exam*. Jersey City, NJ: American Institute of Certified Public Accountants.

Drasgow, F., Chernyshenko, O.S., Stark, S., Munson, L., & Wang, J. (2000). *Classical test theory and item response theory analysis of the AICPA exam*. Jersey City, NJ: American Institute of Certified Public Accountants.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (1999). *Shortening the Sexual Experiences Questionnaire - Department of Defense (SEQ-DoD) using item response theory: Report on the measurement of sexual harassment*.

Chan, K., Chernyshenko, O.S., & Stark, S. (1998). *Psychometric evaluation of the fifth edition of the 16PF: IRT analysis*. Champaign, IL: Institute of Personality and Ability Testing.

## **Invited Lectures and Talks**

Stark, S. (August, 2018). *Advances in psychometric technology for workplace and educational testing: Modernizing high-stakes personality assessments*. Invited presentation for the Hogan Assessments Distinguished Speaker Series. Tulsa, OK.

Stark, S. (September, 2017). *Advances in psychometric technology for workplace and educational testing: Modernizing high-stakes personality assessments*. Keynote presentation at the annual conference of the European Association of Test Publishers (E-ATP). Noordwijk, Netherlands.

Stark, S. (March, 2017). *Evolution of personality assessment: From research to practice*. Guest lecture for Deniz Ones (via skype). University of Minnesota. Minneapolis-St. Paul, MN.

Stark, S. (September, 2015). *Evolution of personality assessment: From research to practice*. Keynote presentation at the 57th annual conference of the International Military Testing Association. Stockholm, Sweden.

Stark, S. (January, 2015). *Multidimensional forced choice personality testing: Methods and applications*. University of Central Florida, Department of Psychology. Orlando, FL.

Stark, S. (November, 2014). *Multidimensional forced choice personality testing: Methods and applications*. University of Southern California, Department of Psychology. Los Angeles, CA.



Stark, S. (November, 2013). *Workshop: An introduction to item response theory methods and applications*. Nanyang Technological University, Department of Psychology. Singapore.

Stark, S. (September, 2012). *Personality measurement in high stakes settings: Using IRT methods to improve the accuracy and validity of scores*. University of Kansas, Department of Psychology. Lawrence, KS.

Stark, S. (May, 2012). *Introduction to item response theory methods*. University of Central Florida, College of Public Health. Orlando, FL.

Stark, S. (October, 2010). *Toward high stakes personality testing: Using measurement technology to improve test construction and scoring*. University of Maryland, Department of Psychology. College Park, MD.

Stark, S. (June, 2008). *Applications of measurement technology in personality assessment*. Tianjin Normal University, Department of Psychology. Tianjin, China.

Stark, S. (July, 2008). *Applications of measurement technology in personality assessment*. Renmin University, Department of Psychology. Beijing, China.

Stark, S., & Chernyshenko, O.S. (October, 2006). *Applying ideal point IRT models to score single stimulus and pairwise preference personality items*. Educational Testing Service Faking Mini-Conference. Princeton, NJ.

Stark, S. (July, 2004). *Seminar on design and development of multidimensional forced-choice personality inventories*. University of Canterbury, Department of Psychology. Christchurch, NZ.

Stark, S. & Chernyshenko, O.S. (November, 2005). *Detecting DIF with CFA and IRT: Toward a unified strategy*. Nanyang Technological University, Department of Psychology. Singapore.

## **Conference Presentations**

(student authors in bold)

### **2019 (accepted)**

Joo, S.H., Lee, P., & Stark, S. (April, 2019). *Evaluating Bayesian DIF detection methods using an ideal point IRT model*. Presentation at the annual meeting of the National Council on Measurement in Education. Toronto, Canada.

Harrell, P.T., Stark, S.E., Will, K.E., Chen, S.J., Plunk, A.D., Brockenberry, L.O., & Brandon, T.H. (February, 2019). *Measurement of electronic nicotine expectancies among young adults: Factor analysis, item response characteristics, and preliminary concurrent validity*. Presentation at the 25<sup>th</sup> annual meeting of the Society for Research on Nicotine and Tobacco, San Francisco, CA.

### **2018**

Stark, S., & Drasgow, F. (October, 2018). *Advances in forced choice modeling and implications for noncognitive testing*. Presentation at the 60<sup>th</sup> annual conference of the International Military Testing Association. Kingston, Canada.

Kirkendall, C., Nye, C.D., Rounds, J., Drasgow, F., Chernyshenko, O.S., Stark, S. (October, 2018). *Development of the Adaptive Vocational Interest Diagnostic (AVID)*. Presentation at the 60<sup>th</sup> annual conference of the International Military Testing Association. Kingston, Canada.

Stark, S. (July, 2018). *International Journal of Testing: Submission trends, highlights, and upcoming issues*. Presentation at the 11<sup>th</sup> conference for the International Test Commission. Montreal, Canada.

Stark, S., Chernyshenko, O.S., Drasgow, F., & Nye, C.D. (July, 2018). *Detecting aberrant responding on multidimensional forced choice measures*. Presentation at the 11<sup>th</sup> conference for the International Test Commission. Montreal, Canada.

Stark, S., **Joo, S.H., & Lee, P.** (July, 2018). *Improving resistance to response biases in personality measurement: Advances in forced choice modeling*. Presentation at the 11<sup>th</sup> conference for the International Test Commission. Montreal, Canada.

**Lee, P., Joo, S.H., & Stark, S.** (April, 2018). *Testing DIF for MFC measures using the Thurstonian item response theory*. Presentation at the 33<sup>rd</sup> annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

**Martin, J.,** Covert, M.D., Dube, C., & Stark, S. (April, 2018). *Something looks phishy here: Applications of signal detection theory to cyber-security behaviors in the workplace*. Poster presented at the 33<sup>rd</sup> annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Nye, C.D., Rounds, J., Drasgow, F., Chernyshenko, O.S., Stark, S., & Kirkendall, C. (April, 2018). *Developing a model of basic interests for job classification*. Presentation at the 33<sup>rd</sup> annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Stark, S. (April, 2018). Panelist for *Bridging the academic-practitioner divide to improve I-O science?* (Deniz Ones, Chair). Panel discussion at the 33<sup>rd</sup> annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Stark, S. (April, 2018). Discussant for *What should we do about alpha (II): Alternatives to alpha?* (Justin deSimone, Chair). Symposium at the 33<sup>rd</sup> annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Stark, S. (April, 2018). Facilitator for *Glimpses of personality everywhere: Looking beyond self-report assessments?* (Eric Heggstad, Lynn McFarland, & Maynard Goff, Co-presenters). Workshop at the 33<sup>rd</sup> annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Zajac, S., & Stark, S. (April, 2018 invited). Co-chair/facilitator for *Communicating I-O Psychology to Society*. Community of interest session at the 33<sup>rd</sup> annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

## 2017

Stark, S., Joo, S.H., Lee, P.S., & Chernyshenko, O.S. (October, 2017). *Forced choice modeling: Advances and implications for military personnel testing*. Presentation at the 59<sup>th</sup> annual conference of the International Military Testing Association. Bern, Switzerland.

Nye, C.D., Muhammed, R., Canali, K., Drasgow, F., Chernyshenko, O.S., Stark, S., & Horgen, K.E. (October, 2017). *Predicting soldiers' attitudes and performance in special duty assignments*. Presentation at the 59<sup>th</sup> annual conference of the International Military Testing Association. Bern, Switzerland.

Nye, C.D., Rounds, J., Drasgow, F., Chernyshenko, O.S., Stark, S., & Kirkendall, C. (October, 2017). *Developing a vocational interest measure for soldier selection and classification*. Presentation at the 59<sup>th</sup> annual conference of the International Military Testing Association. Bern, Switzerland.

Stark, S. (September, 2017). *Advances in psychometric technology for workplace and educational testing: Modernizing high-stakes personality assessments*. Keynote presentation at the annual conference of the European Association of Test Publishers (E-ATP). Noordwijk, Netherlands.

**Lee, P., Joo, S.H., Stark, S., & Chernyshenko, O.S.** (July, 2017). *Validity evidence for multidimensional forced choice measures across different scoring approaches*. Presentation at the 14<sup>th</sup> annual European Conference on Psychological Assessment. Lisbon, Portugal.

Stark, S., **Joo, S.H., & Lee, P.** (April, 2017). *Information functions for the GGUM-RANK multidimensional forced choice model: Comparison of pair, triplet, and tetrad measures*. Presentation at the 32<sup>nd</sup> annual conference for the Society of Industrial and Organizational Psychology. Orlando, FL.

Stark, S. (April, 2017). Discussant for *Ideal point IRT modeling: Advances in personality assessment* (Rachel Williamson, Chair). Symposium at the 32<sup>nd</sup> annual conference for the Society of Industrial and Organizational Psychology. Orlando, FL.

Nye, C.D., **Joo, S.H., & Stark, S.** (April, 2017). *Advancing and evaluating IRT model data fit indices*. Presentation at the 32<sup>nd</sup> annual conference for the Society of Industrial and Organizational Psychology. Orlando, FL.

**Sun, T., Zhang, B., Stark, S., & Drasgow, F.** (April, 2017). *Do questionnaire formats and scoring models change the construct measured?* Presentation at the 32<sup>nd</sup> annual conference for the Society of Industrial and Organizational Psychology. Orlando, FL.

**Thurston, A.J., Stark, S., Borman, W.C., & Shen, W.** (April, 2017). Situation awareness and safety performance: A structural equations model. Poster at the 32<sup>nd</sup> annual conference for the Society of Industrial and Organizational Psychology. Orlando, FL.

## 2016

Stark, S., Chernyshenko, O.S., & Drasgow, F. (July, 2016). *A multidimensional forced choice approach to high stakes personality testing*. Presentation at the 81<sup>st</sup> annual conference of the Psychometric Society. Asheville, NC.

**Lee, P., & Stark, S.** (July, 2016). Examining validity of an MFC personality measure using four scoring approaches. Presentation at the 10<sup>th</sup> conference for the International Test Commission. Vancouver, BC, Canada.

**Chun, S., & Stark, S.** (April, 2016). The interaction between regulatory focus and warning types on faking. Poster presented at the 31<sup>st</sup> annual conference for the Society of Industrial and Organizational Psychology. Anaheim, CA.

Drasgow, F., Stark, S., Chernyshenko, O.S., Nye, C.D., White, L.A., & Heffner, T.S. (April, 2016; invited). M. Scott Myers Award: *From research to practice: Evolution of high-stakes workplace personality assessment*. Invited presentation at the 31<sup>st</sup> annual conference for the Society of Industrial and Organizational Psychology. Anaheim, CA.

**Lee, P.**, Stark, S., Lee, S., & Lee, K-O. (April, 2016). *Comparing scoring approaches for a multidimensional forced choice personality questionnaire*. Presentation at the 31<sup>st</sup> annual conference for the Society of Industrial and Organizational Psychology. Anaheim, CA.

Stark, S. (April, 2016). Discussant for Modeling Item Characteristics for Automatic Item Generation (Stephen Gunter, Chair). Symposium at the 31<sup>st</sup> annual conference for the Society of Industrial and Organizational Psychology. Anaheim, CA.

Whetzel, D.A., Carter, N.T., Farmer, W.L., Mead, A.D., & Stark, S. (April, 2016). Panelist in *Personality CAT: A meow or a roar* (Deborah Whetzel, Chair). Panel discussion at the 31<sup>st</sup> annual conference for the Society of Industrial and Organizational Psychology. Anaheim, CA.

**Joo, S.H., Lee, P., & Stark, S.** (April, 2016). *Information functions of multidimensional forced-choice IRT models*. Paper presented at the annual conference of the National Council on Measurement in Education. Washington, D.C.

## **2015**

Stark, S. (September, 2015; invited). *Evolution of personality assessment: From research to practice*. Keynote presentation at the 57<sup>th</sup> annual conference of the International Military Testing Association. Stockholm, Sweden.

Stark, S., Chernyshenko, O.S., & Moon-Ho, R.H. (May, 2015). *Conducting measurement invariance analyses with forced-choice tests*. Paper presented at the annual meeting of the European Association of Work and Organizational Psychology. Oslo, Norway.

Stark, S. (April, 2015, Chair). National Research Council Reports. IO impact at the federal level. Presentation at the 30<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Philadelphia, PA.

Brown, A., & Stark, S. (April, 2015). *Introduction to the ITC: Research and guidelines committee*. Presentation at the 30<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Philadelphia, PA.

Brown, A., & Stark, S. (April, 2015). *The ITC guidelines on computer-based and internet-delivered testing and work in progress*. Presentation at the 30<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Philadelphia, PA.

**Joo, S.H., Lee, P., & Stark, S.** (April, 2015). *Evaluating anchor-item designs for concurrent calibration with the GGUM*. Paper presented at the annual conference of the National Council on Measurement in Education. Chicago, IL.

**Lee, P., Joo, S.H., & Stark, S., Seybert, J.M.** (April, 2015). *Linking methods for the Zinnes-Griggs pairwise preference IRT model*. Paper presented at the annual conference of the National Council on Measurement in Education. Chicago, IL.

McAbee, S.T., & Stark, S. (co-chairs, April, 2015). *I-O without borders - our impact in a multidisciplinary world*. Presentation at the 30<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Philadelphia, PA.

Seybert, J.M., Stark, S., & **Chun, S.** (April, 2015). *Investigating alternative ideal point models for noncognitive assessment*. Presentation at the 30<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Philadelphia, PA.

## 2014

Stark, S., Chernyshenko, O.S., Drasgow, F., & Nye, C.D. (October 2014, invited). *Computerized adaptive personality testing: Methods to meet the challenges of high stakes uses*. Paper presented at the conference of the International Association of Computerized Adaptive Testing. Princeton, NJ.

Stark, S., Chernyshenko, O.S., & Nye, C.D. (October, 2014). *Multidimensional forced choice testing: Lessons learned, persisting questions, new directions*. Paper presented at the 56<sup>th</sup> annual conference of the International Military Testing Association. Hamburg, Germany.

Nye, C.D., Horgen, K.E., White, L.A., Laport, K., Hoffman, R.R., Drasgow, F., Chernyshenko, O.S., & Stark, S. (October 2014). *Predicting the performance and job attitudes of military recruiters*. Paper presented at the 56<sup>th</sup> annual conference of the International Military Testing Association. Hamburg, Germany.

**Chun, S.**, Stark, S., Chernyshenko, O.S., & Kim, E. (May, 2014). *Using MIMIC methods to detect DIF among multiple groups*. Paper presented at the 29<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Honolulu, HI.

**Lee, P.**, Stark, S., Seybert, J.M., & Chernyshenko, O.S. (May, 2014). *Advances in constructing and evaluating unidimensional forced choice measures*. Presentation at the 29<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Honolulu, HI.

Meyer, R., & Stark, S. (May, 2014). Broadening our sphere of influence: Exemplars of science advocacy (*Co-Chair*). Scientific Affairs Committee symposium at the 29<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Honolulu, HI. .

Nye, C.D., Drasgow, F., White, L.A., Kubisiak, U.C., Stark, S., & Chernyshenko, O.S. (May, 2014). *The validity of forced-choice personality measures for selection and classification*. Presentation at the 29<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Honolulu, HI.

Nye, C.D., Drasgow, F., White, L.A., Kubisiak, U.C., Stark, S., & Chernyshenko, O.S. (July, 2014). *The validity of forced-choice personality measures in operational testing environments*. Presentation at the 9<sup>th</sup> conference of the International Test Commission. San Sebastian, Spain.

Stark, S., Drasgow, F., & Chernyshenko, O.S., Nye, C.D., & White, L.A. (May, 2014). *Forced choice methods for high stakes personality testing*. Presentation at the 29<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Honolulu, HI.

Stark, S., Chernyshenko, O.S., Drasgow, F., & Nye, C.D. (July, 2014). *Computerized adaptive personality testing: Methods to meet the challenges of high stakes uses*. Invited presentation at the 9<sup>th</sup> conference of the International Test Commission. San Sebastian, Spain.

Stark, S., Chernyshenko, O.S., Drasgow, F., & Nye, C.D. (July, 2014). *Data-mining IJT's editorial decisions: A synthesis of recent submissions and publications*. Presentation at the 9<sup>th</sup> conference of the International Test Commission. San Sebastian, Spain.

## 2013

Stark, S., Drasgow, F., & Chernyshenko, O.S. (October, 2013). *The development of aberrance response flags for TAPAS*. Paper presented at the 55<sup>th</sup> annual conference of the International Military Testing Association. Seoul, Korea.

Nye, C.D., Stark, S., Drasgow, F., Kubisiak, U.C., White, L.A., & Jose, I. (October, 2013). *Assessing the Tailored Adaptive Personality Assessment System (TAPAS) as an MOS qualification instrument*. Paper presented at the 55<sup>th</sup> annual conference of the International Military Testing Association. Seoul, Korea.

Nye, C.D., Beal, S.A., Stark, S., Drasgow, F., Dressel, J.D., & White, L.A. (October, 2013). *Predicting Army Special Operations Forces (ARSOF) selection outcomes with TAPAS scores*. Paper presented at the 55<sup>th</sup> annual conference of the International Military Testing Association. Seoul, Korea.

Stark, S. (April, 2013). Discussant for *judgment and empiricism in IRT and Rasch-based test construction* (John Morrison, Chair). Symposium at the 28<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Houston, TX.

**Cho, E.,** Tay, L.S., Allen, T.D., & Stark, S. (April, 2013). *Identification of a dispositional tendency to experience work–family spillover*. Paper presented at the 28<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Houston, TX.

**Lee, P., Chun, S.,** Lake, C. Stark, S., & Lee, S. (April, 2013). *What is happening with the “?” in the JDI?* Paper presented at the 28<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Houston, TX.

## 2012

Stark, S., Chernyshenko, O.S., & Drasgow, F. (November, 2012). *Detecting aberrant responding on multidimensional forced choice tests: Applications in military selection environments*. Paper presented at the 54<sup>th</sup> annual conference of the International Military Testing Association. Dubrovnik, Croatia.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (July, 2012). *Development of a person-fit index for multidimensional pairwise preference tests*. Invited presentation at the 8<sup>th</sup> conference of the International Test Commission. Amsterdam, NE.

Chernyshenko, O.S., Stark, S., & Drasgow, F. (July, 2012). *Investigating effects of unmotivated responding on validities of multidimensional forced choice personality tests*. Invited presentation at the 8<sup>th</sup> conference of the International Test Commission. Amsterdam, NE.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (June, 2012). *Development and validation of multidimensional pairwise preference personality tests*. Invited presentation at the Canadian Forces Personnel Research Conference. Ottawa, ON, Canada.

**Conway, J., Seybert, J., & Stark, S.** (April, 2012). *An examination of the influence of DIF/DTF on selection decisions*. Poster presented at the 27<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. San Diego, CA.

**Seybert, J., Stark, S., & Chernyshenko, O.S.** (April, 2012). *Shedding new light on the trouble with DIF detection using ideal point models: A comparison of area and parameter difference methods*. Paper presented at the 27<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. San Diego, CA.

## 2011

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2011). *Comparing nonadaptive and adaptive multidimensional personality tests using IRT*. Paper presented at the 26<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2011). *Adaptive testing with the multi-dimensional pairwise preference model*. Paper presented at the annual conference of the National Council on Measurement in Education. New Orleans, LA.

Chernyshenko, O.S., & Stark, S. (April, 2011). *Empirical comparisons of nonadaptive and computerized adaptive forced-choice tests*. Paper presented at the 26<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Drasgow, F., Stark, S., & Chernyshenko, O.S. (April, 2011). *Tailored Adaptive Personality Assessment System (TAPAS) prediction of soldier performance*. Paper presented at the 26<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Seybert, J., & Stark, S. (April, 2011). *Generalized graded unfolding model DIF detection based on the differential functioning of items and tests framework*. Paper presented at the annual conference of the National Council on Measurement in Education. New Orleans, LA.

## 2010

Stark, S., Chernyshenko, O.S., & Drasgow, F. (September, 2010). *Update on Tailored Adaptive Personality Assessment System (TAPAS): Results and ideas to meet the challenges of high stakes testing*. Paper presented at the 52<sup>nd</sup> annual conference of the International Military Testing Association. Lucerne, Switzerland.

Stark, S., Chernyshenko, O.S., & Moon-ho, R.H. (June, 2010). *Scoring multidimensional pairwise preference tests with item response theory: Comparisons with other methods and formats*. Paper presented at the 7<sup>th</sup> annual conference of the International Testing Commission. Hong Kong.

Seybert, J. & Stark, S. (April, 2010). *Iterative linking with the Differential Functioning of Items and Test (DFIT) method: Comparison of testwide and item parameter replication significance thresholds*. Paper presented at the 2010 meeting of the National Council on Measurement in Education. Denver, CO.

## 2009

Stark, S., Chernyshenko, O.S., & Guenole, N. (April, 2009). *Streamlining the development and use of adaptive pairwise preference scales in organizational research*. Paper presented at the 24th annual conference for the Society of Industrial and Organizational Psychology. New Orleans, LA.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (October, 2009). *Update on Tailored Adaptive Personality Assessment System (TAPAS): A Pilot testing program on the ASVAB testing platform*. Paper presented at the 51<sup>st</sup> annual conference of the International Military Testing Association. Tartu, Estonia.

Drasgow, F., Chernyshenko, O.S., & Stark, S., Phillips, H.L., Phillips, J., Olson, T., Olde, B., Walker, P. (October, 2009). *Scoring the Performance Based Measurement (PBM) test to enhance naval aviation selection decisions*. Paper presented at the 51<sup>st</sup> annual conference of the International Military Testing Association. Tartu, Estonia.

Gianopoulos, G., Ferron, F., Dedrick, R., Chen, Y.H., & Stark, S. (April, 2009). *The robustness of Rasch true score preequating to violations of model assumptions*. Paper presented at the annual meeting of the American Educational Research Association. San Diego, CA.

## 2008

Stark, S., & Chernyshenko, O.S., Drasgow, F., White, L.A., Heffner, T., & Hunter, A. (October, 2008). *Using multidimensional pairwise preference personality tests in military contexts: Development and evaluation of the TAPAS-95S*. Paper presented at the 50th annual conference of the International Military Testing Association. Amsterdam, NL.

Stark, S., & Drasgow, F., & Chernyshenko, O.S. (October, 2008). *Update on the Tailored Adaptive Personality Assessment System (TAPAS): The next generation of personality assessment systems to support personnel selection and classification decisions*. Paper presented at the 50th annual conference of the International Military Testing Association. Amsterdam, NL.

Stark, S., & Chernyshenko, O.S. (June, 2008). *Development of a multidimensional forced choice CAT to measure lower order facets of the Big Five*. Paper presented at the 32<sup>nd</sup> annual conference on personnel assessment for the International Public Management Association for Human Resources. Oakland, CA.

Stark, S., & Chernyshenko, O.S. (April, 2008). *Multidimensional forced choice CAT*. Paper presented at the 23<sup>rd</sup> annual conference for the Society of Industrial and Organizational Psychology. San Francisco, CA.

Stark, S., & Chernyshenko, O.S., & Mead, A.D. (April, 2008). *Item response theory*. Invited leaders for community of interest (COI) discussion at the 23<sup>rd</sup> annual conference for the Society of Industrial and Organizational Psychology. San Francisco, CA.

Chernyshenko, O.S., & Stark, S. (April, 2008). *Openness to experience: Its facet structure, measurement, and validity*. Paper presented at the 23<sup>rd</sup> annual conference for the Society of Industrial and Organizational Psychology. San Francisco, CA.



Hernandez-Baeza, A., Chernyshenko, O.S., & Stark, S., & Drasgow, F. (April 2008). *DIF detection with MACS: Effectiveness and efficiency of two approaches*. Paper presented at the 23<sup>rd</sup> annual conference for the Society of Industrial and Organizational Psychology. San Francisco, CA.

Singla, N., Taing, M., Granger, B., & Stark, S. (August, 2008). *Examining the efficacy of Lord's chi-square DIF detection with small samples and model-data misfit*. Paper presented at the annual meeting for the Academy of Management. Anaheim, CA.

## 2007

Stark, S., & Chernyshenko, O.S. (October, 2007). *Adaptive testing with the multi-unidimensional pairwise preference model*. Paper presented at the 49th annual conference of the International Military Testing Association. Gold Coast, AU.

Chernyshenko, O.S., & Stark, S. (October, 2007). *Criterion validity evidence for narrow temperament clusters: A meta-analysis of military studies*. Paper presented at the 49th annual conference of the International Military Testing Association. Gold Coast, AU.

Stark, S., & Chernyshenko, O.S. (August, 2007). *Examining the recovery of normative trait scores for nonadaptive and adaptive multidimensional forced-choice tests*. Paper presented at the 2007 annual meeting of the American Psychological Association. San Francisco, CA.

Stark, S., & Chernyshenko, O.S. (June, 2007). *Adaptive testing with the multi-unidimensional pairwise preference (MUPP) model*. Paper presented at the 2007 Graduate Management Admissions Council conference on computerized adaptive testing. Minneapolis, MN.

Stark, S., & Chernyshenko, O.S. (May, 2007). *Item response theory*. Invited leaders for community of interest (COI) discussion at the 22<sup>nd</sup> annual conference for the Society of Industrial and Organizational Psychology. New York, NY.

## 2006

Stark, S., & Chernyshenko, O.S. (August, 2006). *Streamlining the construction of unidimensional pairwise preference scales: Effects on scoring accuracy and test validity*. Paper presented at the 2006 annual meeting of the American Psychological Association. New Orleans, LA.

Stark, S., & Chernyshenko, O.S. (April, 2006). *Item response theory*. Invited leaders for community of interest (COI) discussion at the 21<sup>st</sup> annual conference for the Society of Industrial and Organizational Psychology. Dallas, TX.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2006). *Toward increased utilization of multidimensional forced choice measures in personality assessment*. Paper presented at the 21<sup>st</sup> annual conference for the Society of Industrial and Organizational Psychology. Dallas, TX.

Stark, S., Chuah, S.C., & Do, B.R. (April, 2006). *Test security and cheating: Research and practical issues* (Chair). Symposium at the 21<sup>st</sup> annual conference for the Society of Industrial and Organizational Psychology. Dallas, TX.

Chernyshenko, O.S., & Stark, S., Prewett, M., Gray, A., Stilson, F., & Tuttle, M. (April, 2006). *Normative score comparisons from single stimulus, unidimensional forced choice, and multidimensional*

*forced choice personality scales using item response theory.* Paper presented at the 21<sup>st</sup> annual conference for the Society of Industrial and Organizational Psychology. Dallas, TX.

Guenole, N., Chernyshenko, O.S., Milne, K., & Stark, S. (April, 2006). *Attitudinal determinants of support for national smoking ban.* Poster presented at the 21<sup>st</sup> annual conference for the Society of Industrial and Organizational Psychology. Dallas, TX.

White, L.A., Young, M.C., Stark, S., Drasgow, F., & Hunter, A. (July, 2006). *New approaches for measuring self-report temperament constructs in "high-stakes" military testing.* Paper presented at the 26<sup>th</sup> International Congress of Applied Psychology. Athens, Greece.

## **2005**

Stark, S., & Chernyshenko, O.S., & Drasgow, F. (November, 2005). *Examining the recovery of normative scores with three- and five- dimensional nonadaptive multidimensional forced choice tests.* Paper presented at the 47th annual conference of the International Military Testing Association. Singapore.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2005). *Are CFA and IRT equally viable methods for detecting biased items? Toward a unified strategy for DIF detection.* Paper presented at the 20<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Los Angeles, CA.

Chernyshenko, O.S., & Stark, S., Prewett, M., Gray, A., Stilson, F., & Tuttle, M. (November, 2005). *Normative score comparisons from single stimulus, unidimensional forced choice, and multidimensional forced choice personality scales using item response theory.* Paper presented at the 47th annual conference of the International Military Testing Association. Singapore.

Guenole, N., Chernyshenko, O.S., Stark, S., & McGregor, K. (April, 2005). *Measuring dispositional stress reactions: A new measure.* Poster presented at the 20<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Los Angeles, CA.

Raju, N.S. (presenter), Chernyshenko, O.S. (presenter), & Stark, S. (presenter). (April, 2005). *Item response theory: An introduction.* Invited tutorial at the 20<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Los Angeles, CA.

## **2004**

Stark, S., & Chernyshenko, O.S. (April, 2004). *Developing computer adaptive measures of personality and performance: Improvements in item selection and scoring.* Paper presented at the 19<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Capon, J., Chernyshenko, O.S., & Stark, S. (November, 2004). *Applicability of civilian retention theory in the military: Prediction retention in New Zealand.* Paper presented at the 46<sup>th</sup> annual conference of the International Military Testing Association. Brugge, Belgium.

Chernyshenko, O.S., & Stark, S. (April, 2004). *Investigating relational and measurement equivalence of conscientiousness facets between the United States (US) and New Zealand (NZ).* Paper presented at the 19<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Chernyshenko, O.S., & Stark, S. (January, 2004). *Using unfolding models for personality scale construction*. Paper presented at the 2nd International Conference on Measurement in Health, Education, Psychology and Marketing: Developments with Rasch and Unfolding. Perth, Western Australia.

Liu, C., Spector, P.E., Stark, S., Chernyshenko, O.S., & Borg, I. (August, 2004). *Comparison of techniques for assessing measurement equivalence in cross-cultural research*. Paper presented at the 64<sup>th</sup> annual conference for the Academy of Management. New Orleans, LA.

White, L.A., Young, M.C., Heggstad, E., Stark, S., Drasgow, F., & Piskator, G, MAJ. (November, 2004). *Development of a non-high school diploma graduate preenlistment screening model to enhance the future force*. Paper presented at the Army Science Conference. Orlando, FL.

## **2003**

Stark, S., Chernyshenko, O.S., & Drasgow, F. (November, 2003). *A new approach to constructing and scoring fake-resistant personality measures*. Paper presented at the 45<sup>th</sup> annual conference of the International Military Testing Association. Pensacola, FL.

Stark, S., & Chernyshenko, O.S. (April, 2003). *Improving personality assessment: A new Approach to test construction and scoring*. Paper presented at the 18<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Orlando, FL.

Chernyshenko, O.S., Stark, S., & Drasgow, F. (November, 2003). *Predicting attrition of Army recruits using Optimal Appropriateness Measurement*. Paper presented at the 45<sup>th</sup> annual conference of the International Military Testing Association. Pensacola, FL.

Chernyshenko, O.S., & Stark, S. (April, 2003). *Constructing personality scales under assumptions of an ideal point response process: A six-facet measure of conscientiousness*. Paper presented at the 18<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Orlando, FL.

Chernyshenko, O.S., Stark, S., Credé, M., Wadlington, P.L., & Lee, W.C. (April, 2003). *Improving the Measurement of Job Attitudes: The development of the Job Satisfaction Index*. Paper presented at the 18<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Orlando, FL.

Credé, M., Chernyshenko, O.S., Stark, S., Bashshur, M.R., Dalal, R.S., & Do, B.-R. (April, 2003). *Development of an integrative model of the antecedents and consequences of job satisfaction*. Paper presented at the 18<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Orlando, FL.

## **2002**

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2002). *Investigating the effects of local dependence on the accuracy of IRT ability estimation*. Paper presented at the 2002 Annual Meeting of the National Council on Measurement in Education. New Orleans, LA.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2002). *Examining the effects of differential item/test functioning (DIF/DTF) on selection decisions: When are statistically significant*

*effects practically important?* Paper presented at the 17<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Toronto, Canada.

Chernyshenko, O.S., Stark, S., & Drasgow, F. (April, 2002). *Identifying causes of differential item functioning using optimal appropriateness measurement*. Paper presented at the 17<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Toronto, Canada.

## **2001**

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2001). *Identifying unmotivated examinees using optimal appropriateness measurement: Assessment of the CPA exam*. Paper presented at the 2001 Annual Meeting of the American Educational Research Association. Seattle, WA.

Stark, S., & Chernyshenko, O.S. (April, 2001). *Examining model-data fit using graphical and statistical methods*. Paper presented at the 16<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. San Diego, CA.

Stark, S., & Chernyshenko, O.S. (April, 2001). *Methods for detecting differential item/test functioning*. Paper presented at the 16<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. San Diego, CA.

Chernyshenko, O.S., & Stark, S. (April, 2001). *Using IRT methods for test construction: Creating parallel forms*. Paper presented at the 16<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. San Diego, CA.

Lee, W.C., Stark, S., & Chernyshenko, O.S. (April, 2001). *Selecting IRT models for cognitive and noncognitive data*. Paper presented at the 16<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. San Diego, CA.

## **2000**

Stark, S., & Drasgow, F. (April, 2000). *Development of parameter estimation procedures for the Zinnes and Griggs paired comparison ideal point IRT model*. Paper presented at the 2000 Annual Meeting of the National Council on Measurement in Education. New Orleans, LA.

Stark, S., Chernyshenko, O.S., Lee, W.C. & Drasgow, F. (April, 2000). *New insights in personality measurement: Application of an ideal point IRT model*. Paper presented at the 15<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. New Orleans, LA.

Chernyshenko, O.S., Miner, A., & Stark, S. (April, 2000). *Computational modeling of the effects of cue repetition on individual and group judgment*. Paper presented at the 15<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. New Orleans, LA.

Fitzgerald, L.F., Stark, S., Chernyshenko, O.S., Palmieri, P.A., Harned, M., Collinsworth, L.L., & Drasgow, F. (April, 2000). *Who counts? A rational-empirical algorithm for determining the incidence of sexual harassment in organizations*. Paper presented at the 15<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. New Orleans, LA.

Miner, A., Chernyshenko, O.S., & Stark, S. (April, 2000). *A dynamic computational model of cue weighting during group discussion*. Paper presented at the 15<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. New Orleans, LA.

## 1999

Stark, S., Chan, K.Y., Chernyshenko, O.S., & Lee, W.C. (April, 1999). *Faking on personality measures: Is it an attribute of the person or the situation?* Paper presented at the 14<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Atlanta, GA.

Stark, S. Chernyshenko, O.S., & Drasgow, F. (November, 1999). *Shortening the Sexual Experiences Questionnaire – Department of Defense (DoD) using item response theory: Report on the measurement of sexual harassment.* Conference proceedings of the 41st annual conference of the International Military Testing Association (IMTA) / Officer Selection Workshop. Monterey, CA.

Chernyshenko, O.S., Chan, K.Y., Stark, S., Drasgow, F., & Williams, B.A. (April, 1999). *Examining the fit of item response theory models to personality data.* Paper presented at the 14<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Atlanta, GA.

## 1998

Stark, S. & Drasgow, F. (April, 1998). *Application of an item response theory ideal point model to computer adaptive assessment of job performance.* Paper presented at the 13<sup>th</sup> annual conference for the Society of Industrial and Organizational Psychology. Dallas, TX.

## Service and Student Supervision

### *Reviewing for Journals, Professional Associations, and Grants*

- Applied Measurement in Education
- Applied Psychological Measurement (Editorial board member March 2014–present)
- European Journal of Psychological Assessment (Editorial board member July 2017–present)
- International Journal of Selection and Assessment (Editorial board member Nov. 2018–present)
- International Journal of Testing (**Editor** Nov. 2016–present; Co-Editor Nov 2013–16)
- Journal of Applied Psychology (Editorial board member 2009–15)
- Journal of Business and Psychology (Editorial board member 2009–present)
- Journal of Educational Measurement (Editorial board member Jan. 2017–present)
- Journal of Personality Assessment
- Military Psychology
- Multivariate Behavioral Research
- Personnel Assessment and Decisions (Editorial board member 2014–present)
- Psychological Assessment
- Psychological Methods
- Psychometrika
- American Educational Research Association (AERA)
- Society of Industrial and Organizational Psychology (SIOP)
- Department of Defense, U.S. Army Medical Research and Materiel Command, Congressionally Directed Medical Research Programs (CDMRP), Defense Medical Research and Development Program grant proposals (2016)

### *Society, Professional, and Other External Committees*

- APA Council of Representatives (COR): Representing SIOP (Div. 14) (Jan 2017–Jan 2020)
- APA Coalition for Academic and Scientific Applied Psychology (Jan 2017–Jan 2018)
- SIOP Executive Board (January 2017–January 2020)
- SIOP External Relations Committee (liaison to APA; April 2017–April 2020)
- SIOP Pre-Conference Workshop Committee (April 2017–April 2020)
- SIOP Scientific Affairs Committee (chair 2014–16; member April 2011–April 2016)
- SIOP Committee to Review Testing Standards Revision (2011)
- SIOP Program Committee (proposal reviewer; 2004–present)
- SIOP Strategic Planning Committee (2006–07)
- International Test Commission Council (2014–present)
- AERA Program Co-Chair (Div. D, Statistics, April 2015–April 2017)
- ETS GRE Technical Advisory Committee (April 2012–December 2017)
- External Review Comm. for Old Dominion University Psychology Department (2016)
- National Research Council Committee on Measuring Human Capabilities (2012–15)

#### ***Tampa Community Service***

- Heritage Isles Community Development District Board of Supervisors (member 2003–12; Chair 2004–08, Vice-Chair 2008–12, 2013–present).
- Heritage Isles HOA Covenants Committee (2004–06, 2009–11).

#### ***USF Psychology Department Committees***

- Tenure and Promotion Committee (chair; 2016, 17)
- I-O Program Director (August 2018–present)
- Associate Chair (August 2013–August 2018)
- Executive Committee (2010–present)
- Evaluation Committee (chair 2014–18; member 2011–12, 18-present)
- SACS Assessment Committee (chair 2013–18; member 2008–18)
- Space Committee (2013–present)
- Graduate Program Committee (chair 2012–13; member 2007–13)
- Distinguished University Professor Committee (2011, 12)
- I-O Faculty Search Committee (2009 chair, 2010)
- I-O Admissions Committee (2004, 06, 07, 09, 11, 12, 14)
- Technology Committee (2005–07)

#### ***University (USF) and College of Arts & Sciences (CAS) Committees***

- USF Consolidation Implementation Committee (Social Sciences) (Jan. 2019–present)
- USF Informatics and Big Data Analytics Ph.D. Prog. Steering Committee (Dec. 2018–present)
- USF Faculty Senate (April 2018–present)
- USF World Ghana Scholar's Program Mentor (Fall 2018)
- Distinguished University Professor Committee (Spring 2018)
- Graduate School task force on enrollment and student outcomes (2013)
- Graduate School committee: CGS grant re student learning assessment (2012–13)
- CAS Undergraduate Committee (2007–08)

- CAS Student Grievance Committee (2005, 2007)
- CAS reviewer/panelist for internal grant awards (2005–07)

### *USF Thesis and Dissertation Committees*

- (2018-) Ni Jie (thesis; chair)
- (2018-) Jaclyn Martin (dissertation member; proposed fall 2018)
- (2017-) Maryana Arvan (dissertation member; proposed December 2017)
- (2016-) **Andrew J. Thurston** (dissertation; Co-chair;)
- (2016-18) Abeer Alamri (dissertation member; Education; defended Nov. 2018)
- (2016-18) Yan Wang (dissertation member; Education; defended May 2018)
- (2016-18) **Seokjoon Chun** (dissertation; chair; proposed Feb. 2017; dismissed Dec. 2018)
- (2015-18) Seulki (Rachel) Jang (dissertation; member; defended May 2018)
- (2015-18) **Sean Potter** (thesis; chair; defended February 2018)
- (2016-17) Jaclyn Martin (thesis; member; defended Spring 2017)
- (2015-17) Fred Macoukji (dissertation; member; defended June 2017)
- (2015-16) Adam Ducey (thesis; member; defended October 2016)
- (2015-17) Claire Gorey (thesis; member; defended March 2017)
- (2015-16) Troy Webber (dissertation; member; defended June 2016)
- (2015-17) Elizabeth Rojas (dissertation; member; defended June 2017)
- (2015-16) **Philseok Lee** (dissertation; chair; defended April 2016)
- (2015-16) **Andrew J. Thurston** (thesis; chair; defended April 2016)
- (2015-16) Andrew Kiselica (dissertation; member; defended January 2016)
- (2014-17) Matt Grossman (dissertation; member; defended June 2017)
- (2014-14) Maryana Arvan (thesis; member; defended October 2014)
- (2014-14) **Charlotte Holden** (honor's thesis; chair; defended November 2014)
- (2014-14) **Seokjoon Chun** (thesis; chair; defended September 2014)
- (2013-17) Chunhua Cao (dissertation; member; Education; defended March 2017)
- (2013-17) Yong (Isaac) Li (dissertation; member; Education; defended March 2017)
- (2012-14) Jeffrey Conway (dissertation; member; defended May 2014)
- (2012-13) **Jacob Seybert** (dissertation; chair; defended November 2013)
- (2012-13) Elizabeth Rojas (thesis; member; defended July 2013)
- (2011-13) Timothy Ryan Dullaghan (dissertation; member; defended June 2013)
- (2011-13) Christa Labouliere (dissertation; defended June 2013)
- (2012-13) **Philseok Lee** (thesis; chair; defended February 2013)
- (2011-12) Alexandra Ilie (dissertation; member, defended July 2012)
- (2008-12) **Gabriel Lopez-Rivas** (dissertation; chair; defended January 2012)
- (2009-11) Amy Taylor (dissertation; member; defended December 2011)
- (2010-11) Tiffany Smith (dissertation; member; defended September 2011)
- (2009-11) Ashley Nixon (dissertation; member; defended February 2011)
- (2009-10) Kevin Askew (thesis; member; defended Spring 2010)
- (2008-11) Eileen Schiffer (dissertation; member; defended Spring 2011)
- (2008-10) Nicole Jagusztyn (dissertation; member; defended Summer 2010)
- (2008-09) Meng Taing (thesis; member; defended March 2009)
- (2008-09) Timothy Ryan Dullaghan (thesis; member; defended Spring 2009)
- (2007-11) Gregory Schmidt (dissertation; member; defended Fall 2011)

- (2007-11) Todd Joseph (dissertation; member; resigned)
- (2007-09) Matthew Tuttle (dissertation; member; defended November 2009)
- (2007-08) Garron Gianopulos (dissertation; member; Education; def. Nov 2008)
- (2006-08) Jesse Coraggio (dissertation; member; Education; defended April 2008)
- (2006-08) Debi Colbert (dissertation; member; defended April 2008)
- (2006-07) Gabriel Lopez-Rivas (thesis; member; defended March 2007)
- (2005-07) Victoria Pace Wood (dissertation; member; defended 2007)
- (2005-07) John “Chip” Weir (dissertation; member; defended March 2007)
- (2005-07) Ashley Nixon (thesis; member; defended February 2007)
- (2004-05) Debi Colbert (thesis; member; defended October 2005)
- (2004-05) Yufan Liu (dissertation; member; defended December 2005)
- (2004-05) Guy Caffri (thesis; member; defended April 2005)
- (2003-07) Evelyn Alvarez (dissertation; member; defended November 2007)
- (2003) Raymond C. Ottinot (honor’s thesis; member)



## *References*

### **Dr. Fritz Drasgow**

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Champaign, IL 61820  
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### **Dr. Terry Ackerman (Emeritus)**

Contact information can be provided upon request.

### **Dr. Neal Schmitt (Emeritus)**

Contact information can be provided upon request.

### **Dr. Fred Oswald**

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Houston TX 77005-1827 USA  
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### **Dr. Leonard White**

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