

## **Curriculum Vitae**

### **KEVIN J. WILLIAMS**

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### **EDUCATION**

Ph.D. (Psychology) University of South Carolina (1984)  
M.A. (Psychology) University of South Carolina (1982)  
B.A. - State University of New York, Plattsburgh (1980)

### **ACADEMIC POSITIONS**

June, 2010 – *Vice Provost and Dean for Graduate Education*, University at Albany, SUNY  
2007 – 2011 *Chair*, Department of Psychology  
2007 - present *Professor*, Department of Psychology, University at Albany  
1992 - 2007 *Associate Professor*, Department of Psychology, University at Albany  
2005–2007 *Graduate Director*, Department of Psychology  
1997-2007 *Area Head, Industrial-Organizational Psychology PhD Program*  
2003-2007 *Area Head, Social-Personality Psychology PhD Program*  
1994-2005 *Director of Undergraduate Studies*, Department of Psychology  
1987 - 1992 *Assistant Professor*, Department of Psychology, University at Albany  
1984 - 1987 *Assistant Professor*, Department of Psychology, Rensselaer Polytechnic Institute, Troy NY

### **CURRENT RESEARCH INTERESTS**

Work Motivation & Human Performance: Self-regulation of performance; personal goal setting process; employee development  
Work-Family Linkages: Work-family conflict; daily stress in dual-earner couples;  
Personnel Assessment and Selection: validation of on-line assessment tools  
Psychology of Blame

### **CURRENT TEACHING INTERESTS**

Work Motivation  
Organizational Psychology  
Psychometric Theory  
Personnel Psychology  
Sport Psychology  
Motivation and Emotion

## **HONORS & AWARDS**

*Chancellor's Award for Excellence in Teaching*, State University of New York, 2007.

*Excellence in Teaching Award*, University at Albany, 2007

*Excellence in Undergraduate Advising*, Psi Chi & Department of Psychology, University at Albany, 2002

Best Paper Award, Conference on Decision Making and Information Processing, School of Management, State University of New York at Buffalo.

Distinguished Paper Award, Southern Academy of Management Conference

Sigma Xi Graduate Career Research Award for the Social and Behavioral Sciences, University of South Carolina.

Neidich Family Fellowship Award, Department of Psychology, University of South Carolina.

## **PROFESSIONAL SERVICE ACTIVITY**

### **Editorial Boards:**

*Journal of Applied Psychology* (1994 - 2002)

*Academy of Management Journal* (1996 - 1999)

*Journal of Personality and Social Psychology* (1991 - 1993)

*Group and Organization Management* (1993 - 2003)

*Journal of Managerial Psychology* (2008 - )

*Journal of Business and Psychology* (2008 - )

### **Professional Committees:**

Society for Industrial and Organizational Psychology

SIOP Conference Program Committee (1989 -1991, 1993-1994)

SIOP Conference Reviewer (1989-2003, 2005-2006)

Membership Committee (1992-1994)

APA Conference Program Committee (1993-1994)

Director, 5K Fun Run (1994 – 2003, 2006-2008)

Academy of Management

Executive Committee member, Human Resources Division (1994-1997; 1998-2000)

Co-Coordinator, Human Resources Division Doctoral Consortium (1995 - 1997)

Conference Program Committee, Human Resources Division (1989-91)

### **Boards, Appointments**

Board of Directors, Chequed.com (SAAS startup)

Chief Science Officer, Chequed.com

## PUBLICATIONS

### Journal Articles (All Refereed; \* = student author)

Williams, K.J., Kalsher, M., & Wogalter, M.S. (2013). Responsibility allocation for child injury: Victim age and positive vs. negative framing of manufacturer's safety policy. *Theoretical Issues in Ergonomics Science*.

Dodge, T., Williams, K.J., Marzell, M. & Turrisi, R. (2012). Judging cheaters: Is substance misuse viewed similarly in athletic and academic domains? *Psychology of Addictive Behaviors*, 26, 678-682.

\*Nicklin, J.M., McNall, L., Greenbaum, R.L., Folger, R. & Williams, K.J. (2011). The importance of contextual variables when judging fairness: An examination of counterfactual thoughts and fairness theory. *Organizational Behavior and Human Decision Processes*, 114, 127-141.

Lyons, B.D., Hoffman, B.J., Michel, J.W. & Williams, K.J. (2011). On the predictive efficiency of past performance and physical ability: The case of the National Football League. *Human Performance*, 158-172.

Vredenburgh, A.G., Williams, K.J., Zachowitz, I.M., & Welner, J.M. (2010). Evaluation of wheelchair users' perceived kitchen and bathroom usability: Effort and accessibility. *Journal of Architectural and Planning Research*, 27, 219-236.

\*Nicklin, J.M., & Williams, K.J. (2009). Reactions to others' mistakes: An empirical test of fairness theory. *The Journal of Psychology: Interdisciplinary and Applied*, 143, 533-558.

\*Hurtz, G. & Williams, K.J. (2009). Attitudinal and motivational antecedents of participation in employee developmental activities. *Journal of Applied Psychology*. 94(3), 635-653.

\*Han, T.Y. & Williams, K.J. (2008). Multilevel Investigation of Adaptive Performance: Individual and Team Level Relationships. *Group and Organizational Management*, 33(6), 657-684.

Wulfert, E., Franco, C., Williams, K.J., Roland, B. & Maxson J.H. (2008). The role of money in the excitement of gambling. *Psychology of Addictive Behaviors*, 22, 380-390.

Vredenburgh, A.G., Longden, S., Williams, K.J., & Kalsher, M.J. (2005). Evaluating latex glove container warnings in a realistic setting. *International Journal of Industrial Ergonomics*, 35, 559-568.

\*Donovan, J., & Williams, K.J. (2003). Missing the mark: Effects of time and causal attributions on goal revision in response to goal-performance discrepancies. *Journal of Applied Psychology*, 88, 379-390.

\*Fortunato, V. & Williams, K.J. (2002). The moderating effects of dispositional affectivity on performance and task attitudes in a goal setting context. *Journal of Applied Social Psychology*. 32, 2321-2353.

\*Gonzales, P., Blanton, H., & Williams, K.J. (2002). The effects of stereotype threat and double-minority status on the test performance of Latino women. *Personality and Social Psychology Bulletin*, 28, 659-670.

Slagle, J, Weinger, M.B., Dinh, M.T., Brumer, V.V., & Williams, K. (2002). An Assessment of the intra- and inter-rater reliability of an established clinical task analysis methodology. *Anesthesiology*, 96:1129-1139

Hoff, T., Whitcomb, W., Williams, K., Nelson, J., and Cheesman, R. (2001). Characteristics and work experiences of hospitalists in the United States. *Archives of Internal Medicine*, 161, 851-858.

Williams, K.J., \*Donovan, J.J., & \*Dodge, T.L. (2000). Self-regulation of performance: Goal establishment and goal revision processes in athletes. *Human Performance*, 13, 159-180.

Weinger M.B., Vredenburg, A.G., Schumann C.M., Macario A, Williams K.J., Kalsher M.J., Smith B, Troung P, Kim A (2000). Quantitative description of the workload associated with airway management procedures. *Journal Clinical Anesthesiology*, 12, 273-282.

Stone, D. & Williams, K.J. (1997). The impact of ADA on the selection process: Applicant and organizational issues. *Human Resource Management Review*, 7, 203-231.

Williams, K.J., & Alliger, G.M. (1994). Role stressors, mood spillover, and perceptions of work-family conflict in employed parents. *Academy of Management Journal*, 37, 837-868.

Racicot, B.M. & Williams, K.J. (1994). Perceived invasiveness and fairness of drug testing procedures for current employees. *Journal of Applied Social Psychology*.

Alliger, G.M. & Williams, K.J. (1993). Using signal-contingent experience sampling methodology to study work in the field: A discussion and illustration examining task perceptions and mood. *Personnel Psychology*, 46, 525-549.

Williams, K.J. (1992). The analytic and intuitive frameworks for performance appraisal. *Human Resource Management Review*, 2, 1-8.

Alliger, G.M., & Williams, K.J. (1992). Relating the internal consistency of scales to rater response tendencies. *Educational and Psychological Measurement*, 52, 337-343.

Williams, K.J., Suls, J., Alliger, G.M., \*Learner, S.M., & Wan, C.K. (1991). Multiple role juggling and daily mood states in working mothers: An experience sampling study. *Journal of Applied Psychology*, 76, 664-674.

Williams, K.J., Williams, G.M., & \*Ryer, J.A. (1990). The relation between performance feedback and job attitudes among school psychologists. *School Psychology Review*, 19, 550-563.

Williams, K.J., Cafferty, T.P., & DeNisi, A.S. (1990). The effect of appraisal salience on recall and ratings. *Organizational Behavior and Human Decision Processes*, 46, 217-239.

Alliger, G.M., & Williams, K.J. (1989). Confounding among measures of leniency and halo. *Educational and Psychological Measurement*, 49, 1-10.

Meglino, B.M., DeNisi, A.S., Youngblood, S.A., & Williams, K.J. (1988). Effects of realistic job previews: A comparison using an enhancement and a reduction preview. *Journal of Applied Psychology*, 73, 259-266.

Williams, K.J., DeNisi, A.S., Meglino, B.M., & Cafferty, T.P. (1986). Initial decisions and subsequent performance ratings. *Journal of Applied Psychology*, 71, 189-195.

Cafferty, T.P., DeNisi, A.S., & Williams, K.J. (1986). Search and retrieval patterns for performance information: Effects on evaluations of multiple targets. *Journal of Personality and Social Psychology*, 50, 676-683.

Williams, K.J., DeNisi, A.S., Blencoe, A.G., & Cafferty, T.P. (1985). The role of appraisal purpose: Effects of purpose on information acquisition and utilization. *Organizational Behavior and Human Decision Processes*, 35, 314-329.

## **Book Chapters**

Williams, K.J. (2013). Goal setting in sports. In E.A. Locke & G.P. Latham (Eds.), *Developments in Goal Setting and Task Performance* (pp. 375-396). New York: Routledge.

Roch, S.G. & Williams, K.J. (2012). Building an effective performance appraisal system from an analysis of work. In M.A. Wilson, W. Bennett, Jr., S.G. Gibson, & G.M. Alliger (Eds.). *The Handbook of Work Analysis: Methods, systems, applications and science of work measurement in organizations* (pp. 419-436). New York: Routledge.

Williams, K.J., Kalsher, M.J., & Laughery, K. (2005). Allocation of responsibilities for injuries. In M. Wogalter (Ed.), *Handbook of Warnings* (pp. 617-628). Hillsdale, NJ: Lawrence Erlbaum Associates.

Kalsher, M.J., & Williams, K.J. (2005). Behavioral compliance: Theory, methodology, and results. In M. Wogalter (Ed.), *Handbook of Warnings* (pp. 313-331). Hillsdale, NJ: Lawrence Erlbaum Associates.

Paige-Smith, D., Laughery, K.R., Williams, K.J., & Kalsher, M.J. (2005). Jury decision making in civil litigation: Compensatory and punitive awards. In M. Wogalter (Ed.), *Handbook of Warning* (pp. 629-634). Hillsdale, NJ: Lawrence Erlbaum Associates.

Williams, K.J. (1997). Performance diaries. In L.H. Peters, C.R. Greer, and S.A. Youngblood (Eds.), *The Blackwell Encyclopedic Dictionary of Human Resource Management* (pp. 254-255). Oxford, UK: Blackwell.

Williams, K.J., & Lillibridge, J.R. (1992). Perceived self-competence and organizational behavior. In K. Kelley (Ed.), *Issues, theory, and research in industrial/organizational psychology* (pp. 155-184). Amsterdam: North Holland.

Lillibridge, J.R., & Williams, K.J. (1992). Another look at personality and managerial potential: Application of the five-factor model. In K. Kelley (Ed.), *Issues, theory, and research in industrial/organizational psychology* (pp. 91-115). Amsterdam: North Holland.

Alliger, G.M., & Williams, K.J. (1991). Affective congruence and the employment interview. In *Advances in information processing*, (Vol. 4, pp. 31-43). Greenwich, CT: JAI Press.

Williams, K.J., & Williams, G.M. (1991). Applications of social psychology to school employee evaluation and appraisal. In F.J. Medway & T.P. Cafferty (Eds.), *School psychology: A social psychological perspective*. Hillsdale, NJ: Erlbaum.

Williams, K.J., & Lillibridge, J.R. (1990). The identification of managerial talent: A proactive view. In K.R. Murphy & F.E. Saal (Eds.), *Psychology in organizations: Integrating science and practice* (pp. 69-94). Hillsdale, NJ: Erlbaum Associates.

DeNisi, A.S., & Williams, K.J. (1988). Cognitive approaches to performance appraisal. In G.R. Ferris & K.M. Rowland (Eds.), *Research in personnel and human resources management* (Vol. 6, pp. 109-155). Greenwich, CT: JAI Press. (reprinted in: G.R. Ferris & K.M. Rowland (Eds.), *Performance evaluation, goal setting, and feedback*. Greenwich, CT: JAI.)

### **Refereed Proceedings Papers**

Kalsher, M.J., Williams, K.J., (2003). Separating the effects of quality of warning and information distribution practices: a case of cascading responsibility. *Proceedings of the Human Factors and Ergonomic Society*. 47

Vredenburgh, A., Longden, S., Williams, K., & Kalshter, M. (2003). Medical product labeling: The evaluation of latex glove warnings in a realistic setting. *Proceedings of the Human Factors and Ergonomics Society*, 47, 1554-1557.

Kalsher, M.J., Williams, K.J., & Denio, S. M. (2001). Allocating blame for airbag deployment injuries: Separating manufacturers' blame from personality responsibility. *Proceedings fo the Human Factors and Ergonomics Society*, 45, 1458-1462.

Williams, K.J., Kalsher, M. J., Maru, M., & Wogalter, M.S. (2000). Emphasizing non-obvious hazards using multi-frame pictorials and color on allocation of blame. *Proceedings of the Human Factors and Ergonomics Society*.

Kalsher, M.J., Gallo, J., Williams, K.J., & Wogalter, M.S. (2000). High levels of behavioral compliance in a realistic product assembly task. *Proceedings of the Human Factors and Ergonomics Society*.

Vredenburgh, A.G., Weinger, M.B., Williams, K.J., Kalsher, M.J., Macario, A. (2000). Developing a technique to measure anesthesiologists' real-time workload. *Proceedings of the Human Factors and Ergonomics Society*.

Kalsher, M.J., Wogalter, M.S., & Williams, K.J. (1999). Allocation of responsibility for injuries

from a “hidden” hazard. *Proceedings of the Human Factors and Ergonomics Society*.

Williams, K.J., Cafferty, T.P., & DeNisi, A.S. (1985). Appraisal Salience: I. The effect of performance objectives on the recall and rating of performance information. *Proceedings of the 22nd Annual Meeting of the Southern Management Association*, 121-123.

Williams, K.J., Wickert, P., & Peters, R.D. (1985). Appraisal salience: II. Effects of instructions to subjectively organize information. *Proceedings of the 22nd Annual Meeting of the Southern Management Association*, 124-126.

Williams, K.J., Meglino, B.M., DeNisi, A.S., & Cafferty, T.P. (1984). The effects of initial appraisal decisions on subsequent performance ratings. *Proceedings of the 21st Annual Meeting of the Southern Management Association*, 1, 68-70.

Williams, K.J., Blencoe, A.G., DeNisi, A.S., & Cafferty, T.P. (1983). The effect of appraisal purpose and outcome on rater information search. *Proceedings of the 16th Annual Convention of the American Institute for Decision Sciences*, 1,

DeNisi, A.S., Cafferty, T.P., Williams, K.J., Blencoe, A.G., & Meglino, B.M. (1983). Rater information acquisition strategies: Two preliminary experiments. *Proceedings of the 43rd Annual Convention of the Academy of Management*, 169-172.

DeNisi, A.S., Cafferty, T.P., Williams, K.J., Blencoe, A.G., & Meglino, B.M. (1983). Appraisal purpose and information utilization. *Proceedings of the 43rd Annual Convention of the Academy of Management*, 306-309.

DeNisi, A.S., Cafferty, T.P., Williams, K.J., Meglino, B.M., & Blencoe, A.G. (1982). Appraisal purpose and information utilization. *Proceedings of the 15th Annual Convention of the American Institute for Decision Sciences*,

### **Refereed Conference Papers**

Taber, T.D., Michel, J.W., & Williams, K.J. (2009, April). Who benefits from organizational citizenship behavior. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

So, W.Y. & Williams, K.J. (2008, April). *Mood and pooling unshared information in group decision making*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA. [recipient, best poster award]

Nicklin, J.M. & Williams, K.J. (2008, April). *Contextual variables in fairness theory: A policy-capturing approach*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Lyons, B.D., Michel, J.W., & Williams, K.J. (2007, August). *Predicting NFL performance: The role of can-do and will-do factors*. Paper presented at the annual meeting of the Academy of Management,

Philadelphia, PA.

Nicklin, J.M. & Williams, K.J. (2007). *Reactions to Others' Mistakes: An Empirical Test of Fairness Theory*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Stone, D.L., Williams, K.J., Lukaszewski, K. (2007). The influence of a community-based intervention on employers' beliefs about hiring people with disabilities. In N.D. Ainspan (Chair), *Recent Findings in Disability Employment: Employer Attitudes and Discrimination Claims*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Schneeberger, N. & Williams, K.J. (2007). *Self-determined motivation and organizational citizenship behavior: a multilevel model*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Williams, K.J. & Arboleda, M. (2006). Affective dynamics in work and family: A goal perspective. In R. Ilies (Chair), *Processes Linking Work and Family Domains: Taking a Dynamic Approach*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas TX.

Bruns, D.L., & Williams, K.J. (2006). *Critical incidents at work: Development of the Workplace Perceptions Questionnaire*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Han, T.Y. & Williams, K.J. (2005). *Motivational antecedents and performance outcomes of continuous learning*. Paper presented at the annual meeting of the Society for Industrial & Organizational Psychology, Los Angeles, CA.

Han, T.Y. & Williams, K.J. (2004). *A Triarchic Model of Performance: Task, Contextual, and Adaptive Performance*. Paper presented at the annual meeting of the Society for Industrial & Organizational Psychology, Chicago, IL.

So, W.Y., & Williams, K.J. (2004). *Mood and pooling of unshared information in group decision making*. Paper presented at the annual meeting of the Society for Industrial & Organizational Psychology, Chicago, IL.

Schneeberger, N. A. & Williams, K.J. (2003). *Why Women "Can't" Do Math: The Role of Cognitive Load in Stereotype Threat Research*. Paper presented at the annual meeting of the Society for Industrial & Organizational Psychology, Orlando, FL.

Robinson, G.R. & Williams, K.J. (2003). *Predicting expatriate success through social cognitive theory*. Paper presented at the annual meeting of the Society for Industrial & Organizational Psychology, Orlando, FL.

Han, T.Y. & Williams, K.J. (2003). *Multilevel Approach to Individual and Team Adaptive Performance*. Paper presented at the annual meeting of the Society for Industrial & Organizational Psychology, Orlando, FL.



Dodge, T. & Williams, K.J. (2002, April). *The influence of implicit theories on performance attributions and expectancies*. Paper presented at the annual meeting of the Society for Industrial & Organizational Psychology, Toronto, Canada.

Robinson, G. & Williams, K.J. (2002, April). *Implicit theories of ability and performance appraisal processes*. Paper presented at the annual meeting of the Society for Industrial & Organizational Psychology, Toronto, Canada

Auerbach, M. & Williams, K.J. (2002, April). *An experience sampling study of the antecedents of vitality*. Paper presented at the annual meeting of the Society for Industrial & Organizational Psychology, Toronto, Canada

Kierein, N. & Williams, K.J. (2002, April). *Understanding negative attitudes toward affirmative action promotion decisions*. Paper presented at the annual meeting of the Society for Industrial & Organizational Psychology, Toronto, Canada.

Cummings, K.M., & Williams, K.J. (2001). *Reactions to peer and supervisory appraisals in constrained and unconstrained situations*. Paper presented at the annual meeting of the Southeastern Psychological Association, Atlanta, GA.

Cummings, K.M., & Williams, K.J. (2001, February). *Attributions for performance and performance ratings: The influence of perspective*. Paper presented at the annual meeting of the American Association of Behavioral and Social Sciences, Las Vegas, NV.

Donovan, J.J., & Williams, K.J. (2000, April). *The impact of goal hierarchies, progress, and anticipated emotions on goal revision*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Radosevich, D.J., & Williams, K.J. (2000, April). *A longitudinal examination of self-regulatory processes in a multiple-goal environment*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Auerbach, M.A. & Williams, K.J. (2000, April). *The effect of work and family centrality on role boundary permeability*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Gunnarsson, R. & Williams, K.J. (2000, April). *Family life cycle and the job satisfaction-life satisfaction relationship*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Fortunato, V. & Williams, K.J. (1999, April). *Predictors of personal goal revision on a complex task*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Sterling, J. & Williams, K.J., (1999, April). Newcomer socialization: The impact of goal orientation, self-efficacy, and desire for control on proactive behaviors. In D.A. Major (Chair), *Current issues in organizational socialization research*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Donovan, J.J. & Williams, K.J. (1999, April). *Contextual, dispositional, and cognitive influences on goal revision*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Williams, K.J., Donovan, J. J., & Dodge, T.L. (1997, May). Personal goal revision in an achievement context. In K.J. Williams (Chair), *Reactions to goal-performance discrepancies: Effects of personality and performance context*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Donovan, J. & Williams, K.J. (1996, August). *Dynamic self-regulation in recreational runners*. Paper presented at the annual meeting of the Academy of Management, Cincinnati, OH.

Quade, J.G. & Williams, K.J. (1994, April). Mood and self-regulation: The effect of affect on self-cognitions and performance. In K.J. Williams (Chair), *Affect, self-cognitions, and performance: Are mood states and productivity related?* Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.

Taber, T.D. & Williams, K.J. (1993, April). *A study of the beneficiaries of pro-social behavior*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Williams, K.J. (1992, May). Modeling the process used in the day-to-day management of work and family roles. In M. S. Taylor and K. J. Williams (Chairs), *Balancing work and nonwork roles: Factors that maximize payoffs and minimize conflict*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Montreal, Canada.

Quade, J.G. & Williams, K.J. (1992, May). The influence of mood on the encoding of performance information. In K.J. Williams (Chair), *Performance appraisal processes: Effects of rater stereotypes, expectations, and affect*. Symposium presented at the annual convention of the Society for Industrial and Organizational Psychology, Montreal, Canada.

Paullay, I.M., Alliger, G.M., Stone, E.F., & Williams, K.J. (1992, May). *Construct validation of job involvement and work centrality scales*. Paper presented at the annual convention of the Society for Industrial and Organizational Psychology, Montreal, Canada.

Williams, K.J. (1991, April). Daily mood states in employed women: Variation, antecedents, and consequences. In J. Feldman (Chair), *Affect as cause and consequence of behavior in organizations*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Alliger, G.M., & Williams, K.J. (1991, April). Applications of experience sampling methodology to the study of work behavior. In R.J. Klimoski (Chair), *Advances in research methods and data analytic strategies*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Williams, K.J., & Alliger, G.M. (1989, August). Affect and the cognitively active rater: Examining the role of affect in performance decisions. In R.L. Cardy (Chair), *The theoretical and applied utility of cognitive personnel research*. Symposium presented at the annual meeting of the Academy of Management, Washington, D.C.

DeNisi, A.S., Robbins, T., & Williams, K.J. (1989, April). Retrieval vs. computational memory models: What we remember vs. what we use. In *The relationship between memory and judgment: Implications for performance appraisal*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.

Williams, K.J., Alliger, G.M., & Pulliam, R. (1988, April). *Rater affect and performance ratings: Evidence for the moderating effects of rater perceptions*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Rosenbaum, A.C., & Williams, K.J. (1988, August). *Personality and situational variables affecting the cognitive appraisal of stress*. Paper presented at the annual meeting of the American Psychological Association, Atlanta, GA.

Alliger, G.M., & Williams, K.J., (1988, June). *Affective congruence and the employment interview*. Paper presented at the 2nd annual conference on Decision Making and Information Processing, School of Management, SUNY Buffalo, Buffalo, NY.

Williams, K.J., & Keating, C.W. (1987, April). Affect and the processing of performance information. In G.H. Dobbins (Chair), *Affect in Human Resource Management: Implications for appraisals, promotions, and sanctions*. Symposium presented at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Williams, K.J. (1987, April). *Cognitive research in I/O Psychology: Challenges for the future*. Paper presented at annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Williams, K.J., (1986, August). *Interpersonal affect in performance appraisal: Evidence for the asymmetry of positive and negative affect*. Paper presented at the meeting of the Academy of Management, Chicago, IL.

Keating, C.W., & Williams, K.J. (1986, August). *Affect and categorization: A replication and extension*. Paper presented at the meeting of the American Psychological Association, Washington, DC.

DeNisi, A.S., & Williams, K.J. (1986, April). The purpose of performance evaluation: A cognitive interpretation. In J. Cleveland (Chair), *The role of purpose in the performance appraisal process*. Symposium presented at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

DeNisi, A.S., Williams, K.J., Cafferty, T.P., & Meglino, B.M. (1985, August). Cognitive processes and performance appraisals: The role of information acquisition and organization. In R.L. Cardy (Chair), *Information processing research in performance appraisal: A consideration of the approach, findings, and implications*. Symposium presented at the meeting of the Academy of Management, San

Diego, CA.

Williams, K.J., DeNisi, A.S., Cafferty, T.P., & Meglino, B.M. (1984, August). *Performance ratings as a function of information organization and appraisal purpose*. Paper presented at the meeting of the American Psychological Association, Toronto, Ontario, Canada.

Cafferty, T.P., DeNisi, A.S., & Williams, K.J. (1984, August). *The organization of behavioral information in memory*. Paper presented at the meeting of the American Psychological Association, Toronto, Ontario, Canada.

Williams, K.J., DeNisi, A.S., Cafferty, T.P. (1983, August). *Schema-based expectations: The role of attributions for maintenance and change*. Paper presented at the meeting of the American Psychological Association, Anaheim, CA.

Laughlin, J.E., & Williams, K.J. (1983). *Implementation of an adaptive forecasting model based on limited data and elicited predictive distributions*. Paper presented at the meeting of the International Symposium of Forecasting, Philadelphia, PA.

Meglino, B.M., Williams, K.J., Mobley, W., & Youngblood, S.A. (1982, March). *A longitudinal analysis of the effect of anxiety on turnover*. Paper presented at the meeting of the Southeastern Psychological Association, New Orleans, LA.

DeNisi, A.S., Cafferty, T.P., Meglino, B.M., Williams, K.J., & Blencoe, A.G. (1982, July). *Rater information search strategies: A proposed new approach to studying the appraisal process and some preliminary results*. Paper presented at the meeting of the International Association of Applied Psychology, Edinburgh.

Cafferty, T.P., Meglino, B.M., DeNisi, A.S., Williams, K.J., & Blencoe, A.G. (1982, August). Search strategies and performance appraisal ratings. In A.S. DeNisi (Chair), *Cognitive approaches to the study of performance appraisal: Some empirical findings*. Symposium presented at the meeting of the American Psychological Association, Washington, DC.

### **Conferences: Consortium, Discussant, Chair Roles**

Discussant, *Longitudinal studies of work-family conflict*, in S. Payne (Chair). Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL (April, 2004).

Discussant, *Goal-Perception Discrepancy Production: Current Practical and Theoretical Issues*, in J. Vancouver (Chair). Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada. (April, 2002).

Discussant, in L.T. Eby (Chair), *Examining work and family research through a methodological lens*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA, April 2000.

Panelist, in L. B. Hammer (Chair), *Theory, or lack thereof, in work-family research*. Panel discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA, April, 1999.

Chair, *Reactions to goal-performance discrepancies: Effects of personality and performance context*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO., April 1997.

Panelist, Human Resources Division doctoral consortium, Academy of Management, August, 1997.

Chair, *Affect, self-cognitions, and performance: Are mood states and productivity related?* Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Nashville, TN, April 1994. .

Chair, *The role of negative affectivity in I/O psychology research*. Symposium, Society for Industrial and Organizational Psychology, San Francisco, CA, May, 1993.

Chair, *Performance appraisal processes: Effects of rater stereotypes, expectations, and affect*. Symposium presented at the annual convention of the Society for Industrial and Organizational Psychology, Montreal, Canada, May 1992.

Co-Chair (with M. Susan Taylor), *Balancing work and nonwork roles: Factors that maximize payoffs and minimize conflict*. Symposium to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Montreal, Canada, May 1992.

Panelist/presenter, *Cognitive models of performance appraisal*. Doctoral Consortium, Personnel/Human Resources Division, Academy of Management, Chicago IL, August, 1986.

Discussant, paper sessions, annual meeting of the Academy of Management: Miami Beach, FL, August, 1991, and Las Vegas, NV, August, 1992.

Discussant, paper sessions, Southern Academy of Management, Orlando, FL, 1985

Discussant and moderator, *Intuitive vs. analytical approaches to performance appraisal*, panel discussion and debate presented at the annual meeting of the Academy of Management, San Francisco, CA, August, 1990.

Chair, *Cognitive research in I/O Psychology: Challenges for the future*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA, 1987.

## **CONTRACT & GRANT ACTIVITY**

### **Principal Investigator - Administrative**

*AGEP SUNY Phase II: Building a Community of Science Scholars.* Stony Brook University (National Science Foundation), 06/01/2010 – 02/29/2012 (\$871,992).

*SUNY AGEF: Best Practices for Institutionalization.* Stony Brook University (National Science Foundation), 05/15/2011 – 04/30/2012 (\$11,370).

*Graduate Research Fellowship Award.* National Science Foundation, 7/01/2010-8/31/2015 (\$66,200).

### **Principle Investigator**

*Ensuring Higher Educational Opportunity for Students at Risk in Politically at Risk Countries* (PI). US Department of State, 9/1/2011 – 8/31/2014 (\$2,500,000 total costs).

*Development and Validation of On-line Applicant Reference Checking System* (PI), Sponsored Research Agreement, Chequed.com, July 2008-September 2009 (\$15,000 total costs).  
[An on-going research partnership, now operating under license and royalty/equity contract]

*Steroid abuse in adolescents* (PI). Skidmore College/National Institutes of Drug Abuse, December 2008-December 2010 (\$132,122).

*Psychological adjustment to multiple role occupancy* (PI). Faculty Research Award Program, University at Albany, State University of New York, April 15, 1991 - April 15, 1992. (\$3,500)

*The role of affect in interpersonal judgments* (PI). Paul Beer Fund, School of Humanities and Social Sciences, Rensselaer Polytechnic Institute, January 1 - December 31, 1985. (\$2,100).

### **Co-Investigator**

*Innovative information Security Education: Fostering Knowledge and Cultural Exchange Between Russia and the US* (Co-Investigator; PI Sanjay Goel). US Department of Education, 10/03/2010 – 12/31/2013, (\$114,196).

**PH.D. SUPERVISION** (completed dissertations only; Department of Psychology unless otherwise noted)

- Levi Boren (2011) *Dynamic Self-Regulation of Multiple Goals.*
- Jessica M. Nicklin (2009) *Effects of Regulatory Focus and Counterfactual Thought on Goal Pursuit in Achievement Settings: A Social Cognitive Perspective.*
- Amy J. LeFevre (2009) *Observer Effects of Non-sexual Nipple Erection and Their Possible Reproductive Advantages in Human Females.*
- Mark Preston (2007) *Karasek's Job Demand-Control Model: A Multi-Method Study Examining the Predictive Validity of Instrumental Feedback as a Second-Order Moderator Variable. (Public Administration)*
- Wonhyun So (2007) *The Effects of Positive Mood and Mood Contagion on Information Pooling in Decision Making.*
- Timothy Lagan (2007) *Examining Authentic Leadership: Development of a Four-Dimensional Scale and Identification of a Nomological Network*
- Nathan Schneeberger (2006) *Predicting Self-Determined Motivation and Organizational Citizenship Behaviors: A Multi-Level Model of Cascading Beliefs*
- Aline Masuda (2006) *The Effects of Learning and Outcome Goals on Performance Using a Moderately Complex Task*
- Melissa Fiegelson (2005) *Recruiting Non-Traditional Applicants and the Effect of Recruitment Message*
- Nicole M. Kierein (2003) *Understanding Negative Attitudes Toward Affirmative Action Policies and Decisions*
- Gregory Robinson (2003) *The Application of Social Cognitive Theory to the Prediction of Expatriate Success*
- Tae Young Han (2003) *A Multilevel Approach to Individual and Team Adaptive Performance*
- Colon Liu King (2003) *Value Added Of Psychological Contracts: A Direct Comparison Against Organizational Commitment*
- Greg Hurtz (2002) *Attitudinal and Motivational Factors Contributing to Participation in Employee Training and Development Activities*
- Jennifer Glenar Fisher (2002) *Implications of Electronic Mail Policies for Fairness and Invasion*

*of Privacy: A Field Experiment*

Meredith A. Auerbach (2002) *The Dynamic Cycle of External Task Interruptions: An ESM Study of Multiple Role Management*

Patricia M. Gonzales(2001) *The Use of Difference Scores in the Implicit Association Test*

Michael Gold (2000) *Pygmalion in cyberspace: Leaders' high expectancies for subordinate performance conveyed electronically versus face-to-face.*

Scott Behson (2000) *Informal work accommodations to family: A potential coping strategy for reducing the stress associated with work-family conflict among professional employees. (Organizational Studies PhD Program)*

David Radosovich (1999) *A Longitudinal Examination of Self-Regulatory Processes in a Multiple Goal Environment*

John Donovan (1998) *Affective, Contextual, Dispositional, and Cognitive Influences on Goal Revision*

Vincent J. Fortunato III (1996) *Goal Setting and Task Absorption: An Examination of the Variables Mediating the Relationships among Goal Difficulty, Performance, and Task Affect on a Complex Task*

Kim Cummings (1996) *A Comparison of the Attributions and Ratings Made by Peer Versus Supervisory Raters in Situationally Constrained and Unconstrained Conditions*

Jaqueline Quade (1995) *Affect, Self-Regulation, and Goal Processes: An Examination of the Relationships*

Lisa Lynch (1992) *The Relationship Between Perceived Value, Employee Perceptions of Automation and Organizational Commitment*

Michael Britt (1991) *The Role of Social Identity Theory in Self-Efficacy, Goal-Setting, and Performance*

**ACADEMIC SERVICE (University at Albany, SUNY)**

Department of Psychology Committees:

Undergraduate Studies & Advising, 1994-2005

Chair, Search Committees:

I-O assistant professor position 2006-2007

Social psychology assistant professor position, 2005-2006



I-O assistant professor position, 2001-2002  
I-O assistant professor position, 2000-2001  
I-O assistant professor position, 1999-2000  
I-O assistant professor position, 1998-1999  
Tenure committee chair, 2005  
Assessment Committee, 1992-1994, 1999-2007  
Executive Committee, 1990-1991, 1998-2007  
Graduate Admissions Committee, 1988-89, 1990-91, 1992-93, 1997-2007  
Human Subjects Research Committee, 1987-1994.  
Human Subject Pool Coordinator, 1987-1992.  
Doctoral Dissertation Committees: Chair - 21, Member - 30.

College of Arts and Sciences Committees:

College Faculty Council, 2007 – 2008  
College Diversity Committee, 2006  
College Academic Committee, 1988-1991.  
Middle States Accreditation Committee, 1999.

University Service:

Graduate Student Support Review Panel, Co-Chair (2009)  
First Year Experience Task Force (2008)  
Carson Carr Diversity Fellowship/Graduate Student Diversity Committee (2007- )  
Undergraduate Advisement Task Force (2004-2005)  
Committee on Nominations and Elections (1997-1999)  
Summer Orientation Planning Conference (1994)  
Faculty Mentor Program, (1988 - 1995).  
Undergraduate Summer Orientation (1988 - 1989)

Organizational Studies Ph.D. Program

Full-time faculty member, 1987-present  
Assessment Committee, 1990-1992  
Admission Committee, 1992-1993, 1997-2000  
Ph.D. Qualifying Examination Committee, 1988-2004, 2006

Head Coach, Men's and Women's Cross Country, 1994-2001; Assistant Cross Country and Track and Field Coach, 1988 – 1994

New England Collegiate Conference Coach of the Year, 1997, 1998  
Collegiate Track Conference Coach of the Year, 1994, 1997  
27 All-Americans, 2 Individual NCAA (III) Champions  
3<sup>rd</sup> place NCAA National Championships, 1992, 1993

**PROFESSIONAL SOCIETIES**

American Psychological Association  
Society for Industrial and Organizational Psychology  
American Psychological Society

## ORGANIZATIONAL CONSULTING

### *Psychometric Analyses: Professional Licensing & Certification Examinations*

Test construction and psychometric analyses for national certification examinations and state licensing examinations. Developed and validated examinations to measure critical knowledge and practical skills for a variety of professional occupations, including archivists, veterinary hospital managers, ophthalmic dispensing opticians and contact lens fitters, and alcohol and substance abuse counselors.

#### *Project sites:*

Capitol Hill Management Services, Inc.  
New York State, Office of Alcohol and Substance Abuse  
New York State, Department of Education and Professional Licensing  
NYS Ophthalmic Board of Examiners  
Veterinary Hospital Managers Association

### *Personnel Selection & HR Issues (Test Construction and Validation; Employee Selection; Employee Retention)*

Assistance provided to organizations for a variety of decisions related to employee hiring and retention. Conducted job analyses and role delineation studies; developed and administered behavioral interviews and low-fidelity job simulations (e.g., in-basket tests) for selection of entry level supervisors; performed statistical analyses to identify predictors of employee turnover and retention.

#### *Project sites:*

Veterinary Hospital Managers Association  
Andersen Consulting Group  
Nova Bus, Inc.

### *Employee Attitude Surveys*

Design and analysis of employee attitude surveys.

#### *Project sites:*

Veterinary Hospital Managers Association  
Excelsior College