

May 2013

Sylvia Gabriele Roch
Curriculum Vitae

Office Address

Dept. of Psychology
University at Albany, SUNY
1400 Washington Ave
Albany, NY 12222
(518) 442-5962
roch@albany.edu

Earned Degrees

Texas A & M University

Ph.D. 1997
Major: Industrial/Organizational Psychology
Dissertation: The Effect of Rater Motivation on the Accuracy of Performance Appraisal:
An NPI Approach
Advisor: David J. Woehr, Ph.D.

Texas A & M University

M.S. 1994
Major: Industrial/Organizational Psychology
Thesis: Social Value Orientation and Environmental Uncertainty in Resource
Dilemmas
Advisor: Charles D. Samuelson, Ph.D.

Rice University

B.A. 1991
Majors: Psychology, Policy Studies, and German

Educational Employment

University at Albany, SUNY	Associate Professor of Psychology	09/07 to present
University at Albany, SUNY	Assistant Professor of Psychology	9/01 to 9/07
Illinois Institute of Technology	Assistant Professor of Psychology	9/97 to 5/01
Illinois Institute of Technology	Instructor of Psychology	9/96 to 5/97

Scholarly Activity

Refereed Articles

- Mishra, V. & **Roch, S. G.** (in press). Cultural values and performance appraisal: Assessing the effects of rater self-construal on performance ratings. *Journal of Psychology: Interdisciplinary and Applied*.
- Roch, S. G.**, Woehr, D. J., Mishra, V., & Kieszczynska, U. (2012). Rater training revisited: An updated meta-analytic review of Frame-of-Reference Training. *Journal of Occupational and Organizational Psychology*, 85, 370-395.
- Shanock, L. R., **Roch, S. G.**, Mishra, V. (2012). Why we should care about exchange relationships with coworkers as well as supervisors: Both fellow employees and the organization benefit. *Testing, Psychometrics, Methodology in Applied Psychology*, 19, 291-310.
- Roch, S. G.**, McNall, L., & Caputo, P. (2011). Self-Judgments of accuracy as indicators of performance rating quality: Should we believe them. *Journal of Business and Psychology*, 26, 41-55.
- Credé, M., **Roch, S.** & Kieszczynska, U. M. (2010). Class attendance in college: A meta-analytic review of the relationship of class attendance with grades and student characteristics. *Review of Educational Research*, 80, 272-295.
- Nicklin, J., Mayfield, C., Caputo, P. M, Arboleda, M., Cosentino, R., Lee, M., Melinsky, K., Rosman, H., Sackett, A. L., & **Roch S. G.** (2009) Telecommuting: A meta-analysis. *Pravara Management Review*, 8, 2-16.
- Roch, S. G.**, & Paquin, A. R., & Littlejohn, T. (2009). Do raters agree more on observable items. *Human Performance*, 22, 391-409.
- McNall, L. A., & **Roch, S. G.** (2009). A social exchange model of employee reactions to electronic performance monitoring. *Human Performance*, 22, 204-224.
- Nicklin, J. M. & **Roch, S. G.** (2009). Letters of recommendation: Controversy and consensus from expert perspectives. *International Journal of Selection and Assessment*. 17, 76-91.
- Nicklin, J. M., & **Roch, S. G.** (2008). Biases influencing recommendation letter contents: Physical attractiveness and gender. *Journal of Applied Social Psychology*, 38, 3053-3074.

- Paquin, A. R., **Roch, S. G.**, & Sanchez-Ku, M.L. (2007). An investigation of cross-cultural differences in the impact of productivity Interventions: The example of ProMES. *Journal of Applied Behavioral Science*, 43, 427-448.
- Roch, S. G.** (2007). Why convene rater teams: Investigation of the benefits of anticipated discussion, consensus, and rater motivation. *Organizational Behavior and Human Decision Processes*, 104, 14-29.
- Roch, S. G.**, Sternburgh, A., & Caputo, P. (2007). Absolute versus relative performance rating formats: Implications for fairness and organizational justice. *International Journal of Selection and Assessment*, 15, 302-316.
- Roch, S. G.**, & McNall, L. A. (2007). An investigation of factors influencing accountability and performance ratings. *Journal of Psychology: Interdisciplinary and Applied*, 141, 499-523.
- McNall, L. A., & **Roch, S. G.** (2007). Effects of electronic monitoring types on perceptions of procedural justice, interpersonal justice and privacy. *Journal of Applied Social Psychology*, 37, 658-682.
- Roch, S. G.** (2006). Discussion and consensus in rater groups: Implications for behavioral and rating accuracy. *Human Performance*, 19, 91-115.
- Roch, S. G.**, & Shanock, L. R. (2006). Organizational justice in an exchange framework: Clarifying organizational justice distinctions. *Journal of Management*, 32, 299 – 322.
- Adams, S. J., **Roch, S. G.**, & Ayman, R. (2005). Communication medium and member familiarity: The effects on decision time, accuracy and satisfaction. *Small Group Research*, 36, 321-353.
- Roch, S. G.** (2005). An investigation of motivational factors influencing performance ratings: Rating audience and incentive. *Journal of Managerial Psychology*, 20, 695-711.
- Roch, S. G.**, & Ayman R. (2005). Group decision making and perceived decision success: The role of communication medium. *Group Dynamics*, 9, 15-31.
- Roch, S. G.**, Ayman, R., Newhouse, N. K., & Harris, M. (2005). Effect of identifiability, rating audience, and conscientiousness on rating level. *International Journal of Selection and Assessment*, 13, 53-62.
- Roch, S. G.**, & O’Sullivan, B. J. (2003). Frame of reference rater training issues: Recall, time, and behavior observation training. *The International Journal of Training and Development*, 7, 93-107.

Roch, S. G., Lane, J. A. S., Samuelson, C. D., Allison, S. T., & Dent, J. L. (2000). Cognitive load and the equality heuristic: A two-stage model of resource overconsumption in small groups. *Organizational Behavior and Human Decision Processes*, 83, 185-212.

Roch, S. G., & Samuelson, C. D. (1997). Effects of environmental uncertainty and social value orientation in resource dilemmas. *Organizational Behavior and Human Decision Processes*, 70, 221-235.

Woehr, D., & **Roch, S. G.** (1996). Context effects in performance evaluation: The impact of rater sex and performance level on performance ratings and behavioral recall. *Organizational Behavior and Human Decision Processes*, 66, 31-41.

Book Chapters

Roch, S. G. & William, K. (2012). Building Effective Performance Appraisals from an Analysis of Work. In M. A. Wilson, W. Bennett, S. G. Gibson, and G. M. Alliger (Eds.) *Handbook of Work Analysis in Organizations*. Routledge: New York, NY. pp. 419-436

Woehr, D. J. & **Roch, S. G.** (2012). Supervisory Performance Ratings. In N. Schmitt (Ed.) *The Oxford Handbook of Assessment and Selection*. London: Oxford University Press. pp.517-531

Unrefereed Articles

Woehr, D. J. & Roch, S. G. (2011). Supervisor ratings of job performance: A look to increasing effectiveness. *Direccion Estrategica* (May 31, 2011 - <http://direccionestrategica.itam.mx/?s=Woehr&searchsubmit=> ITAM School of Business, Mexico City

Roch, S. G. (2010). The Academics' Forum: Technology in the classroom: reflections and lessons learned. *The Industrial-Organizational Psychologist*, 47, 84-87.

Roch, S. G. (2010). The Academics' Forum: Focus on undergraduate education: A fulfilling academic career. *The Industrial-Organizational Psychologist*, 47, 48-52.

Roch, S. G. (2009). The Academics' Forum: How I stayed sane during the tenure process. *The Industrial-Organizational Psychologist*, 47, 73-76.

Roch, S. G. (2009). The Academics' Forum: An investigation of research grants as reflected in published articles. *The Industrial-Organizational Psychologist*, 47, 63-67.

- Roch, S. G.** (2009). The Academics' Forum: Focus on industrial and organizational psychology master's programs: Benefits and challenges. *The Industrial-Organizational Psychologist*, 46, 61-65.
- Roch, S. G.** (2009). The Academics' Forum: The ideal graduate seminar and advisor: Graduate student perspective. *The Industrial-Organizational Psychologist*, 46, 50-54.
- Roch, S. G.** (2008). The Academics' Forum: Industrial-organizational psychology perspectives of business school faculty positions. *The Industrial-Organizational Psychologist*, 46, 87-92.
- Roch, S. G.** (2008). The Academics' Forum: Data sources and publication in top journals: The hunt for participants. *The Industrial-Organizational Psychologist*, 46, 91-94.
- Roch, S. G.** (2008). The Academics' Forum: Benefits and challenges of Industrial-Organizational Psychology faculty members with nontraditional backgrounds. *The Industrial-Organizational Psychologist*, 45, 75-78.
- Roch, S. G.** (2008). The Academics' Forum: Avoiding undergraduate teaching burnout, part 2. *The Industrial-Organizational Psychologist*, 45(3), 87-89.
- Roch, S. G.** (2007). The Academics' Forum: Avoiding undergraduate teaching burnout. *The Industrial-Organizational Psychologist*, 45(2), 73-76.
- Clause, C. S., Kaiser, R. B., & **Roch, S. G.** (1995). The Academics' Forum: Using socialization literature to shed light on the first year transition. *The Industrial-Organizational Psychologist*, 33, 91-95

Refereed Presentations

- Mishra, V., & **Roch, S.G.** (2013). *Evaluation of job performance behaviors: Do raters' cultural values matter?* Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Weissblum, E., & **Roch, S. G.** (2013). *Do it because I said So...Please? Justice and power.* Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Mishra, V. & **Roch, S. G.** (2011, August). *Influence of self-construal on perceived fairness of decision-making strategies.* Poster session presented at the annual meeting of the American Psychological Association, Washington, D.C.

- Mishra, V. & **Roch, S. G.** (2011, April). *Rater self-construal as a source of bias in performance ratings*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Roch, S. G.**, Mishra, V., & Trombini, E. (2011, April). *Motivation in assessment centers: Does it depend on the task?* Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Brill, R., **Roch, S. G.**, & Stone, N. (2011, April). *Talking Tech: Sharing Successes and Failures with Technology in I/O Psychology Courses?* Roundtable discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Cortina, A. C., & **Roch, S. G.** (2010, August). *Decisions: A comparison between human capability and cognitive ability*. Poster session presented at the annual meeting of the American Psychological Association, San Diego, CA.
- Roch, S. G.**, & Shanock, L. R. (2010, August) *How Are Informational Justice and Interpersonal Justice Related to Interactional Justice?* In J. Greenberg (Chair), *Issues in the Measurement of Justice*. Showcase symposium conducted at the annual meeting of the Academy of Management, Montreal, Canada.
- Adam, S. J., Ayman, R. & **Roch, S. G.** (2010, August). *Communication frequency and content on leader emergence: Does communication medium matter?* Roundtable paper session presented at the annual meeting of the Academy of Management, Montreal, Canada.
- Kieszczyńska, U. & **Roch, S. G.** (2010, April). Norm type and strength: Group potency, cohesion, and performance implications. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA
- Roch, S. G.**, Mishra, V., Kieszczyńska, U., & Woehr, D. J. (2010, April). Frame of reference training: An updated meta-analysis. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA
- Crede, M., **Roch, S. G.**, Kieszczyńska, U. (2010, April). The influence of class attendance on college grades: A meta-analysis. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Caputo, M. & **Roch, S. G.** (2009, April). Rating formats and perceptions of performance appraisal fairness. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- Roch, S. G.**, Trombini, E. T., & Mishra, V. (2009, April). Implications of perceived task subjectivity in an assessment center context. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Trombini, E. T., & **Roch, S. G.** (2009, April). *Dependence of group behaviors on previous communication medium experience*. Interactive poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Nicklin, J., Arboleda, M., Caputo, P., Cosentino, R., Lee, M., Mayfield, C., Melinsky, D., Rosman, H., Sackett, A., & **Roch, S. G.** (2008, April). *Telecommuting and Organizational Attitudes and Outcomes: A Meta-Analysis*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA. (This poster won the "Top 20 Featured Poster Award").
- Roch, S. G., Trombini, E., & Mishra, V. (2008, April). *Rater teams, perceived dimension subjectivity, and assessment center participant motivation*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Groag-Blavvise, O., Scheuer, M., Ayman, R., Hrabak, A., & **Roch, S. G.** (2007, April). *Leadership emergence in face-to-face and virtual groups: Contingency model application*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Roch, S. G.** (2007, April). *Do rater perceptions relate to performance evaluation quality?* Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- McNall, L. A., & **Roch, S. G.** (2006, May). *A model of employee reactions to electronic performance monitoring*. Interactive poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Nicklin, J.M., & **Roch, S. G.** (2006, May). *Letters of recommendation: Controversy and consensus from expert perspectives*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Paquin, A. R. & **Roch, S. G.** (2006, May). *Cross-cultural differences in the impact of a productivity intervention*. Interactive poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Roch, S. G.** (2006, May). *Benefits of rater teams: Role of consensus and rater motivation*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

- Shanock, L. R. & **Roch, S. G.** (2006, May) *Perceived organizational support: Relationships with supervisor and coworker support*. In R. Eisenberger (Chair), *Perceived organizational support: The key role of the supervisor*. Symposium conducted at the meeting of the Society of Industrial and Organizational Psychology, Dallas, TX.
- Nicklin, J. M., & **Roch, S. G.** (2005, April). *Investigating letter-of-recommendation biases in personnel selection*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Roch, S. G.**, & Paquin, A. R. (2005, April). *An investigation of behavioral specificity and rater agreement*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Roch, S. G.** (2005, April). *Importance of accountability, group discussion, and consensus in rater groups*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- McNall, L. A., & **Roch, S. G.** (2004, April). *Effects of electronic monitoring type on organizational justice and privacy*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Roch, S. G.** (2004, April). *Group performance ratings: Investigating behavioral and rating accuracy*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Roch, S. G.**, & Shanock, L. R. (2004, April). *A new interactional justice measure: Clarifying interpersonal and interactional justice*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Roch, S. G.**, Ayman, R. A., & McNall, L. (2003, April). *Effect of rater audience, identifiability, and intrinsic motivation on ratings*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Zlatoper, K., & **Roch, S. G.** (2003, April). *Exploration of justice and shift: Satisfaction, commitment, and turnover intentions*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Nelson, S., Ayman, R., & **Roch, S. G.** (2002, August). *The relationship of leader efficacy, gender, and leader emergence: The impact of communication medium*. Poster session presented at the annual meeting of the American Psychological Association, Chicago, IL.

- Roch, S. G.** (2002, April). *Group performance appraisal: Increasing rating accuracy*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Adams, S. J., **Roch, S. G.**, & Ayman, R. (2002, April). *Communication medium and member familiarity: Effects on time and accuracy*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Roch, S. G.** (2001, June). *The effect of social value orientation and type of previous group interaction on request size in a resource dilemma*. Poster session presented at the bi-annual meeting of the Society for Social Dilemmas, Chicago, IL.
- Roch, S. G.**, Ayman, R., Newhouse, N., & Connor, M. (2001, April). *Impact of rater audience, identifiability, and conscientiousness on rating level*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Roch, S. G.**, & Zlatoper, K. (2001, April). *An exploration of organizational justice's impact on commitment and satisfaction*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Sternburgh, A., & **Roch, S. G.** (2001, April). *Differences in fairness perceptions of performance appraisal formats*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- O'Sullivan, B. J., & **Roch, S. G.** (1999, April). *FOR and FOR/observational trainings' effects on rating accuracy and recall*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Roch, S. G.**, & Woehr, D. J. (1997, August). *The effect of rater motivation on the accuracy of performance appraisal: An NPI approach*. Poster session presented at the annual meeting of the American Psychological Association, Chicago, IL.
- Roch, S. G.**, Lane, J., Allison, S., & Samuelson, C. D. (1996, April). *Effect of cognitive busyness on request size in a resource sharing task*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Roch, S. G.**, & Woehr, D. (1995, August). *Context effects in performance evaluation: The impact of ratee gender and performance level*. Paper presented at the annual meeting of the American Psychological Association, New York, NY.
- Roch, S. G.**, & Samuelson, C. D. (1995, August). *Social value orientation and environmental*

uncertainty in resource dilemmas. Poster session presented at the annual meeting of the American Psychological Association, New York, NY.

Woehr, D., & **Roch, S. G.** (1994, April). *The effect of frame-of-reference training on rating accuracy and behavioral recall*. Poster session presented at the annual meeting of the Society of Industrial and Organizational Psychology, Nashville, Tennessee.

Invited Presentations

Roch, S. G. (2009, April). *How I survived the tenure process*. Invited talk presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Roch, S. G. (2007, May) *Group decision making in performance evaluation contexts: Benefits of rater teams*. Invited talk presented at the annual meeting of the Association for Psychological Science, Washington, D.C.

Roch, S. G. (1997, October). *Careers and competencies of I/O Psychologists*. Invited talk presented at the monthly meeting of the Chicago Industrial Organizational Psychologists, Chicago, IL.

Unrefereed Presentations

Roch, S. G. (1996, January). *Organizational communication exercise*. Poster session presented at the Eighteenth Annual National Institute on the Teaching of Psychology, St. Petersburg, Florida.

Roch, S. G., Lane, J., Miyashiro, B. A., Thomas, L., & Samuelson, C. D. (1995, July). *Interactive effect of role schemas and justification on resource use decisions*. Poster session presented at the annual meeting of the American Psychological Society, New York, NY.

Miyashiro, B., **Roch, S. G.,** & Samuelson, C. D. (1994, July). *The relationship between descriptive and injunctive norms in a resource allocation task*. Poster session presented at the annual meeting of the American Psychological Society, Washington D.C.

Technical Reports

Troy, Mark E., & **Roch, S. G.** (1996). *A survey of graduate/professional students at Texas A&M*. (Research Report No. 101) College Station, TX: Measurement and Research Services.

Maldegen, R., & **Roch, S. G.** (1995). *Quality action team investigating instructor evaluations*.

College Station, TX: Food Safety Inspection Service (division of the United States Department of Agriculture).

Troy, Mark E., & **Roch, S. G.** (1995). *Reported gains by graduating seniors, Spring 1995.* (Data Summary #157) College Station, TX: Measurement and Research Services.

Troy, Mark E., & **Roch, S. G.** (1995). *MSC programming committee survey results.* College Station, TX: Measurement and Research Services.

Troy, Mark E., & **Roch, S. G.** (1995). *A summary of student ratings of courses in the College of Liberal Arts.* (Data Summary #151) College Station, TX: Measurement and Research Services.

Roch, S. G. & Gottesfeld, N. (1993). *Training proposal for the position of Food Service Supervisor.* College Station, TX: Food Services Center, Texas A & M University.

Consultancies

2008 – present **Check.com.** Provided advice regarding an on-line reference checking project and a more general system to be used to select employees.

1999 – 2001 **Assessment Center.** Served as a member of a three-person team that designed and implemented an assessment center for students.

1999 – 2000 **Assessment Center.** Served as an assessor in an assessment center evaluating employees and managers at C.N.A. Insurance.

1996 **Assessment Center.** Served as an assessor in an assessment center for first line supervisors for Food Safety Inspection Service (division of the United States Department of Agriculture).

1995 – 1996 **Survey Experience.** In the context of an internship with Measurement and Research Services, implemented, analyzed, and reported various surveys conducted by the office.

1994 – 1995 **Performance Appraisal Design Team.** Served as a member of a team design a performance appraisal feedback system for first line supervisors in the Food Safety Inspection Service.

Grant Activity/Monetary Awards

Summer 2006

Psi Chi Faculty Advisor Research Grant Proposal

Amount Requested: \$2000

Amount Funded: \$0

Co-PI: Linda Shanock

Purpose: To propose and explore a model investigating how perceptions regarding an organization's performance appraisal practices influence employee attitudes.

Summer 2005

Individual Development Award

Amount Requested: \$1000

Amount Funded: \$1000

Purpose: Attended a week long course on Hierarchical Linear Modeling

NSF Grant Proposal: *Explanations for the difference in decision quality of computer-mediated versus face-to-face groups: The role of fairness and team member support*

Amount Requested: \$110,895

Amount Funded: \$0

Co-PI: Linda Shanock

Purpose: To propose and explore a model of fairness and team member support in the context of computer mediated and face-to face groups.

Spring 2005

Dr. Naula McGann Drescher Leave Award

Purpose: Course relief for one semester (Spring 2005)

Summer 2004

NSF Grant Proposal: *Linguistic Profiles of Personality Traits and Their Role in Leadership Emergence and Decision Making*

Amount Requested: \$61,395 (my part)

Amount Funded: \$0

Co-PIs: Shlomo Argamon & Roya Ayman

Purpose: To investigate the relationship between personality traits, decision making confidence, language use, leader emergence and decision making effectiveness

Spring 1999

Illinois Institute of Technology Research Grant # 2330

Amount Requested: \$10,000

Amount Funded: \$10,000

Co - PIs: Roya Ayman & Matthew Bauer

Purpose: To investigate differences between face-to-face and computer mediated teams.

Teaching

Teaching Experience

University at Albany

Graduate Courses

- Survey of Personnel Psychology
- Training and Development Seminar
- Performance Appraisal Seminar
- Group Dynamics Seminar
- Meta-analysis
- Ethics and Professional Issues

Undergraduate Courses

- Industrial and Organizational Psychology

Illinois Institute of Technology

Graduate Courses

- Decision Making Seminar
- Social Basis of Behavior
- Performance Appraisal Seminar

Undergraduate Courses

- Industrial/Organizational Psychology
- Social Psychology

Advising:

University at Albany

I have served/serve as the official advisor to nine graduate students, two of whom completed

both their masters' equivalency project and their dissertations under my guidance. Both of these students were awarded *the Distinguish Doctoral Dissertation Award* by UAlbany.

Dissertation Chair

Weissblum, E. (2012). *Do it because I said so .. please? The connection between supervisor interpersonal justice, perceived power, and employee reactions.*

Trombini, E. (2011). *The architecture of multitasking: Expanding a structural model.*

Caputo*, P. (2007). *Determinants and outcomes of performance appraisal fairness: An investigation of self-appraisal and rating format in groups.*

McNall**, L. (2005). *A model of employee reactions to electronic performance monitoring.*

**This dissertation was awarded the Distinguished Doctoral Dissertation Award by the University at Albany and the Society for Industrial and Organizational Psychology Foundation Graduate Student Scholarship.

**This dissertation was awarded the Distinguished Doctoral Dissertation Award by the University at Albany

Dissertation Committee Member

Lue, C. (2003)

Donsbach, J. (2007)

Lagan, T. (2007)

Nicklin, J. (2009)

Sackett, A. (2008)

Arboleda, M. (2010)

Mann, M. (2011)

Costina, R. (2011)

Bono, A. (2011)

Kim, R. (2012)

Kieczynska, U.

Master's Theses Chair

Catallo, N. (2009). *Importance of leadership selection in teams.*

Cortina, C. (2009). *Measurement and assessment for personnel decisions: A comparison between cognitive ability and human capability.*

Waxler, S. (2011). *Do people vary on the importance they place on organizational justice?: An examination of power distance as an individual difference factor.*

Srisamosorn, P. (2011). *Organizational politics and performance appraisal perceptions.*
600 Project Chair (Master's Equivalency)

Completed Projects

McNall, L. A. (2003) *Effects of electronic monitoring types on perceptions of procedural justice, interpersonal justice and privacy.*

Weissblum, E. (2004). *The effects of interpersonal justice on performance.*

Caputo, P. (2006). *Group categorization effects on the performance evaluation process: The role of social identity theory in performance decisions.*

Zhichkina, L (2006). *Performance appraisal of teams: A comparison of the effects of individual, team, and combined performance evaluations.*

Trombini, E. (2008). *Dependence of group behaviors on previous communication medium experience*

Mishra, V. (2009) *.Rater Self-Construal as a Source of Bias in Performance Rating*

Kiezczyńska, U. (2009). *Influence of Different Types of Organizational Norms and Norm Strength on the Development of Group Potency, Cohesion and Performance*

Undergraduate Honor Theses

Rutter*, J. (2008). *Out of the closet and into the workplace: Perceptions of managers in an interview based setting.*

Armstrong, A. (2007). *Perceptions of fairness: Ratees' reactions to different numbers of raters.*

Nicklin**, J. (2004). *Investigating letter of recommendation biases in personnel selection.*

* This honor thesis was awarded the 2008 Department of Psychology: Excellence in Undergraduate Research Award

** This honor thesis was awarded the 2004 Presidential Award for Undergraduate Research from the University at Albany and the Department of Psychology: Excellence in Undergraduate Research Award.

Illinois Institute of Technology

I served as the advisor for the following students. These include only students who completed their master's thesis under my supervision. In addition to serving as chair for these students, I also served on numerous other theses and dissertation committees, which are not listed.

O'Sullivan, B. J. (1998). *The effects of frame-of-reference (FOR) training and a combined FOR and observational training (FOR/OBS) program on rating and observational accuracy.*

Barr, M. (1999). *The moderation effect of goal orientation on self-efficacy.*

Davis-Lenane, D. (2000). *An examination of selection predictors of decision-making for upper level managers.*

Newhouse, N. (2000). *The moderating effects of self-monitoring and affect on accountability in performance appraisal.*

Sternburgh, A. (2000). *The effects of rating formats and ethical frameworks on perceptions of organizational justice of a performance appraisal.*

Adams, S. J. (2001). *The impact of communication medium and member familiarity on decision time, satisfaction, and decision accuracy.*

Thompson, C. (2004). *Group polarization in computer mediated decision making.*

Service at the University at Albany

Leadership Positions

2007 – present	Area head of the Industrial/Organizational Psychology Program
2007 – 2008	Chair of the I/O Psychology Faculty Search Committee
2003 – present	Co-Advisor/Advisor to Psi Chi (Psychology Honor Society)

All Service

University

2010 - 2012	Member of Course Evaluation Advisory Committee
2003 – present	Faculty Marshal at Commencement
2004 – 2005	Student Satisfaction Committee (ad hoc)
2002 – 2003	Institutional Review Board

College

2010 – 2012 At large member of the CAS Faculty Council
2008 – 2011 Member of the MALS advisory board

Departmental

2009 Open House Representative (March 5, 2009)
2008 Representative to the Spring Open House
2007 – present Member of the Psychology Executive Committee
2007 – present Area head of the Industrial/Organizational Psychology Program
2007 – 2008 Chair of the I/O Psychology Faculty Search Committee
2003 – 2010 Co-Advisor/Advisor to Psi Chi (Psychology Honor Society)
2006 – 2007 Departmental Honor Program Workgroup Member (ad hoc)
2006 – 2007 Self-study Undergraduate Assessment Committee Member (ad hoc)
2006 – 2007 I/O Psychology Faculty Search Committee Member
2002 – present Psychology Recognition Ceremony Attendee
2005 – 2006 Social Psychology Faculty Search Committee Member
2005 – present Graduate Studies Committee Member
2003 – 2005 Representative to the Spring Open House
2001 – 2004 Graduate Studies Committee Member
2003 Awards Committee Member
2001 – 2002 Space Committee Member
2001 – 2002 I/O Psychology Faculty Search Committee Member

Community

2011 Served as a judge at the 26nd Annual Upstate New York Junior Science and Humanities Symposium on March 21.
2009 Served as a judge at the 24nd Annual Upstate New York Junior Science and Humanities Symposium on Feb. 7 .
2008 Served as a judge at the 23nd Annual Upstate New York Junior Science and Humanities Symposium on April 1.
2007 Served as a judge at the 22nd Annual Upstate New York Junior Science and Humanities Symposium on March 27.

Professional

Committees

2006 – present Society for Industrial and Organizational Psychology Education and Training

Subcommittee of the High School Outreach Committee

Review Activities

Editorial Boards

2007 - present *Organizational Behavior and Human Decision Processes*

2007 – 2010 *The Industrial-Organizational Psychologist*

2009 – present *Journal of Business and Psychology*

I review yearly for the annual Society for Industrial and Organizational Psychology conference.

I have served as an ad hoc reviewer for the following journals:

Academy of Management Journal

Basic and Applied Social Psychology

Group Dynamics

Human Relations

Human Performance

Journal of Managerial Psychology

Journal of Behavioral Decision Making

Journal of Experimental Social Psychology

Journal of Managerial Studies

Journal of Management and Organization

Journal of Personality and Social Psychology

Small Group Research

Psychological Reports: Perceptual and Motor Skills

Public Administration Review

I have served as an ad hoc reviewer for the following grants:

Research Grants Council of Hong Kong

Professional Affiliations

American Psychological Association (1993-2010)

Society for Industrial and Organizational Psychology (1993-present)

Society for Judgment and Decision Making (1998 - 2007)

Academy of Management (1994-1998, 2010-2011)