

June 2024

**Sylvia Gabriele Roch**  
Curriculum Vitae

Department of Psychology  
University at Albany, SUNY  
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**EDUCATION**

**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	Professor of Psychology	01/21 to present
University at Albany, SUNY	Associate Professor of Psychology	09/07 to 12/20
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

## HONORS & AWARDS

- Winter 2019*            2019 Journal of Business and Psychology Stan Gully Award for Sustained Excellence in Reviewing
- Spring 2017*            Noted as one of the most influential authors in Industrial and Organizational Psychology (as cited in undergraduate I/O textbooks) according to an article published in *Industrial and Organizational Psychology* (Aguinis, Ramani, Campbell, Bernal-Turnes, Drewry, & Edgeron, 2017).
- Spring 2016*            Individual Development Award – United University Professions (UUP)
- Winter 2010*            Journal of Business and Psychology Reviewer of the Year Award
- Spring 2008*            Top 20 Featured Poster Award at the annual meeting of the Society for Industrial and Organizational Psychologists
- 1
- Summer 2005*           Individual Development Award (UUP)
- Spring 2005*            Dr. Naula McGann Drescher Leave Award

## PUBLICATIONS

### Refereed Articles

\* denotes either current or former student coauthors

- Roch, S. G.** (2024). Perceptions of assessment center exercises: Between exercises differences and interventions. *Industrial and Organizational Psychology*, *17*(2), 220–232. doi:10.1017/iop.2024.4
- Roch, S. G.**, Zhuang\*, W., Park\*, J., Jin\*, F., & Brooks\*, R. R. (2024). Do just trainer behaviors matter? An investigation of felt obligation, affect, and endorsement of the just world hypothesis. *Journal of Personnel Psychology*, *23*(2), 96–107. <https://doi.org/10.1027/1866-5888/a000334>
- Rubin, E., Roch, C. H. & **Roch, S. G.** (2023). Grading teacher performance appraisal systems: Understanding the implications of student test scores and performance information use. *Public Performance and Management Review*, *46*(2), 257-285
- Roch, S. G.**, Zhuang, W., Hunt, S. T., & Bidwell, L. (2022). Employee groups and performance trends over time: Exploring the value of performance ratings for identifying high performers and other employee groups. *Psychology of Leaders and Leadership*, *25*(2), 65–89. <https://doi.org/10.1037/mgr0000125> (May)

- Dalal, D. K., Randall, J.G., Cheung, H.K., Gorman, B. C., Roch, S.G., & Williams, K. J. (2022). Is there bias in alternatives to standardized tests? An investigation into letters of recommendation, *International Journal of Testing*, 22 (1), 21-42, DOI:10.1080/15305058.2021.2019751
- Ciancetta\*, L., & **Roch, S. G.** (2021). The role of gender in performance feedback: Uncovering new areas of the backlash effect. *Human Resource Management*, 60(4), 641-657. <https://doi.org/10.1002/hrm.22059>
- Roch, S. G.**, & Braddock\*, K. L. (2020). Do employees prefer to receive ratings? The role of justice perceptions and justice-related factors. *Journal of Personnel Psychology*, 19(3), 103–112. <https://doi.org/10.1027/1866-5888/a000243>
- Roch, S. G.**, Shannon\*, C., Martin\*, J., Swiderski\*, D., Agosta\*, J., & Shanock, L. (2019) Role of employee felt obligation and endorsement of the just world hypothesis: A social exchange theory investigation in an organizational justice context". *Journal of Applied Social Psychology*, 49(4), 213-225. <https://onlinelibrary.wiley.com/journal/15591816>
- Mishra\*, V., & **Roch, S. G.** (2017). Do all raters value task, citizenship and counterproductive behaviors equally: An investigation of cultural values and performance evaluations? *Human Performance*, 30, 193-211. <https://doi.org/10.1080/08959285.2017.1357556>
- Gorman, A., Meriac, J., **Roch, S. G.**, & Ray, J. (2017). An exploratory study of effective performance management practices: Is performance management research irrelevant? *International Journal of Selection and Assessment*, 25, 193-202. doi: 10.1111/ijsa.12172
- \* Highest Cited Paper 2019 Award
- Roch, S. G.** (2017). Analytics and information: A case for performance ratings. *Industrial and Organizational Psychology*, 10(1), 39-42. <https://doi.org/10.1017/iop.2016.102>
- Tziner, A., & **Roch, S. G.** (2016). Disappointing interventions and weak criteria: Carving out a solution is still possible, *Industrial and Organizational Psychology*, 9(2), 350–356. doi: 10.1017/iop.2016.24.
- Woehr, D. J., & **Roch, S. G.** (2016). Of babies and bathwater: Don't throw the measure out with the application, *Industrial and Organizational Psychology*, 9(2), 357–361. doi: 10.1017/iop.2016.25.
- Roch, S. G.**, Mishra\*, V., & Trombini\*, E. (2014). Does selection measure scoring influence motivation: One size fits all? *International Journal of Selection and Assessment*, 22, 23-38.
- Mishra\*, V., & **Roch, S. G.** (2013). Cultural values and performance appraisal: Assessing the effects of rater self-construal on performance ratings. *Journal of Psychology: Interdisciplinary and Applied*, 147, 325-344.

- 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. G.**, & 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.

### Unrefereed Articles

Woehr, D. J., & **Roch, S. G.** (2011). Supervisor ratings of job performance: A look to increasing effectiveness. *Direccion Estrategica*  
(<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

### **Book Chapters**

**Roch, S. G.,** & Sim, W. Y. (forthcoming). Justice Perceptions in Performance Management. In D. Schleicher and H. Baumann (Eds.). *Performance Management (SIOP Organizational Frontiers Series)*. Oxford University Press.

**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

### **WORKS IN PROGRESS**

#### **Manuscripts Under Review**

Sim, W. Y., & **Roch, S. G.** *Counterfactual Thoughts and Justice Perceptions*. Under review at *Journal of Applied Psychology*.

**Roch, S. G.,** Sim\*, W. Y., Lepore\*, K., Neale\*, C., Tell\*, M., & Martin\*, J. **Roch, S. G.,** Sim\*, W. Y., Lepore\*, K., Neale\*, C., Tell\*, M., & Martin\*, J. *Capturing Employee Felt Obligation to Organizations, Supervisors, and Coworkers: A New Measure and Directions for Future Research* submitted to *Applied Psychology: An International Review*.

**Roch, S. G.** *Why Participant Perceptions of Assessment Center Exercises Matter: Justice, Motivation, Self-Efficacy, and Performance*. Revise and resubmit the *International Journal of Selection and Assessment*.

Sim\*, W. Y. & **Roch, S. G.** *Justice Judgments in Organizational Settings: Why Counterfactual Thinking and Supervisor versus Organizational Targets Matter* submitted to the *European Journal of Work and Organizational Psychology*.

Braddock, K.\* & **Roch, S. G.** *Feedback Effectiveness Perceptions? Investigation of Type of Media Channel and Expertise*. Was rejected, being revised.

Shannon, C\* & **Roch, S. G.** *Secret Sauce for Employee Identification? Implications of Perceptions of Organizational and Workgroup Entitativity for Employee Identification and Outcomes*" Was rejected, being revised

## GRANT FUNDING

### Funded

#### *Spring 2024*

Society for Industrial and Organizational Psychology

Douglas W. Bray and Ann Howard Research Grant

Title: Assessment Center Participants Perception of Artificial Intelligence  
Exercise Ratings: A Justice Perspective

Amount Requested: \$8641.67

Amount Funded: \$10,000

Purpose: Assessment center simulation to investigate participant reactions to AI assessment of specific assessment center exercises.

#### *Fall 2016*

Society for Industrial and Organizational Psychology

Douglas W. Bray and Ann Howard Research Grant

Title: Applicant Perceptions of Assessment Center Exercise Scoring Objectivity:  
Motivation and Justice.

Amount Requested: \$10,000

Amount Funded: \$6000

Purpose: Assessment center simulation to investigate participant reactions to specific assessment center exercises – a revision of the 2012 proposal

#### *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.

## CONFERENCE PRESENTATIONS

Payne, S. C. (Co-chair), & Otero La Porte, Y. (Co-Chair), Drasgow, F. (Panelist), Henning, J. (Panelist), Horner, M. (Panelist), **Roch, S. G.** (Panelist), & Schmitt, N. (Panelist) (2024, April). Remaining true to our roots: Academic careers in psychology departments. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.



- Sim, Wei Yang & **Roch, S. G.** (2023, April). Counterfactual thoughts and their relationship with justice perceptions. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Shannon, C. & **Roch, S. G.** (2022, April). The organization as an entity: Implications for identification. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
- Roch, S. G.**, Zhuang, W., Park, J., Sim, W. Y., & Shaju, S. (2022, April). Performance management rater calibration meetings from the employee perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
- Roch, S. G.**, Zhuang, W, Shaju, S., Parks, J., Jin, F., & Brooks, R. (2021, April). Performance rating calibration meetings, rating preference, and rating format. Poster presented at the annual meeting of the *Society for Industrial and Organizational Psychology*, virtual
- Roch, S. G.**, Shaju, S., & Ash, J. (2021, April). Social Exchange Theory: Justice, felt obligation, and individual differences. Poster presented at the annual meeting of the *Society for Industrial and Organizational Psychology*, virtual
- Roch, S. G.** (2020, June). Understanding social and contextual factors in performance management. Discussant for symposium conducted for the annual meeting of the *Society for Industrial and Organizational Psychology*, virtual.
- Zhuang, W., Park, J., Jin, F., Brooks, R. R., & **Roch, S. G.** (2020; June). Training and justice: Role of felt obligation and trainer just and unjust behaviors. Poster presented at the annual meeting of the *Society for Industrial and Organizational Psychology*, virtual
- Hunt, S., Haaland, D., Karavis, P., Levy, P., & **Roch, S. G.** (2019, April). *Talent reviews: comparing performance rating research to "real-world" rating methods*. Roundtable Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington D.C.
- Roch, S. G.**, Ayman, R., Mitchell Gibbons, A., Pool, G., Shahani-Denning, C., & Stoptaugh, C. (2019, April). *IO Psychology master's program issues and challenges: Program Director perspectives*. Panel Discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington D. C.
- Rubin, E., Roch, C. H., & **Roch, S. G.** (2019, April) *Grading teacher performance appraisal systems: Understanding the implications of fairness perceptions*. In Behavior of Street-Level Bureaucrats Symposium conducted at the annual meeting of the Midwest Political Science Association, Chicago, Il.

- Paquin, A. R., Sizemore, P., **Roch, S. G.**, & Bruni, J. (2017, May). *The effect of behavioral observability and overall impressions on rater agreement*. Poster presented at 29th APS Annual Convention, Boston, MA.
- Lepore, K., Neale, C. A., Santiago, L. B., Heller, M. A., Tell, R., Martin, J. J., & **Roch, S. G.** (2017). *We oblige at work: New measure of workplace felt obligation*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Agosta, J. P., Lepore, K., Shannon, C. E., Martin, J. J., Swiderski, D. J., Santiago, L. B., & **Roch, S. G.** (2017, April). *Empirical investigation of multitargeted felt obligation in justice-outcome relationships*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Roch, S. G.** (2017, April). *Rating format, justice and outcomes: Perceptions of politics*. In C. A. Gorman and J. P. Meriac (Chairs), Does the Format Matter? Advances in Rating Format Research. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Roch, S. G.** (2017, April). *Who wants to abolish performance ratings?* In S. C. Payne and A. M. Mendoza (Chairs), When are Performance Ratings Most Valuable? Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Swiderski, D., Martin, J., Santiago, L., Shannon, C., Lepore, K., Agosta, J. A., & **Roch, S. G.** (2016, April). *Individual differences within a justice – outcome framework*. In **S. G. Roch** (Chair), New Roles for Individual Differences in Organizational Justice Research. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Roch, S. G.**, & Gorman, C. A. (2016, April). *The demise of the performance review: Is rating research irrelevant?* Roundtable discussion at annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Roch, S. G.**, (2015, April). *Rating format and justice: Importance of justice dimension and trust*. In C. A. Gorman. (Chair), It's Okay to Do Rating Format Research Again. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Roch, S. G.**, & Paquin, A. R. (2015, April). *Halo revisited, yet again: Item observability and rater individual differences*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Swiderski, D., & **Roch, S. G.** (2015, April). *Trust in supervisor versus organization: Role of politics and justice*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Shannon, C., **Roch, S. G.**, Martin, J., Swiderski, D., Agosta, J., & Shanock, L. R. (2014, May). *Organizational justice: Importance of felt obligation and just world beliefs*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Scott, J., Paquin, A. R., **Roch, S. G.**, & Brown, R. D. (2013, August). *The relationship between rater agreement, behavioral observability, and overall impressions*. Poster presented at the 2013 meeting of the American Psychological Association in Honolulu, HI.
- Mishra, V., & **Roch, S. G.** (2013, April). *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, April). *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.** (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.

**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.

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.

## OTHER PRESENTATIONS

**Roch, S. G.** (2014, December). *Justice implications of selection and performance appraisal practice: The case of selection instrument scoring and performance evaluation rating*

*formats*. Invited talk presented at the New York Metropolitan Association of Applied Psychology, NY, NY

**Roch, S. G.** (2013, November). *Organizational justice: Importance of felt obligation and just world beliefs*. Invited talk at Marist College, Poughkeepsie, NY.

**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.

## CONSULTANCIES

- 2008 – 2010      **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 tasked to design a performance appraisal feedback system for first-line supervisors in the Food Safety Inspection Service.

## TEACHING

*University at Albany*



Graduate Courses

Survey of Personnel Psychology  
Training and Development Seminar  
Performance Appraisal/ Management Seminar  
Group Dynamics Seminar  
Meta-analysis  
Ethics and Professional Issues  
Foundations of Industrial and Organizational Psychology

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***

*Dissertation Chair – completed projects only*

Hernandez, J. (2025)\*\*\*

Martin, J. (2023). *Perceptions of organizational entitativity: Justice as the basis for identification and social exchange.*

Santiago, L. (2023). *Value congruence and employee engagement: An exploration of mechanisms*

Shannon, C. (2021)\*\*\* *The organization as an entity: The role of perceived entitativity in the workplace and implications for organizational identification and related behaviors.*

Zhuang, W. (2021)\*\*\*. *Perceiving organization as an entity: The relationship of entitativity and organizational justice perception.*

Lepore, K. (2020)\*\*\*. *The role of knowledge-building experience with media channels on perceptions and reactions to performance feedback*

- Ciancetta\*, L. (2018). *Bossy, abrasive and a bit too aggressive: The unique double bind of agentic women in the workplace.*
- Swiderski,\*\*\* D. (2018). *The influence of leader behaviors and individual cultural values on interpersonal and informational justice perceptions*
- Weissblum, E. (2013). *Do it because I said so ... please? The connection between supervisor interpersonal justice, perceived power, and employee reactions.*
- Mishra, V. (2012). *The cultural context of performance appraisal: Evaluation of the effects of raters' cultural values on performance ratings using a policy capturing approach.*
- 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.*

\*Awarded the Distinguished Doctoral Dissertation Award by the University at Albany

\*\*Awarded the Distinguished Doctoral Dissertation Award by the University at Albany and the Society for Industrial and Organizational Psychology Foundation Graduate Student Scholarship

\*\*\*University at Albany Dissertation Research Fellowship Award

*Dissertation Chair – in progress*

Sherin Shaju

Wei Yang Sim

Joel Hernandez

*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. (2013)

Cavanaugh (Higgins), J (2016)

Strahan (Neiderhorster), S. (2017)

Wooldridge, J. (2017)

*600 Project/Initial Research Project Chair (Master's Equivalency for PhD students)  
Completed Projects Only*

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.*

Swiderski, D. (2014). *The Role of Organizational Politics, Justice, and Trust on Work Outcomes.*

Martin, J. (2015). *Team Creativity in Two Dimensions: Understanding Incremental and Radical Creativity in Group Contexts.*

Shannon, C. (2015). *An Empirical Examination of the Causal Reasoning Perspective of Counterproductive Work Behavior.*

Lepore, K. (2015). *The Effects of Individual Cultural Differences on Reactions to 360-degree Feedback.*

Santiago, L. (2016). *An Investigation of Equity Sensitivity: Culture Link, Measurement, Moderation, and Outcomes.*

Shaju, Sherin (2020). *The Role of Individual Differences in Felt Obligation and Social Exchanges: An Investigation of Race and the Just World Hypothesis*

Sim, Wei Yang. (2023). *Counterfactual Thoughts and their Relationship with Justice Perceptions (defended as a thesis)*

*Master's Theses Chair (MA students only)*

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.*

Agnoritri, N. (2017). *Assessing factors influencing employees' voice behavior in organizations*

Park, J. (2020). *Moderating role of personality on person-organization fit and turnover.*

Adhikori, A. (2022) *Gender, entitlement, and obligation: Role of agency and communion as mediators*

#### *MA Committee Member*

Zhuang, Wei (2017)

Russo, Christopher (2017)

Wang, Yi-Ren (2017)

Ruyue Sun (2022)

Boran Li (2022)

#### *Undergraduate Honor Theses*

Briggs, C. (2017). *How Politics Influence Turnover Intentions: Examining the Effect of Politics on the Relationship Between Procedural Justice and Felt Obligation.*

\*Undergraduate Research Endowed Fellowship Award (2016)

\*Presidential Award for Undergraduate Research (2017)

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

\*Department of Psychology: Excellence in Undergraduate Research Award (2008)

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

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

\*Presidential Award for Undergraduate Research from the University at Albany (2004)

\*Department of Psychology: Excellence in Undergraduate Research Award (2004)

#### ***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**

#### **Departmental Service**

2018 - 2023	Diversity Committee (Chair starting Fall 2019)
2007 – present	Area Head of the Industrial/Organizational Psychology Program
2007 – present	Member of the Psychology Executive Committee
2002 – 2019	Psychology Recognition Ceremony Attendee
2012 – 2019	Graduate Director for Psychology
2017 - 2018	Chair of I/O Psychology Faculty Search Committee
2015 – 2016	Member of the Assessment Committee
2015 – 2016	Chair of two I/O Psychology Faculty Search Committees
2014 - 2015	Member of three Self Study Committees
2013 – 2014	Chair of the General Education Committee
2012 – 2013	Chair of the I/O Psychology Faculty Search Committee
2009	Open House Representative (March 5, 2009)
2008	Representative to the Spring Open House
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
2005 – 2006	Social Psychology Faculty Search Committee member
2005 – 2012	Graduate Studies Committee member
2003 – 2005	Representative to the Spring Open House
2001 – 2004	Graduate Studies Committee member
2003 - 2017	Awards Committee member
2001 – 2002	Space Committee member
2001 – 2002	I/O Psychology Faculty Search Committee member

### **College Service**

2021 – 2023	CAS Tenure and Promotion Committee
2019 – 2021	CAS Diversity Climate Committee
2010 – 2012	At large member of the CAS Faculty Council
2010 – 2012	Member of Academic Programs Committee
2008 – 2011	Member of the Master of Liberal Arts advisory board

### **University**

2021 – 2022	Budget Metrics Review Committee
2019 – 2020	Assessment Committee (subcommittee of President's Council on Diversity and Inclusion)
2018 - present	Member of Graduate Academic Council Committee on Admissions and Academic Standing
2015 – 2017	Member of Office of Diversity and Inclusion Assistant Director search
2014 – 2015	Chair of Academic Program Review Committee (APRC)
2013 – 2015	Council on Academic Assessment (CAA) Committee member
2013 – 2014	Academic Program Review Committee (APRC) Committee member
2010 - 2012	Member of Course Evaluation Advisory Committee
2003 – 2015	Faculty Marshal at Commencement
2004 – 2005	Student Satisfaction Committee (ad hoc)
2002 – 2003	Institutional Review Board

### **Community Service**

2019	Served as a judge at the 34th Annual Upstate New York Junior Science and Humanities Symposium on March 27.
2017	Served as a judge at the 32nd Annual Upstate New York Junior Science and Humanities Symposium on March 7.
2014	Served as a judge at the 29th Annual Upstate New York Junior Science and Humanities Symposium on March 10.
2011	Served as a judge at the 26 <sup>nd</sup> Annual Upstate New York Junior Science and Humanities Symposium on March 21.
2009	Served as a judge at the 24 <sup>nd</sup> Annual Upstate New York Junior Science

- 2008 and Humanities Symposium on Feb. 7 .  
Served as a judge at the 23<sup>nd</sup> Annual Upstate New York Junior Science and Humanities Symposium on April 1.
- 2007 Served as a judge at the 22<sup>nd</sup> Annual Upstate New York Junior Science and Humanities Symposium on March 27.

## **Professional**

### ***Committees***

- 2018 – 2020 Society for Industrial and Organizational Psychology Education Grant Review Committee
- 2014 - 2016 Society for Industrial and Organizational Psychology Education and Training Guidelines Revision Committee and SIOP Education and Training Committee
- 2006 – 2012 Society for Industrial and Organizational Psychology Education and Training Subcommittee of the High School Outreach Committee

### ***Review Activities***

Editor

2024 – present *Human Performance*

Associate Editor

2015 – 2023 *Human Performance*

Editorial Boards

2007 - 2023 *Organizational Behavior and Human Decision Processes*

2009 – present *Journal of Business and Psychology*

2007 – 2010\* *The Industrial-Organizational Psychologist*

\* I created a column called Academics Forum and wrote four articles a year for this column.

This column is still part of the Industrial-Organizational Psychologist.

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*

*Journal of Applied Psychology*

*Applied Psychology: An International Review*

*Basic and Applied Social Psychology*

*Group Dynamics*

*Educational Assessment*

*Human Relations*

*Human Performance*

*International Journal of Selection and Assessment*

*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*  
*Psychological Reports*  
*Journal of Personnel Psychology*  
*Learning and Instruction*  
*Social Psychology*  
*Journal of Social Psychology*  
*European Management Review*  
*Plos One*  
*Trust Research Journal*  
*Human Resource Management Journal*

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, 2014-2015, 2017-2018)