

VITA
September 2nd, 2009

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Current Rank: Professor of Psychology and Management

EDUCATION

PhD The University of Akron, Akron, Ohio. Industrial/Organizational Psychology, 1988.
M.A. The University of Akron, Akron, Ohio. Industrial/Organizational Psychology, 1985.
B.A. (Hons). The University of Ghana, Legon, Ghana. Psychology with Sociology, 1979.

PROFESSIONAL EMPLOYMENT

Sept. 2000 - Present **Texas A&M University, Department of Psychology. PROFESSOR.** Responsibilities include independent research, supervision of M.S. and PhD level students, and graduate and undergraduate level teaching.

March 2000 - Present **Texas A&M University, Department of Management.** Joint appointment.

Spring 1997 - 2006 **PROGRAM CHAIR, Industrial/Organizational Psychology Program, Department of Psychology, Texas A&M University.**

Sept. 1994 - August 2000 **Texas A&M University, Department of Psychology. ASSOCIATE PROFESSOR.** Responsibilities include independent research, supervision of M.S. and PhD level students, and graduate and undergraduate level teaching.

Sept. 1987 - August 1994 **Texas A&M University, Department of Psychology. ASSISTANT PROFESSOR.** Responsibilities include independent research, supervision of M.S. and PhD level students, and graduate and undergraduate level teaching.

1989 - Present **Winfred Arthur, Jr. Consulting. PRINCIPAL.**

- October 1999 - 2001 **The Institute for Job and Occupational Analysis**, San Antonio, TX. CONSULTANT. Responsibilities include task analysis survey development, administration, and analysis.
- June 1995 - January 1997
February 1998 - 2001 **Metrica, Inc.**, San Antonio, TX. CONSULTANT. Responsibilities include test development and validation; development of team and cognitive task analysis systems and methods.
- 1988 - 1991 **Greener and Associates**, Fort Worth, TX. Part-time CONSULTANT.
- 1984 - Present **Barrett and Associates, Inc.**, Akron, OH. CONSULTANT, SENIOR CONSULTANT, PROJECT MANAGER, VICE PRESIDENT.
- Summer 1985 **Goodwill Industries**, Akron, OH. INTERN, I/O Psychologist
- 1984 - 1987 **The University of Akron, Department of Psychology**. Instructor, Teaching and Research Assistant.
- 1979 - 1982 **The University of Ghana, Department of Psychology**. Tutor and Instructor.

ASSISTANTSHIPS

Research and Teaching Assistantship, University of Akron — 1984-1986.

TEACHING — Courses Taught

Undergraduate

- Experimental Psychology (both honors and non-honors sections)
- Introduction to Industrial/Organizational Psychology
- Personnel Psychology
- Special Topics in Personnel Selection

Graduate

- Advanced Personnel Selection and Placement
- Assessment Center Planning and Development
- Personnel Psychology
- Training in Organizations: A Systems Approach to Personnel Interventions

Graduated Doctoral Students

Kathy Archuleta [Lane]	- 2009	Don Paul	- 2001
Anton Villado	- 2008	Dennis Gettman	- 2001
Toby Kyte	- 2008	Travis Tubre	- 2000
Alok Bhupatkar	- 2007	Arlette Decuir	- 1999
Joel Philo	- 2004	Eric Day	- 1998
Kathleen Sheehan	- 2004	Jeffrey Jordan	- 1997
Suzanne Bell	- 2004	Pamela Stanush [Edens]	- 1997
Bryan Edwards	- 2003	Marie Slimak	- 1996
Leigh Lehenbauer [Paulus]	- 2003	Brian Young	- 1996
Maria Sanchez-Ku	- 2003	Winston Bennett	- 1995
Bruce Miyashiro	- 2001	Erik Olson	- 1994

Note. Graduate student (both current and former) coauthors are underlined.

PUBLICATIONS

Refereed Journal Articles

Arthur, W. Jr., Glaze, R. M., Villado, A. J., & Taylor, J. E. (in press). The magnitude and extent of cheating and response distortion effects on unproctored internet-based tests of cognitive ability and personality. *International Journal of Selection and Assessment*.

Arthur, W. Jr., Glaze, R. M., Villado, A. J., & Taylor, J. E. (2009). Unproctored internet-based tests of cognitive ability and personality: Magnitude and extent of cheating and response distortion. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 39-45.

Arthur, W. Jr., Day, E. A., & Woehr, D. J. (2008). Mend it, don't end it: An alternate view of assessment center construct-related validity evidence. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 105-111.

Arthur, W. Jr., & Villado, A. J. (2008). The importance of distinguishing between constructs and methods when comparing predictors in personnel selection research and practice. *Journal of Applied Psychology*, 93, 435-442.

Bell, S. T., & Arthur, W. Jr. (2008). Feedback acceptance in developmental assessment centers: The role of feedback message, participant personality, and affective response to the feedback session. *Journal of Organizational Behavior*, 29, 681-703.

- Edwards, B. D., Bell, S. T., Arthur, W. Jr., & Decuir, A. D. (2008). Relationships between facets of job satisfaction and task and contextual performance. *Applied Psychology: An International Review*, 57, 441-465.
- Edwards, B. D., & Arthur, W. Jr. (2007). An examination of factors contributing to a reduction in subgroup differences on a constructed-response paper-and-pencil test of scholastic achievement. *Journal of Applied Psychology*, 92, 794-801.
- Arthur, W. Jr., Bell, S. T., & Edwards, B. D. (2007). A longitudinal examination of the comparative criterion-related validity of additive and referent-shift consensus operationalizations of team efficacy. *Organizational Research Methods*, 10, 35-58.
- Arthur, W. Jr., Bell, S. T., Villado, A. J., & Doverspike, D. (2006). The use of person-organization fit in employment decision making: An assessment of its criterion-related validity. *Journal of Applied Psychology*, 91, 786-801.
- Edwards, B. D., Day, E. A., Arthur, W. Jr., & Bell, S. T. (2006). Relationships among team ability composition, team mental models, and team performance. *Journal of Applied Psychology*, 91, 727-736.
- Arthur, W. Jr., Edwards, B. D., Bell, S. T., Villado, A. J., & Bennett, W. Jr. (2005). Team task analysis: Identifying tasks and jobs that are team-based. *Human Factors*, 47, 654-669.
- Arthur, W. Jr., Bell, S. T., Edwards, B. D., Day, E. A., Tubre, T. C., & Tubre, A. H. (2005). Convergence of self-report and archival motor vehicle crash involvement data: A two-year longitudinal follow up. *Human Factors*, 47, 303-313.
- Day, E. A., Arthur, W. Jr., Bell, S. T., Edwards, B. D., Bennett, W. Jr., Mendoza, J. L., & Tubre, T. C. (2005). Ability-based pairing strategies in the team-based training of a complex skill: Does the intelligence of your training partner matter? *Intelligence*, 33, 39-65.
- Day, E. A., Arthur, W. Jr., Edwards, B. D., Miyashiro, B., Tubre, T. C., & Tubre, A. H. (2004). Criterion-related validity of statistical operationalizations of group ability as a function of task-type: Comparing the mean, maximum, and minimum. *Journal of Applied Social Psychology*, 34, 1521-1549.
- Arthur, W. Jr., Bennett, W. Jr., Edens, P. S., & Bell, S. T. (2003). Effectiveness of training in organizations: A meta-analysis of design and evaluation features. *Journal of Applied Psychology*, 88, 234-245.
- Arthur, W. Jr., Day, E. A., McNelly, T. L., & Edens, P. S. (2003). Meta-analysis of the criterion-related validity of assessment center dimensions. *Personnel Psychology*, 56, 125-154.
- Arthur, W. Jr., Tubre, T. C., Paul, D. S., & Edens, P. S. (2003). Teaching effectiveness: The relationship between reaction and learning evaluation criteria. *Educational Psychology*, 23, 275-285.

- Woehr, D. J., & **Arthur, W. Jr.** (2003). The construct-related validity of assessment center ratings: A review and meta-analysis of the role of methodological factors. *Journal of Management*, 29, 231-258.
- Arthur, W. Jr., Edwards, B. D.,** & Barrett, G. V. (2002). Multiple-choice and constructed-response tests of ability: Race-based subgroup performance differences on alternative paper-and-pencil test formats. *Personnel Psychology*, 55, 985-1008.
- Arthur, W. Jr.,** & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. *Journal of Prevention and Intervention in the Community*, 22, 35-42.
- Arthur, W. Jr., Tubre, T. C., Day, E. A., Sheehan, M. K., Sanchez-Ku, M. L., Paul, D. S., Paulus, L. E., & Archuleta, K. D.** (2001). Motor vehicle crash involvement and moving violations: Convergence of self-report and archival data. *Human Factors*, 43, 1-11.
- Arthur, W. Jr.,** Woehr, D. J., & Graziano, W. G. (2001). Personality testing in employment settings: Problems and issues in the application of typical selection practices. *Personnel Review*, 30, 657-676.
- Day, E. A., Arthur, W. Jr., & Gettman, D. (2001). Knowledge structures and the acquisition of a complex skill. *Journal of Applied Psychology*, 86, 1022-1033.
- Arthur, W. Jr.,** Woehr, D. J., & Maldegen, R. (2000). Convergent and discriminant validity of assessment center dimensions: An empirical re-examination of the assessment center construct-related validity paradox. *Journal of Management*, 26, 813-835.
- Sanchez-Ku, M. L., & **Arthur, W. Jr.** (2000). A dyadic protocol for training complex skills: A replication using female participants. *Human Factors*, 42, 512-520.
- Young, B. S., Arthur, W. Jr., & Finch, J. (2000). Predictors of managerial performance: More than cognitive ability. *Journal of Business and Psychology*, 15, 53-72.
- Arthur, W. Jr., Tubre, T. C., Paul, D. S., & Sanchez-Ku, M. L.** (1999). College-sample psychometric and normative data on a short form of the Raven Advanced Progressive Matrices Test. *Journal of Psychoeducational Assessment*, 17, 354-361.
- Arthur, W. Jr., Bennett, W. Jr., Stanush, P. L., & McNelly, T. L.** (1998). Factors that influence skill decay and retention: A quantitative review and analysis. *Human Performance*, 11, 57-101.
- Stanush, P. L., Arthur, W. Jr., & Doverspike, D. (1998). Hispanic and African American reactions to a simulated race-based affirmative action scenario. *Hispanic Journal of Behavioral Sciences*, 20, 3-16.
- Arthur, W. Jr., Day, E. A., Bennett, W. Jr., McNelly, T. L., & Jordan, J. A.** (1997). Dyadic versus individual training protocols: Loss and reacquisition of a complex skill. *Journal of Applied Psychology*, 82, 783-791.

- Arthur, W. Jr.,** & Doverspike, D. (1997). Employment-related drug testing: Idiosyncratic characteristics and issues. *Public Personnel Management, 26*, 77-87.
- Day, E. A., Arthur, W. Jr., & Shebilske, W. L. (1997). Ability determinants of complex skill acquisition: Effects of training protocol. *Acta Psychologica, 97*, 145-165.
- Arthur, W. Jr.,** Doverspike, D., & Barrett, G. V. (1996). Development of a job analysis-based procedure for weighting and combining content-related tests into a single test battery score. *Personnel Psychology, 49*, 971-985.
- Arthur, W. Jr.,** Doverspike, D., & Kuthy, J. E. (1996). Striking gold through a deep-level organizational intervention in Ghana's mining industry. *The International Journal of Organizational Analysis, 4*, 175-186.
- Arthur, W. Jr.,** & Graziano, W. (1996). The five-factor model, conscientiousness, and driving accident involvement. *Journal of Personality, 64*, 593-618.
- Arthur, W. Jr.,** Young, B., Jordan, J. A., & Shebilske, W. L. (1996). Effectiveness of individual and dyadic training protocols: The influence of trainee interaction anxiety. *Human Factors, 38*, 79-86.
- Arthur, W. Jr.,** & Bennett, W. Jr. (1995). The international assignee: The relative importance of factors perceived to contribute to success. *Personnel Psychology, 48*, 99-114.
- Arthur, W. Jr.,** Strong, M. H., Jordan, J. A., Williamson, J. E., Shebilske, W. L., & Regian, W. J. (1995). Visual attention: Individual differences in training and predicting complex task performance. *Acta Psychologica, 88*, 3-23.
- Arthur, W. Jr.,** Woehr, D. J., Akande, D., & Strong, M. H. (1995). Human resource management in West Africa: Practices and perceptions. *The International Journal of Human Resource Management, 6*, 347-367.
- Doverspike, D., & **Arthur, W. Jr.** (1995). Race and sex differences in reactions to a simulated selection decision involving race-based affirmative action. *Journal of Black Psychology, 21*, 181-200.
- Huffcutt, A. I., & **Arthur, W. Jr.** (1995). Development of a new outlier statistic for meta-analytic data. *Journal of Applied Psychology, 80*, 327-334.
- Woehr, D. J., Day, D. V., **Arthur, W. Jr.,** & Bedeian, A. G. (1995). The systematic distortion hypothesis: A confirmatory test of the implicit covariance and general impression models. *Basic and Applied Social Psychology, 16*, 417-434.
- Arthur, W. Jr.,** Bennett, W. Jr., & Huffcutt, A. I. (1994). Choice of software and programs in meta-analysis research: Does it make a difference? *Educational and Psychological Measurement, 54*, 776-787.
- Arthur, W. Jr.,** & Day, D. V. (1994). Development of a short form for the Raven Advanced Progressive Matrices Test. *Educational and Psychological Measurement, 54*, 394-403.

- Arthur, W. Jr., Strong, M. H., & Williamson, J. E.** (1994). Validation of a visual attention test as a predictor of driving accident involvement. *Journal of Occupational and Organizational Psychology*, 67, 173-182.
- Huffcutt, A. I., & Arthur, W. Jr.** (1994). Hunter and Hunter (1984) revisited: Interview validity for entry level jobs. *Journal of Applied Psychology*, 79, 184-190.
- Arthur, W. Jr., & Woehr, D. J.** (1993). A confirmatory factor analytic study examining the dimensionality of the Raven's Advanced Progressive Matrices. *Educational and Psychological Measurement*, 53, 471-478.
- Huffcutt, A. I., Arthur, W. Jr., & Bennett, W. Jr.** (1993). Conducting meta-analysis using the 'PROC MEANS' procedure in SAS. *Educational and Psychological Measurement*, 53, 119-131.
- Arthur, W. Jr., & Doverspike, D.** (1992). Locus of control and auditory selective attention as predictors of driving accident involvement: A comparative longitudinal investigation. *Journal of Safety Research*, 23, 73-80.
- Arthur, W. Jr., Doverspike, D., & Fuentes, R.** (1992). Recipients' affective responses to affirmative action interventions: A cross-cultural perspective. *Behavioral Sciences and The Law*, 10, 229-243.
- Shebilske, W. L., Regian, W. J., Arthur, W. Jr., & Jordan, J. A.** (1992). A dyadic protocol for training complex skills. *Human Factors*, 34, 369-374.
- Arthur, W. Jr., Barrett, G. V., & Alexander, R. A.** (1991). Prediction of vehicular accident involvement: A meta-analysis. *Human Performance*, 4, 89-105.
- NOTE: An erratum (publisher's correction) to this article was published in *Human Performance*, 4, 231.
- Arthur, W. Jr., & Day, D. V.** (1991). Examination of the construct validity of alternative measures of field dependence/independence. *Perceptual and Motor Skills*, 72, 851-859.
- Arthur, W. Jr., & Olson, E.** (1991). Computer attitudes, computer experience, and their correlates: An investigation of path linkages. *Teaching of Psychology*, 18, 51-54.
- Fehrmann, M. L., Woehr, D. J., & Arthur, W. Jr.** (1991). The Angoff cutoff score method: The impact of frame-of-reference rater training. *Educational and Psychological Measurement*, 51, 857-872.
- Woehr, D. J., Arthur, W. Jr., & Fehrmann, M.** (1991). An empirical comparison of cutoff score methods for content-related and criterion-related validity settings. *Educational and Psychological Measurement*, 51, 1029-1039.
- Arthur, W. Jr., Barrett, G. V., & Doverspike, D.** (1990). Validation of an information-processing based test battery for the prediction of handling accidents among petroleum-product transport drivers. *Journal of Applied Psychology*, 75, 621-628.

Arthur, W. Jr., Fuentes, R., & Doverspike, D. (1990). Relationships among personnel tests, age, and job performance. *Experimental Aging Research, 16*, 11-16.

Arthur, W. Jr., & Hart, D. (1990). Empirical relationships between cognitive ability and computer familiarity. *Journal of Research on Computing in Education, 22*, 457-463.

Subich, L. M., Cooper, E. A., Barrett, G. V., & **Arthur, W.** (1986). Occupational perceptions of males and females as a function of sex ratios, salary and availability. *Journal of Vocational Behavior, 28*, 123-134.

Books

Doverspike, D., Taylor, M. A., & **Arthur, W. Jr.** (2006). *Psychological perspective on affirmative action* (Paperback). NY: Novinka/Nova Science Publishers.

Arthur, W. Jr., Bennett, W. Jr., & Huffcutt, A. I. (2001). *Conducting meta-analysis using SAS*. Mahwah, NJ: LEA.

Doverspike, D., Taylor, M. A., & **Arthur, W. Jr.** (2000). *Affirmative action: A psychological perspective*. Commack, NY: Nova Science Publishers.

Book Chapters

Arthur, W. Jr., & Day, E. A. (in press). Assessment centers. In S. Zedeck (Ed.), *APA Handbook of industrial and organizational psychology: Volume II, Selecting members*. Washington, DC: APA.

Arthur, W. Jr., & Day, E. A. (in press). Information processing, personality, and demographic variables as predictors of crashes and moving violations: Some implications for prevention. In H. Bédard, & G. Delashmit (Eds.), *Accidents, causes, and prevention* (pp. ##-##). NY: Novinka/Nova Science Publishers.

Arthur, W. Jr., Villado, A. J., & Bennett, W. Jr. (in press). Innovations in team task analysis: Identifying task elements, tasks, and jobs that are team-based. In G. M. Alliger, **W. Bennett, Jr.**, M. Wilson, & R. J. Harvey (Eds.), *The handbook of work analysis in organizations: The methods, systems, applications, and science of work measurement in organizations*. New York: Routledge/Psychology Press.

Doverspike, D., & **Arthur, W. Jr.** (in press). The role of job analysis in test selection and development. In G. M. Alliger, **W. Bennett, Jr.**, M. Wilson, & R. J. Harvey (Eds.), *The handbook of work analysis in organizations: The methods, systems, applications, and science of work measurement in organizations*. New York: Routledge/Psychology Press.

- Woehr, D. J., & **Arthur, W. Jr.** (2008). The construct-related validity of assessment ratings: A review of the role of methodological factors. In N. R. Anderson & U. R. Hulsheger (Eds.), *Employee selection and performance management*, Volume 3, Selection methods and performance outcomes II, pp. 188-220. London: Sage Publications. [This is a reprint of Woehr and Arthur (2003).]
- Arthur, W. Jr.**, & Day, E. A. (2008). Information processing, personality, and demographic variables as predictors of crashes and moving violations. In F. Columbus (Ed.), *Traffic accidents: Causes and outcomes* (pp. 97-121). NY: Novinka/Nova Science Publishers.
- Whetzel, J. H., **Arthur, W. Jr.**, & Volz, R. A. (2008). The effectiveness and efficacy of intelligent agents as team training partners in the acquisition of complex skills in a gaming environment. In H. F. O'Neil & R. Perez (Eds.), *Computer games and team and individual learning*, (pp. 105-124). Amsterdam, The Netherlands: Elsevier.
- Woehr, D. J., **Arthur, W. Jr.**, & Meriac, J. P. (2007). Methodenfaktoren statt Fehlervarianz — eine Metaanalyse der Assessment Center-Konstruktvalidität (Method factors instead of error variance: A meta-analysis of assessment center construct validity.) In H. Schuler (Hrsg.). Göttingen: Hogrefe (H. Schuler (Ed.), *Assessment Center zur Potenzialanalyse (Assessment center for the analysis of human potential*, pp. 81-108). Götton, Germany: Hogrefe.
- Tubre, T. C., **Arthur, W. Jr.**, & Bennett, W. Jr. (2006). General models of job performance: Theory and practice. In W. Bennett, Jr., D. J. Woehr, & C. E. Lance (Eds.), *Performance measurement: Current perspectives and future challenges* (pp. 175-203). Mahwah, NJ: LEA.
- Arthur, W. Jr.**, & Doverspike, D. (2005). Achieving diversity and reducing discrimination in the workplace through human resource management practices: Implications of research and theory for staffing, training, and rewarding performance. In R. L. Dipboye, & A. Colella (Eds), *Discrimination at work: The psychological and organizational bases* (pp. 305-327). Mahwah, NJ: LEA.
- Arthur, W. Jr.**, Doverspike, D., & Bell, S. T. (2004). Information processing tests. In M. Hersen, & J. C. Thomas (Eds.), *Comprehensive Handbook of Psychological Assessment: Volume 4, Industrial and Organizational Assessment* (pp. 56-74). NY: John Wiley & Sons, Inc.
- Doverspike, D., Cober, A. B., & **Arthur, W. Jr.** (2004). Multi-aptitude test batteries. In M. Hersen, & J. C. Thomas (Eds.), *Comprehensive Handbook of Psychological Assessment: Volume 4, Industrial and Organizational Assessment* (pp. 35-55). NY: John Wiley & Sons, Inc.
- Arthur, W. Jr.**, & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. In A. F. Stuhlmacher, & D. F. Cellar (Eds.), *Workplace safety: Individual differences in behavior* (pp. 35-42). Binghamton, NY: The Haworth Press.

Arthur, W. Jr., & Benjamin, L. T. Jr. (1999). Psychology applied to business. In A. M. Stec, & D. A. Bernstein (Eds.), *Psychology: Fields of application* (pp. 98-115). Boston, MA: Houghton Mifflin.

Arthur, W. Jr., & **Bennett, W. Jr.** (1997). A comparative test of alternative models of international assignee job performance. In Z. Aycan (Ed.), *New approaches to employee management. Expatriate management: Theory and research*, Vol. 4, (pp. 141-172). Greenwich, CT: JAI Press.

Proceedings

Day, E. A., Arthur, W. Jr., Edwards, B. D., & Bell, S. T. (2003). Relating member ability and personality to dyadic team performance. *Proceedings of the Human Factors and Ergonomics Society 47th Annual Meeting*, pp. 1063-1067. Santa Monica, CA: Human Factors and Ergonomics Society.

Day, E. A., Arthur, W. Jr., Paulus, L. E., & Fein, E. C. (2003). Dyadic protocols, observational learning, and the acquisition of complex skills. *Proceedings of the Human Factors and Ergonomics Society 47th Annual Meeting*, pp. 2050-2053. Santa Monica, CA: Human Factors and Ergonomics Society.

Sidor, G., Bergondy, M., **Arthur, W. Jr.**, Mitchell, J., & **Bennett, W. Jr.** (2000). Adaptive internet survey techniques for determining critical pilot training tasks and requirements. *Proceedings of the 42nd, Annual Conference of the International Military Testing Association (IMTA)*. Scotland.

Arthur, W. Jr., Bennett, W. Jr., & Weissmuller, J. J. (1999). Innovations in team task analysis: Identifying tasks and task elements which are team-based. *Proceedings of the Annual Symposium of the Institute for Job and Occupational Analysis*. San Antonio, TX.

Arthur, W. Jr., Tubre, T. C., & **Bennett, W. Jr.** (1998). Development of a General Measure of Job Performance: Results of an initial psychometric assessment. *Proceedings of the Annual Meeting of the Academy of Management*. San Diego, CA.

Bennett, W. Jr., Brenner, T., Sheehan, M. K., & **Arthur, W. Jr.** (1998). Behavioral and cognitive task analysis integration for assessing individual and team work activities. *Proceedings of the 40th Annual Conference of the International Military Testing Association (IMTA)*. Pensacola, FL.

Arthur, W. Jr., & **Bennett, W. Jr.** (1996). A comparative assessment of alternate models of factors perceived to contribute to success in international assignments. *Proceedings of the Fifth International Conference on Work Values and Behavior*, 140-149. Montreal, Canada.

McNelly, T. L., Arthur, W. Jr., Bennett, W. Jr., & Gettman, D. J. (1996). A two-stage evaluation of an instructional design support system: Assessing the structural knowledge and resulting curricula of expert and novice instructional designers. *Proceedings of the 38th*

Annual Conference of the International Military Testing Association (IMTA). San Antonio, TX.

Tubre, T. C., **Arthur, W. Jr.**, Bennett, W. Jr., & Paul, D. S. (1996). The development of a general measure of performance. *Proceedings of the 38th Annual Conference of the International Military Testing Association (IMTA)*. San Antonio, TX.

Arthur, W. Jr., Shebilske, W., Young, B., & Jordan, J. (1993). Team protocols for training individual skills: Effects of social variables on training outcomes [Abstract]. *Proceedings of the 37th Annual Meeting of the Human Factors and Ergonomic Society*, 2, 868.

Shebilske, W., Jordan, J., **Arthur, W. Jr.**, & Regian, J. W. (1993). Combining a multiple emphasis on components protocol with small group protocols for training complex skills. *Proceedings of the 37th Annual Meeting of the Human Factors and Ergonomic Society*, 2, 1216-1220.

Arthur, W. Jr., Doverspike, D., & Fuentes, R. (1991). Affective responses to affirmative action interventions: A cross-cultural perspective. *Higher Education Abstracts*, 26, 456.

Non-Refereed Journal Articles

Doverspike, D. & **Arthur, W. Jr.** (2006, June). Organization man 2.0. Person-organization fit and diversity. *PTC Quarterly*, 2(2), 6-7.

Quiñones, M. A., & **Arthur, W. Jr.** (2005). Increasing diversity at SIOP: The future is now. *The Industrial-Organizational Psychologist*, 43(1), 97-99.

Doverspike, D., Barrett, G. V., & **Arthur, W. Jr.** (1998). The use of simulated pretests. *The International Personnel Management Assessment Council News*, February, 1998, 5-7.

Arthur, W. Jr., Woehr, D. J., Akande, D., Strong, M. H., & Doverspike, D. (1995). Personnel practices in Ghana and Nigeria. *The International Personnel Management Assessment Council News*, December 1995 (Vol. 5), 3-6.

Barrett, G. V., Doverspike, D., & **Arthur, W. Jr.** (1995). The current status of the judicial review of banding: A clarification. *The Industrial-Organizational Psychologist*, 33(1), 39-41.

Submitted Manuscripts

Arthur, W. Jr., Day, E. A., Villado, A. J., Boatman, P. R., Kowollik, V., Bennett, W. Jr., & Bhupatkar, A. Effects of distributed practice schedules on the acquisition and retention of skill on a complex command-and-control task. *Human Performance*. [revise-and-resubmit]

Arthur, W. Jr., Day, E. A., Villado, A. J., Glaze, R. M., Schuelke, M. J., Boatman, P. R., Kowollik, V., Wang, X., & Bennett, W. Jr. Team skill acquisition and retention on a complex command-and-control simulation task. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice*.

Arthur, W. Jr., Glaze, R. M., Bhupatkar, A., Villado, A. J., Bennett, W. Jr., & Rowe, L. Team task analysis: Differentiating between jobs and tasks using team-relatedness and team workflow as metrics of team task interdependence. *International Journal of Selection and Assessment*.

Arthur, W. Jr., Kyte, T. B., Villado, A. J., Morgan, C. A., & Roop, S. S. Introducing a subject matter expert-based utility analysis approach to assessing the utility of organizational interventions using crew resource management training as an illustrative example. *The International Journal of Aviation Psychology*.

Beus, J. M., Payne, S. C., Bergman, M. E. & Arthur, W. Jr. A meta-analytic examination of factors that influence the safety climate-injury relationship. *Journal of Applied Psychology*. [revise-and-resubmit]

Day, E. A., Arthur, W. Jr., Villado, A. J., Boatman, P. R., Kowollik, V., Bhupatkar, A., & Bennett, W. Jr. Relating individual differences in ability, personality, and motivation to the retention and transfer of skill on a complex command-and-control simulation task. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice*.

Edwards, B. D., Arthur, W. Jr., & Bruce, L. The three-alternative multiple-choice test format: A case for why it should be more commonly used in personnel selection testing. *Personnel Psychology*. [revise-and-resubmit]

Villado, A. J., Day, E. A., Arthur, W. Jr., Boatman, P. R., Kowollik, V., Bhupatkar, A., & Bennett, W. Jr. Command-and-control simulation task performance following periods of nonuse. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice*.

Villado, A. J., Day, E. A., Arthur, W. Jr., Boatman, P. R., Kowollik, V., Bhupatkar, A., & Bennett, W. Jr. Use of, reaction to, and efficacy of observation rehearsal training: Enhancing skill retention on a complex command-and-control simulation task. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: State of the science and implications for practice*.

Invited Papers and Presentations

Arthur, W. Jr. (2008). *Max Headroom revisited: Intelligent agents as team training partners*. Invited presentation at the University of Akron I/O Psychology Colloquium Series, Akron, OH.

- Arthur, W. Jr.** (2007). *Max Headroom revisited: Intelligent agents as team training partners*. Invited presentation at the University of Tennessee Management Department Colloquium Series, Knoxville, TN.
- Arthur, W. Jr.** (2005). *Team training: Current, past, and future research*. Invited presentation to the Human Effectiveness Directorate, Air Force Research Laboratory, Mesa, AZ.
- Arthur, W. Jr.** (2005). *Team-based training: Does the intelligence of your training partners matter?* Invited presentation at the Center for Research on Occupational and Environmental Toxicology, Oregon Health and Science University Colloquium Series. Portland, OR.
- Arthur, W. Jr.** (2005). *Innovations in team task analysis: Identifying tasks and task elements which are team-based*. Invited presentation at the Future Job Analysis Methods and Technologies session of 14th International Occupational Analyst Workshop (IOAW). San Antonio TX.
- Arthur, W. Jr.** (2004). *Complex skill acquisition, retention, and minimizing skill decay in complex command-and-control task environments*. Invited presentation at the DARPA DARWARS PI meeting, Washington, DC.
- Arthur, W. Jr.** (2003). *Distinguishing between constructs and methods: A comparative evaluation of predictors in personnel selection*. Invited presentation at the Rice University Psychology Department Colloquium Series, Houston, TX.
- Arthur, W. Jr.** (2002). *Two received doctrines in I/O psychology: Time for a second look?* Invited presentation at the University of Oklahoma Industrial/Organizational Psychology Program Colloquium Series, Norman, OK.
- Arthur, W. Jr.** (2002). *Multiple-choice and constructed-response tests of ability: Minority and majority performance on alternative paper-and-pencil test formats*. Invited presentation at the University of Oklahoma Psychology Department Colloquium Series, Norman, OK.
- Arthur, W. Jr.** (2000). *Development, design, delivery, and evaluation of simulator-based training*. Invited presentation to the Brazos Valley Chapter of the American Society for Training and Development, College Station, TX.
- Arthur, W. Jr.** (1999). *Data analysis: How to make information useful*. Invited presentation at the Texas State Government Human Resources Conference, Austin, TX.
- Arthur, W. Jr.** (1999). *Innovations in team task analysis: Identifying tasks and task elements which are team-based*. Invited presentation at the Future of Job Analysis Symposium, Institute for Job and Occupational Analysis, San Antonio, TX.
- Arthur, W. Jr.** (1998). *Two received doctrines in I/O psychology: Time for a second look?* Invited presentation to the Houston Area Industrial/Organizational Psychologists, Houston, TX.

Arthur, W. Jr. (1998). *Team selection and training in automated instruction and performance environments*. Invited presentation to the Human Effectiveness Directorate, Air Force Research Laboratory, Mesa, AZ.

Arthur, W. Jr. (1997). *Two received doctrines in I/O psychology: Time for a second look?* Invited presentation at the Rice University Psychology Department Colloquium Series, Houston, TX.

Arthur, W. Jr. (1990). *Comparison of cutoff scores for content-related and criterion-related validity settings*. Invited presentation at the Louisiana State University Psychology Department Colloquium Series, Baton Rouge, LA.

Papers Presented

Arthur, W. Jr., Glaze, R. M., Villado, A. J., & Taylor, J. E. (2009). *The magnitude of response distortion on unproctored internet-based personality tests*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Bruce, L. L., Edwards, B. D., & **Arthur, W. Jr.** (2009). *Validity and subgroup differences on three- and five-alternative multiple-choice tests*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Lam, A., Doverspike, D., & **Arthur, W. Jr.** (2009). Examination of the impact of instruction set on Angoff ratings. In S. Murphy (Chair), *Innovations and advancements in setting cut scores*. Symposium presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Villado, A. J., **Arthur, W. Jr.**, & Bennett, W. Jr. (2009). *The after-action review approach: An empirical test*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Arthur, W. Jr., Kyte, T. B., Villado, A. J., Morgan, C. A., & Roop, S. S. (2008). *Assessing the utility of crew resource management training: Introduction of a subject matter expert-based utility analysis approach*. Paper presented at the 2008 Texas Regional Human Factors and Ergonomics One-Day Conference, Austin, TX.

Arthur, W. Jr. (2008). An alternate view of assessment center construct-related validity evidence. In B. Hoffman (Chair), *Assessment center validity: Where do we go from here?* Symposium presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Arthur, W. Jr., Glaze, R. M., Villado, A. J., & Taylor, J. E. (2008). The comparative magnitude of cheating and response distortion on unproctored internet-based tests and proctored tests of cognitive ability and personality. In N. P. Tippins (Chair), *Internet testing: Current issues, research, solutions, guidelines, and concerns*. Symposium presented at the

23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Arthur, W. Jr., Glaze, R. M., Bhupatkar, A., Villado, A. J., Bennett, W. Jr., & Rowe, L. (2008). *Team-relatedness and team workflow as metrics of task interdependence*. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Villado, A. J., Day, E. A., Arthur, W. Jr., Bhupatkar, A., Boatman, P., Kowollik, V., & Bennett, W. Jr. (2008). *Complex task performance following extended periods of nonuse*. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Arthur, W. Jr., Glaze, R. M., Villado, A. J., & Taylor, J. E. (2007). *High- and low-stakes retest scores on an unproctored internet-based general mental ability test: Malfeasance or psychometric practice effects?* Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York.

Arthur, W. Jr., Day, E. A., Villado, A. J., Boatman, P. R., Bhupatkar, A., Kowollik, V., & Bennett, W. Jr. (2007). Decay and reacquisition of a complex skill: An investigation of practice schedules, observational rehearsal, and individual differences. In F. L. Oswald (Chair), *Adaptive skills and adaptive performance: Today's organizational reality*. Symposium presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York.

Morgan, C. A., Olson, L., **Kyte, T. B., & Arthur, W. Jr.** (2007). *Use of utility analysis to quantify the effectiveness of human factors training programs*. Paper presented at the third Safety Across High-Consequence Industries Conference, St. Louis University, St. Louis, MO.

Arthur, W. Jr. (2006). *Practical and theoretical issues in conducting a meta-analysis*. In M. G. Aamodt (Chair), Panel discussion presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Arthur, W. Jr., Whetzel, J. H., Volz, R. A., Villado, A. J., & Bhupatkar, A. (2006). *The comparative effectiveness of human versus intelligent agent training partners*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Arthur, W. Jr., Villado, A. J., Boatman, P. R., Bhupatkar, A., Day, E. A., & Bennett, W. Jr. (2005). *Complex nonmotor skill acquisition, retention, transfer, and reacquisition*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Arthur, W. Jr., Bell, S. T., Villado, A. J., Doverspike, D., & Yu, J. (2004). *The use of person-organizational fit on employment decision making*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Arthur, W. Jr., Edwards, B. D., Bell, S. T., Villado, A. J., & Bennett, W. Jr.** (2004). *Development and initial validation of a team task analysis questionnaire*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Edwards, B. D., & Arthur, W. Jr.** (2004). *Race-based subgroup differences on a constructed response paper-and-pencil test*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Arthur, W. Jr., Bell, S. T., Edwards, B. D., Day, E. A., Tubre, T. C., & Tubre, A. H.** (2003). *Motor vehicle crash involvement data convergence: A predictive follow up*. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Day, E. A., Arthur, W. Jr., Bell, S. T., & Edwards, B. D.** (2003). *Ability-based pairing strategies in the team-based training of complex skills*. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Wilkins, J. L., Edwards, B. D., Arthur, W. Jr., & Bell, S. T.** (2003). *Relationship between learning and behavior training evaluation criteria at the team level*. Poster session presented at the Annual Conference of the Southwestern Psychological Association, New Orleans, LA.
- Arthur, W. Jr., Edwards, B. D., & Barrett, G. V.** (2002). *Minority and majority performance on alternative paper-and-pencil test formats*. Paper presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Ontario, Canada.
- Bell, S. T., & Arthur, W. Jr.** (2002). *Participant personality characteristics that influence feedback acceptance in assessment centers*. Paper presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Ontario, Canada.
- Decuir, A. D., Arthur, W. Jr., Edwards, B. D., & Bell, S. T.** (2002). *Job satisfaction and job performance revisited: Task vs. contextual performance?* Paper presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Ontario, Canada.
- Woehr, D. J., Arthur, W. Jr., & Bowler, M. C.** (2002). An examination of the impact of methodological factors on assessment center validity. In J. D. Kudisch (Chair), *Alternative approaches to examining assessment center construct validity*. Symposium presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Ontario, Canada.
- Arthur, W. Jr., & Doverspike, D.** (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. In A. Stuhlmacher (Chair), *Individual differences in safety behavior*. Symposium presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Arthur, W. Jr., McNelly, T. L., Edens, P. S., & Day, E. A.** (2001). Distinguishing between methods and constructs: The criterion-related validity of assessment center dimensions. In M. P. Born (Chair), *Assessment center dimension validation: Are we asking the wrong*

questions? Symposium presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Edwards, B., Day, E. A., Miyashiro, B., Arthur, W. Jr., & Tubre, T. C. (2001). *Comparative validity of different statistical operationalizations of team ability as a function of task type*. Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Tubre, T. C., Arthur, W. Jr., & McNelly, T. L. (2001). *Verbal communication in a dyadic training protocol*. Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Tubre, A. H., Tubre, T. C., Arthur, W. Jr., & Day, E. A. (2001). *Using multiple predictor categories to predict motor vehicle crash involvement*. Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Arthur, W. Jr., Day, E. A., Edwards, B., Gettman, D., Paul, D. S., & Bennett, W. Jr. (2000). *The relationship between team mental models and performance in dyadic teams*. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Arthur, W. Jr., Sanchez-Ku, M. L., Edwards, B., Gettman, D., & Bennett, W. Jr. (2000). *An empirical comparison of the criterion-related validities of additive and referent-shift operationalizations of team efficacy*. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Arthur, W. Jr., Sheehan, M. K., Bell, S., Tubre, T. C., & Archuleta, K. D. (2000). *The role of team process behaviors in the prediction of team performance in a dyadic team-based training and performance task*. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Arthur, W. Jr., Tubre, T. C., Hanson, A., & Bennett, W. Jr. (2000). *g-based optimal pairing strategies in a team training protocol*. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Doverspike, D., Arthur, W. Jr., Struchul, A., & Taylor, M. A. (2000). The cosmopolitan personality. In D. A. Kravitz (Chair), *Individual differences and reactions to affirmative action*. Symposium presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Edens, P. S., & Arthur, W. Jr. (2000). *A meta-analysis investigating the susceptibility of self-report inventories to distortion*. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Arthur, W. Jr., & Tubre, T. C. (1999). The assessment center construct-related validity paradox: A case of construct misspecification? In M. A. Quiñones (Chair), *Assessment centers, 21st century: New issues and new answers to old problems*. Symposium presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Arthur, W. Jr., Tubre, T. C., Sanchez-Ku, M. L., Sheehan, M. K., Day, E. A., Paul, D. S., Paulus, L., & Archuleta, K. D. (1999). *Convergence of self-report and archival data in the prediction of driving accident involvement*. Paper presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Day, E. A., & Arthur, W. Jr., Tubre, T. C., Sheehan, M. K., Sanchez-Ku, M. L., Paul, D. S., Paulus, L., & Archuleta, K. D. (1999). *Combining information processing, personality, and demographic variables to predict motor vehicle crashes*. Paper presented at the 11th Annual Convention of the American Psychological Society, Denver, CO.

Tubre, T. C., & Arthur, W. Jr. (1999). *Assessment center implementation features and participants' affective reactions*. Paper presented at the 1999 Annual Meeting of the Texas Psychological Association, San Antonio, TX.

Tubre, T. C., Arthur, W. Jr., Paul, D. S., & Edens, P. S. (1999). *Relationships between learning, grades, and student evaluations of teaching*. Paper presented at the 1999 Annual Meeting of the Texas Psychological Association, San Antonio, TX.

Woehr, D. J., & Arthur, W. Jr. (1999). The assessment center validity paradox: A review of the role of methodological factors. In M. A. Quiñones (Chair), *Assessment centers, 21st century: New issues and new answers to old problems*. Symposium presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Arthur, W. Jr. (Chair), (1998). *Elaborating the nomological network of job performance: Measurement, methods, and evidence for construct validity*. Symposium presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Day, E. A., Tubre, T. C., Arthur, W. Jr., & Shebilske, W. L. (1998). *Training partner's cognitive ability and training performance*. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Arthur, W. Jr., Day, E. A., McNelly, T. L., & Bennett, W. Jr. (1997). *Loss and re-acquisition of a complex skill: Dyadic versus individual based training*. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Arthur, W. Jr., Woehr, D., & Graziano, W. (1997). Personality testing in employment settings: Problems and issues in the application of typical selection practices. In J. M. Collins (Chair), *Personality: Measurement and conceptual issues and controversies surrounding predictive and construct validity*. Symposium presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Young, B., Arthur, W. Jr., & Finch, J. F. (1997). *Predictors of managerial performance*. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Arthur, W. Jr., & Bennett, W. Jr. (1996). A comparative assessment of alternate models of factors perceived to contribute to success in international assignments. In Z. Aycan (Chair),

Expatriates as pioneers of international business: Factors influencing adjustment and performance. Symposium presented at the Fifth International Conference on Work Values and Behaviour, Montreal, Canada.

Arthur, W. Jr., Doverspike, D., & Kuthy, J. E. (1996). *Striking gold through a deep-level organizational intervention in Ghana's mining industry.* Paper presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Day, E. A., & **Arthur, W. Jr.** (1996). *Ability determinants of complex skill acquisition: Effects of training protocol.* Paper presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Doverspike, D., **Arthur, W. Jr.,** & Woehr, D. (1996). *Public personnel practices in Ghana and Nigeria.* Symposium presented at the 1996 IPMAAC Conference, Boston, MA.

Maldegen, R., Woehr, D. J., & **Arthur, W. Jr.** (1996). *Further examination of multiple systematic sources of variance in assessment center ratings.* Paper presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

McNelly, T. L., Stanush, P. L., & **Arthur, W. Jr.** (1996). *The predictive validity of assessment center dimensions: A meta-analysis.* Paper presented at the 8th American Psychological Society Annual Convention, San Francisco, CA.

Stanush, P. L., **Arthur, W. Jr.,** & Doverspike, D. (1996). *Racial minorities' reactions to race-based affirmative action in a simulated selection scenario.* Paper presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Stanush, P. L., & **Arthur, W. Jr.** (1995). *Race and sex differences in self-evaluations of affirmative action beneficiaries.* Paper presented at the 16th Annual Industrial/Organizational and Organizational Behavior Graduate Student Conference, Denver, CO.

Arthur, W. Jr., Bennett, W. Jr., Stanush, P. L., & McNelly, T. L. (1995). Skill decay and retention: A meta-analysis. In M. S. Teachout (Chair), *Meta-analytic investigations of training effectiveness.* Symposium presented at the 102nd Annual Convention of the American Psychological Association, New York.

Bennett, W. Jr., & **Arthur, W. Jr.** (1995). A meta-analytic review of factors that influence the effectiveness of training in organizations. In M. S. Teachout (Chair), *Meta-analytic investigations of training effectiveness.* Symposium presented at the 102nd Annual Convention of the American Psychological Association, New York.

Huffcutt, A. I., & **Arthur, W. Jr.** (1994). *Identifying outlier coefficients in meta-analytic datasets.* Paper presented at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

Arthur, W. Jr., Shebilske, W., Young, B., & Jordan, J. (1993). Team protocols for training individual skills: Effects of social variables on training outcomes. In R. E. Christ, & A. C.

Bittner, Jr. (Chairs), *Team training, group processes, and organizational psychology: Major theoretical and research issues that bridge boundaries*. Symposium presented at the 37th Annual Meeting of the Human Factors and Ergonomic Society, Seattle, WA.

Arthur, W. Jr., & Strong, M. H. (1993). *Visual attention and performance on a complex perceptual-motor skill task*. Paper presented at the 8th Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Arthur, W. Jr., Strong, M. H., & Williamson, J. (1993). *Validation of a visual attention test and driving accident involvement*. Paper presented at the 8th Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Huffcutt, A. I., & Arthur, W. Jr. (1993). *Hunter and Hunter (1984) revisited: Interview validity for entry level jobs*. Paper presented at the 8th Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Shebilske, W., Jordan, J., **Arthur, W. Jr.**, & Regian, J. W. (1993). Combining a multiple emphasis on components protocol with small group protocols for training complex skills. In J. M. Koonce, & C. C. Braun (Chairs), *Training interventions for complex skills*. Symposium presented at the 37th Annual Meeting of the Human Factors and Ergonomic Society, Seattle, WA.

Huffcutt, A. I., Bennett, W. Jr., & Arthur, W. Jr. (1992). *Effects of measurement error on the stability of the effect size statistic: A Monte Carlo investigation*. Paper presented at the 7th Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Canada.

Woehr, D. J., Day, D. V., **Arthur, W. Jr.**, & Bedeian, A. G. (1992). *The systematic distortion hypothesis: A confirmatory test of the implicit covariance and general impression models*. Paper presented at the 7th Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Canada.

Arthur, W. Jr., & Doverspike, D. (1991). *A comparative investigation of two predictors of accident involvement*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St Louis, Missouri.

Shebilske, W. L., Regian, W. J., **Arthur, W. Jr.**, & Jordan, J. A. (1991). *A dyadic protocol for training complex skills*. Paper presented at the 1991 Annual Meeting of the Alamo Chapter of the Human Factors Society, San Antonio, TX.

Arthur, W. Jr. (1990). Minority, majority, and international students' responses to affirmative action. In D. Doverspike (Chair), *Psychological processes in understanding reactions to affirmative action*. Symposium presented at the 98th Annual Convention of the American Psychological Association, Boston, MA.

Arthur, W. Jr., Woehr, D. J., & Fehrmann, M. L. (1990). Comparison of cutoff scores for content-related and criterion-related validity settings. In H. A. Manger (Chair), *Validation research*. Symposium presented at the 98th Annual Convention of the American Psychological Association, Boston, MA.

Olson, E., & **Arthur, W. Jr.** (1990). *Computer attitudes and computer experience: An investigation of path linkages*. Paper presented at the 98th Annual Convention of the American Psychological Association, Boston, MA.

Arthur, W. Jr., Fuentes, R., Doverspike, D., & Hart, D. (1989). *Relationships between personnel tests, age and job performance*. Paper presented at the 97th Annual Convention of the American Psychological Association, New Orleans, Louisiana.

Alexander, R. A., & **Arthur, W. Jr.** (1984). *Age context of employee selection systems*. Paper presented at the 10th Annual Convention of the Association for Gerontology in Higher Education, Indianapolis, Indiana.

Manuscripts in Preparation

Glaze, R. M., **Arthur, W. Jr.**, & Schurig, I., Jarrett, S., Villado, A. J. & Bennett, W. Jr. *Relationships between mental models, practice schedules, and long-term skill retention.*

Jarrett, S., Glaze, R. M., **Arthur, W. Jr.**, & Schurig, I., Villado, A. J. & Bennett, W. Jr. *The effect of sex composition on team performance in the context of training complex, psychomotor, team-based tasks.*

Villado, A. J., **Arthur, W. Jr.**, & Bennett, W. Jr. *An empirical investigation of the effectiveness of subjective and objective after-action reviews.*

Works in Progress

Arthur, W. Jr. Dimension-based theoretical perspectives. In D. J. R. Jackson, C. E. Lance, & B. J. Hoffman (Eds.), *The psychology of assessment centers*.

Arthur, W. Jr., & Glaze, R. M. Cheating and response distortion on remotely delivered assessments. In N. Tippins, & S. Adler (Eds.), *Technology-enhanced assessment of talent*. [SIOP Professional Practice Series]

Arthur, W. Jr., Glaze, R. M., Jarrett, S., & Schurig, I. *Game-based assessment for team training and empirical research: The development of a gaming lab.*

Arthur, W. Jr., Glaze, R. M., Jarrett, S., & Schurig, I. *The comparative effectiveness of objective and subjective after-action review procedures in co-located and distributed training environments.*

Beus, J. M., Payne, S. C., & **Arthur, W. Jr.** *Development and validation of a comprehensive measure of safety climate.*

Selected Technical Reports. Full list is available upon request.

Villado, A. J., & **Arthur, W. Jr.** (2008). *Interim report for "Initial investigation of the after-action review (AAR) as a training approach: Effectiveness in co-located and distributed training environments."* Contract No. FA8650-05-D-6502, L-3 Communications Corporation, Link Training and Simulations Systems, Mesa, AZ; and Department of Defense, USAF Air Force Research Laboratory (AFRL), Warfighter Training Research Division, Mesa, AZ.

Arthur, W. Jr., Day, E. A., Villado, A. J., Boatman, P. R., Kowollik, V., Bennett, W. Jr., & Bhupatkar, A. (2008). *Decay, transfer, and the reacquisition of a complex skill: An investigation of practice schedules, observational rehearsal, and individual differences.* Contract No. F41624-97-D-5000, L-3 Communications Corporation, Link Simulation and Training Division, Mesa, AZ; and Contract No. 0343-1276/FA8650-06-C-6607, Aptima, Inc. Woburn, MA/DOD-AFRL, Mesa, AZ.

Entin, E. B., Haimson, C., **Arthur, W. Jr.**, & Villado, A. J. (2007). *Game-based assessment for training and empirical research (GATER)–Phase I.* Contract No. F9550-06-C-01447, Aptima, Inc. Job #1313, Air Force Office of Scientific Research/NL, Arlington, VA.

Roop, S. S., Morgan, C. A., Kyte, T. B., **Arthur, W. Jr.**, Villado, A. J., & Beneigh, T. (2007). *Rail crew resource management (CRM): The business case for CRM training in the railroad industry* (Technical Report DOT/FRS/ORD-07/21). College Station, TX: Texas A&M University, Texas Transportation Institute.

Arthur, W. Jr., Villado, A. J., Boatman, P. R., Bhupatkar, A., Day, E. A., & Bennett, W. Jr. (2006). *Standards for readiness assessment and tracking of warfighter training systems research.* Contract No. F41624-97-D-5000, L-3 Communications Corporation, Link Simulation and Training Division, Mesa, AZ.

Arthur, W. Jr., Edwards, B. D., Bell, S. T., & Bennett, W. Jr. (2002). *Identifying factors that influence the cognitive readiness and performance of teams: The development and evaluation of a high fidelity synthetic team task performance environment (STTPE) lab.* Grant/Contract No. F41624-97-C-5000, L-3 Communications Corporation, Link Simulation and Training Division, Mesa, AZ.

Mitchell, J. L., Sidor, G. J., Bergondy, M., **Arthur, W. Jr.**, et al. (2001). *JSF pilot training: A partial analysis of critical needs.* Air Force Materiel Command, Air Force Research Laboratory, Warfighter Research Division, Mesa, AZ; Naval Air Warfare Center, Training Systems Division, Orlando, FL.

Arthur, W. Jr. et al. (1999). *Selection into performance teams: A laboratory investigation of g-based optimal pairing strategies in a dyadic team training protocol.* AL/HRTD contract F41624-95-C-5007. San Antonio, TX: Galaxy Scientific Corporation.

- Arthur, W. Jr.** (1998). *Cognitive task analysis: Can we increase the efficiency of current methods?* INTTECH contract F41624-97-C-5030 - Research and Development in Integrated Training Technologies). San Antonio, TX: Metrica, Inc.
- Arthur, W. Jr.** (1998). *Team task analysis: Identifying tasks and task elements that are team-based.* INTTECH contract F41624-97-C-5030 - Research and Development in Integrated Training Technologies). San Antonio, TX: Metrica, Inc.
- Arthur, W. Jr.** (1997). *Aircrew Situational Awareness Technology Program—Phase 2: Psychometric analysis and review of Phase 2 tests.* Aircrew Selection Research Branch, Manpower and Personnel Research Division, AL/HRMA, The Armstrong Laboratory Human Resources Directorate, Brooks, AFB, TX.
- Arthur, W. Jr., Bennett, W. Jr., Day, E. A., & McNelly, T. L.** (1997). *Skill decay: A comparative assessment of training protocols and individual differences in the loss and re-acquisition of complex skills [Final report]* (AL/HR-TR-1997-XXXX). AL/HRTD contract F4162-94-P-1040, Technical Training Division, Brooks AFB, TX.
- Bennett, W. Jr., & Arthur, W. Jr.** (1997). *Factors that influence the effectiveness of training in organizations: A review and meta-analysis.* Interim Technical Report, AL/HR-TR-1997-0026, [AL/HRTD contract F41622-93-M-2342, Technical Training Division], Brooks AFB, TX.
- Tubre, T. C., & Arthur, W. Jr.** (1997). *The development of a general measure of performance.* Air Force Office of Scientific Research, Summer Research Extension Program Final Report. Brooks AFB, TX.
- Arthur, W. Jr.** (1996). *Aircrew Situational Awareness Technology Program—Phase 1: Psychometric analysis and review of Phase 1 tests.* Aircrew Selection Research Branch, Manpower and Personnel Research Division, AL/HRMA, The Armstrong Laboratory Human Resources Directorate, Brooks, AFB, TX.
- Arthur, W. Jr.** (1996). *Formative and summative evaluation of the Guided Approach to Instructional Design Advising (GAIDA): Tentative hypotheses and evaluation measures* (AL/HR-TR-1996-XXXX). Technical Training Division, Brooks AFB, TX.
- Arthur, W. Jr., & Bennett, W. Jr.** (1996). *Skill retention and decay: A meta-analysis [Final report]* (AL/HR-TR-1996-XXXX). AL/HRTD contract F41622-93-M-2342, Technical Training Division, Brooks AFB, TX.
- Arthur, W. Jr., & Bennett, W. Jr.** (1995). *International assignees: A comparative assessment of alternate models of factors perceived to contribute to success* (AL/HR-TR-1996-0064). Technical Training Division, Brooks AFB, TX.
- Arthur, W. Jr., Bennett, W. Jr., & Huffcutt, A. I.** (1995). *Software and programs for conducting meta-analysis research: A Monte Carlo investigation of potential differences* (AL/HR-TR-1995-0092). USAF AMRL Technical Report. Technical Training Division, Brooks AFB, TX.

Arthur, W. Jr. (1993). *Coder training manual and reference guide for factors that influence the effectiveness of training in organizations* (AL/HR-TR-1993-XXXX). AL/HRTD contract F41622-93-M-2489, Technical Training Division, Brooks AFB, TX.

Arthur, W. Jr., & Doverspike, D. (1993). *The Auditory Selective Attention Test Manual*. Akron, OH: Barrett & Associates, Inc.

Arthur, W. Jr. (1991). *Individual differences in the prediction and training of complex perceptual-motor skill tasks: The development and validation of the Computer-Administered Visual Attention Test*. Tech. Report No. 8. College Station, TX: Texas A&M University, Psychology Department.

Grants and Awards

Cornerstone Faculty Fellow, Texas A&M University College of Liberal Arts, September 2008-August 2012.

An initial investigation of the after-action review (AAR) as a training approach: Effectiveness in co-located and distributed training environments. Link Training and Simulations Systems, Mesa, AZ; and Department of Defense, USAF Air Force Research Laboratory (AFRL), Warfighter Training Research Division, Mesa, AZ. August 2007. [\$24,750]

Developing high fidelity synthetic task research environments using gaming technology. Aptima, Inc., DoD STTR 2006, Phase I Topic AF06-T011. September 2006-July 2007. [\$30,000]

Team complex skill acquisition, decay, transfer, and reacquisition in complex task training and performance environments. [With Winston Bennett, Jr., AFRL/HE]. The Defense Advanced Research Project Agency (DARPA), and Air Force Research Laboratory Human Effectiveness Directorate (AFRL/HE). November 2005-August 2007. [\$250,000]

Texas A&M University College of Liberal Arts Research Award, 2005.

Emerald LiteratiNetwork Most Downloaded Articles Top 200 (presented in 2005) for: **Arthur, W. Jr.,** Woehr, D. J., & Graziano, W. G. (2001). Personality testing in employment settings: Problems and issues in the application of typical selection practices. *Personnel Review*, 30, 657-676.

Anbar International Management Database (Electronic Intelligence) Citation of Excellence, Highest Quality Rating for: **Arthur, W. Jr.,** Doverspike, D., & Barrett, G. V. (1996). Development of a job analysis-based procedure for weighting and combining content-related tests into a single test battery score. *Personnel Psychology*, 49, 971-985.

Developing a business case for crew resource management in the railroad industry. Consultant to the Texas Transportation Institute, Texas A&M university. Federal Railroad Administration. September 2004-July 2005. [\$52,715]

Faculty Developmental Leave. College of Liberal Arts, Texas A&M University, 2005.

Standards for readiness assessment and tracking of warfighter training systems research. [With Winston Bennett, Jr., AFRL/HE]. The Defense Advanced Research Project Agency (DARPA), and Air Force Research Laboratory Human Effectiveness Directorate (AFRL/HE). October 2004-September 2005. [\$370,000]

Complex skill acquisition and retention and minimizing skill decay: An investigation of the effectiveness of instructional design and post-training strategies. National Science Foundation, September 2003-August 2004. [\$99,991]

Aggressive driving: Finding the link between personality factors, driving behavior, and crash involvement. [With Sue Chrysler] Southwest Region University Transportation Center, August 2003-July 2004. [\$50,000]

Comparison of three- and five-alternative multiple-choice tests: An examination of factors contributing to a reduction in race-based subgroup differences. [With Bryan D. Edwards.] Race and Ethnic Studies Institute, Faculty Mini-grant Program, Texas A&M University, May 2003-April 2004. [\$2,000]

Comparison of three- and five-alternative multiple-choice tests: An examination of factors contributing to a reduction in race-based subgroup differences. [With Suzanne T. Bell.] Race and Ethnic Studies Institute, Graduate Student Mini-grant Program, Texas A&M University, May 2003-April 2004. [\$500]

An examination of factors contributing to a reduction in race-based subgroup differences on alternative paper-and-pencil test formats. [With Bryan D. Edwards.] Race and Ethnic Studies Institute, Faculty Mini-grant Program, Texas A&M University, May 2002-December 2002. [\$2,200]

An examination of factors contributing to a reduction in race-based subgroup differences on alternative paper-and-pencil test formats. [With Bryan D. Edwards.] Race and Ethnic Studies Institute, Faculty Mini-grant Program, Texas A&M University, May 2002-December 2002. [\$850]

An examination of the effect of test format on levels of adverse impact. [With Bryan D. Edwards.] Race and Ethnic Studies Institute, Faculty Mini-grant Program, Texas A&M University, May 2001. [\$2,600]

Identifying factors that influence the cognitive readiness and performance of teams. Link Training and Simulations Systems, Mesa, AZ; and Department of Defense, USAF Air Force Research Laboratory (AFRL), Warfighter Training Research Division, Mesa, AZ. November 2000. [\$30,000]

Faculty Developmental Leave. College of Liberal Arts, Texas A&M University, 1999.

Efficiency of cognitive task analysis methods, and the development of team task analysis methods. (INTTECH contract F41624-97-C-5030 - Research and Development in Integrated Training Technologies). Metrica, Inc., San Antonio, TX, February 1998. [\$15,000]

Selection into performance teams: A laboratory investigation of g-based optimal pairing strategies in a dyadic team training protocol. Galaxy Scientific Corporation, San Antonio, TX, in support of contract F41624-95-C-5007, April 1998. [\$30,000]

Course and instructor evaluations: The relationship between Level I and Level II evaluation criteria. Texas A&M University Minigrant, April 1998. [\$700]

A longitudinal investigation of three macro predictors of driving accident involvement. Texas Advanced Research Program, July 1997. [\$78,955]

The development of a general measure of performance. [With Travis Tubre.] Air Force Office of Scientific Research (AFOSR), January 1997. [\$41,767]

The influence of rater individual differences on job evaluation ratings. Texas A&M University Minigrant, April 1996. [\$412.50]

Formative and summative evaluation of the Guided Approach to Instructional Design Advising (GAIDA): Tentative hypotheses and evaluation measures. AL/HRTD contract F41622-95-P-4402, Technical Training Division, Brooks AFB, TX, September 1995. [\$24,750]

Skill decay: A comparative assessment of training protocols and individual differences in the loss and re-acquisition of complex skills. AL/HRTD contracts F41622-94-P-1040 and F41622-94-P-2955, Technical Training Division, Brooks AFB, TX, December 1993, April 1994. [\$39,272]

Skill retention and decay: A meta-analysis. AL/HRTD contract F41622-93-M-2342, Technical Training Division, Brooks AFB, TX, March 1993. [\$23,887]

Developing a coder training program, manual, and reference guide for coding training effectiveness research studies for meta-analytic purposes. AL/HRTD contract F41622-93-M-2489, Technical Training Division, Brooks AFB, TX, June 1993. [\$10,080]

Survey of I/O psychology practices in Ghanaian and Nigerian organizations. Texas A&M Minigrant, February 1992. [\$470]

A dyadic protocol for training complex skills. [With Wayne Shebilske.] U.S. Air Force, Technical Research Division, Brooks AFB, San Antonio, TX, Summer 1991. [\$10,000]

Development and validation of a short form of the Raven's Progressive Matrices. Texas A&M University Minigrant, May 1990. [\$1,000]

An empirical comparison of locus of control and information-processing measures as predictors of accidents. Texas A&M University Minigrant, March 1988. [\$500]

Graduate Fellowship, University of Akron - 1986-1987.

Professional Activities

2008 - Present	Editorial Board, <i>Journal of Applied Psychology</i>
2008 - Present	Member, Society for Industrial and Organizational Psychology Awards Committee, Distinguished Professional Contributions Award
2007 - Present	Member, Society for Industrial and Organizational Psychology 1999 <i>Standards for Educational and Psychological Testing</i> Revision Task Force
2007	Member, APA 2007 <i>Journal of Applied Psychology</i> Editor Search Committee
2007 - Present	Editorial Board, <i>Industrial and Organizational Psychology: Perspectives on Science and Practice</i>
2005 - 2007	Associate Editor, <i>Journal of Applied Psychology</i>
2004 - 2007	Editorial Board, <i>Personnel Psychology</i>
2002 - 2004	Editorial Board, <i>Journal of Applied Psychology</i>
2001 - 2003	Member, Society for Industrial and Organizational Psychology Program Review Committee
2001 - 2002	Member, Advisory Committee to Ad Hoc Committee on the Revision of the Society for Industrial and Organizational Psychology Principles for the Validation and Use of Personnel Selection Procedures

Reviewing Activities

2008 - Present	Reviewer, <i>Human Factors</i>
2008 - Present	Reviewer, <i>Theoretical Issues in Ergonomics Science</i>
2007	Reviewer, <i>Swiss Journal of Psychology</i>
2005 - Present	Reviewer, <i>Journal of Personality</i>
2004 - Present	Reviewer, <i>Organizational Behavior and Human Decision Processes</i>
2003 - Present	Reviewer, <i>Group and Organization Management</i>
2003 - Present	Reviewer, <i>National Science Foundation — grant reviews</i>
2002 - Present	Reviewer, <i>Journal of Occupational and Organizational Psychology</i>
2000 - 2001	Reviewer, <i>Ergometrika</i>
2000 - 2004	Reviewer, <i>Personnel Review</i>
2000 - Present	Reviewer, <i>Ergonomics</i>
1999 - Present	Reviewer, <i>International Journal of Selection and Assessment</i>
1999 - Present	Reviewer, <i>Journal of Applied Social Psychology</i>
1999 - Present	Reviewer, <i>Perceptual and Motor Skills</i>
1997 - Present	Reviewer, <i>Social Sciences and Humanities Research Council of Canada — grant reviews</i>
1997	Reviewer, <i>Psychological Bulletin</i>
1996 - 2001	Reviewer, <i>Journal of Applied Psychology</i>
1996 - 1997	Reviewer, <i>Journal of Applied Social Psychology</i>
1996 - Present	Reviewer, <i>Human Performance</i>
1994 - Present	Reviewer, <i>Military Psychology</i>
1993 - 1994	Reviewer, <i>IBM Measurement Series</i>
1991	Reviewer, <i>Academy of Management - Personnel/Human Resources Division.</i>
1991 - 2004	Reviewer, <i>Personnel Psychology</i>

1988 Reviewer, *Personality and Social Psychology Bulletin*
1988 Reviewer, *Essentials of Psychological Testing* (5th ed.), Harper & Row Pub.

Advisory Boards

2006 - Present **Technical Board of Advisors Member**, The HR Chally Group, Dayton, OH.
2003 - Present **Advisory Board Member**, The State Department Board of Examiners for the
Foreign Service, Washington, D.C.
2001 - Present **Advisory Board Member**, PeopleAnswers, Dallas, TX.
2001 - Present **Advisory Board Member**, ERC Dataplus, Norwalk, CT.

Memberships in Professional Organizations

Fellow, American Psychological Association
Fellow, The Association for Psychological Science
Fellow, The Society for Industrial/Organizational Psychologists (APA Division 14)
Member, American Psychological Association, Division 5 – Evaluation, Measurement, and
Statistics
Member, Academy of Management
Member, Houston Area Industrial/Organizational Psychologists
Member, International Personnel Management Association
Member, International Personnel Assessment Council
Member, Southern Management Association