

VITA
February 18th, 2019

Name: Winfred Arthur, Jr.

Office: Department of Psychological and Brain Sciences P. O. Box 11163
Texas A&M University College Station, TX 77842-1163
4235 TAMU
College Station, Texas 77843-4235

Phone: (979) 845-2502

Fax: (979) 845-4727

E-mail: w-arthur@tamu.edu

winfred@winfredarthur.com

winfredarthur@gmail.com

ResearchGate profile http://www.researchgate.net/profile/Winfred_Arthur_Jr

Google Scholar profile <http://scholar.google.com/citations?user=TjxUECcAAAAJ&hl=en>

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

Fall 2015 - **Texas A&M University, Department of Psychology.** PROGRAM AREA
Present HEAD, Industrial/Organizational Psychology Program

Spring 1997 -
2006

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

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

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

- Sept. 1987 - **Texas A&M University, Department of Psychology.** ASSISTANT
 Aug. 1994 PROFESSOR. Responsibilities include independent research, supervision of M.S. and PhD level students, and graduate and undergraduate level teaching.
- 1989 - **Winfred Arthur, Jr. Consulting.** PRINCIPAL.
 Present
- Oct. 1999 - **The Institute for Job and Occupational Analysis, San Antonio, TX.**
 2001 CONSULTANT. Responsibilities include task analysis survey development, administration, and analysis.
- June 1995 - **Metrica, Inc., San Antonio, TX.** CONSULTANT. Responsibilities include
 Jan. 1997 test development and validation; development of team and cognitive task
 Feb. 1998 - analysis systems and methods.
 2001
- 1988 - 1991 **Greener and Associates, Fort Worth, TX.** Part-time CONSULTANT.
- 1984 - 2007 **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 and Development in Organizations: A Systems Approach to Personnel Interventions

Graduated Doctoral Students

Juan Batarse	- 2018	Leigh Paulus [Lehenbauer]	- 2003
Olabisi Atoba	- 2017	Bryan Edwards	- 2003
Andrew Naber	- 2015	Maria Sanchez-Ku	- 2003
Gonzalo J. Muñoz	- 2014	Bruce Miyashiro	- 2001
Ryan Glaze	- 2012	Don Paul	- 2001
Nichelle Carpenter	- 2012	Dennis Gettman	- 2001
Steven Jarrett	- 2012	Travis Tubre	- 2000
Ira Schurig	- 2012	Arlette Decuir	- 1999
Kathy Archuleta [Lane]	- 2009	Eric Day	- 1998
Anton Villado	- 2008	Jeffrey Jordan	- 1997
Toby Kyte	- 2008	Pamela Stanush [Edens]	- 1997
Alok Bhupatkar	- 2007	Marie Slimak	- 1996
Joel Philo	- 2004	Brian Young	- 1996
Kathleen Sheehan	- 2004	Winston Bennett, Jr.	- 1995
Suzanne Bell	- 2004	Erik Olson	- 1994

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Note. Texas A&M graduate student (both current and former) coauthors are underlined; other graduate students are double-underlined.

PUBLICATIONS

Refereed Journal Articles

Hardy, J. H., Day, E. A., & **Arthur, W., Jr.** (in press). Exploration-exploitation tradeoffs and information-knowledge gaps in self-regulated learning: Implications for learner-controlled training and development. *Human Resource Management Review*. doi.org/10.1016/j.hrmr.2018.07.004

Arthur, W., Jr., Keiser, N. L., & Doverspike, D. (2018). An information processing-based conceptual framework of the effects of unproctored Internet-based testing devices on scores on employment-related assessments and tests. *Human Performance*, 31, 1-32.

Arthur, W., Jr., Keiser, N. L., Hagen, E., & Traylor, Z. (2018). Unproctored internet-based device-type effects on test scores: The role of working memory. *Intelligence*, 67, 67-75.

Beus, J. M., Payne, S. C., **Arthur, W., Jr.**, & Muñoz, G. J. (2017). The development and validation of a cross-industry safety climate measure: Resolving conceptual and operational issues. *Journal of Management*. doi: 10.1177/0149206317745596

Jarrett, S. M., Glaze, R. M., Schurig, I., & **Arthur, W., Jr.** (2017). The importance of team sex composition in team training research employing complex psychomotor tasks. *Human Factors*, 59, 833-843.

Morelli, N. A., Potosky, P., **Arthur, W., Jr.**, & Tippins, N. (2017). A call for conceptual models of technology in I-O psychology: An example for technology-based talent assessment. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 634-653.

Jarrett, S. M., Glaze, R. M., Schurig, I., Muñoz, G. J., Naber, A. M., McDonald, J. N., Bennett, W., Jr., & **Arthur, W., Jr.** (2016). The comparative effectiveness of distributed and co-located team after-action reviews. *Human Performance*, 29, 408-427.

Arthur, W., Jr., Cho, I., & Muñoz, G. J. (2016). Red vs. green: Does the exam booklet color matter in higher education summative evaluations? Not likely. *Psychonomic Bulletin & Review*, 23, 1596-1601.

Beus, J. M., Muñoz, G. J., & **Arthur, W., Jr.** (2015). Personality as a multilevel predictor of climate: An examination in the domain of workplace safety. *Group and Organization Management*, 40, 625-656.

Naber, A. M., McDonald, J. N., Asenuga, O. A., & Arthur, W., Jr. (2015). Team members' interaction anxiety and team training effectiveness: A catastrophic relationship? *Human Factors*, 57, 163-176.

Arthur, W., Jr., Doverspike, D., Muñoz, G. J., Taylor, J. E., & Carr, A. E. (2014). The use of mobile devices in high-stakes remotely delivered assessments and testing. *International Journal of Selection and Assessment*, 22, 113-123.

Arthur, W., Jr., Glaze, R. M., Jarrett, S. M., White, C. D., Schurig, I., & Taylor, J. E. (2014). Comparative evaluation of three situational judgment test response formats in terms of construct-related validity, subgroup differences, and susceptibility to response distortion. *Journal of Applied Psychology*, 99, 335-345.

Devarasetty, P. C., Burris, M., Arthur, W., Jr., McDonald, J. N., & Muñoz, G. J. (2014). Can psychological variables help predict the use of priced managed lanes? *Transportation Research Part F-Traffic Psychology and Behaviour*, 22, 25-38.

Arthur, W., Jr., Doverspike, D., Barrett, G. V., & Miguel, R. (2013). Chasing the Title VII Holy Grail: The pitfalls of guaranteeing adverse impact elimination. *Journal of Business and Psychology*, 28, 473-485.

Villado, A. J., & Arthur, W., Jr. (2013). The comparative effect of subjective and objective after-action reviews on team performance on a complex task. *Journal of Applied Psychology*, 98, 514-528.

Arthur, W., Jr., Glaze, R. M., Bhupatkar, A., Villado, A. J., Bennett, W., Jr., & Rowe, L. (2012). Team task analysis: Differentiating between tasks using team-relatedness and team workflow as metrics of team task interdependence. *Human Factors*, 54, 277-295.

Edwards, B. D., Arthur, W., Jr., & Bruce, L., L. (2012). The three-option format for knowledge and ability multiple-choice tests: A case for why it should be more commonly used in personnel testing. *International Journal of Selection and Assessment*, 20, 65-81.

Arthur, W., Jr., Kyte, T. B., Villado, A. J., Morgan, C. A., & Roop, S. S. (2011). Introducing a subject matter expert-based utility analysis approach to assessing the utility of organizational interventions such as crew resource management training. *International Journal of Aviation Psychology*, 21, 191-215.

Arthur, W., Jr., Day, E. A., Villado, A. J., Boatman, P. R., Kowollik, V., Bennett, W., Jr., & Bhupatkar, A. (2010). The effect of distributed practice on immediate post-training, and long-term performance on a complex command-and-control task. *Human Performance*, 23, 428-445.

Beus, J. M., Payne, S. C., Bergman, M. E., & Arthur, W., Jr. (2010). Safety climate and injuries: An examination of theoretical and empirical relationships. *Journal of Applied Psychology*, 95, 713-727.

- Arthur, W., Jr., Glaze, R. M., Villado, A. J., & Taylor, J. E.** (2010). 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, 18*, 1-16.
- 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.

Peer-Reviewed Comments

- Arthur, W., Jr., & Woehr, D. J.** (2013). No steps forward, two steps back: The fallacy of trying to "eradicate" adverse impact? *Industrial and Organizational Psychology: Perspectives on Science and Practice, 6*, 438-442.
- 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.

Books

Arthur, W., Jr., Day, E. A., Bennett, W., Jr., & Portrey, A. (Eds.) (2013). *Individual and team skill decay: The science and implications for practice*. New York: Taylor & Francis/Psychology Press.

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). Skill decay: The science and practice of mitigating loss and enhancing retention. In P. Ward, J. M. Schraagen, J. Gore, & E. Roth (Eds.), *The Oxford handbook of expertise: Research and application*. Oxford: Oxford University Press. doi: 10.1093/oxfordhb/9780198795872.013.47

Arthur, W., Jr., & Traylor, Z. (in press). Mobile assessment in personnel testing: Theoretical and practical implications. In R. N. Landers (Ed.), *The Cambridge handbook of technology and employee behavior*. New York: Cambridge University Press.

Arthur, W., Jr., Doverspike, D., Kinney, T. B., & O'Connell, M. (2017). The impact of emerging technologies on selection models and research: Mobile devices and gamification as exemplars. In J. L. Farr, & N. T. Tippins (Eds.), *Handbook of employee selection* (2nd ed., pp. 967-986). New York: Taylor & Francis/Psychology Press.

Doverspike, D., **Arthur, W., Jr., & Flores, C.** (2017). Analyzing EEO disparities in pay: A primer on structuring analyses. In S. B. Morris, & E. M. Dunleavy (Eds.), *Adverse impact analysis: Understanding data, statistics, and risk* (pp. 197-215). New York: Routledge/Psychology Press.

Arthur, W., Jr., & Day, E. A. (2013). Introduction: Knowledge and skill decay in applied research. In **W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey** (Eds.), *Individual and team skill decay: The science and implications for practice* (pp. 3-13). New York: Taylor & Francis/Psychology Press.

Arthur, W., Jr., & Day, E. A. (2013). "A look from aFarr (1987)": The past, present, and future of applied skill decay research. In **W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey**

(Eds.), *Individual and team skill decay: The science and implications for practice* (pp. 405-427). New York: Taylor & Francis/Psychology Press.

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. (2013). A comparative investigation of individual and team skill retention and transfer 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: The science and implications for practice* (pp. 321-343). New York: Taylor & Francis/Psychology Press.

Carpenter, N. C., & Arthur, W., Jr. (2013). The conceptual versus empirical distinctiveness of work performance constructs: The impact of work performance items. In D. Svyantek, & K. Mahoney (Eds.), *Received wisdom, kernels of truth, and boundary conditions in organizational studies* (pp. 201-238). Charlotte, NC: Information Age Publishing.

Day, E. A., Arthur, W., Jr., Villado, A. J., Boatman, P. R., Kowollik, V., Bhupatkar, A., & Bennett, W., Jr. (2013). 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: The science and implications for practice* (pp. 282-301). New York: Taylor & Francis/Psychology Press.

Schurig, I., Arthur, W., Jr., Day, E. A., & Woehr, D. J. (2013). Variance as an indicator of training effectiveness in the context of complex skill acquisition, retention, and transfer. In **W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey** (Eds.), *Individual and team skill decay: The science and implications for practice* (pp. 117-150). New York: Taylor & Francis/Psychology Press.

Villado, A. J., Day, E. A., Arthur, W., Jr., Boatman, P. R., Kowollik, V., Bhupatkar, A., & Bennett, W., Jr. (2013). Complex 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: The science and implications for practice* (pp. 53-67). New York: Taylor & Francis/Psychology Press.

Villado, A. J., Day, E. A., Arthur, W., Jr., Boatman, P. R., Kowollik, V., Bhupatkar, A., & Bennett, W., Jr. (2013). 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: The science and implications for practice* (pp. 240-257). New York: Taylor & Francis/Psychology Press.

Arthur, W., Jr. (2012). Dimension-based assessment centers: Theoretical perspectives. In D. J. R. Jackson, C. E. Lance, & B. J. Hoffman (Eds.), *The psychology of assessment centers* (pp. 95-120). New York: Routledge/Psychology Press.

Arthur, W., Jr., Villado, A. J., & Bennett, W., Jr. (2012). Innovations in team task analysis: Identifying team-based task elements, tasks, and jobs. In M. A. Wilson, **W. Bennett, Jr., S. G. Gibson, & G. M. Alliger** (Eds.), *The handbook of work analysis in organizations*:

Methods, systems, applications, and science of work measurement in organizations (pp. 641-661). New York: Routledge/Psychology Press.

Doverspike, D., & **Arthur, W., Jr.** (2012). The role of job analysis in test selection and development. In M. A. Wilson, **W. Bennett, Jr.**, S. G. Gibson, & G. M. Alliger (Eds.), *The handbook of work analysis in organizations: Methods, systems, applications, and science of work measurement in organizations* (pp. 381-399). New York: Routledge/Psychology Press.

Arthur, W., Jr., & **Day, E. A.** (2011). Assessment centers. In S. Zedeck (Ed.), *APA handbook of industrial and organizational psychology: Volume 2, Selecting and developing members for the organization* (pp. 205-235). Washington, DC: APA.

Arthur, W., Jr., & **Glaze, R. M.** (2011). Cheating and response distortion on remotely delivered assessments. In N. T. Tippins, & S. Adler (Eds.), *Technology-enhanced assessment of talent* (pp. 99-152). San Francisco, CA: Jossey-Bass.

Arthur, W., Jr., & **Day, E. A.** (2009). 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, analysis, and prevention* (pp. 125-148). NY: Novinka/Nova Science Publishers.

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.

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).]

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). Göttingen, 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.

AWARDS

2016 Featured top rated paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

2014 Raymond D. Fowler Award for Outstanding Contribution to the Professional Development of Graduate Students, American Psychological Association of Graduate Students.

2012 Featured top rated paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

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

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

Emerald Literati Network 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.

GRANTS

Wearable sensing framework for examining the effect of built environment on human performance. [With Younjib Ham ([PI] Department of Construction Science) and Patrick Suermann.] Texas A&M Triads for Transformation (T3). January 2019-December 2020. [\$30,000]

Guidance for employer-based behavioral traffic safety programs for drivers in the workplace. [With Eva Shipp ([PI] Texas Transportation Institute {TTI}) et al.] Transportation Research Board, Behavioral Traffic Cooperative Research Program (BTSCR) Project Number BTS-01. January 2019-December 2020. [\$350,000]

Using behavioral economics to better understand managed lane use. [With Mark Burris ([PI] Civil Engineering) et al.] U.S. Department of Transportation, Federal Highway Administration—Exploratory Advanced Research Program. September 2017-February 2021. [\$1,425,716]

The predictor method-change approach to reducing subgroup differences: True method effects or camouflaged construct-change effects? [With Bryan D. Edwards, Olabisi A. Asenuga, Nathanael L. Keiser, Inchul Cho, & Steven M. Jarrett]. Society for Industrial and Organizational Psychology Foundation, Adverse Impact Reduction Research Initiative Action (AIRRIA) Research Grant. January 2015-December 2015. [\$2,000]

An investigation of skill decay and reacquisition of individual- and team-based skill in a synthetic training environment. [With Gonzalo J. Muñoz & Andrew N. Naber.] APA Division 19 (Inaugural) Research Grant. August 2013-August 2014. [\$5,000]

Understanding traveler behavior: The psychology behind managed lane use. [With Mark Burris (Civil Engineering).] University Transportation Center for Mobility. Texas Transportation Institute [TTI]. September 2011-December 2012. [\$100,000]

The development and validation of a universal measure of safety climate. [With Jeremy M. Beus, & Stephanie C. Payne.] NIOSH Projects Research Training Program—UTHSC-School of Public Health. Grant No. T42CCT610417. July 1st, 2010-June 30th, 2011. [\$7,903]

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 U.S. 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 Projects Agency (DARPA), and Air Force Research Laboratory Human Effectiveness Directorate (AFRL/HE). November 2005-August 2007. [\$250,000]

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

Standards for readiness assessment and tracking of warfighter training systems research. [With Winston Bennett, Jr., AFRL/HE.] The Defense Advanced Research Projects 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 U.S. Department of Defense, USAF Air Force Research Laboratory (AFRL), Warfighter Training Research Division, Mesa, AZ. November 2000. [\$30,000]

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

Editorial and Committee Memberships

- 2019 - Present Editor, *Human Performance*, Annual Special Issue: *Psychometric Development and Evaluation of Measures in the Organizational Sciences*
- 2017 - Present Member, APS Fellows Committee, Association for Psychological Science
- 2016 - Present Member, Professional and Scientific Affairs Committee, International Personnel Assessment Council, Washington, D.C.
- 2016 - Present Editorial Board, *Journal of Business and Psychology*
- 2016 Steering Committee Member, National Academy of Sciences, Engineering, and Medicine Workshop on Workforce Planning Models for Forensic Science. Washington, D.C.
- 2015 - Present Associate Editor, *Human Performance*
- 2015 - 2018 Member, Committee on the Revision of the *Society for Industrial and Organizational Psychology Principles for the Validation and Use of Personnel Selection Procedures*, Society for Industrial and Organizational Psychology
- 2014 - Present Editorial Board, *Personnel Assessment Decisions*
- 2014 - Present Editorial Board, *Africa Journal of Management*
- 2014 - 2015 Chair, Committee on Psychological Tests and Assessment, American Psychological Association
- 2013 - 2014 Member, Committee on Psychological Tests and Assessment, American Psychological Association
- 2012 - 2015 Chair, Doug Bray and Ann Howard Research Grant Subcommittee of the Awards Committee, Society for Industrial and Organizational Psychology
- 2011 - 2012 Member, Doug Bray and Ann Howard Research Grant Subcommittee of the Awards Committee, Society for Industrial and Organizational Psychology
- 2011 - 2015 Member, Distinguished Scientific Contributions Award Subcommittee of the Awards Committee, Society for Industrial and Organizational Psychology
- 2010 - Present, Editorial Board, *Personnel Psychology*
- 2004 - 2007
- 2008 - Present, Editorial Board, *Journal of Applied Psychology*
- 2002 - 2004
- 2008 - 2011 Member, Distinguished Professional Contributions Award Subcommittee of the Awards Committee, Society for Industrial and Organizational Psychology
- 2007 - 2011 Member, *1999 Standards for Educational and Psychological Testing* Revision Task Force, Society for Industrial and Organizational Psychology
- 2007 Member, APA 2007 *Journal of Applied Psychology* Editor Search Committee
- 2007 - Present Editorial Board, *Industrial and Organizational Psychology: Perspectives on Science and Practice*
- 2005 - 2007 Associate Editor, *Journal of Applied Psychology*
- 2001 - 2003 Member, Program Review Committee, Society for Industrial and Organizational Psychology
- 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, Society for Industrial and Organizational Psychology

Reviewing Activities

2012 - Present	Reviewer, <i>Educational and Psychological Measurement</i>
2009 - Present	Reviewer, <i>Organizational Research Methods</i>
2009 - Present	Reviewer, <i>Learning and Individual Differences</i>
2008 - Present	Reviewer, <i>Human Factors</i>
2008 - Present	Reviewer, <i>Theoretical Issues in Ergonomics Science</i>
2007 - Present	Reviewer, <i>Personnel Psychology</i>
2007	Reviewer, <i>Swiss Journal of Psychology</i>
2005 - 2008	Reviewer, <i>Journal of Personality</i>
2004	Reviewer, <i>Organizational Behavior and Human Decision Processes</i>
2003	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	Reviewer, <i>Ergonomics</i>
1999	Reviewer, <i>International Journal of Selection and Assessment</i>
1999	Reviewer, <i>Journal of Applied Social Psychology</i>
1999	Reviewer, <i>Perceptual and Motor Skills</i>
1997	Reviewer, <i>Social Sciences and Humanities Research Council of Canada — grant reviews</i>
1997, 2011	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 - 2005	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, <i>Personality and Social Psychology Bulletin</i>
1988	Reviewer, <i>Essentials of Psychological Testing</i> (5 th ed.), Harper & Row Pub.

Advisory Boards

2018 - Present	Technical Expert Panel Member , Human Resources Research Organization (HumRRO), Alexandria, VA.
2016 - Present	Technical Advisory Committee Member , Association of American Medical Colleges, Washington, DC.

- 2016 - Present **Advisory Board Member**, AOE Science, Tulsa, OK.
- 2014 - 2017 **Advisory Board Member**, The State Department Board of Examiners for the
2003-2012 Foreign Service, Washington, D.C.
- 2006 **Technical Board of Advisors Member**, The HR Chally Group, Dayton, OH.
- 2001 - 2013 **Advisory Board Member**, PeopleAnswers, Dallas, TX.
- 2001 - 2004 **Advisory Board Member**, ERC Dataplus, Norwalk, CT.

COURT AND OTHER LEGAL CASES

Fraternal Order of Police v. City of Miami Beach, (2015), FMCS 15-50272-3 Class Action Promotional Grievance (Arbitration). Defendant expert testimony.

United States of America v. The City of Austin, C.A. No. 1:14-cv-00533-IY (2014), United States District Court for the Western District of Texas, Austin Division. Intervenor, Austin Firefighters Association Local 975, expert reports.

Dwight Bazille, et al. v. City of Houston, C.A. No. H-08-2404 (2012), United States District Court for the Southern District of Texas, Houston Division. Intervenor, Houston Professional Fire Fighters Association, expert reports, deposition, and testimony. Prevailed on most claims.

IAFF Local 975 v. City of Austin, Case No. AAA 70 390 00043 11 (2011), Collective Bargaining Agreement No. 2010-0009. Plaintiff expert reports and testimony. Prevailed.

Emergency Responders for Equality v. Kerr et al. (2011, February). Case No A 09 CA 886 LY, United States District Court for the Western District of Texas, Austin Division. Plaintiff expert report and deposition. Favorable Settled.

McClain v. Lufkin Industries, 9:97-CV-063; 519 F.3d 264, 278 (Judge Howell Cobb, 2005; Judge Ron Clark, 2009). United States District Court for the Eastern District of Texas, Lufkin Division. Design, development, and delivery of EEO training as per court decisions and ruling, and submission of reports.

Personnel Board of Jefferson County v. United States, 449 U.S. 1061, 101 S.ct. 783, 66 L.Ed.2d 603 (1980). Test development and validation, and reports to the court.

Firefighters' Institute for Racial Equal. v. City of St. Louis, MO., 4:98CV789 SNL, Slip Op. at 9 (E.D. Mo. Sept. 2, 1999). United States District Court for the Eastern District of Missouri, Eastern Division. Deposition as test developer. Prevailed, summary judgment. Prevailed on appeal as well.

Addington Stewart, et al. v. The City of St. Louis, and Local 73, et al. Case No. 4:04-CV-885-RWS, United States District Court for the Eastern District of Missouri, Eastern Division. Testimony for defendant as test developer. Prevailed. Prevailed on appeal as well.

MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

Fellow, Association for Psychological Science
Fellow, American Psychological Association
Fellow, Society for Industrial/Organizational Psychologists (APA Division 14)
Member, American Psychological Association, Division 5 – Quantitative and Qualitative Methods
Member, American Psychological Association, Division 19 – Society for Military Psychology
Member, Academy of Management
Member, International Public Management Association for Human Resources
Member, International Personnel Assessment Council

OTHER PUBLICATIONS

Proceedings

- Beus, J. M., Muñoz, G. J., Arthur, W., Jr., & Payne, S. C. (2013). A multilevel construct validation of safety climate. In L. A. Toombs (Ed.), *Proceedings of the Seventy-third Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.
- 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* (pp. 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., Atoba, O. A., Keiser, N. L., & Cho, I., & Edwards, B. D. Does the use of alternative predictor methods reduce subgroup differences? It depends on the construct. *Human Resource Management*.

Beus, J. M., Lucianetti, L., & Arthur, W., Jr. Clash of climates: Examining the paradoxical effects of climates for promotion and prevention. *Personnel Psychology*. [revise-and-resubmit]

Carpenter, N. C., Newman, D. A., & Arthur, W., Jr. What about work withdrawal? Evaluations of items measuring task performance, OCB, CWB, and withdrawal. *Human Resource Management*.

Keiser, N. L., & Arthur, W., Jr. A meta-analysis of the effect of the after-action review on training outcomes and factors that influence its effectiveness. *Journal of Applied Psychology*. [revise-and-resubmit]

Naber, A. M., Arthur, W., Jr., Edwards, B. D., & Franco-Watkins, A. Increased retest scores on cognitive tests: Memory or learning effects? *Journal of Business and Psychology*.

Muñoz, G. J. et al. Can the after-action review mitigate skill decay? *Human Factors*.

Triana, M. C., Kim, K., Byun, S-Y., Delgado, D., & Arthur, W., Jr. Team deep-level diversity and team performance: A meta-analysis of mediating mechanisms. *Journal of Management Studies*. [revise-and-resubmit]

Manuscripts in Preparation

Arthur, W., Jr., Batarse, J. C., & Traylor, Z. *The situational judgement test would-do/should-do instruction set effect revisited: Real or received doctrine?*

Arthur, W., Jr., & Hagen, E. The lazy or dishonest respondent: Detection and prevention. *Annual Review of Organizational Psychology and Organizational Behavior*, 8.

Arthur, W., Jr., Naber, A. N., Muñoz, G. J., Keiser, N. L., McDonald, J. N., Atoba, O. A., Cho, I., White, C. D., Glaze, R. M., Jarrett, S. M., Schurig, I. & Bennett, W., Jr. *A comparison of individual and team skill decay and reacquisition in a synthetic training environment.*

Traylor, Z., Hagen, E., Williams, A. S., & Arthur, W., Jr. *The testing environment as an explanation for unproctored internet testing device-type effects.*

Works in Progress

Arthur, W., Jr. *Development and validation of a situational judgement test-based measure of conscientiousness and agreeableness.*

Arthur, W., Jr., Williams, A. S., Traylor, Z., Hagen, E., & George, F. *Cognitive ability scores differences on unproctored internet-based tests: Self-selection or device-type effects?*

Keiser, N. L., Arthur, W., Jr., & Traylor, Z. *Assessing organizational climate using a mental models assessment: Team psychological safety as an exemplar.*

Keiser, N. L., Arthur, W., Jr., Traylor, Z., & George, F. *An examination of the effectiveness of the after-action review as a means of mitigating the adverse effects of team member substitution on team performance.*

McDonald, J. N., & Arthur, W., Jr. *Defining traffic safety culture through the lens of organizational culture and knowledge organization.*

Mendoza, A., Hagen, E., & Arthur, W., Jr. *An examination of the differential effects of item writing quality on the exam performance of White and Racial Minority test takers.*

Selected Technical Reports [pre 2012 {inclusive}]. Full list is available upon request.

Burris, M., **Arthur, W., Jr., Devarasetty, P. C., Muñoz, G. J., & McDonald, J. N.** (2012). *Understanding traveler behavior: The psychology behind managed lane use.* Grant No. DTRT06-G-0044. report No. UTCM #11-07-66. U.S. Department of Transportation; University Transportation Center for Mobility, Texas Transportation Institute [TTI], The Texas A&M University System, College Station, TX.

Arthur, W., Jr., Jarrett, S. M., Glaze, R. M., Schurig, I., Munoz, G. J., McDonald, J. N., Naber, A. M., & Villado, A. J. (2011). *An investigation of factors that moderate the effectiveness of after-action reviews: Objective and subjective after-action reviews 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., Naber, A. M., Jarrett, S. M., Glaze, R. M., Schurig, I., McDonald, J. N., & Munoz, G. J. (2011). *Game-based assessment for team training and empirical research: The development of a DDD-based research tool.* 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.

Beus, J. M., Muñoz, G. J., Arthur, W., Jr., & Payne, S. C. (2011). *Geo-Operaciones preliminary safety survey report*. Technical Report submitted to Geo-Operaciones, El Salvador, Chile. College Station, TX: Texas A&M University, Psychology Department.

Villado, A. J., & Arthur, W., Jr. (2010). *An empirical investigation of the effectiveness of subjective and objective after-action reviews*. 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.

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. (2007). *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 [TTI].

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.

INVITED PRESENTATIONS

- Arthur, W., Jr.** (2017). *The use of "mobile" devices in employment-related testing and assessment*. Invited SIOP Friday Seminar presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Arthur, W., Jr.** (2017). *The use of situational judgment tests in personnel selection and assessment: Science and practice*. Invited workshop presentation to the Santiago Chapter of the Chile Society of Industrial and Organizational Psychology, Santiago, Chile.
- Arthur, W., Jr.** (2017). *The use of online testing and assessments: Implications for practice*. Invited presentation at the Department of Psychology, Universidad Adolfo Ibáñez, Santiago, Chile.
- Arthur, W., Jr.** (2016). *An examination of the effectiveness of the predictor method-change approach to reducing subgroup differences*. Invited presentation at the University of Oklahoma Psychology Department Colloquium Series, Norman, OK.
- Arthur, W., Jr.** (2016). *A conceptual model of the effects of internet-based testing devices on scores on employment-related assessments and tests*. Invited presentation at the University of Oklahoma Industrial-Organizational Psychology Program Colloquium Series, Norman, OK.
- Arthur, W., Jr.** (2016). *An examination of the effectiveness of the predictor method-change approach to reducing subgroup differences*. Invited presentation at the RAND Psychology Speaker Series, RAND Corporation, Santa Monica, CA.

- Arthur, W., Jr.** (2015). *The predictor method-change approach to reducing subgroup differences: True method effects or camouflaged construct-change effects?* Invited keynote speaker at 2015 Annual Conference of the International Personnel Assessment Council, Atlanta, GA.
- O'Connell, M., **Arthur, W., Jr.**, & Doverspike, D. (2015). *Mobile device assessment: The horses have left the barn . . . now what?* Invited workshop presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Arthur, W., Jr.** (2014). *Advances and innovations in personnel selection.* Invited presentation at the Chile Society of Industrial and Organizational Psychology Conference, Santiago, Chile.
- Arthur, W., Jr.** (2014). *The science of after-action reviews as a team training intervention: Implications for practice.* Invited plenary presentation at the Chile Society of Industrial and Organizational Psychology Conference, Santiago, Chile.
- Arthur, W., Jr.** (2013). *Comparative evaluation of three situational judgment test response formats: Construct-related validity and subgroup differences.* Invited presentation at the Rice University I/O Psychology Colloquium Series, Houston, TX.
- Arthur, W., Jr.** (2012). *Studying team training and performance using high fidelity synthetic team task performance environments: Past, present, and future research.* Invited presentation at the University of Houston, Psychology Department, Houston, TX.
- Arthur, W., Jr.** (2012). *Comparative evaluation of three situational judgment test response formats: Construct-related validity and subgroup differences.* Invited presentation at the University of Zurich, Zurich, Switzerland.
- 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

- Atoba, A. O., & Arthur, W., Jr.** (2018). *Leadership self-efficacy in small groups: Validation of a self-report measure*. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Batarse, J. C., Arthur, W., Jr., & Traylor, Z. (2018). *Effect of "would"/"should" response instructions on SJT construct-related validity*. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Triana, M. C., Kim, K., Byun, S-Y, Delgado, D. M., & Arthur, W., Jr. (2018). *Team deep-level diversity and performance: A meta-analysis considering mediating mechanisms and boundary conditions*. Paper presented at the Journal of Management Studies Conference on Diversity Perspective on Management: Towards more complex conceptualizations of diversity in management studies, Babson Park, MA.
- Arthur, W., Jr.** (2017). Construct-laden situational judgment tests of personality: Ingenuity or folly? In J. Golubovich, & C. Angiano-Carrasco (Chairs), *Development of and scoring of construct-focused situational judgment tests*. Session presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Arthur, W., Jr., Keiser, N. L., Hagen, E., & Traylor, Z.** (2017). *Unproctored internet-based testing device-type score differences: The role of working memory*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Day, E. A., Hardy, J. H., & Arthur, W., Jr. (2017). Exploration-exploitation tradeoffs in self-regulated learning: Implications for training and development. In D. Jundt, & J. W. Beck (Chairs), *Current directions in modeling within-person dynamics in self-regulation research*. Session presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Arthur, W., Jr.** (2016). Meta-analysis of personnel selection methods. In L. Lin (Chair), *IGNITE Session: I/O hot topics—Dual or duel?* Session presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Arthur, W., Jr.** (2016). Panel discussant in N. Morelli (Chair), *Developing a conceptual model of technology applied to I/O psychology*. Session presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Arthur, W., Jr.** (2016). Panel discussant in E. Tison (Chair), *No longer an afterthought? Reasonable Alternatives in Title VII litigation*. Session presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Atoba, A. O., Keiser, N. L., Cho, I., Edwards, B. D., Jarrett, S., & Arthur, W., Jr. (2016). *An examination of the method-change approach to reducing subgroup differences*. Featured Top Rated Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Green, L. L., Burriss, M., Florence, D., & Arthur, W., Jr. (2016). *Psychological items: A useful addition to modeling travel behavior on managed lanes?* Paper presented at the Transportation Research Board 95th Annual Meeting, Washington, D.C.
- Arthur, W., Jr., Naber, A. N., Muñoz, G. J., McDonald, J. N., Atoba, O. A., Cho, I., Keiser, N. L., White, C. D., Glaze, R. M., Jarrett, S. M., Schurig, I., & Bennett, W., Jr.** (2015). *An*

investigation of skill decay and reacquisition of individual- and team-based skills in a synthetic training environment. American Psychological Association Division 19 Suite presentation at the 123rd Annual Convention of the American Psychological Association, Toronto, Ontario, Canada.

Naber, A. M., Arthur, W., Jr., & Edwards, B. D. (2015). *Increased retest scores on cognitive tests: Learning or memory effects?* Paper presented at the Cutting Edge Research from Emerging Psychological Scientists: Late-Breaking Poster Session at the 123rd Annual Convention of the American Psychological Association, Toronto, Ontario, Canada.

Muñoz, G. J., Naber, A. N., McDonald, J. N., White, C. D., Asenuga, O. A., Cho, I., Keiser N. L., Jarrett, S. M., Schurig, I. Glaze, R. M., & Arthur, W., Jr. (2015). *Are mental models better at predicting individual or team performance?* Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Arthur, W., Jr., & McDonald, J. N. (2014). Conceptualizing traffic safety culture through an organizational culture lens. In K. Womack (Moderator), *Traffic safety culture*. Symposium presented at the 2014 Traffic Safety Conference, San Antonio, TX.

Burke, H. B., & Arthur, W., Jr. (2014). Intelligent systems to assess and maintain cognitive skills to improve safety and quality care. In R. S. Perez (Chair), *Novel approaches to the study of medical skill decay*. Symposium presented at the 21st NEXTMED/MMVR21 Annual Conference, Manhattan Beach, CA.

White, C. D., & Arthur, W., Jr. (2014). *Psychometric properties, and test-taker reactions to three SJT response formats.* Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

White, C. D., Muñoz, G. J., Naber, A. M., McDonald, J. N., Asenuga, O. A., Cho, I., Keiser, N. L., Jarrett, S., Glaze, R. M., Schurig, I., & Arthur, W., Jr. (2014). *Individual and team skill acquisition over time.* Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Asenuga, O. A., Naber, A. M., Arthur, W., Jr., & McCormick, M. J. (2013). *Small group leadership self-efficacy measure: Development and preliminary validation.* Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Beus, J. M., Muñoz, G. J., Arthur, W., Jr., & Payne, S. C. (2013). *A multilevel construct validation of safety climate.* Paper presented at the 2013 Academy of Management Meeting, Orlando, FL.

Jarrett, S., Glaze, R. M., Schurig, I., Arthur, W., Jr., Muñoz, G. J., Naber, A. M., McDonald, J. N., & Bennett, W., Jr. (2013). *Comparative effectiveness of AARs in co-located and distributed training environments.* Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

- McDonald, J., Naber, A. M., & Arthur, W., Jr. (2013). *Devil's advocate or jerk? Team member agreeableness and emotional stability*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- McPherson, T. A., Muñoz, G. J., Arthur, W., Jr., & Asenuga, O. A. (2013). *Team-level training reactions and team performance*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Muñoz, G. J., Jarrett, S., McDonald, J. N., Arthur, W., Jr., & White, C. D. (2013). *Choosing the "right" mental model terms*. Paper presented at the 121st Annual Convention of the American Psychological Association, Honolulu, HI.
- Naber, A. M., Muñoz, G. J., McDonald, J., & Arthur, W., Jr. (2013). *Team performance effects on self- and team-efficacy*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Naber, A. M., White, C. D., Muñoz, G. J., McDonald, J., Asenuga, O. A., Glaze, R. M., Jarrett, S., Schurig, I., Arthur, W., Jr., & Bennett, W., Jr. (2013). *Individual and synergistic performance: The role of individual difference variables*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Devarasetty, P. C., Burris, M., Arthur, W., Jr., Muñoz, G. J., & McDonald, J. N. (2013). *Can psychological traits help predict the use of priced managed lanes?* Paper presented at the Transportation Research Board 92nd Annual Meeting, Washington, DC.
- Beus, J. M., Muñoz, G. J., Arthur, W., Jr., & Payne, S. P. (2012). *Cross-national validation of a Spanish version of the Generalized Safety Climate Measure*. Paper presented at the Workshop on Research Translation with Vulnerable Worker Populations, Colorado State University, Fort Collins, CO.
- Doverspike, D., Arthur, W., Jr., Taylor, J. E., & Carr, A. E. (2012). *Mobile mania: Impact of device type on remotely delivered assessments*. In J. C. Scott (Chair), *Chasing the tortoise: Zeno's paradox in technology-based assessment*. Symposium presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Glaze, R. M., Muñoz, G. J., Jarrett, S., & Arthur, W., Jr. (2012). *The effectiveness of three techniques for detecting faking*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Jarrett, S. M., Glaze, R. M., Schurig, I., & Arthur, W., Jr. (2012). *Importance of team sex composition when using complex psychomotor tasks*. Featured Top Rated Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Muñoz, G. J., Jarrett, S., Arthur, W., Jr., & Schurig, I. (2012). *Revisiting a questionnaire-based approach to team task analysis*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Muñoz, G. J., McDonald, J., Arthur, W., Jr., & Glaze, R. M. (2012). *Using personality-based clusters to predict turnover*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Naber, A. M., Edwards, B. D., Franco-Watkins, A. M., Carpenter, N. C., & Arthur, W., Jr. (2012). *New ways to conceptualize testing effects on cognitive ability tests*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Naber, A. M., McDonald, J. N., & Arthur, W., Jr. (2012). *Relationship between interaction anxiety and team performance through team processes*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Beus, J. M., Payne, S. C., & Arthur, W., Jr. (2011). *The initial validation of a universal measure of safety climate*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Carpenter, N. C., Newman, D. A., & Arthur, W., Jr. (2011). *What do work performance items measure? A substantive validity examination*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Glaze, R. M., Arthur, W., Jr., Schurig, I., Jarrett, S., Villado, A. J., & Bennett, W., Jr. (2011). Relationships between mental models, practice schedules, and long-term skill retention. In S. Bell, & J. Hoch (Chairs), *Extending the nomological net: Antecedents of shared cognition in teams*. Symposium presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Glaze, R. M., Jarrett, S., Schurig, I., Arthur, W., Jr., & Taylor, J. E. (2011). *The efficacy of three situational judgment test (SJT) response formats*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

McDonald, J. N., Arthur, W., Jr., Glaze, R. M., Jarrett, S., & Muñoz, G. J. (2011). *Importance ratings as a predictor of crashes and tickets*. Paper presented at the 119th Annual Convention of the American Psychological Association, Washington, DC.

Muñoz, G. J., Glaze, R. M., Arthur, W., Jr., Jarrett, S., & McDonald, J. N. (2011). *Driving mental models as a predictor of crashes and tickets*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Naber, A. M., Jarrett, S., Arthur, W., Jr., & Edwards, B. D. (2011). *Item characteristics of 3-versus 5-option multiple-choice tests*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Schurig, I., Jarrett, S., Arthur, W., Jr., Glaze, R. M., & Schurig, M. (2011). *The effectiveness of after-action reviews as a training method*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Schurig, I., Jarrett, S., Glaze, R. M., Arthur, W., Jr., & Bennett, W., Jr. (2011). *General mental ability moderates the relationship between performance and efficacy*. Paper presented at the

26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Arthur, W., Jr. (2010). Criterion deficiency considerations, and guarantees of adverse impact reduction or elimination in personnel selection. In W. Cascio (Chair), *Staffing high-stakes jobs: Implications of the Ricci Supreme Court Case for I/O psychology*. Symposium presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Jarrett, S., Glaze, R. M., Arthur, W., Jr., Schurig, I., Villado, A. J. & Bennett, W., Jr. (2010). *The role of sex composition in team training performance*. Paper presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA. Recipient of Top Poster Certificate of Recognition.

Kowollik, V., Day, E. A., Wang, X., Arthur, W., Jr., Schuelke, M., & Hughes, M. (2010). *The interaction between ability and training structure: A meta-analysis*. Paper presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

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.

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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.

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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.

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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.

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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.

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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.

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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.

UNFUNDED GRANT APPLICATIONS

Promoting human performance through sensory-integrated responsive architecture in open office workspaces. (2018). [With Theodora Chaspari {PI}, Youngjib Ham {Co-PI}, Negar Kalantar {Co-PI}, & Anastasia Muliana {Co-PI}.] NSF. October, 2018. 4 years. [\$1,499,954]

An examination of the differential effects of item writing quality on the exam performance of White and racial minority test takers. (2018). [With Anjelica Mendoza {Co-PI}, & Ellen Hagen {Co-PI}.] Society for Industrial and Organizational Psychology Foundation, Zedeck-Jacobs Adverse Impact Reduction Research Grant. [\$2,000]

The measurement of mental models in an analogue definition study. (2015). [With Bryan D. Edwards {PI}, Suzanne T. Bell {Co-PI}, & David Fisher {Co-PI}.] NASA. October 2015-September 2018. 3 years [\$1.04m]

Assessing organizational culture using mental models. (2014). [With Jennifer McDonald, Co-PI.] Army Research Institute. June 2014-November 2015. 1½ years. [\$236,018]

Team task analysis ratings as an innovative approach to measuring individual and team characteristics in team performance contexts. (2014). [With Eric A. Day, Co-PI.] Army Research Institute. June 2014-November 2015. 1½ years. [\$376,816]

Increased retest scores on cognitive tests: Memory or learning effects? (2014). [With Bryan D. Edwards {Co-PI}, & Andrew M. Naber {Co-PI}.] Society for Human Resource Management Foundation. March 2014-November 2015. 1½ years. [\$157,968]

The predictor method-change approach to reducing subgroup differences: True method effects or camouflaged construct-change effects? (2013). [With Bryan D. Edwards {Co-PI} et al.] Society for Human Resource Management Foundation. January 2014-December 2014. 1 year. [\$123,026]

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Physician Clinical Skills Monitoring and Maintenance System. (2012). [With Charlene Weir {PI} et al.] U.S. Department of Defense. January 2013-December 2016. 3 year. [\$3.89M]

Understanding traveler behavior: The psychology behind managed lane use. (2009). [With Mark Burris (Civil Engineering).] University Transportation Center for Mobility. Texas Transportation Institute [TTI]. January 2010-May 2011. 1½ years. [\$105,000]

Developing high fidelity synthetic task research environments using CYBERWAR XXI gaming technology. Hexagon Interactive Inc., U.S. Department of Defense STTR 2006, Phase I Topic AF06-T011. September 2006-July 2007. [\$30,000]

Development of a protective action decision support system for terrorist attacks. (2005). [With Michael K. Lindell.] U.S. Department of Homeland Security. 3 years. [\$505,777]

Developing and validating a road rage measure against multiple criterion sources. (2005). [With Bryan D. Edwards, Tulane University.] National Institute for Occupational Safety and Health. April 2006-March 2010. [\$1,046,461]

Personality correlates of aggressive driving and their relationships to multiple criterion sources of driving behavior and crash involvement. [With Bryan D. Edwards.] Louisiana Board of Regents Research Competitiveness Subprogram, November 2003. [\$115,385]

Complex skill acquisition and retention and minimizing skill decay: An investigation of the effectiveness of instructional design and post-training strategies. National Science Foundation, June, 2003. [\$608,147]

Subgroup differences on, and the criterion-related validity of three- and five-alternative general mental ability multiple-choice tests. [With Bryan D. Edwards.] Society for Industrial and Organizational Psychology Small Grant Program, May 2003. [\$5,000]

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, March 2002. [\$2,500]

Safety and reliability of ultra deepwater oil production. [In conjunction with Jose M. Rossett (lead PI) and associates, Offshore Technology Research Center, Texas A&M University.] National Science Foundation, August 1999. [\$2,487,181]

Executive control, automatic processes and workload as complex skills develop for individuals and teams. [With Wayne Shebilske.] AFOSR/NL, December 1996. [\$379,241]

Driving accident involvement: Predictors and measures. CDC, March 1996. [\$226,588]

Evaluation of the Guided Approach Instructional Advising (GAIDA) within the context of adaptive training systems. AL/HR, Brooks AFB, TX, August 1995. [\$300,000]

Information processing, personality, and demographic variables as predictors of driving accident involvement: A longitudinal investigation. Texas Advanced Research Program, July 1995. [\$59,265]

Information processing, personality, and demographic variables as predictors of driving accident involvement: A longitudinal investigation. Texas Advanced Research Program, July 1993. [\$56,657]

Visual selective attention: An individual difference factor in the prediction and training of complex perceptual motor-skill tasks. U.S. Army Research Institute, August 1991. [\$78,925]

Visual selective attention: An individual difference factor in the prediction and training of complex perceptual motor-skill tasks. Texas Advanced Research Program, July 1991. [\$78,925]