

## CURRICULUM VITAE OF MARGARET S. STOCKDALE

### I. PROFESSIONAL AFFILIATION AND CONTACT INFORMATION

Present University: Southern Illinois University at Carbondale  
Department or Unit: Department of Psychology  
Office Address: LSII 208E  
Carbondale, IL 62901-6502  
Phone and e-mail: 618-453-8331; pstock@siu.edu

### II. EDUCATION

- 2007 M.L.S. (Masters of Legal Studies)  
Southern Illinois University Carbondale School of Law
- 1990 Ph.D. Kansas State University, Manhattan, KS  
Major: Industrial/Organizational Psychology  
Dissertation: *An Examination of a Process Model of Sex Bias in Personnel Evaluations*
- 1986 M.S. Kansas State University, Manhattan, KS  
Major: Industrial/Organizational Psychology  
Thesis: *Token Women in Work Groups: Great Expectations?*
- 1983 B.S. Frostburg State University, Frostburg, MD, *Summa Cum Laude*  
Major: Psychology

### III. PROFESSIONAL EXPERIENCE

- 1/11 Chair, Department of Linguistics, Southern Illinois University at Carbondale, Carbondale, IL
- 7/04 Professor, Department of Psychology, Southern Illinois University at Carbondale, Carbondale, IL
- 8/98 to 7/11 Program Director, Applied Psychology Program (Experimental Psychology Program Director; July, 1999 to April, 2003)
- 7/96 to 6/04 Associate Professor, Department of Psychology, Southern Illinois University at Carbondale, Carbondale, IL

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| 1/97 to 6/97 | Visiting Scholar, Department of Management and Policy, University of Arizona, Tucson, AZ                  |
| 8/90-6/96    | Assistant Professor, Department of Psychology, Southern Illinois University at Carbondale, Carbondale, IL |
| 4/89-6/90    | Lecturer, Department of Psychology, University of North Carolina at Charlotte, Charlotte, North Carolina  |

#### **IV. HONORS AND AWARDS**

- Fellow, American Psychological Association, Division 9 (Society for the Psychological Study of Social Issues), 2007
- Outstanding graduate student in I/O Psychology (Kansas State University, 1987)

#### **V. RESEARCH/CREATIVE ACTIVITIES**

##### **A. Scholarly Interests and Specialties:**

- Sexual harassment
- Diversity in the Workplace, esp. gender, race, and cultural issues in the workplace
- Employment discrimination law
- Evaluation of Public Health Interventions

##### **B. Current Projects:**

- *Sexual Harassment Activities Questionnaire (SHAQ)*: Development of a measure of sexually harassing behaviors, with S. Berry and K. Frazier.
- Research on salary, career, and non-work expectations, with J. Nadler
- Research on gender bias against agentic women, with J. Nadler and S. Berry.

##### **C. Grants and Contracts Applied for:**

1. *Cognitive categorization effects of hidden discrimination toward women as managers.* Office of Research and Development Administration, Southern Illinois University at Carbondale, January, 1991 to December 1992.
2. *Mobile mammography demonstration project-focus group research for southern Illinois counties.* American Cancer Society, February 1991 to June 30, 1991.
3. *Misperception of women's friendly behavior. It's validity in a theory of sexual harassment.* Society for Psychological Study of Social Issues. April, 1991.

4. *Evaluation of Chicago/Shawnee Interdisciplinary Health Care Training Partnership.* Chicago School of Osteopathic Medicine, December, 1992.
5. *Sexual harassment in the dental hygiene profession.* SIUC UWPA/Women Studies Juried Competition, 1997.
6. *Customer loyalty: Its meaning and measure.* SIUC ORDA Special Research Program, Spring, 1997.
7. *Effects of complaining on judgments about sexual harassment,* NSF, Date Submitted: Jan. 15, 2003. Co-Principal Investigator. Barbara A. Gutek, University of Michigan, Principal Investigator; Margaret S. Stockdale and Maureen O'Connor, Co-principal Investigators.
8. *Effectiveness of standard-of-care curriculum for tobacco education in a dental hygiene context.* American Cancer Society-Illinois Division. Date Submitted: June 27, 2003. Margaret S. Stockdale, Principal Investigator. Amount requested: \$249,964.
9. *SIUC ADVANCE: Empowerment and Sustainability Initiative in Science, Technology, Engineering and Mathematics. (ESISTEM.* Date Submitted November, 2009. L.R. Chevalier, P.I., M. S. Stockdale, Senior Personnel (evaluator). Amount requested: \$3,989,351.

#### **D. Research Grants and Contracts Received**

- Obtained in conjunction with directorship of Applied Research Consultants (1990 to 1996; Fall 2003):
  1. *Job attitude survey,* State University Retirement System, Jan, 1991 – May, 1991 (\$800.00).
  2. *Focus group study of mammography utilization in southern Illinois.* American Cancer Society – Illinois Division, Jan, 1991 to August, 1991(\$5,000).
  3. *Survey of the Civic Justice Reform Act.* District Court of Southern Illinois, September, 1991 (\$1,000).
  4. *Focus group needs assessment,* Jackson County Health Department, October, 1991 – December, 1991 (\$1,200).
  5. *Mentoring Program Evaluation Study.* University Women's Professional Advancement (SIUC); December, 1991 to May, 1993 (\$1,000 yearly).
  6. *Evaluation of UWPA's Civil Service Connections program.* University Women's

- Professional Advancement (SIUC), September, 1992 – May, 1993 (\$500).
7. *Governor's Task Force on Health and Social Service Reform: Needs assessment and community development.* June, 1993 to December, 1993 (\$5,800).
  8. *Naturalistic observation of diabetics.* Boehringer Mannheim Corporation, October, 1993 to May, 1994 (\$12,000).
  9. *Customer satisfaction survey content analysis.* Arthur Andersen, January, 1994 to May, 1994 (\$1,000).
  10. *University campus climate survey.* SIUC President's Office, February, 1994 to September, 1994, (\$10,000).
  11. *Parent involvement survey.* Carbondale, Il, District 95 Schools, September, 1994 to December, 1994, (\$600).
  12. *Faculty utilization survey.* Office of Research and Administration (SIUC). January, 1995, to April, 1995, (\$1,200).
  13. *Ridership expectations survey.* Vice President of Student Affairs, SIUC. April, 1995 to June, 1995, (\$1,500).
  14. *Evaluation of the SIUC Law School Alternative Dispute Resolution Clinic.* SIUC Law School, September, 1995 to May, 1996, (\$600).
  15. *Oral health WIC-Head Start focus groups.* Illinois Department of Public Health, August, 2003, (\$5,500). Reference# 434880587
- Other grants and contracts:
    1. *Cognitive categorization effects of hidden discrimination toward women as managers.* Office of Research and Development Administration, SIUC, January 1991 to December, 1991, (\$15,000).
    2. *Civil Justice Reform Act Survey – Data analysis.* With A. Vaux, Southern District of Illinois Court, 1992, (\$1,000).
    3. *Evaluation of Microsoft Corporation's System Engineer Certification program.* Microsoft Corporation; contract to J. McKillip, N. Ramanaiah, R. Schmeck, M. Stockdale & A. Vaux, 1995, (\$50,000).
    4. *Evaluation of Microsoft Corporation's Solution Developer Certification program.* Microsoft Corporation; contract to J. Hetherington, J. McKillip, N. Ramanaiah, R. Schmeck, M. Stockdale & A. Vaux, 1995, (\$60,000).

5. *Employee attitude survey.* Maytag-Herrin Corporation, Herrin, Il., 1997, (\$5,000).
6. *Customer loyalty literature review.* Maritz Corporation, St. Louis, Il; (1997) (\$4,000).
7. *Sexual harassment in the dental hygiene profession.* University Women's Professional Advancement, SIUC, (SIUC UWPA/Women Studies Juried Competition), 1997, (\$700.00).
8. *Task analysis of computer professionals.* .Microsoft Corporation; consultant on grant to J. McKillip, 1998, (\$5,100).
9. *Evaluation of Hardin and Union county bullying prevention program.* Center for Rural Health and Social Service Development (SIUC), Evaluation Consultant, 1999-2000, (\$5, 315).
10. *State planning grant: (access to healthcare for all Illinois residents).* Health and Human Services (Health Resources and Services Administration, through Illinois Department of Insurance), consultant to grant: 4 P09 OA 00010-01-02 (2001). Consultant, (\$16,000).
11. *Tobacco Prevention and Control Intervention Demonstration project.* Illinois Department of Public Health, Evaluation consultant, 2001-2002, (Evaluation component: \$90,000; Total grant: \$900,000).
12. *Live Free: An SIUC Collegiate Anti-Tobacco Initiative,* Illinois Department of Public Health, Evaluation consultant, 2002-2003, (Evaluation Component: 50,000; Total grant: \$500,000).
13. *Live Free: An SIUC Collegiate Anti-Tobacco Initiative.* Illinois Department of Public Health, Evaluation consultant, 2003-2005 (Evaluation Component: \$25,000; Total grant: \$250,000).
14. *Effectiveness of standard of care curriculum for tobacco education in a dental hygiene context.* American Cancer Society-Illinois Division, Grant #PSB-12. Margaret S. Stockdale, Principal Investigator. August 19, 2003 to August 18, 2006. (\$249,963).
15. *Live Free: An SIUC Collegiate Anti-Tobacco-Initiative: Year 5.* Illinois Department of Public Health, Evaluation consultant, 2005-2006 (Evaluation Component \$37,500; Total grant: \$305,000)

**E. Papers and Presentations at Professional Meetings**

**1. Papers and Symposia presentations**

1. Knight, P. A., Stockdale, M. S., & Saal, F. E. (1986, August). Differences in job attitudes: A literature review and critique. In R. G. Downey (chair), *Sex as a social category: Men and woman at work*, symposium presented at the annual meeting of the American Psychological Association, Washington, DC.
2. Lahey, M. A., Stockdale, M. S., Downey, R. G., & Astley, S. (1986, August). A model for gender related bias in personnel decisions. In R. G. Downey (chair), *Sex as a Social Category: Men and Women at Work*, symposium presented at the annual meeting of the American Psychological Association, Washington, DC.
3. Stockdale, M. S. (1986, August). *Token women in management: Affirmative action consequences and sex-role expectations*. Paper presented at Kansas Students' Contributions to Psychology, Emporia, KS, and Industrial Organizational and Organizational Behavior Graduate Student Conference, Minneapolis, MN.
4. Johnson, C. B., Stockdale, M. S., & Saal, F. E. (1987, August). *Men perceive more sexuality - except when it's really there?* Paper presented at the annual meeting of the American Psychological Association, New York, NY.
5. Stockdale, M. S., & Saal, F. E. (1990, April). *The relationship between misperceptions and condoning/tolerating sexual harassment*. Paper presented at the annual meeting of the Southeast Psychological Association, Atlanta, GA.
6. Stockdale, M. S. (1991, May). *Cognitive processes affecting sex bias in personnel evaluations*. Paper presented at the Midwest Psychological Association meeting, Chicago, IL.
7. Welshimer, K. J., Oestreich, G., Stockdale, M. S., Klostermann, B., & Chezem, J. (1991, October). *Identifying the invisible: Strategy for involving underserved populations in focus group-based community planning and evaluation activities*. Paper presented at the American Evaluation Association meeting, Chicago, IL.
8. Stockdale, M. S., Klostermann, B., Welshimer, K., Chezum, J. & Hall, M. (1991, October). *Factors affecting rural women's participation in screening mammography: A focus group analysis*. Paper presented at the American Evaluation Association meeting, Chicago, IL.
9. Stockdale, M. S. Schwerin, M. J., Vaux, A., & Stephenson, H. (1992, May) *An Experiential definition of sexual harassment*, paper presented at the Midwest Psychological Association meeting, Chicago.
10. Stockdale, M. S., & Leong, F. T. L. (1992, August). *Confirmatory factor analysis of the women as managers scale*. Paper presented at the American Psychological Association meeting, Washington, D.C.
11. Stockdale, M. S. (1992, August) *Conceptualizations of male and female managers and business executives: Extending Schein's analysis*. Paper presented at the American Psychological Association meeting, Washington, D.C.
12. Stockdale, M. S. Chair. (1993, May) *Sexual harassment in the workplace: An I/O research agenda*. Symposium presented at the Society for Industrial and Organizational Psychology meeting, San Francisco.
13. Stockdale, M. S. (1993, May). Addressing Sexual Harassment Concerns in

- Organizations: The Role of the Industrial/ Organizational Psychologist, in M. S. Stockdale, Chair, *Sexual harassment in the workplace: An I/O research agenda*. Symposium presented at the Society for Industrial and Organizational Psychology meeting, San Francisco, CA.
14. White, J. M., Deniston, W., & Stockdale, M.S. (1993, October). *An investigation of gender composition on sexualized perceptions of women's social behavior: Implications for sexual harassment theory*. Paper presented at the Third Annual Tri-State Undergraduate Psychology Conference. Rockford, IL.
  15. Stockdale, M. S. (1993, November). *Academic careers in evaluation*, in D. Jinkerson, Chair, *Careers in Evaluation*. Symposium presented at the 1993 American Evaluation Association meeting, Seattle, WA.
  16. Stockdale, M. S., Cashin, J., & Vaux, A. (1994, April). *Acknowledging sexual harassment: Experience vs. attribution*. In C. L. Z. DuBois (Chair), *Sexual harassment in the workplace: A look at underresearched issues*. Eighth Annual Meeting of the Society for Industrial Organizational Psychology, Nashville, TN.
  17. Cashin, J., Stockdale, M. S., & Shearer, V. (1994, May). *The moderating influence of response style on psychological and work environment outcomes of sexual harassment*. Presented at the Sixty-sixth annual meeting of the Midwestern Psychological Association, Chicago, IL.
  18. Brandt, P.S., & Stockdale, M. S., (1994, May). *Developing and implementing an effective sexual harassment policy and educational program*. Presented at the 1994 Midwest College and University Personnel Administrators Conference, Cleveland, OH.
  19. Dewey, J. D., Byravan, A., & Stockdale, M. S. (1994, November). *A needs assessment of health and human service concerns in Illinois' southern seven counties*. Presented at the American Evaluation Association meeting, Boston, MA.
  20. Dewey, J. D., Cashin, J. R., Shearer, V., & Stockdale, M. S. (1994, November). *Women in the university: Assessing the Chilly Climate*. Presented at the American Evaluation Association meeting, Boston, MA.
  21. Henry, J. S., & Stockdale, M. S. (1995, January). *The climate for conducting climate surveys*. Presented at the Eighth Annual Conference on Women in Higher Education. San Francisco, CA.
  22. Cashin, J. R., Dewey, J. D., & Stockdale, M. S., (1995, May). *Development of a campus chilly climate survey*. Paper presented at the annual meeting of the Midwest Psychological Association. Chicago, IL
  23. Stockdale, M.S., & Hope, K. (1996, April). *Confirmatory factor analysis of the USMSPB survey of sexual harassment*. Paper presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
  24. Stockdale, M.S., Cashin, J., & Tardino, V.S., (1996 April). *The severity of sexual harassment for women and men: An examination of consequences and coping responses*. In D. E. Knapp (Chair), *The real "disclosure": Actual consequence of and responses to sexual harassment*. Symposium presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, CA.
  25. Desai, S., Sharpe, P., & Stockdale, M. S. (1996, November). *A comprehensive*

- evaluation of a female faculty mentoring program at Southern Illinois University at Carbondale.* Paper presented at the 1996 American Evaluation Association Meeting, Atlanta, GA.
26. McKillip, J., Ramanaiah, N., Schmeck, R., Stockdale, M. S., Vaux, A., & Fitzgerald, C. T. (1996, November). *Evaluating certifications: Microsoft Certified Systems Engineer Program.* Poster presented at the 1996 American Evaluation Association Meeting, Atlanta, GA.
  27. Stockdale, M.S., Hetherington, L. T., Ellis, T., & Wood, M. (1997, April). *Team membership and employee well-being: testing the demand-control model.* Paper presented at the 12th annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, MO.
  28. \*Stockdale, M. S. (Discussant) (1997, August). In Gutek, B. A. (Chair) *Sexual Harassment in the courtroom: New approaches and findings.* Symposium presented at the American Psychological Association annual convention. Chicago, IL. August.
  29. Ellis, T.B., Truskosky, D., Wood, M., Duppong, K., Stockdale, M.S. (1997, November). *A practicum in mediation training: An assessment of law student competencies and client satisfaction with services.* Poster presented at the American Evaluation Association annual meeting. San Diego, CA.
  30. Stockdale, M. S. (1998, April). *Differential effects of coping with sexual harassment for women and men: Some unexpected findings.* Paper presented at the 1998 UWPA paper competition, "Celebrating scholarship by and about women," Carbondale, IL.
  31. Ellis, T., Stockdale, M. S., Heischmidt, C., Aubertin, M., & Jefferies, D. (April, 1998). *Correlates of client harassment in a female-dominated occupation.* Paper presented in M. S. Stockdale (Chair), *New findings in three domains of sexual harassment research: perceptions, perpetrators, and processes,* Symposium at the 1998 meeting of the Society for Industrial and Organizational Psychology. Dallas, TX.
  32. Phillips, B. T., & Stockdale, M. S. (April, 1998). *Direct and intervening processes affecting the severity of sexual harassment outcomes.* Paper in M. S. Stockdale (Chair) *New findings in three domains of sexual harassment research: perceptions, perpetrators, and processes,* Symposium at the 1998 meeting of the Society for Industrial and Organizational Psychology. Dallas, TX.
  33. Wood, M., Stockdale, M. S., Gutek, B. A., O'Connor, M. (1998, April) *The role of plaintiff/defendant attractiveness and observers' sexual harassment attitudes on SH judgments.* Paper presented in M. S. Stockdale (Chair) *New findings in three domains of sexual harassment research: perceptions, perpetrators, and processes,* Symposium at the 1998 meeting of the Society for Industrial and Organizational Psychology. Dallas, TX.
  34. \*Gutek, B. A., O'Connor, M., Stockdale, M. S., Geer, T., & Melançon R. (1998, April). *Determining Guilt, Innocence, and Blame in a Sexual Harassment Trial.* Paper presented in M. S. Stockdale (Chair) *New findings in three domains of sexual harassment research: perceptions, perpetrators, and processes,* Symposium at the 1998 meeting of the Society for Industrial and Organizational Psychology. Dallas, TX.
  35. \*Stockdale, M. S., & Wood, M. (1998, June; and 1998, August). *Using long scenarios and photographs to explore sexual harassment beliefs and "irrelevant" method factors.*

- Paper presented at the 1998 meeting of the Society for the Psychological Study of Social Issues (Ann Arbor, MI); and presented in B. A. Gutek (Chair). *Using realistic stimulus materials to study sexual harassment decisions*. Symposium presentation at the 1998 meeting of the Academy of Management. (San Diego, CA).
36. O'Connor, M., Melancon, R., & Stockdale, M. S. (1998, August). *Creating a video-trial for use in research on sexual harassment decisions*. Paper presented in B. A. Gutek (Chair), *Using realistic stimulus materials to study sexual harassment decisions*. Symposium presented at the 1998 meeting of the Academy of Management. San Diego, CA.
  37. Braitman, K., & Stockdale, M.S. (May, 1999). *The effects of exposure to the thin-ideal on body dissatisfaction in college women*. Paper presented at the 1999 meeting of the Midwest Psychological Association, Chicago, IL.
  38. \*Stockdale, M. S., Wood, M. E., & Batra, L. (August, 1999). Same-sex sexual harassment against men: Toward a broader theory of sexual harassment. In D. Knapp, (Chair), *Under-explored issues in sexual harassment*. Symposium presented at the 1999 meeting of the Academy of Management, Chicago, IL.
  39. Stockdale, M.S. (April, 2000). *The effectiveness of coping strategies on men's sexual harassment experiences*. Paper presented at the 2000 meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
  40. Stockdale, M.S., & Motoike, J. (June, 2000) *The Men's Sexually Harassing Experiences Scale: Development and validation study*. Paper presented at the 2000 meeting for the Society for the Psychological Study of Social Issues, Minneapolis, MN.
  41. Stockdale, M.S., Hangaduambo, S., Duys, D., Larson, K., & Sarvela, P. (November, 2000). *Students, parents, and teachers' knowledge, attitude and practices towards bullying: Example of seven southern Illinois rural county grade schools*. Paper presented at the 2000 meeting of the American Public Health Association, Boston, MA.
  42. Stockdale, M.S., Gandolfo, C., & Schneider, R. (April, 2001). *Perceptions of male sexual harassment*. Paper presented at the 2001 annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
  43. Cheng, A., & Stockdale, M. S. (April, 2001). *Organizational commitment in China*. Paper presented at the 2001 annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
  44. Stockdale, M.S., Hangaduambo, S., McKillip, J., Sarvela, P., Larson, K. (March, 2001). *Bullying in rural elementary schools: Assessment and evaluation of a bullying prevention program*. Paper presented at the Illinois Rural Health Association Meeting, Effingham, IL.
  45. Motoike, J., & Stockdale, M. (August, 2001). *Japanese international students' attitudes toward acquaintance rape*. Poster presented at the 109<sup>th</sup> American Psychological Association, Annual Convention, San Francisco, CA; also presented at the University Women's Professional Advancement Annual Celebrating Scholarship Symposium, Carbondale, IL, April, 2001.
  46. \*Stockdale, M. S. (April, 2002). Discussant, in M. Agars, & J. Kottke (chairs), *Integrating theory and practice in gender diversity initiatives*. Symposium presented at

- the Society for Industrial and Organizational Psychology Annual Meeting, Toronto, ON.
47. Stockdale, M. S., Cox, C. P., Swanson, J., Shannon, D., Sarvela, P. (June, 2002). *Perceptions of the health insurance gap: A focus group study of seven stakeholder groups across the state of Illinois*. Paper presented at the Society for the Psychological Study of Social Issues, Toronto, ON.
  48. Stockdale, M. S., O'Connor, M., Gutek, B. A., & Geer, T. (June, 2002). *The relationship between prior sexual abuse and reactions to sexual harassment: Literature review and empirical study*. Paper presented at the Society for the Psychological Study of Social Issues, Toronto, ON.
  49. Stockdale, M. S., & Awad, G. (May, 2002). *SIUC focus group findings: Perceptions, beliefs and smoking behaviors*. In T. Benjamin (Chair), *A comprehensive college anti-smoking campaign*. Symposium presented at the National Collegiate Tobacco Symposium, College Park, MD.
  - Stockdale, M., & Awad, G. H. (March, 2002). *Smokin': Surveillance of college students behaviors, attitudes, and beliefs*. Paper presented at the 19<sup>th</sup> Annual Illinois Health Policy Conference, Springfield, IL.
  51. \*Stockdale, M. S., & Swindler, S. (June, 2002). *Lessons learned from the SIUC survey on smoking*. Paper presented at the Making Tobacco History – Illinois Conference 2002., Naperville, IL.
  52. Batra, S. L., & Stockdale, M.S. (August, 2002). *Mentoring breaks the glass ceiling: Asian American women as protégés*. Paper presented at the American Psychological Association Annual Meeting. (August, Chicago) **Presentation also noted in APA Div. 17's Section on Advancement of Women newsletter, Women View, Fall, 2002.**
  53. \*Stockdale, M. S. (August, 2002). *The sexual harassment of men: Articulating the approach-rejection distinction in sexual harassment motives*. Paper presented at the International Consortium Against Sexual Harassment Conference. Chicago, IL.
  54. \*Stockdale, M. S. (December, 2002). *Looking Back and Heading Forward: Major Themes of The Psychology and Management of Workplace Diversity*. Paper presented at the Annual Gateway Industrial/Organizational Psychology Conference., St. Louis, MO.
  55. Stockdale, M. S. (June, 2003). *The meaning and measure of men's sexual harassment experiences: An approach-rejection perspective*. Paper presented at the Gender, Work, and Organizations conference, Keele University, England.
  56. Gutek, B. A., Stockdale, M. S., & Swindler, S. (July, 2003). *The experiences of sexual harassment scale: A five-item measure of sexual harassment based on a legal definition*. Paper presented at the Psychology and Law International and Interdisciplinary Conference, Edinburgh, Scotland.
  57. Service, A., Sagrestano, L., M., Dilalla, L., A., & Stockdale, M. S., (August, 2003) *Health service utilization in a sample at risk for contracting HIV/AIDS*. Paper presented at the annual meeting of APA, Toronto, ON.
  58. Stockdale, M. S., Horvath, A., Ohse, D., Rowald, L., Swindler, S., & Sagrestano, L. (December, 2003). *An in-depth surveillance of tobacco use on a college campus*. Paper presented at the 2003 National Conference on Tobacco or Health. Boston, MA.
  59. Stockdale, M.S., Sagrestano, L., Morera, O., & Hubbell, A. (December, 2003). *Surveying Tobacco Use and Evaluating Tobacco Control on College Campuses*. Paper presented at

- the 2003 National Conference on Tobacco or Health. Boston, MA.
60. Cheng, Y., & Stockdale, M.S. (June, 2004). *Perceived knowledge/skill fit explains the vagaries of team diversity*. Paper presented at the 2004 meeting of the Society for the Psychological Study of Social Issues. Washington DC.
  61. Swindler, S., & Stockdale, M. S., (April, 2004). *The experiences of sexual harassment scale: Further evidence of its reliability and validity*. Paper presented at the 2004 meeting of the Society for Industrial and Organizational Psychology. Chicago.
  62. Davis, J. M., & Stockdale, M. S. (March, 2005). *Needs assessment for tobacco cessation education/training for collegiate dental hygiene students*. Paper presented at the Society for Research on Nicotine and Tobacco conference. Prague, CZ.
  63. Stockdale, M.S., (April, 2005). *Disparate Treatment Sex Discrimination: More than Meets the Eye*. Paper presented in F. Landy (Chair). Issues in Employment Discrimination Litigation. Symposium presented at the 2005 meeting of Society for Industrial and Organizational Psychology. Los Angeles.
  64. Ohse, D., & Stockdale, M. S. (April, 2005). *Student Status and Age Effects on Sexual Harassment Perceptions*. Poster presented at the 2005 meeting of Society for Industrial and Organizational Psychology. Los Angeles.
  65. Stockdale, M.S., Davis, J. M., Cropper, M., & Vitello, E. M. (May, 2005). *Factors affecting adoption of tobacco education in dental hygiene programs*. Paper presented at the National Conference on Tobacco or Health. Chicago.
  66. Stockdale, M. S., Sagrestano, L., Davis, J. M., & Dawson-Owens, H. (May, 2005). *Tobacco Control Goes to College*. Symposium presented at the National Conference on Tobacco or Health. Chicago.
  67. Stockdale, M.S., & Kinkner, TK (May, 2006). Sexual harassment experiences of vulnerable women: A comparison of rural and urban women with domestic violence protection orders. Paper presented in M.S. Stockdale (chair), Sexual Harassment of Special and Vulnerable Populations in the Workforce. Symposium presented at the 2006 meeting of the Society for Industrial and Organizational Psychology, Dallas.
  68. Stockdale, M.S. (2007, April). Discussant for the symposium "Living Up to Expectations: Gender Stereotyping and Work," Debra S. Gattton (Chair). Presented at the Society for Industrial/Organizational Psychology Annual Conference (New York).
  69. Stockdale, M. S., Sagrestano, L. M., Seneca, P. J., & Jones, C. K. (2007, April). Evaluating Climate for Diversity in a Collegiate Athletics Context, in K. T. Schneider, *Incivility, Social Undermining Experiences, and Diversity Climate Perceptions*. Symposium presented at the Society for Industrial/Organizational Psychology Annual Conference (New York).
  70. \*Stockdale, M.S. (May, 2007). Unconscious Bias vs. Lack of Interest: Reconciling Expert Witness Testimony for Sex Discrimination in the Workplace. Invited presentation at the Midwestern Psychological Association Meeting, Chicago.
  71. \*Stockdale, M. S., Logan, TK, Weston, R. (April, 2008). Sexual Harassment and Posttraumatic Stress Disorder: Damages Beyond Prior Abuse. Paper presented at the Society for Industrial/Organizational Psychology Annual Conference (San Francisco).; also presented by invitation at the Discoveries of the Discrimination Research Group.

- Palo Alto, CA.
72. Nadler, J. T., & Stockdale, M. S. (2008, June). The Stranger Paradigm: Implicit Prescriptive and Descriptive Gender Stereotypes. Poster presented at the Society for the Psychological Study of Social Issues, Chicago, IL.
  73. Nadler, J.T., Berry, S., & Stockdale, M. S. (2008, June). Gender Discrimination in Blind Attributions of Perceived College Professor Competence. Paper presented at the Society for the Psychological Study of Social Issues, Chicago, IL.
  74. Stockdale, M.S. & Berry, S. (2009). Measuring Men's Sexually Harassing Behavior and Intentions. Paper presented at the Society for Industrial Organizational Psychology, April, 2009. New Orleans.
  75. Stockdale, M.S. (2010). A Tool for Triaging Complaints of Sexual Harassment. In K. Miner-Rubino (Chair), "The Power of Sex: The Gendered Nature of Workplace Maltreatment," symposium presented at the Society for Industrial Organizational Psychology Annual Conference. April, 2010, Atlanta.
  76. Stockdale, M.S., Berry, S. & Logan, TK., (2010). An Empirical, Prospective Investigation of Revictimization and Sexual Harassment. In C.L.Z. Dubois (chair), "Sexual Harassment: Some New Perspectives on an Old Problem," symposium presented at the Society for Industrial Organizational Psychology Annual Conference. April, 2010, Atlanta.
  77. Stockdale, M.S., & Nadler, J. T. (2010). Predictors of Occupational Gender Balance of Career Choices. Paper presented at the Society for the Psychological Study of Social Issues Bi-Annual Conference. June, 2010, New Orleans.
  78. Stockdale, M.S., & Nadler, J. T. (2010). The "Think Manager/Think Male" Stereotype and Familiar Managers. Paper presented at the Society for the Psychological Study of Social Issues Bi-Annual Conference. June, 2010, New Orleans.
  79. Nadler, J. T., Berry, S. A., & Stockdale, M. S. (2010). Instant gender discrimination: Student perceptions of men and women professors. Paper presented at the Society for the Psychological Study of Social Issues Bi-Annual Conference. June, 2010, New Orleans.
  80. Cundiff, N., & Stockdale, M. S. (2010). Past cares in research show results today: Perceptions of female executives' effectiveness. Paper presented at the Academy of Management annual meeting. Montreal, Canada.
  81. Stockdale, M. S., & Frazier, K. T. (2011, April). *Construct Validity of the Sexually Harassing Activities Questionnaire*. In Rodriguez, J. T., & Miner-Rubino, K. (co-chairs), *The Whos and Whys of Workplace Mistreatment*. Symposium presented at the 2011 annual meeting of the Society for Industrial and Organizational Psychology. Chicago.
  82. Nadler, J. T., & Stockdale, M. S. (2011, April). *Gender Bias in Workplace Appraisals: Role Congruity and Confirmation Bias*. In K. Wilson (chair), *What Do You Mean by That? Culture, Gender and Evaluations*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
  83. Nadler, J. T., & Stockdale, M. S. (2011, May). *Implicit Endorsement of Agentive and Communal Gender Expectations: The Role of Familiarity*. Paper presented at the annual meeting of the American Psychological Society, Washington DC.

## **2. Panel Discussions**

84. Stockdale, M.S. (1996, April) (Moderator and presenter). *Workplace violence: I/O psychology perspectives*. Panel Discussion presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, CA.
85. \*Knapp, D.E., Stockdale, M. S., Fitzgerald, L., Lengnick-Hall, M., & Terpstra, D. (1997, April). *Critiques of sexual harassment research*. Panel discussion presented at the 12th annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, MO.
86. Stockdale, M.S. (Chair), Gutek, B. A., Bisom-Rapp, S., & O'Connor, M. (April, 2001). *A Critical Examination of Zero-Tolerance Policies*. Panel Discussion presented at the 2001 annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
87. Beiner, T., Bisom-Rapp, S., Gutek, B. A., O'Connor, M., Stockdale, M. S., & West, M. (June, 2003). *Ellerth and Faragher five years later: The disconnect between social science research and sexual harassment doctrine*. Panel Discussion at the 2003 Law and Society conference, Pittsburgh, PA.
88. Stockdale, M. S. (August, 2003). *Understanding sexual harassment of men in the context of gender of perpetrator and harassment motives*. Panel discussion in J. Berdahl (Chair), *Gender harassment: Most common, least understood*. Presented at the Academy of Management meeting, Seattle, WA.
89. Stockdale, M.S. (June 2005). Invited panelist for a "Meet the Author" symposium to discuss *Gender Myths V. Working Realities: Using social science to reformulate sexual harassment law*, by Theresa M. Beiner (2005, NYU Press). *Law and Society*. Las Vegas.
90. \*Stockdale, M.S. (March 2007). *The Use of Social Framework Analysis for Evaluating Damages in Employment Discrimination Litigation*. Panelist for the Advanced Employment Law Conference, Labor and Employment Section of the Atlanta Bar Association, Brasstown Valley Resort, GA.

## **3. Discussant**

91. \*Stockdale, M. S. (1995, May). *Perspectives from Academia*. Discussant for symposium in C. L. Z. DuBois (Chair). *Sexual Harassment: New Evidence from Public, Private, and Military Data*. Symposium presented at the 10th Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL.

## **4. Other**

92. Stockdale, M.S. (Chair) (1997, April). *Evaluating professional certifications against HR criteria Studies of computer professionals*. Practitioner Forum presented at the 12th annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, MO.
93. Stockdale, M.S., Hetherington, J, McKillip, J., Ramaniah, N. Schmeck, R. & Vaux, A. (1997, April). *Overview of the Computer Professional Certification Evaluations*. Paper

- presented in M.S. Stockdale (Chair) *Evaluating professional certifications against HR criteria Studies of computer professionals*. Practitioner Forum presentation at the 12th Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, MO.
94. McKillip, J., Hetherington, J. Ramaniah, N. Schmeck, R., Stockdale, M., & Vaux, A. (1997, April). *Self study of professional certification for computer professionals*. Paper presented in M.S. Stockdale (Chair) *Evaluating professional certifications against HR criteria Studies of computer professionals*. Practitioner Forum presentation at the 12th Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, MO.
95. Vaux, A., Hetherington, J. McKillip, J. Ramanaiah, N. Schmeck, R., & Stockdale, M. (1997). *Supervisor studies of professional certification for computer professionals*. Paper presented in M.S. Stockdale (Chair) *Evaluating professional certifications against HR criteria Studies of computer professionals*. Practitioner Forum presentation at the 12th Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, MO.
96. \*Stockdale, M.S. (Conference Chairperson) (May, 2001). *Doing good well: Diversity in the workplace research*. Nags Heart Conference, Santa Cruz, CA.
97. Stockdale, M. S., Cox, C., Sarvela, P., & Shannon, D. (2001, July). *Focus groups and interviews: Preliminary findings*. Presentation to the Illinois Assembly on the Uninsured. (Springfield, IL).

\*Invited

## VI. PUBLICATIONS

### A. Books:

1. Vaux, A., Stockdale, M. S., & Schwerin, M. J. (Eds.) (1992). *Independent Consulting in Applied Psychology*. Newbury Park: Sage.
2. Stockdale, M. S. (Ed.) (1996). *Sexual Harassment: Perspectives, Frontiers, and Response Strategies*. Thousand Oaks, CA: Sage.
3. Cleveland, J., Stockdale, M. S., & Murphy, K. (2000). *Women and Men in Organizations: Gender Issues at Work*. Mahwah, NJ: Lawrence Erlbaum & Associates.
4. Stockdale, M. S., & Crosby, F. J. (Eds.) (2004). *The Psychology and Management of Workplace Diversity*. Oxford, UK: Blackwell.
5. Crosby, F. J. Stockdale, M. S. & Ropp S. A. (Eds.) (2007). *Sex discrimination in the workplace: Multidisciplinary perspectives*. Oxford, UK: Blackwell.

B. Articles in Peer-Reviewed, Professional Journals:

1. Downey, R. G., & Stockdale, M. S. (1987). A computer program to compute Lord's item bias statistic for a three-parameter ICC. *Educational and Psychological Measurement*, 47, 637-641.
2. Johnson, C. B., Stockdale, M. S., & Saal, F. E. (1991). Persistence of men's misperceptions of friendly cues across a variety of interpersonal encounters. *Psychology of Women Quarterly*, 15, 463-475.
3. \*Stockdale, M. S. (1993). The role of sexual misperceptions of women's friendliness in an emerging theory of sexual harassment. *Journal of Vocational Behavior*, 42, 84-101.
4. Tinsley, H. E. A., & Stockdale, M. S. (1993). Sexual harassment in the workplace. *Journal of Vocational Behavior*, 42, 1-4.
5. Stockdale, M. S., & Vaux, A. (1993). What sexual harassment experiences lead respondents to acknowledge being sexually harassed: A secondary analysis of a university survey. *Journal of Vocational Behavior*, 43, 221-234.
6. Stockdale, M. S., & Leong, F. T. L. (1994). Barriers to women in management careers: Confirmatory factor analysis of the Women as Managers scale. *Journal of Career Assessment*, 2, 70-81.
7. Henry, J. S., Stockdale, M. S., Hall, M., & Deniston, W. (1994). A formal mentoring program for junior female faculty: Description and evaluation. *Initiatives*, 56(2), 37-46.
8. Stockdale, M. S., Vaux, A., & Cashin, J. (1995). Acknowledging sexual harassment: A test of alternative models. *Basic and Applied Social Psychology*, 17(4) 169-196.
9. Stockdale, M. S., Hope, K. (1997). Confirmatory factor analysis of U.S. Merit Systems Protection Board's survey of sexual harassment: The Fit of a Three-Factor Model. *Journal of Vocational Behavior*, 51, 338-357.
10. Stockdale, M.S. (1998). The direct and moderating influences of sexual harassment pervasiveness, coping strategies, and gender on work-related outcomes. *Psychology of Women Quarterly*, 22, 521-535.
11. \*Stockdale, M. S., Visio, M., & Batra, L. (1999). The sexual harassment of men: Evidence for a broader theory of sexual harassment and sex discrimination. *Psychology, Public Policy and the Law*, 5, 630-664.
12. \*Gutek, B. A., O'Connor, M., Melancon, R., Stockdale, M. S., Geer, T. M., & Done, R.

- (1999). The utility of the reasonable woman legal standard in hostile environment sexual harassment cases: A multi-method, multi-study examination. *Psychology, Public Policy and the Law*, 5, 596-629.  
**Reprinted in *Women and the Law, Release #15*. Rochester, NY: West Group**
13. Stockdale, M.S., Hangaduamo, S., Duys, D., Larson, K., & Sarvela, P. (2002). Rural Elementary Students', Parents', and Teachers' Perceptions of Bullying. *American Journal of Health Behavior*. 26, 266-277
  14. Stockdale, M. S., O'Connor, M., Gutek, B. A., & Geer, T. M. (2002). The relationship between prior sexual abuse and reactions to sexual harassment: Literature review and empirical study. *Psychology, Public Policy and the Law*, 8, 64-95.
  15. Stockdale, M.S. (2002). Analyzing focus group data with spreadsheets. *American Journal of Health Studies*, 18, 55-60.
  16. Cheng, Y., & Stockdale, M. S. (2003). The validity of the three-component model of organizational commitment in a Chinese context. *Journal of Vocational Behavior*, 62, 465-489.
  17. \*Stockdale, M. S., Bisom-Rapp, S., O'Connor, M., & Gutek, B. A. (2004). Coming to terms with zero-tolerance sexual harassment policies. *Journal of Forensic Psychology Practice*, 4, 65-78.
    - a. Abstracted in *Discrimination, Law & Justice Abstracts*, Vol. 6, No. 31: September 16, 2004
  18. O'Connor, M., Gutek, B. A., Stockdale, M., Geer, T. M., Melançon, R. (2004). Explaining sexual harassment judgments: Looking beyond gender of the rater. *Law and Human Behavior* 28(1), 69-95.
  19. Stockdale, M. S., Gandolfo, C., Schneider, R. W. & Cao, F. (2004). Perceptions of the sexual harassment of men. *Psychology of Men & Masculinity*, 5, 158-167.
  20. Stockdale, M. S., Dawson-Owens, H. L., & Sagrestano, L M. (2005). Social and attitudinal correlates of college-age smoking initiation. *American Journal of Health Behavior*.
  21. Davis, J.M., Stockdale, M.S., & Cropper, M. (2005). Needs Assessment for Tobacco Cessation Education and Counseling of Collegiate Dental Hygiene Clients. *Journal of Dental Education*, 69(12), 1340-1352.
  22. Stockdale, M. S., Davis, J. M., Cropper, M., & Vitello, E. M. (2006). Factors affecting adoption of Tobacco Education in Dental Hygiene Programs. *Journal of Cancer*

*Education, 21, 253-257.*

23. Stockdale, M. S. (2008). Patchwork protections: Progress and problems in battling sexual orientation discrimination in employment. *The Industrial-Organizational Psychologist, 45(3)*, 9-15.
24. Ohse, D. M., & Stockdale, M. S. (2008). Age comparisons in workplace sexual harassment perceptions. *Sex Roles, 59*, 240-253.
25. Stockdale, M. S., Logan, TK., & Weston, R. (2009). Sexual harassment and posttraumatic stress disorder: Damages beyond prior abuse. *Law and Human Behavior, 33*, 405-418.
26. Davis, J. M., Stockdale, M. S., & Cropper, M. (2010). Evaluation of a comprehensive tobacco cessation curriculum for dental hygiene schools: A three year study. *The Journal of Dental Education, 74*, 472-479.

\*Invited (and peer-reviewed)

C. Book chapters:

1. Vaux, A., & Stockdale, M. S. (1992). Applied Research Consultants: A model of graduate training for applied psychological consulting. In A. Vaux, M. Stockdale, & M. Schwerin, (Eds), *Independent Consulting for Evaluators*. Newbury Park, CA: Sage.
2. Stockdale, M.S. (1996). What we know and what we need to learn about sexual harassment: An introduction to *Women and Work, Vol. 5*. In M. S. Stockdale (Ed.) *Sexual Harassment: Perspectives, Frontiers, and Response Strategies*. Thousand Oaks, CA: Sage.
3. Stockdale, M. S., & Kenny, T. (1996). Conducting a Literature Search. In F. T. Leong, & J. T. Austin (Eds.), *The Psychology Research Handbook: A Primer for Graduate Students and Research Assistants*. Thousand Oaks, CA: Sage.
4. Stockdale, M. S. & Cao, F (2004). Looking Back and Heading Forward: Major Themes of *The Psychology and Management of Workplace Diversity* In. M. S. Stockdale & F. J. Crosby. *The Psychology and Management of Workplace Diversity*. Oxford, UK: Blackwell.
5. Cokley, K., Dreher, G., & Stockdale. M. S. (2004). Ethnic minority issues in the workplace. In. M. S. Stockdale & F. J. Crosby (Eds.), *The Psychology and Management of Workplace Diversity*. Oxford, UK: Blackwell

6. Stockdale, M. S. (2005) The sexual harassment of men: Articulating the approach-rejection distinction in sexual harassment motives. In J. E. Gruber & P. Morgan (Eds.) *In the Company of Men: Re-Discovering The Links Between Sexual Harassment and Male Domination*. Pp 117-142. Boston: Northeastern University Press.
  7. Gutek, B. A., & Stockdale, M.S. (2005). Sex discrimination in employment. In F. Landy (Ed.) *I/O Psychology and Employment Discrimination Litigation*. I/O Professional Practice Series. San Francisco: Jossey-Bass.
  8. Bisom-Rapp, S., Stockdale, M. S., & Crosby, F. J. (2007). A Critical Look at Organizational Responses to and Remedies for Sex Discrimination. In F. J. Crosby, M. S. Stockdale & S. A. Ropp (Eds.), *Sex discrimination in the workplace: Multidisciplinary perspectives*. Oxford, UK: Blackwell.
  9. Crosby, F. M., & Stockdale, M. S. (2007). Understanding Sex Discrimination: Introduction to *Sex Discrimination in the Workplace*. In F. J. Crosby, M. S. Stockdale & S. A. Ropp (Eds.), *Sex discrimination in the workplace: Multidisciplinary perspectives*. Oxford, UK: Blackwell.
  10. Stockdale, M. S., Bhattacharya, G (2008). Sexual harassment and the Glass Ceiling. In M Barreto, M. Ryan, & M. Schmitt (Eds.). *Barriers to diversity: The glass ceiling 20 years on*. Pp. 171-199. Washington D. C.: APA press.
  11. Stockdale, M.S., & Sagrestano, L. M. (2010). Strategies and Resources for Institutions and Targets of Sexual Harassment in Employment and Education. In M. Paludi & F. L. Denmark (Eds). *Victims of Sexual Assault and Abuse: Resources and Responses for Individuals and Families* (pp. 211-239). San Francisco: Praeger.
  12. Stockdale, M.S., & Sagrestano, L. M. (2010). Resources for Targets of Sexual Harassment. In M. Paludi, E. DeSouza, & C. Paludi, Jr. (Eds.) *Praeger Handbook on Understanding and Preventing Workplace Discrimination (Vol. 2)* (pp. 13-29). San Francisco: Praeger.
  13. Cundiff, N. L. & Stockdale, M. S. (accepted for publication). Social Psychological Perspectives On Discrimination Against Women Leaders. In Paludi, M., & Coates, B. *Women as Transformational Leaders: From Grassroots to Global Interests*. San Francisco: Praeger.
- D. Book Reviews
1. Stockdale, M. S. (2000). Review of *Intimate Betrayal: Understanding and Responding to the Trauma of Acquaintance Rape*. By Vernon R. Wiehe, and Ann L. Richards. *Journal of Sexual Deviance*, 29, 519-521.

2. Stockdale, M.S. (2001). Of things that should be within arm's reach: A review of *Handbook of Gender and Work. Psychology of Women Quarterly*, 25, 87-88.
3. Stockdale, M. S. (2001). Review of *Mothers at Work: Effects on Children's Well-being*, by Lois Hoffman and Lise Youngblade. *Personnel Psychology*, 54, 1015-1019.
4. Cheng, Y., & Stockdale, M. S. (2002). Review of *Sex, Gender and Jobs*, Edited by Louis Diamant and Jo Ann Lee. *Personnel Psychology*, 55, 1020-1021.
5. Stockdale, M. S. (2008). Not a waste of time: Scientific Psychological Experts in the Court rooms. *Analysis of Social Issues and Public Policy*, 8, 257-259.

E. Other:

- Editorships

1. Tinsley, H. E. A., & Stockdale, M. S. (1993). Special issue editors, "Sexual Harassment in the Workplace." *Journal of Vocational Behavior*, 42 (1).
2. Book Review Editor for *Analysis of Social and Public Policy* (2006 to present)
3. Associate Editor, *Psychology of Women Quarterly* (January, 2008 to August, 2010)

- In progress

1. Stockdale, M. S., Logan, TK, & Berry, S (2010). Interpersonal Violence and Sexual Harassment: A Prospective, Ecologically-Framed Study of Revictimization. Manuscript submitted for publication.
2. Nadler, J. L., Berry, S., & Stockdale (2010). Effects of Familiarity and Gender on Instant Impressions of Male and Female Faculty. Manuscript submitted for publication
3. Stockdale, M. S. & Nadler, J. L. (manuscript in preparation). Occupational Sex Segregation: Ideologies that shape men's and women's employment patterns. Chapter proposal accepted for inclusion in Thomas, K., Plaut, V., & Tran, M. (Eds). *Diversity Ideologies (tentative title)*. Taylor Francis.
4. Stockdale, M. S. & Nadler, J. L. (manuscript in preparation). Sexual harassment and interpersonal violence: Theoretical, methodological, and practical concerns. Invited article for publication in *Social Issues and Policy Review*.
5. Cundiff, N. & Stockdale, M. S. (manuscript in preparation). Perceptions of Female Executives Effectiveness Across Organizational Cultures.
6. Nadler, J. L., & Stockdale, M. S. (data collection in progress). The role of target familiarity on implicit descriptive and prescriptive stereotyping.
3. Stockdale, M. S., & Berry, S. (data collection in progress). Development and validation of the Sexually Harassing Actions Questionnaire.

4. Chevalier, L., Stockdale, M. S. et al. (grant proposal in progress). ADVANCE-IT grant proposal.
- Technical Reports
  1. Stockdale, M. S. (1987). *Final report on the Wonderlic Test Validation Project*. Circuit Court of Jackson County, Kansas City, MO.
  2. Phelps, J., Stockdale, M. S., & Downey, R. G. (1988). *Evaluation of a program to teach collaboration in the College of Architecture and Design at Kansas State University*. (Report No. G00854107). Fund for the Improvement of Post-Secondary Education.
  3. Phelps, J., Stockdale, M. S., Downey, R. G., & Barnes, A. (1988). *Collaboration in the design disciplines: Comments from practitioners*. (Report No. G00854107). Fund for the Improvement of Post-Secondary Education.
  4. Stockdale, M. S. (1989). *Final report on the K-State Union classification study*. K-State Union, Manhattan, KS.
  5. Kinkner, T., & Stockdale, M. S. (1991). *SURS job attitude study: Final report*. Applied Research Consultants, Carbondale, IL.
  6. Klostermann, B., Welshimer, K., Stockdale, M., Chezem, J., & Hall, M. (1991). *The southern Illinois mammography focus group report*. American Cancer Society -- Illinois Division.
  7. Detwiler, F. R. J., Dewey, J. D., & Stockdale, M. S. (1992). *A focus group study of health perceptions and needs in Jackson county*. Jackson County Health Department.
  8. Dewey, J. D., Hall, M. M., & Stockdale, M. S. (1993). *College of technical careers Southern Illinois University at Carbondale census data report*. College of Technical Careers, SIUC.
  9. Cashin, J., Stockdale, M. S., & Shearer, V., (1993). *The 1993 survey of sexual harassment at SIUC*. Department of Psychology, Southern Illinois University at Carbondale.
  10. Hall, M., Deniston, D., & Stockdale, M. S. (1993). *An evaluation of the University Women's Professional Advancement mentoring program*. Applied Research Consultants, Southern Illinois University at Carbondale.
  11. Dewey, J. D., Byravan, A., Detwiler, F. R. J., Kimball, K. C., & Stockdale, M. S., (1993). *Overview of health and human service concerns in Illinois' southern seven counties*.

Applied Research Consultants, Southern Illinois University at Carbondale.

12. Hall, M., Byravan, A., Dewey, J., Kimball, K. & Stockdale, M. (1994). *Perceptions and opinions of psychology graduate students and faculty members toward training*. Department of Psychology, Southern Illinois University at Carbondale.
13. Stockdale, M. S., & Vaux, A. (1994). *Attorney evaluation of the Civil Justice Delay and Expense Reduction Plan for the United States District Court for the Southern District of Illinois*. Technical Report to the United States District Court for the Southern District of Illinois.
14. Cashin, J., Dewey, J. D., Tardino, V., & Stockdale, M. S. (1995). *Survey of the working climate at Southern Illinois University at Carbondale*. Technical Report to the Office of the President, SIUC.
15. Hall, M. & Stockdale, M. S. (1995). *A naturalistic observation study of five diabetes mellitus patients*. Technical Report to Boehringer Mannheim Corporation.
16. Tardino, V. M., Leichliter, J. S., Sadler, M. A., & Stockdale, M. S., (1995). *A survey of parental involvement: Carbondale District 95*. Technical Report to the Public Relations Committee, Carbondale District 95 School Board.
17. McKillip, J., Stockdale, M. S., Ramanaiah, N., Schmeck, R., & Vaux, A. (1995). *Evaluation of the Microsoft Systems Engineer Certification*. Technical Report to Microsoft Corporation.
18. Cashin, J. R., Hall, M., & Stockdale, M. S. (1995). *Survey of rider expectations for the SIUC mass transit system*. Technical report to the Associate Vice President for Student Affairs, Southern Illinois University at Carbondale.
19. Stockdale, M. S., Desai, S., Sadler, M. Sharpe, P., & Skerly, A. (1995). *Evaluation of the 1994-1995 University Women's Professional Advancement's faculty mentoring program*. Technical report to UWPA, Southern Illinois University at Carbondale.
20. Hall, M., Deniston, W., & Stockdale, M. S. (1995). *An evaluation of the University Women's Professional Advancement Civil Service Connections program*. Technical report to UWPA, Southern Illinois University at Carbondale.
21. McKillip, J., Stockdale, M. S., Ramanaiah, N., Schmeck, R., & Vaux, A. (1995). *Evaluation of the Microsoft Systems Engineer Certification: International study*. Technical Report to Microsoft Corporation.
22. Ellis, T. B., Truskosky, D., Wood, M., Duppong, K. Stockdale, M. (1996). *Evaluation of*

- the SIUC School of Law Alternative Dispute Resolution Clinic: An assessment of student skills, knowledge, and attitudes pertaining to mediation and client satisfaction with services.* Technical report to the SIUC School of Law ADR clinic: Applied Research Consultants.
23. Stockdale, M. S., Hetherington, L. Ellis, T., & Wood, M. (1996). *1996 Maytag Herrin employee attitude survey: Final report.* Technical report to Maytag Herrin, Herrin, IL.
  24. Desai, S., Sharpe, J. P. Stockdale, M.S. (1996). *A comprehensive evaluation of a female faculty mentoring program at Southern Illinois University at Carbondale.* Technical Report to University Women's Professional Advancement, SIUC: Applied Research Consultants.
  25. McKillip, J., Hetherington, J. Stockdale, M.S. Ramanaiah, N., Schmeck, R., & Vaux, A. (1996). *Evaluation of the Microsoft Solution Developer Certification.* Technical Report to Microsoft Corporation.
  26. Stockdale, M. S. (1996). *Customer loyalty: Theories, models and measures.* Technical Report to Maritz Corporation.
  27. Stockdale, M.S., Hangaduambo, S., Duys, D., & Sarvela, P. (2000). *Union and Hardin county bully prevention program pretest report.* Technical report to Southern Illinois Healthcare, Inc.
  28. Stockdale, M.S., Hangaduambo, S., McKillip, J., & Sarvela, P. (2000). *Union and Hardin county bully prevention program post-test report.* Technical report to Southern Illinois Healthcare, Inc.
  29. Cox, C., Stockdale, M. S., Sarvela, P., & Shannon, D. (2001). *Opinions concerning access to health insurance in Illinois: A report of focus group and key informant interviews.* Technical report to the Illinois Department of Insurance.
  30. Swindler, S., Rowald, L., Cao, F., Stockdale, M. S., & Sagrestano, L. (2002). *Tobacco needs assessment pretest data: Phase one.* Applied Research Consultants, Department of Psychology, Southern Illinois University Carbondale.
  31. Swindler, S., & Stockdale, M. S., (2002). *City of Carbondale sexual harassment survey report.* Technical report to the City of Carbondale. Department of Psychology, Southern Illinois University Carbondale.
  32. Stockdale, M. S. (2002). *SIUC Anti-Tobacco Initiative: Year 1 executive summary.* Technical report to the Illinois Department of Public Health. Department of Psychology, Southern Illinois University Carbondale.

33. Stockdale, M. S. (2003). *Evaluation and surveillance toolbox for the Live Free: Collegiate Anti-Tobacco Initiative*. Technical report to the Illinois Department of Public Health. Department of Psychology, Southern Illinois University Carbondale.
34. Briggs, C. S., Ohse, D. M., Rowald, L., Lovett, G., Sagrestano, L. & Stockdale, M. S. (2003). Oral Health Toolbox Pilot Project Evaluation. Technical report to the Illinois Department of Public Health. Applied Research Consultants, Department of Psychology, Southern Illinois University Carbondale.
35. Ohse, D. M., Swindler, S. D., Dawson, H. & Stockdale, M. S. (2004). Evaluation of Early Childhood Oral Health Education Flip Charts. Technical report to the Illinois Department of Public Health. Applied Research Consultants, Department of Psychology, Southern Illinois University Carbondale.
36. Rowald, L. A., Dawson, H. L., Pinero, S., & Stockdale, M. S. (2003). SIUC Image Survey. Technical report to the SIUC Media and Communication Services Department. Applied Research Consultants, Department of Psychology, Southern Illinois University Carbondale.
37. Seneca, P. J., Wheeler, A. M., Edwards, J. K., Sagrestano, L. M., & Stockdale, M. S. (2005). Examination and evaluation of student athletes' perceptions of diversity concerns in the SIUC Athletics Program. Technical report to the SIUC Athletics Department. Applied Research Consultants, Department of Psychology, Southern Illinois University Carbondale.
38. Stockdale, M. S., & Seneca, P. (2006). Surveillance of SIUC student tobacco behavior, attitudes and influences: Spring, 2006 survey results. Department of Psychology, Southern Illinois University, Carbondale.
39. Stockdale, M. S. & Berry, S. (2009). 2008 Campus Climate Survey: Final Report. Department of Psychology, Southern Illinois University, Carbondale.

## **VII. TEACHING EXPERIENCE**

### **A. Teaching Interests and Specialties:**

#### Undergraduate

Industrial/Organizational  
Psych of Employee Relations  
Senior Seminar in I/O  
Psychology of Women

#### Graduate

Applied Research Consultants  
Proseminar in Applied Psychology  
Personnel Training  
Research in Organizational Psychology

General Psychology  
Diversity in the Workplace  
Needs Assessment (also graduate)  
Applied Social Science Research Methods (also graduate)

B. Teaching and Training Grants:

1. University Core Curriculum Teaching Enhancement Award, Spring, 1998, \$3000.00.
2. Proposal to develop a specialization in Occupational Health Psychology. Submitted to the American Psychological Association, 1998 (unfunded).
3. SIUC Graduate School- Graduate Training Recruitment Grant to M. Morgan (History), M. Stockdale (Psychology), B. Turley (Political Science) & F. Betz (Foreign Language and Literatures, 2002, \$11,000.

C. Teaching Awards and Honors:

1. Distinguished Graduate Teaching Award, College of Arts and Science, Kansas State University, Manhattan, KS. 1989

D. Current Graduate Faculty Status: Regular graduate faculty status

E. Number of Master's and Ph.D. Committees on which I have served:

- 24 (estimate from 1990-2008)

F. Dissertations and Theses Supervised:

<i>Ph. D. Dissertations</i>	<i>Title</i>
Ann Barich-Wescot	The Moderating Role of Coping and Control on the Experience of Work Family Conflict.
Barbara Eldredge	Psychometric Evaluation of A Measure of A Measure of Organizational Socialization.
Michelle Wood	Examination of the Role of Sexism in the Overvaluation of Female Leaders.
Tchicaya Ellis	The Development, Psychometric Evaluation, and Validation of Customer Loyalty Scale.
Alan Goodwin	The Development of a Measure to Assess Behavior-Based Inter-role Conflict.
Bryan Bolwahn	Development and Validation for a Critical Incident Based Rating Instrument for Psychology Graduate Student Selection.
Jeni Heineman	Personality and the Relation of Need-Reinforcer Correspondence and Job Satisfaction.
*Leena Batra	Mentoring Breaks the Glass Ceiling: Asian American as Protégés.
Amy Cheng	An Examination of the Moderating Effect of Person-Team Fit on the

Kenji Yamazaki	Relations between Team Heterogeneity and Team Performance Team membership and attitudes toward organizational change: An investigation of attitudinal mediators
Laura Mastrangelo	Utilizing qualitative data in multirater feedback systems: An examination of upper administration in a university setting
Hayley Dawson-Owens	The Role of Consumer-Level Variables on Consumer Consideration Set Size And Composition
Feng Cao	Exploring the Relations among Flexibility of Flextime, work-to-Family Conflict, and Job Satisfaction: A Test of Mediators at Organization, Supervisor and Employee Levels
Gigi Awad	Psychosocial and cultural predictors of test performance for African American college students
Cynthia Berry	The role of leader member exchange theory and multi-rater feedback on evaluating the performance appraisal process\
Stephanie Swindler	A culturally sensitive examination of sexual harassment experiences, acknowledgement and measurement.
Nicole Cundiff	Followers' Reactions to Female Leaders: Leader's Orientations, Prototypical Categorizations, and Organizational Culture
Joel T. Nadler	Explicit and implicit gender bias in workplace appraisals: How automatic prejudice affects decision making
Meghan Lowery	Mitigating sex bias in compensation decisions: The role of comparative data

*MA Theses* *Title*

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Keli Braitman	A Correlational and Experimental Examination of Mediated Relationships Between Media Exposure to the Thin-Ideal and Body Dissatisfaction in College Women.
Janice Motoike * Amy Cheng	Japanese International Students' Attitudes Toward Acquaintance Rape. Organizational Commitment in China: An Examination of Meyers and Allen's Three-Component Model.
Kenji Yamazaki	The Influence of Negative Affectivity on Job Perceptions and Satisfactions.
Germine Awad	Affirmative Action and Diversity Initiatives: The Effect of Framing on Evaluations of African American Applicants.
Stephanie Swindler	A Comparison of Legal and Psychological Measurements of Sexual Harassment on Detection of Gender Differences in Acknowledgement of Sexual Harassment.
Hayley Dawson	Factor Confirmation and Construct Validation of a Brand Loyalty Scale
Dawn Ohse	The Effects of Age and Sample Type Of Sexual Harassment Perceptions.

\*Psychology Department Outstanding Thesis or Dissertation

*In Progress* *Degree*

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Chad Briggs	Ph.D.
Virginia Dicken	Ph.D.

Margaret DiCocco	Ph.D.
Nick Hoffman	Ph.D.
Steve Middleton	Ph.D.
Dawn Ohse	Ph.D.
Seth Berry	M.A.

G. Other: Senior Honor Thesis mentor:

Sean Morrissey	Garrett Neufal	Gina Young
Jason Smith	Jennifer Stombaugh	Kimberly Holt
Dawn Campbell	Wendy Kelly	Krymese Frazier*
Tchicaya Ellis	Erin Aholt	Aubry Greenberg

\*McNair and REACH fellow

## VIII. UNIVERSITY SERVICE

A. Department Committees:

- Applied Psychology Faculty Search Committee, Chair (4 positions) (1999, 2001-2003)
- Applied Psychology Faculty Search Committee (1994, 1996-1997; 2004-2009)
- Undergraduate Committee (1999-2000)
- Department Visioning Committee (aka ID) (1997-1998)
- Counseling Faculty Search Committee (1997-1998)
- Graduate Admissions Committee (1993, 1994, 1999, 2000, 2001, 2002, 2010, 2011)
- Psychology Department Retreat Planning Committee (University North Carolina, Charlotte, 1989)

B. College and University Committees and Councils:

- Co-Chair, University Strategic Planning committee (2010-present)
- Chancellor Installation Committee, member (2010 to present)
- Department of Sociology, Promotion Committee, member (Fall, 2010)
- Department of Political Science, Promotion Committee, member (Fall, 2010)
- Internal Program Review Team, Microbiology Department and MBMB graduate program (Fall, 2010 to present)
- CoLA Council August, (1998-1999; 2010 to Present)
- CoLA Council committee on faculty workload balance (Fall 2010 to present)
- Affirmative Action Advisory Committee (2010 to present)
- President, Faculty Senate (January, 2008 to May, 2009)
- Co-Chair, SIUC Chancellor Search and Advisory Committee (Fall, 2008 to December, 2009)

- President's committee on faculty grievance and faculty regeneration policy (Spring, 2009 to August, 2009)
- SIUC Chief Diversity Officer, Interim search committee and function restructuring committee (Fall, 2008)
- Campus Wide Accreditation Committee – Chair, special sub-committee on Campus Climate (Fall, 2008 to present)
- Sexual Harassment Working Group: Ad hoc committee to evaluate the SIUC sexual harassment informal review procedures. Spring 2008 to present.
- College of Liberal Arts, Associate Director for Institutional Advancement, Search Committee, Fall, 2007.
- College of Liberal Arts Promotion and Tenure Advisory Committee, Fall, 2007; Fall, 2008
- Plagiarism Review Committee (September 2007 to November 2007)
- Vice President, Faculty Senate (May, 2007 to December, 2007)
- Faculty Senate (Summer, 2004 to present). Budget Committee member, Committee on Committees, Faculty Governance Committee member.
- SIUC Chancellor Search and Advisory Committee (Fall, 2006- Spring, 2007)
- Judicial Review Board member (Spring 2006 to January, 2008)
- SIU Presidential Search and Advisory Committee (Fall, 2005)
- Judicial Affairs Grievance Panelist (Spring, 2005)
- Sexual harassment grievance investigator (Spring, 2004)
- SIUC Public Policy Institute: Steering Committee Member for the *Live Free Collegiate Anti-Smoking Initiative* (2001 to present)
- Master's Fellowship Review Committee, Graduate School (2003-2005)
- Center for Rural Health and Social Service Development, Board Member, (2002 to present, Vice Chair, 2002-2004; Chair 2004-2006).
- University Women's Professional Advancement Mentor (1997-1998; 2000-2001)
- University Women's Professional Advancement, reviewer for paper competition (1999)
- Cola Dean's Advisory Committee for Associate Dean Search (1999)
- Vice Chair and Recording Secretary, CoLA Council (1999-2000)
- Provost's Committee to Develop a University-Wide Dean Review Process (1999)
- CoLA Dean Search Committee (1998 – 1999)
- CoLA Mentor (1998-1999)
- ORDA Special Research/Summer Fellowship Committee (1995-1996)
- Summer Research Fellowship Committee, Office of Research and Development (1994)
- Center for Rural Health and Social Service Development, SIUC Office of Economic and Rural Development: Research Associates Board
- Faculty Orientation Advisory Committee, SIU Human Resources, 1990

C. Other:

- Workshops for SIUC Personnel, Supervisor Series (Managing Conflict Effectively)
- SIUC - Personnel: Conducted campus-wide survey of sexual harassment to assist with the

revision of the SIUC SH policy

- Faculty supervisor to First and Second Annual Applied Experimental Psychology Conference (Feb, 1994, and Feb, 1995). A national conference for students and faculty in Applied Experimental psychology programs developed and operated by Applied Research Consultants
- Invited presentation to Maritz Marketing Research, Research Advisory Council on customer loyalty (February, 1997)
- Consultant to the SIUC Athletics Department (Diversity Survey), Fall, 2004-Spring, 2005.

## **IX. PROFESSIONAL SERVICE**

### **A. Memberships in Professional Associations:**

- American Psychological Association
- Society for Industrial/Organizational Psychology (APA Div. 14)
- Society for the Psychological Study of Social Issues (APA Div. 9)
- Academy of Management
- American Evaluation Association
- Law and Society

### **B. Consultantships:**

1. Kansas State Student Union—Classified salary review and revision;
2. Kansas State Alumni Association—Job description updates;
3. Applied Research Consultant Assistant Director (Fall, 1990 to Summer, 1991), Director (Fall, 1991 to August, 1996; Fall 2003)
  - a) Job attitude survey for State University Retirement System
  - b) Focus group study of mammography utilization in Southern Illinois for American Cancer Society
  - c) Survey revision for District Court of Southern Illinois
  - d) Survey revision for Department of Accounting, SIU
  - e) Focus group needs assessment for Jackson County Health Department
  - f) Census feasibility study for Fred Isberner, College of Technical Careers
  - g) Mentoring Evaluation for University Women's Professional Advancement (UWPA)
  - h) Evaluation of UWPA's Civil Service Connections program (in progress)
  - i) Needs assessment and community building for Governor's Task Force on Health and Social Service Reform
  - j) Naturalistic observation of diabetics study for Boehringer Mannheim Corporation
  - k) Customer satisfaction survey content analysis for Arthur Andersen
  - l) University campus climate survey for the President's Office

- m) Development, administration, and analysis of a parent survey for Carbondale District 95 schools
  - n) Evaluation of Microsoft Corporation's System Engineer Certification program
  - o) Survey development for Office of Research and Administration, ORDA
  - p) Evaluations of University Women's Professional Advancement programs on faculty mentoring, and civil service connections
  - q) Survey of Ridership Expectations for the proposed SIUC transit system for the V.P. of Student Affairs, SIUC
  - r) Consultant to Prof. Connie Armstrong, re Survey research to evaluate training police officers for the elderly population
  - s) Evaluation of the SIUC Law School Alternative Dispute Resolution Clinic
  - t) Evaluation consultant for NSF grant on long-term field experiments for teaching ecology (D. Gibson & B. Middleton, co-PI's)
  - u) Web-survey for Staebler & Associates
  - v) Focus group study on oral health education tools for WIC/Head Start; funded by Illinois Department of Public Health
  - w) SIUC image study. Survey research in progress for SIUC Department of Communication and Media Resources (Public Relations)
  - x) SIUC Chancellor's study on perceptions of executive performance. Study for the SIUC Office of the Chancellor.
4. Managerial consultant, Archway, Carbondale, IL 62901
  5. Consultant to Dean Harry Haynsworth for the Civil Justice Reform Act Survey
  6. Workshops:
    - a) Dealing with Difficult People (For Midwest SRA)
    - b) Customer Service (3 workshops for SIUC Library Affairs)
    - c) Introduction to SPSS (for McNair Scholars Program, May, 2006)
  7. Independent consultant to Maytag-Herrin Corporation. Conducted plantwide survey of employee attitudes. With. L. Hetherington, T. Ellis, and M. Wood. 1996.
  8. Consultant to Maritz Corporation, St. Louis, MO. Conducted and prepared a literature review on Customer Loyalty. 1996.
  9. Consultant to TWA, St. Louis, MO. Developed and conducted training program to 100+ managers on sexual harassment. 1997
  10. Expert Witness/Consulting
    - a) Barbara Bobbett v. Bando Manufacturing of America, Inc.; Warren Circuit

- Court, Div. I. Civil Action No. 97-CI-00708 (retained as a consultant to the defense, represented by Michael A. Owsley, Esq. of English, Lucas, Priest & Owsley) 1998.
- b) Anastasio v. Toshiba America Information Systems, Inc. Superior Court of the State of California. Case No. 03CC12680. (Served as expert witness for the plaintiff, represented by Blumberg Law Corporation, John P. Blumberg, Esq.). 2004-2005.
  - c) Browning v. Southwest Research Institute. U.S. District Court for the Western District of Texas, San Antonio Division. Case number SA-05-CA-0245-FB (retained as expert witness for the plaintiff, represented by Gillespie, Rozen, Watsky, Motley & Jones, P.C.). 2006-2007
  - d) E.E.O.C. v. LA Weight Loss, U.S. District Court for the Northern Division of Maryland, Civil Action No. WDQ-02-CV-648 (retained as an expert witness for defense, represented by Wolf, Block, Schorr and Solis-Cohen, LLP). 2006-2007
  - e) Ellis et al. v. Costco Wholesale Corporation. U.S. District Court for the Northern District of California. Case No. C-04-3341 MHP (retained as an expert witness for the defense, represented by Seyfarth Shaw, LLP). 2006-2007
- 12. Evaluator: Southern Illinois Healthcare Bullying Prevention Program for Union and Hardin Counties: With the Center for Rural Health and Social Service Development. (1999-2000).
  - 13. Managerial Consultant: JABAT Corp. Olney, IL (2000-2001)
  - 14. Research consultant: Focus group interview study, team leader. U.S. Health and Human Services grant to the Illinois Department of Insurance. (2000-2001)
  - 15. Evaluator: Public Policy Institute, Anti-Smoking Initiative (2001 – 2002)
  - 16. Sexual Harassment trainer: City of Carbondale (2002)
  - 17. Gateway Industrial Organizational Psychology (GIOP) Student Travel Award Committee (2002, 2003)
  - 18. Invited member of the Illinois Department of Public Health's five-year strategic planning committee for tobacco control (2003).
  - 19. Sexual Harassment trainer: Philander Smith College, (2011)
  - 20. Survey development consultant: Illinois Attorney Judicial Performance Evaluation Survey for National Center for State Courts (2010-2011).
- C. Evaluation of Manuscripts for Journals and Book Publishers and of Grant Proposals for Agencies.

- Member, Editorial Board,
  - *Journal of Vocational Behavior* (1993 to 1998; 2001 to present)
  - *Sex Roles* (January, 2004 to present)
  - *Equal Opportunities International* (January, 2006 to present)
  - *Analysis of Social Issues and Public Policy* (October, 2006 to present)
  - *Psychology of Women Quarterly* (January, 2007 to present)
  - *Gender in Management – An International Review* (July 2008 to present)
  - *Advisory Board: Praeger book series “Women and Careers in Management”* (August, 2009 to present)
  
- Ad hoc reviewer:
  - Academy of Management Review*
  - Basic and Applied Social Psychology*
  - Cultural and Ethnic Minority Psychology*
  - Group and Organizational Management*
  - Journal of Applied Psychology*
  - Journal of Applied Social Psychology*
  - Journal of Occupational Health Psychology*
  - Journal of Personality and Social Relationships*
  - Journal of Sexual Deviance*
  - Journal of Social Issues (full issue reviewer)*
  - Journal of Vocational Behavior*
  - Law and Human Behavior*
  - Organizational Behavior and Human Decision Processes*
  - Psychology of Women Quarterly*
  - Psychology, Public Policy and Law*
  - Sex Roles*
  - Social Science and Medicine*
  
- Book Proposal Reviewer
  - Lawrence Erlbaum and Associates
  - Brunner/Mazel (Taylor and Francis)
  - Kluwer Academic Publishers
  - Sage Publications
  - NYU Press
  
- Grant reviewer
  - Cleveland State University - University Research Council
  - Social Science and Humanities Research Council (Canada)
  - National Science Foundation: Law and Social Science Division
  - National Science Foundation: ADVANCE – PAID Panel Reviewer (2011)

- National Awards
  - American Society for Training and Development Outstanding Dissertation:  
Review committee (1999-2000)
- Regional Award
  - Gateway I/O Psychology Student Travel Award (2002-2003)
- Conference Program committee reviewer
  - American Psychological Association Program Committee --1994, 1995
  - Society for Industrial/Organizational Program Committee --1995 – 1998, 2000,  
2003, 2004, 2007, 2010
  - Academy of Management Program Committee – 2000, 2001, 2002, 2005

D. Other:

- National Committees
  1. Scientific Affairs Committee of the Society for Industrial and Organizational Psychology (SIOP) (2000-2001).
  2. SIOP ad hoc committee on the revision of the APA ethics code (2001).
  3. SIOP ad hoc committee to respond to APA's Undergraduate Psychology Major Learning Goals and Outcomes (appointed by R. Lowe, chair of SIOP's Education committee; 2002)
  4. SIOP Education and Training Committee (2003-2004)*Consulting Psychology/Organizational Consulting Psychology Graduate Guidelines* subcommittee (Fall, 2004)
  5. SPSSI (APA Division 9) Fellows Committee (2010-2011)
- Conference Chairperson:
  1. Doing good well: Diversity research in organizations (2001, May). *Nags Heart Conference*, Santa Cruz, CA.
- Invited Evaluations of Contract, Tenure, and Promotion dossiers: (names of candidates are removed to protect confidentiality)
  1. Promotion to full professor, Ohio University (1996)
  2. 3-year contract evaluation, University of Colorado-Denver (2001)
  3. Promotion to associate professor with tenure, University of Kentucky (2002)
  4. Promotion to associate professor with tenure, The University of Arizona (2003)
  5. Promotion to full professor, University of Kentucky (2005)
  6. Promotion to associate professor with tenure, The University of Memphis (2005)
  7. Promotion to associate professor with tenure, Illinois State University (2006)

8. Promotion to associate professor with tenure, University of Cincinnati (2006)
9. Promotion to full professor, Indiana University-Purdue University Fort Wayne (2007)

## **X. COMMUNITY SERVICE**

- Guest speaker at the Southern Illinois Personnel Management Association meeting (Spring, 1991)
- Guest panelist for Women in Communication Club's discussion on sexual harassment (Fall, 1991)
- Guest speaker at the Psychology Student Association Meeting (Fall, 1991)
- Guest speaker at American Association of University Women meeting, *Managing Diversity in the Workplace* (Spring, 1992)
- Invited speaker, Southern Illinois Women's Health Conference, *The Ill Effects of Good Ol' Boys' Clubs* (Fall, 1992)
- Invited speaker, Southern Illinois University Personnel Conference, *Navigating the Nineties, Breaking the Glass Ceiling* (Spring, 1993)
- Invited speaker, SIUC Women's Caucus, *Report of the 1993 Sexual Harassment Survey*, (Fall, 1993).
- Invited speaker to the SIUC Marketing Department Brown Bag luncheon, *Combining consulting and research: Results from an employee survey study* (October, 1996).
- Speaker at the SIU Psychology Department Friday Forum, *Workplace Hostility* (with A. Vaux and M. Wood) (April, 1996)
- Speaker at the SIU Psychology Department Friday Forum, *Report of the Maytag Employee Survey* (w. L. Hetherington, T. Ellis, and M. Wood) (October, 1996)
- Invited speaker for the Hispanic Student Council Annual Dinner Celebrating Diversity (1999)
- Invited speaker for the Southern Illinois Women's Business Council (1999)
- Invited speaker to Psi Chi-SIUC chapter, *Policy Relevant Research in Psychology* (September, 2001)
- Invited participant for the Illinois Tobacco-Free Communities Strategic Planning Committee (Invited by Dr. Eric Whitaker, Director of the Illinois Department of Public Health) (2003).
- Invited speaker for Southern Illinois Personnel Management Association Meeting (2005).
- Invited speaker for the Midwest Applied Psychology Conference, Carbondale, IL (2008).
- Invited panelist for the Jackson County Bar Association, Continuing Learning Conference, Carbondale, IL (2009)