

## **D. BRENT SMITH, PH.D.**

127C McNair Hall MS-531  
Jesse H. Jones Graduate School of Business  
Rice University  
Houston, TX 77005

Mobile: (281) 794-5775  
Work: (713) 348-4323  
Fax: (713) 348-5131  
E-mail: [smithb@rice.edu](mailto:smithb@rice.edu)

### **ACADEMIC POSITIONS**

Associate Dean of Executive Education  
Rice University

July 1, 2008-present

Associate Professor of Management and Psychology  
Jesse H. Jones Graduate School of Management  
Rice University  
(Interim Director of Organizational Psychology Program  
Fall 2004)

July, 2003-present

Associate Professor of Organisational Behaviour  
London Business School

January, 2007-January, 2010

Assistant Professor of Management and Psychology  
Jesse H. Jones Graduate School of Management  
Rice University

August, 2001-July, 2003

Assistant Professor  
Department of Organizational Behavior  
School of Industrial and Labor Relations  
Cornell University

August, 1998-July, 2001

Assistant/Associate Professor  
(Visiting Appointment)  
Johnson Graduate School of Management  
Cornell University

August, 2000-December 2006

### **AFFILIATIONS**

Director  
Center for Organizational Effectiveness Studies  
Rice University

August, 2001-January, 2007

Faculty Member  
Entrepreneurship and Personal Enterprise Program  
Cornell University

December, 1998-July, 2001

Affiliate Member  
Center for Leadership  
Cornell University

August, 1999-December, 2006

## EDUCATION

Ph. D.	Organizational Psychology	1999	University of Maryland, College Park
M.A.	Organizational Psychology	1996	University of Maryland, College Park
B. A.	Sociology and Psychology	1992	The University of Tulsa, Magna cum Laude

## AWARDS

2004 *Scholarly Achievement Award* from the Academy of Management Human Resources Division

2004 *Outstanding Publication Award* in Organizational Behavior from the Academy of Management OB Division

1998 *Scholarly Achievement Award* from the Academy of Management Human Resources Division

## BOOKS

Smith, D. B. (Ed.) (2008). *The People make the Place*. Mahwah, NJ: Lawrence Erlbaum Associates.

Schneider, B. & Smith, D. B. (Eds.) (2004). *Personality and Organizations*. Mahwah, NJ: Lawrence Erlbaum Associates.

## JOURNAL ARTICLES

Madera, J. & Smith, D. B. (2009). The Effects of Leader Negative Emotions on Evaluations of Leadership in a Crisis Situation: The Role of Anger and Sadness. *Leadership Quarterly*, 20, 103-114.

Peterson, R. S., Smith, D. B., & Martorana, P. (2005). Between a rock and a hard place:

The choices are never simple when data are scarce and the questions important. *Journal of Applied Psychology*, 91, 6-8.

Grojean, M., Resick, C., Dickson, M., & Smith, D. B. (2004). Leaders, values, and organizational climate: Examining leadership strategies for establishing an organizational climate regarding ethics. *Journal of Business Ethics*.

Peterson, R. S., Smith, D. B., Martorana, P., & Owens, P. (2003). The impact of chief executive officer personality on top management team dynamics: One mechanism by which leadership affects organizational performance. *Journal of Applied Psychology*, 88, 795-808.

Schneider, B., Hanges, P. J., Smith, D. B., & Salvaggio, A. (2003). Which comes first: Employee attitudes or organizational financial performance? *Journal of Applied Psychology*, 88, 836-851.

Smith, D. B. & Tonidandel, S. (2003). Taking account of time: The application of event-history analysis to leadership research. *Leadership Quarterly*, 14, 241-256.

Smith, D. B., & Ellingson, J. E. (2002). Substance vs. style: A new look at social desirability in motivating contexts. *Journal of Applied Psychology*, 87, 211-219.

Dickson, M. W., Smith, D. B., Grojean, M., & Ehrhart, M. (2001). An organizational climate regarding ethics: The outcome of leader values and the practices that reflect them. *Leadership Quarterly*, 12, 197-217.

Smith, D. B., Hanges, P. J., Dickson, M. W. (2001). Personnel selection and the five factor model: A reexamination of frame of reference effects. *Journal of Applied Psychology*, 86, 304-315.

Ellingson, J., Smith, D. B., & Sackett, P. (2001). Investigating the influence of social desirability on personality factor structure. *Journal of Applied Psychology*, 86, 122-133.

Klein, K., Buhl, A., Smith, D. B., & Sorra, J. (2001). Is everyone in agreement: An exploration of within-group agreement in employee perceptions of the work environment. *Journal of Applied Psychology*, 86, 3-16.

Hanges, P.J., Grojean, M.W., & Smith, D. B. (2000). Bounding the concept of test banding: Reaffirming the traditional approach. *Human Performance*, 13, 181-198.

Goldstein, H. W., Yusko, K. P., Braverman, E. H., Smith, D. B., & Chung, B. (1998). The role of cognitive ability in subgroup differences and incremental validity of assessment center exercises. *Personnel Psychology*, 51, 357-372.

Schneider, B., Smith, D. B., Fleenor, J. & Taylor, S. (1998). Personality and

organizations: A test of the homogeneity hypothesis. *Journal of Applied Psychology*, 83, 462-470.

Schneider, B., Goldstein, H. W., & Smith, D. B. (1995). The attraction-selection-attrition framework: An update. *Personnel Psychology*, 48, 747-773.

## CHAPTERS

Smith, D. B. (in press). Integrating trait, social-cognitive, and identity perspectives on personality in work organizations. In R. Tett & N. Christiansen. *Handbook of Personality at Work*.

Smith, D. B. & McDaniel, M. (2011). Questioning Old Assumptions: Faking and the Personality-Performance Relationship. In M. Ziegler, C. MacCann, & R. Roberts (Eds.), *New Perspectives on Faking in Personality Assessments*. New York: Oxford University Press.

Smith, D. B. (2008). The Person and the Situation. In Smith, B. (Ed.). *The people make the place*. Mahwah, NJ: Lawrence Erlbaum Associates.

Smith, D. B., Schneider, B., & Dickson, M. W. (2006). Meso-organizational behavior: Comments on the third paradigm. In S. Clegg, C. Hardy, T. Lawrence, & W. Nord (Eds.), *Handbook of Organization Studies*, (2<sup>nd</sup> ed.). Thousand Oaks, CA: Sage.

Smith, D. B. & Robie, C. (2004). The implications of impression management for personality research in organizations. In B. Schneider, & D. B. Smith (Eds.), *Personality and organizations*. Hillsdale, NJ: Lawrence Erlbaum Associates.

Smith, D. B. & Schneider, B. (2004). The current status of personality and organization. In B. Schneider, & D. B. Smith (Eds.), *Personality and organizations*. Hillsdale, NJ: Lawrence Erlbaum Associates

Schneider, B., & Smith, D. B. (2004). Personality and organizational culture. In B. Schneider, & D. B. Smith (Eds.), *Personality and organizations*. Hillsdale, NJ: Lawrence Erlbaum Associates.

Smith, D. B., & Dickson, M. W. (2003). Staffing the dynamic organization: Rethinking selection and motivation in the context of continuous change. In E. A. Mannix & R. S. Peterson (Eds.), *Research on Dynamic Organization*. Hillsdale, NJ, Lawrence Erlbaum Associates.

Schneider, B., Smith, D. B., & Paul, M. C. (2001). PE-fit and the attraction-selection attrition model of organizational functioning: Introduction and overview. In M. Erez, H. Thierry, & U. Kleinbeck, (Eds.), *Work motivation in a globalizing economy*. Hillsdale, NJ: Lawrence Erlbaum Associates.

Schneider, B., Smith, D. B., & Sipe, W. (2000). Multilevel Personnel Selection. In K. Klein and S. Kozlowski (Eds.) *Multilevel theory, research, and methods in organizations*. San Francisco, CA: Jossey-Bass.

Schneider, B., Smith, D. B., & Goldstein, H. W. (2000). Attraction-Selection-Attrition: Toward a person-environment psychology of organizations. In B. Walsh (Ed.), *New directions in person-environment psychology*. Hillsdale, NJ: Lawrence Erlbaum Associates.

Schneider, B., Kristof, A., Goldstein, H. W., & Smith, D. B. (1997). What is this thing called fit? In N. Anderson and P. Herriot (Eds.), *International handbook of selection and assessment* (2<sup>nd</sup> Ed.) London: Wiley.

## **OTHER PUBLICATIONS**

Smith, D. B. (2009). The Attraction-Selection-Attrition model. In S. G. Rogelberg (Ed.), *The Encyclopedia of Industrial/Organizational Psychology*.

Smith, D. B. (2009). Power and Influence. In S. G. Rogelberg (Ed.), *The Encyclopedia of Industrial/Organizational Psychology*.

Resick, C., Grojean, M., Dickson, M., and Smith, B. (2002). From Values to Performance: Theory, Practice and Implications. *Proceedings, Third Annual Conference, International Leadership Association, Miami, FL*.

Smith, D. B., Dickson, M. W., & Geraci, H. G. (2001). An alternative moral psychology: Contributions of personality theory to an understanding of ethics and ethical decision making. *Proceedings of the Seventh International Conference on Business Ethics*. New York, NY.

Smith, D. B., Grojean, M. & Dickson, M. W. (2001). Ethical climate: The outcome of leader values and the practices that reflect them. *Proceedings of the Seventh International Conference on Business Ethics*. New York, NY.

Grojean, M., & Smith, D. B. (2001). Locus of control. In C. Jones & J. Michie (Eds.), *Reader's guide to the social sciences*. London: Fitzroy Dearborn Publishers.

Schneider, B., & Smith, D. B. (1997). Organizational culture and selection. In L. H. Peters, C. R. Greer, & S. A. Youngblood (Eds.), *The encyclopedic dictionary of human resources management*. London: Blackwell.

Schneider, B., & Smith, D. B. (1997). The attraction-selection-attrition model. In L. H. Peters, C. R. Greer, & S. A. Youngblood (Eds.), *The encyclopedic dictionary of human resources management*. London: Blackwell.

Schneider, B., & Smith, D. B. (1997). Strategic job analysis. In L. H. Peters, C. R. Greer, & S. A. Youngblood (Eds.), *The encyclopedic dictionary of human resources management*. London: Blackwell.

Schneider, B., Taylor, S., Fleenor, J., Goldstein, H., & Smith, D. B. (1994). The issue of homogeneity in organizations. *Issues and Observations*, 4, 7-8.

## **MANUSCRIPTS UNDER REVIEW AND WORKING PAPERS**

Smith, D. B., & Roberts, B. A. Reexamining Personality at Work: A role-identity and social-cognitive framework for organizational personality research. (Being prepared for submission to *Administrative Science Quarterly*).

Smith, D. B., & Perkins, A. A role-based social-cognitive model of applicant faking: Theory development, construct specification, and a reinterpretation of the literature. (Being prepared for submission to the *Journal of Applied Psychology*).

Smith, D. B., Dickson, M. W., Grojean, M., & Hanges, P. Development and validation of a measure of intra and interpersonal values. (Being prepared for submission to *Organizational Research Methods*)

## **RESEARCH IN PROGRESS**

Smith, D. B., & Perkins, A. The insecure narcissist: Examining the effects of implicit and explicit self-esteem differences on leadership effectiveness. (Being prepared for submission to the *Journal of Personality*)

Smith, D. B., & Peterson, R. Rater bias in 360-degree assessment: Understanding the role of interpersonal similarity. (Being prepared for submission to *Personnel Psychology*)

Smith, D. B. & Perkins, A. Using the Implicit Association Test to assess personality constructs: An example using the Big Five. (Being prepared for submission to the *Journal of Personality*).

Smith, D. B., & Peterson, R. S. Qualitative comparative analysis and fuzzy-set methods: The case of CEO personality and TMT group process. (Being prepared for submission to *Academy of Management Journal*).

Smith, D. B. Examining leadership effects on safety culture. (Research in progress; NationalOilwellVarco has agreed to support the research).

Smith, D. B., & Peterson, R. S. Qualitative comparative analysis and fuzzy-set methods: The case of CEO personality and TMT group process.

Smith, D. B., & Perkins, A. The insecure narcissist: Examining the effects of implicit and explicit self-esteem differences on leadership effectiveness.

Smith, D. B., & Peterson, R. Rater bias in 360-degree assessment: Understanding the role of interpersonal similarity.

Smith, D. B., & Perkins, A. Measuring role identity implicitly.

## **SYMPOISIA, PRESENTATIONS, & PAPERS**

Cording, M., Simons, T., & Smith, D. B. (2009, August). Managing under hypocrites: The performance impact of organizational level behavioral integrity. In T. Simons (chair), What is in a Word: New Developments in Behavioral Integrity Research. Symposium presented at the annual meeting of the Academy of Management. Chicago, IL.

Smith, D. B. (Co-Chair) (2009, August). Bridging Across the Micro-Macro Divide: Enhancing Cross-Disciplinary Management Research. Professional Development Workshop sponsored by the OB, IM, BPS, and HR Divisions at the annual meeting of the Academy of Management. Chicago, IL.

McDaniel, M., Perkins, A., & Smith, D. B. (2009, February). An Investigation of the Validity of Implicit Personality Measures. Paper presented at the annual meeting of the Society for Personality and Social Psychology. Tampa, FL.

Peterson, R. S., & Smith, D. B. (2008, May). Executive personality and maladaptive motives: Understanding the psychology of derailment. New Directions in Leadership Research Conference. Duke University.

Smith, D. B., & Peterson, R. S. (2007, August). Executive personality and maladaptive motives: Understanding the psychology of executive derailment. In D. Hambrick and J. Gephardt, What makes CEOs tick: New insights about executive motives and motivation. Symposium presented at the annual meeting of the Academy of Management. Philadelphia, PA.

Cording, M., & Smith, D. B. (2007, August). Organizational commitment to employees and acquisition performance: A resource-based perspective. In K. C. Banning (Chair), Mergers and Acquisition Processes. Symposium presented at the annual meeting of the Academy of Management. Philadelphia, PA.

Cording, M. & Smith, D. B. (2006, August). Organizational value consistency, employee justice judgments and acquisition performance. Presented at the Academy of Management Annual Meeting. Atlanta, GA.

Dawson, J. Grojean, M., & Smith, D. B. (2005, August). *Organization-level linkages among work overload, aggression, and performance*. In J. Dietz & D. Pugh (Chairs), Advances



in Aggregate-Level Research: Establishing a Causal Priority. To be presented at the Annual Meeting of the Academy of Management. Honolulu.

Smith, D. B. (2005, April). *Practical, legal, and ethical issues in the use of fit as a selection criterion*. In C. Sager (Chair), *Assessing person-environment fit for selection*. Symposium at the Annual Meeting of the Society for Industrial and Organizational Psychology. Los Angeles, CA.

Smith, D. B. (2005, April). *A broader context for social desirability and impression management research*. In D. Ones and C. Viswesvaran (Chairs), *Usefulness of social desirability scales, faking scores, and potential alternatives*. Symposium at the Annual Meeting of the Society for Industrial and Organizational Psychology. Los Angeles, CA.

Smith, D. B. (2004, August). *Integrating various conceptions of social identity in organizations*. In G. Hirst (Chair), *Identity in the Workplace: Converging Views From Differing Perspectives*. Symposium at the 2004 Annual Meeting of the Academy of Management. New Orleans, LA.

Grojean, M. W., Resick, C. J., Dickson, M. W., & Smith, D. B. (2003, August). *Linking Leaders, Values, and Organizational Climates Regarding Ethics*. In C. Resick (Chair), *Leadership and Organizational Ethics: Perspectives From Multiple Levels*. Symposium at the 2003 Annual Meetings of the Academy of Management, Seattle, WA.

Smith, D. B., Halverson, S. K., & Holladay, C. L. (2003, April). *An examination of moderators of the effectiveness of leader influence strategies*. In A. Towler & J. Bono (Chairs). *Current issues in Leadership and Personality*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology. Orlando, FL.

Roberson, Q. & Smith, D. B. (2002, April). *Disentangling diversity and inclusion*. Paper presented at the annual convention of the Society for Industrial and Organizational Psychology Conference. Toronto, CA.

Smith, D. B. (2001, November). In M. Grojean (Chair), *From Values to Performance: Theory, Practice and Implications*. Panel discussion presented at the annual meeting of the International Leadership Association, Miami.

Smith, D. B., & Dickson, M. W. (2001, October). *Selecting for employee motivation in dynamic organizations*. Paper presented at the meeting of the Southern Management Association, New Orleans.

Smith, D. B., & Dickson, M. W. (2001, March). *Motivation Theory in the context of dynamic organizations*. Invited presentation at Academic Conference on Creating the Dynamic Organization, Cornell University, Ithaca, NY.



Smith, D. B., Oreg, S., & LePine, M. A. (2001, August). *Managerial influence: Examining the role of personality and culture*. In F. K. Lee (Chair). New Directions for Personality Research in Organizations. Academy of Management Meeting. Washington, D. C.

Smith, D. B., Dickson, M. W., & Geraci, H. G. (2000, September). *An alternative moral psychology: Contributions of personality theory to an understanding of ethics and ethical decision-making*. Seventh International Conference on Business Ethics. New York, NY.

Grojean, M., Smith, D. B., & Dickson, M. W. (2000, September). *Ethical climate: The outcome of leader values and the practices that reflect them*. Seventh International Conference on Business Ethics. New York, NY.

Smith, D. B. & Schneider, B. (2000, August). *Personality and Organizations: Testing the Homogeneity Hypothesis*. In W. B. Walsh (Chair). Building Human Strength: A Person-Environment Perspective. Annual Convention of the American Psychological Association. Washington, D. C.

Smith, D. B. (2000, January). *Personality and HR: A review of research on applicant impression management*. Invited address at the Owen Graduate School of Management, Vanderbilt University.

Smith, D. B. (1999, August). *Personality and personnel selection: Reexamining the consequences of motivated distortion for construct validity*. Paper presented in K. M. Kacmar (Chair), Person-Organization Fit and Employee Selection. Symposium conducted at the annual convention of the Academy of Management. Chicago, IL.

Smith, D. B., & Grojean, M. (Chairs) (1999, May). *Subgroup differences in employment testing*. Symposium organized and presented at the 14<sup>th</sup> annual convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Brinkmeyer, K. & Smith, D. B. (1999, May). *Gender differences and the five factor model: An investigation of measurement or construct equivalence*. Paper presented in Smith, D. B., & Grojean, M. (Chairs) Subgroup differences in employment testing. Symposium conducted at the 14<sup>th</sup> annual convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Ellingson, J., Smith, D. B., & Sackett, P. (1999, May). *Investigating the influence of social desirability on personality factor structure*. Paper presented in P. Sackett (Chair), New empirical research on social desirability in personality measurement. Symposium conducted at the 14<sup>th</sup> annual convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Grojean, M., Smith, D. B., & Dickson, M. W. (1999, May). *Values, personality, ethical climate and leadership: How do they fit into the army of the 21<sup>st</sup> century*. In M. Dickson

(Chair), Walking the talk: Leaders, followers, and values between them. Symposium conducted at the 14<sup>th</sup> annual convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Klein, K., Buhl, A., Smith, D. B., & Sorra, J. (1999, May). *An exploration of within group agreement in survey response*. In S. Palmer & G. Zeitz (Chairs), Advances in multilevel research: New techniques and methodological issues. Symposium conducted at the 14<sup>th</sup> annual convention of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Goldstein, H. W., & Smith, D. B. (1998, May). *Vertical Dyad Linkage Theory: A leadership theory of group performance*. Poster presented at the 13<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology. Dallas, TX.

Schneider, B., Hanges, P.J., Smith, D.B. (1997, October). *Employee attitudes and organizational effectiveness: Part II*. Invited address at the annual meeting of the Mayflower Group. New Orleans, LA.

Smith, D.B., Goldstein, H.W., & Schneider, B. (1996, April). *Personality, the ASA model, and organizational attraction*. In S. Wilk (Chair), Attraction-selection-attrition at the job, team, and organizational level. Symposium conducted at the eleventh annual conference of the Society for Industrial and Organizational Psychology, Inc., San Diego, CA.

Schneider, B., Hanges, P. J., & Smith, D. B. (1996). *The link between employee attitudes and organizational performance*. Invited address at the annual meeting of the Mayflower Group. New Orleans, LA.

Schneider, B. & Smith, D. B. (1996, October). *The attraction-selection-attrition model of organizational functioning*. Paper presented at the International conference on Motivation and Work Attitudes. Israel.

Smith, D. B. (1996, June). *Factor invariance and the Big Five*. Paper presented at the first I/O doctoral student consortium. Washington D. C.: George Washington University.

Smith, D. B., & Dickson, M. W. (1995, August). *Structural invariance of the five factor model: Responding to Schmit and Ryan*. Poster presented at the annual meeting of the American Psychological Association, New York, NY.

Schneider, B., & Smith, D.B. (1994, April). *Further research on the attraction-selection-attrition model*. In B. Schneider (Chair), Current thinking on person-environment fit. Symposium conducted at the Ninth Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

Schneider, B., Smith, D.B., & Goldstein, H.W. (1994, August). *The "dark side" of "good fit"*. In T. Welchins (Chair), New directions in fit: Interaction and process. Symposium

conducted at the annual meeting of the Academy of Management, Dallas, TX.

Smith, D. B., Gregory, W.S., & Peterson, A. V. (1992). *Validity of the computer administration of the Hogan Personality Inventory*. Poster presented at the annual meeting of the Southwestern Psychological Association, Austin, TX.

Gregory, W. S., Smith, D. B., & Peterson, A. V. (1992). *Peer ratings and the PROFILE: Personality disorders in the eye of the beholder*. Poster presented at the annual meeting of the Southwestern Psychological Association, Austin, TX.

Peterson, A. V., Gregory, W. S., & Smith, D. B. (1992). *Interview vs. paper and pencil measures of personality: Responding to ADA*. Poster presented at the annual meeting of the Southwestern Psychological Association, Austin, TX.

Peterson, A. V., & Smith, D. B. (1991). *Performance measures: agreement among diverse raters*. Poster presented at the annual meeting of the Southwestern Psychological Association, Dallas, TX.

Peterson, A. V., & Smith, D. B. (1991). *Development and validation of a leisure attitudes scale*. Poster presented at the annual meeting of the Southwestern Psychological Association, Dallas, TX.

## COLOQUIA

Invited presentations given at: University of Illinois (Urbana-Champaign), Vanderbilt University, University of Maryland, Texas A&M University, University of Kentucky, University of Iowa, Wayne State University, Purdue University, Cornell University, Rice University, Washington University, University of Houston, Rice University, Aston Business School, London Business School

## TECHNICAL REPORTS

Smith, D. B. (2000). Report (and addenda) of expert witness, D. Brent Smith, Ph.D., in the matter of CDR Assessment Group, Inc. versus CDR International, L.L.C. and Jossey-Bass, Inc [case no. 99-CV-0729b(e)].

Schneider, B., Smith, D. B., & Smith, V. (1997). Design, development and validation of an interview to assess downsizing motives and processes. Bethesda, MD: Organizational and Personnel Research, Inc.

Fleishman, E., Wettrogan, L., & Smith, D.B. (1997). Preliminary report on the administration and scoring of the Pennsylvania State Police Patrol Trooper Examination. Washington, D.C.: Management Research, Inc. (**Confidential**).

Goldstein, I., Schneider, B., & Smith, D. B. (1997). Preliminary report on the administration and scoring of the Pennsylvania State Police promotional examinations. Bethesda, MD: Organizational and Personnel Research, Inc. (**Confidential**).

Schneider, B., Smith, D. B., Paul, M., & Schoenberger, S. (1996). Development of a feedback guide for the Prudential attitude survey. Bethesda, MD: Organizational and Personnel Research (**Confidential**).

Goldstein, I., Schneider, B., Yusko, K., Smith, D. B., & Goldstein, H. (1995). Development and validation of the lieutenant promotion examination for the Pennsylvania State Police. Bethesda, MD: Organizational and Personnel Research (**Confidential**).

Goldstein, I., Schneider, B., & Smith, D. B. (1995). Content validity of the Alabama Department of Public Safety major examination. Bethesda, MD: Organizational and Personnel Research. (**Confidential**).

Hanges, P. J., Berman, L., Holke, J., Sipe, B. & Smith, D.B. (1994). Training manual for the UMCP Secretary Selection System. College Park: University of Maryland. (Names listed alphabetically following Hanges)

Hanges, P. J., Berman, L., Holke, J., Sipe, B. & Smith, D.B. (1994). Training manual for the UMCP Administrative Aid Selection System. College Park: University of Maryland. (Names listed alphabetically following Hanges)

Smith, D. B. (1994). Determinants of turnover among sales counselors: Results of exit interviews. Bethesda, MD: GEICO, Inc. (**Confidential**).

Smith, D. B. & Harris, G. (1992). Results of a job analysis for secretary at the University of Tulsa. Tulsa, OK: Hogan Assessment Systems (**Confidential**).

## **EDITORIAL BOARDS AND REFEREE**

Personnel Psychology (Editorial Board)  
Journal of Business and Psychology (Editorial Board)  
Small Group Research (ad hoc)  
Administrative Science Quarterly (ad hoc)  
European Journal of Work and Organizational Psychology (ad hoc)  
Industrial and Labor Relations Review (ad hoc)  
Journal of Applied Psychology (ad hoc)  
Academy of Management Journal (ad hoc)  
Academy of Management Review (ad hoc)  
International Review of Selection and Assessment (ad hoc)  
Journal of Applied Social Psychology (ad hoc)

Organizational Research Methods (ad hoc)  
Reviewer for Sage Publications  
Reviewer for LEA

## **PROFESSIONAL AND UNIVERSITY SERVICE**

Ad Hoc Committee on the Status of the Faculty (2010-)  
Jones School Curriculum Committee (2009-)  
SIOP Scientific Affairs Committee (2003-5)  
Academy of Management Scientific Affairs Committee (2005-)  
Academy of Management Making Connections Committee (2009-)  
SIOP Program Committee (1999-)  
Academy of Management OB Program Committee (1999-)  
Inter-School Leadership Education Committee (Cornell 1999-2000)  
Academic Standards and Scholarship Committee (Cornell ILR 1999-2001)  
Academic Standards Committee (Rice Jones 2001-2002)  
Research Committee (Rice Jones 2001-2002)  
MBA Program Committee (Rice Jones 2002-2004)  
Behavioral Research Lab Committee (Rice Jones 2002-2003, Chair)  
Institutional Review Board (Rice University 2004-5)  
Promotion and Tenure Committee (Rice Jones 2004-5)  
Dean Search Committee (Rice Jones 2004-2005)  
Undergraduate Curriculum Committee (Rice Jones 2004-2005)  
Evening/Professional MBA Program Committee (2005-)

## **THESES AND DISSERTATION COMMITTEES**

Enrica Ruggs (Doctoral-Rice)  
Michelle Martin (Doctoral-Rice)  
Amy Crook (Doctoral-Rice)  
Harrisson Krell (Doctoral-Rice)  
Max McDaniel (Thesis, Doctoral-Rice)  
Timothy Gardner (Doctoral-Cornell)  
Lisa Moynihan (Doctoral-Cornell)  
Laura Mannix (Doctoral-Rice)  
Ken Podratz (Doctoral-Rice)  
Juan Madera (Thesis-Rice)  
Kelly DeChermont (Thesis & Doctoral-Rice)  
Courtney Holladay (Doctoral-Rice)  
Stefanie Halverson (Thesis & Doctoral-Rice)  
Stephanie Kazama (Doctoral-Rice)  
Paulo Cruz (Thesis & Doctoral-Rice)  
Eden King (Doctoral-Rice)

## **PROFESSIONAL MEMBERSHIPS**

Academy of Management (member)  
American Psychological Association (member)  
APA Division 5: Evaluation, Measurement, and Statistics (member)  
Society for Industrial and Organizational Psychology, Inc. (member)  
Society for Personality and Social Psychology (member)  
Southern Management Association (member)

## **SELECTED HONORS**

Scholarly Achievement Award—Academy of Management HR Division (1998, 2004)  
Outstanding Publication in OB—Academy of Management OB Division (2004)  
Fraternity and Sorority Community Outstanding Faculty Award, Cornell (2000)  
U. S. Army Research Institute Research Fellow—Universities Consortium (1997)  
University of Maryland Graduate Fellowship (1992-1995)  
Outstanding student in the Department of Psychology (University of Tulsa, 1991)