

VITA
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EDUCATION

Bachelor of Arts with high honors in Communication and Psychology
Michigan State University, June 1987

Master of Arts in Industrial/Organizational Psychology
Michigan State University, March 1990

Thesis: *Differential Effects of Interaction Content and Proaction on Organizational Socialization Outcomes*

Doctorate in Industrial/Organizational Psychology
Michigan State University, December 1992

Dissertation: *Decision Making in Individual and Team Contexts: Moderators of the Effects of Cognitive Frames on Risk Taking*

EXPERIENCE

9/87 to 8/92

Research/Teaching Assistant, Department of Psychology, Michigan State University

8/92 to 4/98

Assistant Professor, Department of Psychology, Old Dominion University

5/95 to 8/95

Summer Faculty Research Associate, Naval Air Warfare Center Training Systems
Division, Aviation Team Training Lab, Orlando, FL

4/98 to 3/05

Associate Professor, Department of Psychology, Old Dominion University

1/00 to 8/00

Visiting Scholar, Center for Pediatric Research, Eastern Virginia Medical School

10/00 to present

Adjunct Professor, Department of Pediatrics, Eastern Virginia Medical School

4/05 to present

Professor, Department of Psychology, Old Dominion University

6/10 to present

Associate Chair for Research, Department of Psychology, Old Dominion University

PUBLICATIONS

Ford, J. K., Major, D. A., Seaton, F., & Krifcher-Felber, H. (1993). Effects of organizational, training system, and individual characteristics on training director scanning practices. *Human Resource Development Quarterly*, 4, 333-351.

Ilgen, D. R., Major, D. A., Hollenbeck, J. R., & Segoe, D. J. (1993). Team research in the 1990s. In M. M. Chemers & R. Ayman (Eds.), *Leadership Theory and Research*. San Diego: Academic Press.

Major, D. A., Ford, J. K., & Krifcher-Felber, H. (1993). Final word: Scanning construct and its relationship to continuous learning. *Human Resource Development Quarterly*, 4, 361-365.

Ilgen, D. R., Major, D. A., & Tower, S. L. (1994). The cognitive revolution in organizational behavior. In J. Greenberg (Ed.), *Organizational Behavior: The State of the Science*. Hillsdale, NJ: Lawrence Erlbaum.

Hollenbeck, J. R., Ilgen, D. R., Segoe, D. J., Hedlund, J., Major, D. A., & Phillips, J. (1995). Multi-level theory of team decision-making: Decision performance in teams incorporating distributed expertise. *Journal of Applied Psychology*, 80, 292-316.

Hollenbeck, J. R., Segoe, D. J., Ilgen, D. R., Major, D. A., Hedlund, J., & Phillips, J. (1995). Team decision making accuracy under difficult conditions: Construct validation of potential manipulations and measures of TIDE² simulation. In M. T. Brannick, E. Salas, & C. Prince (Eds.), *Team Performance Assessment and Measurement: Theory, Research, and Application*. Hillsdale, NJ: Lawrence Erlbaum.

Ilgen, D. R., Major, D. A., Hollenbeck, J. R., & Segoe, D. J. (1995). Raising an individual decision making model to the team level: A new research model and paradigm. In R. Guzzo & E. Salas (Eds.), *Team Effectiveness and Decision Making in Organizations*. San Francisco: Jossey Bass.

Major, D. A., Kozlowski, S.W.J., Chao, G. T., & Gardner, P. (1995). A longitudinal investigation of newcomer expectations, early socialization outcomes and the moderating effects of role development factors. *Journal of Applied Psychology*, 80, 418-431.

Major, D. A., & Kozlowski, S.W.J. (1997). Newcomer information seeking: Individual and contextual influences. *International Journal of Selection and Assessment*, 5, 16-28.

Major, D. A., Fink, A. A., & Stout, R. J. (1998/1999). The development of shared understanding: Exploring team situational awareness through role theory. *Training Research Journal*, 4, 27-55.

Fink, A. A., & Major, D. A. (1999). A role theory approach to strategizing for team situation awareness. In M. Scerbo & M. Mouloua (Eds.), *Automation technology and human performance: Current research and trends* (pp. 171-175). Mahwah, NJ: Lawrence Erlbaum.

Bernas, K. L., & Major, D. A. (2000). Contributors to stress resistance: A model of women's work-family conflict. *Psychology of Women Quarterly*, 24, 170-178. (Designated as a "top 20" paper on work and family by the Kanter award committee.)

Major, D. A. (2000). Effective newcomer socialization into high performance organizational cultures. In N. M. Ashkanasy, C. Wilderom, & M. F. Peterson (Eds.), *The Handbook of organizational culture and climate* (pp. 355-368). Thousand Oaks, CA: Sage.

McFarlin, S. K., Fals-Stewart, W., Major, D., & Justice, E. (2001). Alcohol use and workplace aggression: An examination of perpetration and victimization. *Journal of Substance Abuse*, 13, 303-321.

Hayes, B. C., Bartle, S., & Major, D. A. (2002). Climate for opportunity: A conceptual model. *Human Resource Management Review*, 12, 445-468.

Major, D. A. (2003). Utilizing role theory to help employed parents cope with children's chronic illness. *Health Education Research: Theory and Practice*, 18, 45-57.

Cardenas, R. A., Major, D. A., & Bernas, K. H. (2004). Exploring work and family distractions: Antecedents and outcomes. *International Journal of Stress Management*, 11, 346-365.

Fletcher, T. D., & Major, D. A. (2004). Medical students' motivations to volunteer: An examination of the nature of gender differences. *Sex Roles: A Journal of Research*, 51, 109-114.

Major, D. A., Cardenas, R. A., & Allard, C. B. (2004). Child health: A legitimate business concern. *Journal of Occupational Health Psychology*, 9, 306-321.

Taylor-Fishwick, J. C., Major, D. A., Kelly, C. S., Butterfoss, F. D., Clarke, S. M., & Cardenas, R. A. (2004). Assessing a community's pediatric asthma care needs: Insights gained from physicians, school nurses, and parents. *Pediatric Asthma, Allergy, and Immunology*, 17 (1), 25-35.

Cardenas, R. A., & Major, D. A. (2005). Combining employment and breastfeeding: Utilizing a work-family conflict framework to understand obstacles and solutions. *Journal of Business and Psychology*, 20, 31-51.

Major, D. A., & Cleveland, J. N. (2005). Psychological perspectives on the work-family interface. In S. M. Bianchi, L. M. Casper, & R. B. King (Eds.), *Work, family, health, and well-being* (pp. 169-186). Mahwah, NJ: Lawrence Erlbaum.

Butterfoss, F. S., Major, D. A., Cardenas, R. A., Clarke, S. M., Isaacman, D. J., Mason, J. D., & Clements, D. L. (2006). What providers from general emergency departments say about implementing a pediatric asthma pathway. *Clinical Pediatrics*, 45(4), 325-334.

Fletcher, T. D., & Major, D. A. (2006). The effects of communication modality on performance and self-ratings of teamwork components. *Journal of Computer-Mediated Communication*, 11(2), article 9.

Major, D. A. & Germano, L. M. (2006). The changing nature of work and its impact on the work-home interface. In F. Jones, R. Burke, & M. Westman (Eds.), *Work-life balance: A psychological perspective* (pp. 13-38). London: Psychology Press.

Davis, D. D., Major, D. A., Sanchez-Hucles, J. V., DeLoatch, S. J., Selgrade, K. A., Meert, S. K., Jackson, N., Downey, H. J., & Fodchuck, K. M. (2006). Enhancing inclusion in computer science education. In E. M. Trauth (Ed.), *Encyclopedia of gender and information technology* (pp. 269-274). Hershey, PA: Idea Group Reference.

Davis, D. D., Selgrade, K. A., & Major, D. A. (2006). Gender and telework in information technology. In E. M. Trauth (Ed.), *Encyclopedia of gender and information technology* (pp. 460-466). Hershey, PA: Idea Group Reference.

Major, D. A. (2006). Work-life/work-family balance. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology*, vol. 2 (pp. 888-892). Thousand Oaks, CA: Sage.

Major, D. A., Clarke, S. M., Cardenas, R. A., Taylor-Fishwick, J. C., Kelly, C. S., & Butterfoss, F. D. (2006). Providing asthma care in elementary schools: Understanding barriers to determine best practices. *Family and Community Health*, 29, 256-265.

Major, D. A., Davis, D. D., Sanchez-Hucles, J., Germano, L. M., & Mann, J. (2006). IT workplace climate for opportunity and inclusion. In E. M. Trauth (Ed.), *Encyclopedia of gender and information technology* (pp. 1134-1141). Hershey, PA: Idea Group Reference.

Major, D. A., & Germano, L. M. (2006). Survey feedback interventions in IT workplaces. In E. M. Trauth (Ed.), *Encyclopedia of gender and information technology* (pp. 460-466). Hershey, PA: Idea Group Reference.

Major, D. A., Turner, J. E., & Fletcher, T. D. (2006). Linking proactive personality and the big five to motivation to learn and development activity. *Journal of Applied Psychology*, 91, 927-935.

Major, D. A., & Cleveland, J. N. (2007). Strategies for reducing work-family conflict: Applying research and best practices for industrial and organizational psychology. In G. P. Hodgkinson and J. K. Ford (Eds.), *International review of industrial and organizational psychology*, vol. 22, (pp. 111-140). Chichester, England: John Wiley & Sons.

Major, D. A., Davis, D. D., Germano, L. M., Fletcher, T. D., Sanchez-Hucles, J., & Mann, J. (2007). Managing human resources in information technology: Best practices of high performing supervisors. *Human Resource Management*, 46, 411-427.

Major, D. A., Davis, D. D., Sanchez-Hucles, J., Downey, H. J., & Germano, L. M. (2007). Myths and realities in the IT workplace: Gender differences and similarities in climate perceptions. In R. J. Burke & M. C. Mattis (Eds.), *Women and minorities in science, technology, engineering and mathematics: Upping the number* (pp. 71-90). Cheltenham, United Kingdom: Edward Elgar.

Major, D. A., & Morganson, V. J. (2008). An inclusive IS&T work climate. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology*, 2nd ed. (pp. 1899-1905). Hershey, PA: Information Science Reference.

Major, D. A., & Morganson, V. J. (2008). Best practices for IS&T supervisors. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology*, 2nd ed. (pp. 329-334). Hershey, PA: Information Science Reference.

Major, D. A., Verive, J. & Joice, W. (2008). Telework as a dependent care solution: Examining current practice to improve telework management strategies. *The Psychologist-Manager Journal*, 11, 65-91.

Fletcher, T. D., Major, D. A., & Davis, D. D. (2008). The interactive relationship of competitive climate and trait competitiveness with workplace attitudes, stress and performance. *Journal of Organizational Behavior*, 29, 899-922.

Major, D. A., Fletcher, T. D., Davis, D. D., & Germano, L. M. (2008). The influence of work-family culture and workplace relationships on work interference with family: A multilevel model. *Journal of Organizational Behavior*, 29, 881-897.

Morganson, V. J., Major, D. A., & Bauer, K. N. (2009). Work and family job analysis: Applying a classic tool to address a contemporary issue. *The Psychologist-Manager Journal*, 12, 252-274.

Lauzun, H. M., Morganson, V. J., Major, D. A., & Green, A. P. (2010). Seeking work-life balance: Employees' requests, supervisors' responses and organizational barriers. *The Psychologist-Manager Journal*, 13, 184-205.

Major, D. A., & Lauzun, H. M. (2010). Equipping managers to assist employees in addressing work-family conflict: Applying the research literature toward innovative practice. *The Psychologist-Manager Journal*, 13, 69-85.

Morganson, V. J., Major, D. A., Oborn, K. L., Verive, J. M., Heelan, M. P. (2010). Comparing telework locations and traditional work arrangements: Differences in work-life balance support, job satisfaction and inclusion. *Journal of Managerial Psychology*, 25, 578-595.

Major, D. A., & Morganson, V. J. (in press). Coping with work-family conflict: A leader-member exchange perspective. *Journal of Occupational Health Psychology*.

Morganson, V. J., Jones, M. P., & Major, D. A. (in press). Gender disparate retention in science, technology, engineering and mathematics: Exploring the role of social coping. *Career Development Quarterly*.

Rizvi, M., Humphries, T., Major, D. A., Jones, M. P., & Lauzun, H. M. (in press). A CS0 course using Scratch. *Journal of Computing Sciences in Colleges*.

MANUSCRIPTS UNDER REVIEW

Holland, J. M., Major, D. A., Morganson, V. J., & Orvis, K. A. (under revision). Capitalizing on opportunity outside the classroom: Exploring the supports and barriers to the professional development activities of computer science and engineering majors. *Journal of Women and Minorities in Science and Engineering*.

Major, D. A., Fletcher, T. D., & Sanchez-Hucles, J. (under revision). One is the loneliest number: A relational demography approach to comparing ethnic minority solos and nonsolos at work. *Journal of Management*.

Major, D. A., Holland, J.M., & Oborn, K. L. (under revision). The influence of proactive personality and coping on commitment to STEM majors. *Career Development Quarterly*.

Oborn, K. L., Major, D. A., & Morganson, V. J. (under revision). A multilevel examination linking leader-member exchange to work-family outcomes. *Journal of Applied Psychology*.

GRANTS AWARDED

Major, D. A., principal investigator, (June 1993 - January 1994). *Staff Work in Hierarchical Teams: Factors Influencing the Willingness to Lead*. Office of Research and Graduate Studies, Old Dominion University, \$4,500.

Major, D. A., principal investigator (May 1995-August 1995). *A Team Performance Approach to Understanding and Improving Aeronautical Decision Making*. Naval Air Warfare Center, Training Systems Division, Orlando, FL, \$15,000.

Major, D. A., principal investigator (June 1996 - August 1997). *Research on Teamwork/Taskwork Requirements for Aeronautical Decision-Making*. Naval Air Warfare Center Training Systems Division, \$17,632.

Major, D. A., principal investigator, Bartle, S., & Hayes, B. C., co-investigators (May 1997-January 1998). *Equal Opportunity Climate: A Construct Validation Study*. The Society for the Psychological Study of Social Issues Grants-In-Aid Program, \$1,977.

Major, D. A., faculty sponsor & Fink, A., student trainee (July 1999-July 2000). *Team Situation Awareness*. NASA Training Grant, \$22,000.

Major, D. A., faculty sponsor & Fink, A., student trainee (July 2000-December 2000). *Developing an Integrative Model of Team Situation Awareness*. NASA Training Grant, \$22,000.

Major, D. A., principal investigator (June 2000-August 2000). *Faculty Innovator Grant*, Old Dominion University, \$3,000.

Loftin, B., principal investigator, Major, D. A. & Dryer, D., co-investigators (June 2001-May 2002). *Team Performance Processes: Implications for Engineering in Distributed Collaborative Environments*. NASA, \$100,000.

Major, D. A., principal investigator (August 2001-May 2002). *Center for Pediatric Research Grant*. Eastern Virginia Medical School and Children's Hospital of the King's Daughters, \$30,064.

Isaacman, D., principal investigator & Major, D. A. et al., co-investigators (May 2002 - May 2005). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments*. Emergency Medical Services for Children, HRSA, \$721,765.

Major, D. A., principal investigator, Davis, D. D., Sanchez-Hucles, J., & Mann, J., co-investigators (June 2002 - June 2005). *Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT*. National Science Foundation, \$497,257.

Davis, D. D., principal investigator, Major, D. A., Sanchez-Hucles, J., & DeLoatch, S., co-investigators (August 2004 - August 2008). *Creating an Inclusive Learning Environment: Enhancing Retention of Women and Minorities in Computer Science*. National Science Foundation, \$733,520.

Morganson, V. J., student awardee, & Major, D. A., faculty sponsor (December, 2007). *The Line in the Sand: Understanding Customer Sexual Harassment through a Psychological Contract Framework*. Clara Mayo, \$1,000.

Major, D. A., principal investigator, Orvis, K. A., Vahala, L., & Brunelle, J., co-investigators (December, 2008-June 2009). *Capitalizing on Opportunity: Barriers and Supports in the Growth and Retention of Women Undergraduates in Engineering and Computer Science*. Old Dominion University Multidisciplinary Seed Funding Program, \$17,366.

Major, D. A., (May 2009-August 2010), \$25,600 subcontract from M. A. Rizvi & T. O. Humphries, *A Scratch-based CS0 Course for At-Risk Students*. National Science Foundation, \$143,425.

Major, D. A., principal investigator, Orvis, K. A., DeLoatch, S., & Morsi, R., co-investigators (January 2010-January 2013). *GSE/RES-Collaborative Research: Capitalizing on Opportunity: Narrowing the Gender Divide in Engineering and Computer Science through Professional Development*. National Science Foundation, \$500,000.

Major, D. A., principal investigator, Orvis, K. A., DeLoatch, S., & Morsi, R., co-investigators (September 2010-September 2013). *Research Experience for Undergraduates: GSE/RES-Collaborative Research: Capitalizing on Opportunity: Narrowing the Gender Divide in Engineering and Computer Science through Professional Development*. National Science Foundation, \$114,841.

Rizvi, M. A., principal investigator, Humphries, T. O., Major, D. A., & Cooper, D., co-investigators (award pending). *Lambert's Point Community Center Programming and Robotics Club (ProRoC): A Two-Pronged Approach to Attracting and Retaining Students in STEM Majors*. \$50,000.

Editorial Columns and Contributions to *The Industrial-Organizational Psychologist*

Maahs, C. J., & Major, D. A. (1995). Does your graduate program fully prepare you to enter the professional world? *The Industrial-Organizational Psychologist*, 32, 90-93.

Major, D. A. (1995). Considering the person-environment fit in conducting your job search. *The Industrial-Organizational Psychologist*, 32, 95-97.

Major, D. A., (1996). Doctoral education in I/O psychology: A "sneak peek" at the revised guidelines. *The Industrial-Organizational Psychologist*, 34, 56-58.

Major, D. A., & Ayman, R. (1998). E & T liaison efforts. *The Industrial-Organizational Psychologist*, 36, 99-101.

Bachiochi, P. D., & Major, D. A. (1999). Spreading the good word: Introducing I-O in introductory psychology. *The Industrial-Organizational Psychologist*, 37, 108-110.

Major, D. A. (2001). From the editor: Welcome! *The Industrial-Organizational Psychologist*, 39 (1), 17-20.

Major, D. A. (2001). From the editor: Notes and new columns. *The Industrial-Organizational Psychologist*, 39 (2), 13-15.

Major, D. A. (2002). From the editor: Reflections on a changing world. *The Industrial-Organizational Psychologist*, 39 (3), 17-18.

Major, D. A. (2002). From the editor: The joy of "conferencing." *The Industrial-Organizational Psychologist*, 39 (4), 13-15.

Major, D. A. (2002). From the editor: A career transition. *The Industrial-Organizational Psychologist*, 40 (1), 10-23.

Major, D. A. (2002). From the editor: Paths to professional involvement. *The Industrial-Organizational Psychologist*, 40 (2), 11-13.

Major, D. A. (2003). From the editor: What's in a logo? *The Industrial-Organizational Psychologist*, 40 (3), 12-13.

Major, D. A. (2003). From the editor: A gathering of scientists-practitioners. *The Industrial-Organizational Psychologist*, 40 (4), 11-13.

Ehler, M. L., Major, D. A., Fletcher, T. D. (2003). Applying I-O to medicine: Making the case that it can be done and should be done. *The Industrial-Organizational Psychologist*, 41 (1), 50-54.

Major, D. A. (2003). From the editor: What's new? *The Industrial-Organizational Psychologist*, 41 (1), 16-18.

Major, D. A. (2003). From the editor: SIOP & APA. *The Industrial-Organizational Psychologist*, 41 (2), 11-12.

Major, D. A. (2004). From the editor: Revisiting the past and looking toward the future. *The Industrial-Organizational Psychologist*, 41 (3), 12-13.

Major, D. A. (2004). From the editor: A fond farewell. *The Industrial-Organizational Psychologist*, 41 (4), 11-13.

TECHNICAL REPORTS

Boyle, B., Major, D. A., Speaks, J., & Zittel, M. (1987). *Reatta project communication analyses final report*. Prepared for General Motors Reatta Craft Centre, Lansing, Michigan.

Major, D.A., McKellin, D.B., & Kozlowski, S.W.J. (1988). *The socialization and assimilation of college graduates: How new hires learn the ropes*. Prepared for the Collegiate Employment Research Institute-- Career Planning and Placement Services, Michigan State University.

Krifcher, H.R., Major, D.A., & Ford, J.K. (1988). *Michigan manufacturing strategy survey report of results*. Prepared for the Center for the Revitalization of Industrialized States, Michigan State University and Chief Executive Officers in survey sample.

Major, D. A. (1989). *Nippondenso training evaluation*. Prepared for executives of Nippondenso Manufacturing.

Hollenbeck, J. R., Sego, D., Ilgen, D. R., & Major, D. A. (1991). *TIDE²: A program and paradigm for team research*. Prepared for Office of Naval Research.

Kelley, M. L., Parsons, B. A., & Major, D. A. (1996). *Sexual harassment on the ODU campus: Results of a 1995-1996 university-wide survey of female employees and students*. Prepared for the Equal Opportunity/ Affirmative Action Office, Old Dominion University.

Major, D. A. & Fink, A. (1997). *The development of shared understanding: Exploring team situation awareness through role theory*. Prepared for the Naval Air Warfare Center Training Systems Division.

Major, D. A., Turner, J. E., & Cole, V. (1997). *New employee attitudes and experiences*. Prepared for the executives of Boeing.

Major, D. A., Turner, J. E., & Cole, V. (1999). *Sun Microsystems: New employee attitudes and experiences*. Prepared for the executives of Sun Microsystems.

Emery, N. P., Liu, Y., McFarlin, S. K., Mihalecz, M. C. & Major, D. A. (2000). *An exploratory evaluation of medical student mentoring at Eastern Virginia Medical School*. Prepared for the Office for Women's Affairs, Eastern Virginia Medical School.

Fletcher, T. D., & Major, D. A. (2001). A review of key team performance processes: Implications for engineering in distributed collaborative environments. *Initial Report for Grant NCC 1-01040 submitted to NASA Langley*.

Major, D. A., Cardenas, R., & Clarke, S. (2001). *Allies Against Asthma needs assessment: School nurse focus group report*. Prepared for the Allies Against Asthma work group of the Consortium for Infant and Child Health (CINCH).

Major, D. A., Clarke, S., & Cardenas, R. (2001). *Allies Against Asthma needs assessment: Parent focus group report*. Prepared for the Allies Against Asthma work group of the Consortium for Infant and Child Health (CINCH).

Major, D. A., Clarke, S. M., & Cardenas, R. A. (2001). *Allies Against Asthma needs assessment: Physician focus group report*. Prepared for the Allies Against Asthma work group of the Consortium for Infant and Child Health (CINCH).

Butterfoss, F., Clarke, S. M., Cardenas, R. A., & Major, D. A. (2002). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments: Shore Memorial Hospital Focus Group Report*. Prepared for the Emergency Medical Services for Children Grant, "Implementing a Pediatric Asthma Guideline in Adult Emergency Departments."

Major, D. A., Clarke, S. M., Cardenas, R. A., & Butterfoss, F. (2002). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments: Bon Secours Maryview Hospital Focus Group Report*. Prepared for the Emergency Medical Services for Children Grant, "Implementing a Pediatric Asthma Guideline in Adult Emergency Departments."

Cardenas, R. A., Major, D. A., Clarke, S. M., & Butterfoss, F. (2002). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments: Louise Obici Hospital Focus Group Report*. Prepared for the Emergency Medical Services for Children Grant, "Implementing a Pediatric Asthma Guideline in Adult Emergency Departments."

Clarke, S. M., Major, D. A., Cardenas, R. A., & Butterfoss, F. (2002). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments: Riverside Health System Focus Group Report*. Prepared for the Emergency Medical Services for Children Grant, "Implementing a Pediatric Asthma Guideline in Adult Emergency Departments."

Clarke, S. M., Major, D. A., Cardenas, R. A., Germano, L., & Butterfoss, F. (2003). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments: Pre-Hospital Personnel Focus Group Report*. Prepared for the Emergency Medical Services for Children Grant, "Implementing a Pediatric Asthma Guideline in Adult Emergency Departments."

Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J., Clarke, S. M., Cardenas, R. A., Fletcher, T. D., & Germano, L. M., (2003). *Annual Report (Year 1): Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT*. Technical Report prepared for National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University.

Major, D. A., Clarke, S. M., Fletcher, T. D., Davis, D. D., Cardenas, R. A., Germano, L. M., Mann, J. E., & Sanchez-Hucles, J. V. (2003). *Information technology workforce survey: Feedback report for company A*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Clarke, S. M., Davis, D. D., Sanchez-Hucles, J. V., Fletcher, T. D., Cardenas, R. A., Germano, L. M., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company B*.

Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Cardenas, R. A., Clarke, S. M., Sanchez-Hucles, J. V., Fletcher, T. D., Davis, D. D., Germano, L. M., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company C*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Fletcher, T. D., Sanchez-Hucles, J. V., Clarke, S. M., Davis, D. D., Cardenas, R. A., Mann, J. E., & Germano, L. M. (2003). *Information technology workforce survey: Feedback report for company D*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Fletcher, T. D., Davis, D. D., Clarke, S. M., Cardenas, R. A., Germano, L. M., Mann, J. E., & Sanchez-Hucles, J. V. (2003). *Information technology workforce survey: Feedback report for company E*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Davis, D. D., Clarke, S. M., Fletcher, T. D., Cardenas, R. A., Sanchez-Hucles, J. V., Germano, L. M., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company F*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Davis, D. D., Fletcher, T. D., Cardenas, R. A., Clarke, S. M., Mann, J. E., Sanchez-Hucles, J. V., & Germano, L. M. (2003). *Information technology workforce survey: Feedback report for company G*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Cardenas, R. A., Davis, D. D., Fletcher, T. D., Clarke, S. M., Germano, L. M., Sanchez-Hucles, J. V., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company H*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Davis, D. D., Clarke, S. M., Fletcher, T. D., Cardenas, R. A., Mann, J. E., Germano, L. M., & Sanchez-Hucles, J. V. (2003). *Information technology workforce survey: Feedback report for company J*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

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Ford, J. K., Major, D. A., & Seaton, F. (1991, April). *Organizational factors related to movement towards a continuous learning training system*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Hollenbeck, J. R., & Major, D. A. (1991, April). *An empirical test of the theory of small wins*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

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Major, D. A. (1992, May). *Succeeding in the non-academic sector: High achieving women discuss work and family issues*. D. A. Major & H. R. Krifcher (Co-chairs), Discussion panel at the 7th Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Quebec.

Major, D. A., Kozlowski, S. W. J., Chao, G. T., & Gardner, P. D. (1992, May). *Newcomer expectations and early socialization outcomes: The moderating effect of role development factors*. Paper presented at the 7th Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Quebec.

Major, D. A., Sego, D. J., Hollenbeck, J. R., & Ilgen, D. R. (1992, May). *Decision making in teams with distributed expertise*. Paper presented at the 7th Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Quebec.

Sego, D. J., Major, D. A., Ilgen, D. R., & Hollenbeck, J. R. (1992, August). *Team decision making accuracy within three different base rate conditions*. Paper presented at the 100th annual meeting of the American Psychological Association, Washington, D. C.

Chao, G. T., Kozlowski, S. W. J., Major, D. A., & Gardner, P. (1994, April). *The effects of individual and contextual factors on organizational socialization and outcomes*. Paper presented at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

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Ceplenski, P. J., Scerbo, M., & Major, D. A. (1995, April). *The role of communication in a task requiring sustained attention*. Paper presented at the Southern Society for Philosophy and Psychology, Virginia Beach, VA.

Hayes, B. C., & Major, D. A. (1995, April). *Understanding more about outcomes*. Paper presented at the Southern Society for Philosophy and Psychology, Virginia Beach, VA.

Miller, T. A., & Major, D. A. (1995, May). *African-American women's career development: Influences of self-perception and social support*. Paper presented at the 10th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Major, D. A., Vandaveer, V., & Graddick, M. M. (1996, April). *Ensuring employability: Creating a competitive advantage for I/O graduates*. Roundtable presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Hayes, B. C., & Major, D. A. (1996, May). *The act of requesting performance feedback: Additional consideration of the motivators and deterrents*. Paper presented at the 74th Virginia Academy of Sciences, Richmond, VA.

Hofler, K. L., & Major, D. A. (1996, May). *Work interference with family (W->F) and family interference with work (F->W): Antecedents and moderators*. Paper presented at the 33rd Annual Meeting of the Eastern Academy of Management, Arlington, VA.

Wells, L., & Major, D. A. (1996, August). *The impact of organizational context factors on work-family conflict in dual career couples*. Paper presented at the 56th Annual Meeting of the Academy of Management, Cincinnati, OH.

Ceplenski, P. J., Scerbo, M. W., & Major, D. A. (1996, September). *Multiple monitors and knowledge of results in vigilance: The decrement still wins*. Proceedings of the 40th annual meeting of the Human Factors and Ergonomics Society.

Turner, J. E., & Major, D. A. (1997, March). *A comparison of self-generated task strategies and explicitly-provided task strategies in the context of goal setting*. Paper presented at the 18th Annual Industrial/Organizational Psychology-Organizational Behavior Graduate Student Conference, Roanoke, VA.

Hayes, B. C., Turner, J. E., & Major, D. A. (1997, April). *Prosocial behavior: Determinants of helping and costs of seeking help*. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

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Wells, L., & Major, D. A. (1997, April). *"Superwoman's work-family conflict: The impact of perfectionism*. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Hayes, B. C., Bartle, S., & Major, D. A. (1997, August). *Equal opportunity climate: A conceptual model*. Paper presented at the 57th Annual Meeting of the Academy of Management, Boston, MA.

Fink, A., & Major, D. A. (1998, March). *A role theory approach to strategizing for team situation awareness*. Paper presented at 3rd Automation Technology and Human Performance Conference, Norfolk, VA.

Fink, A., & Major, D. A. (1998, April). *The role of power in sexual harassment*. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Turner, J. E., & Major, D. A. (1998, April). *Training effectiveness using a self-generation approach*. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Bernas, K. H., & Major, D. A. (1998, May). *Contributors to stress resistance: Testing a model of women's work-family conflict*. Paper presented at Work in Progress VIII: A Conference on Feminist Scholarship in Hampton Roads, Norfolk, VA.

Cole, V. L., Bernas, K. H., Turner, J. E., & Major, D. A. (1998, May). *Perceptions of working parents' jobs and family selves*. Paper presented at Work in Progress VIII: A Conference on Feminist Scholarship in Hampton Roads, Norfolk, VA.

Fink, A., & Major, D. A. (1998, August). *Socialization for expatriates*. Paper presented at the 24th International Congress of Applied Psychology, San Francisco, CA.

Major, D. A., & Fink, A. (1998, August). *Linking situation awareness to hierarchical team decision making*. Paper presented at the 24th International Congress of Applied Psychology, San Francisco, CA.

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Major, D. A., Turner, J. E., & Cole, V. (1998, August). *Effects of supervisory behaviors on newcomer relationships and socialization outcomes*. Paper presented at the 106th annual meeting of the American Psychological Association, San Francisco, CA.

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Bachiochi, P. D., & Major, D. A. (1999, May). *New instructor's guide to I/O: Feedback on publicizing and distribution*. Roundtable discussion presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Major, D. A., panelist (1999, May). In K.C. Jagatic (Chair), *SIOP'S guidelines for education and training: Developing competent I/O psychologists*. Panel discussion presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Major, D.A., Turner, J.E., & Cole, V.L. (1999, May). *The role of supervisors in newcomer organizational socialization*. Paper presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

McFarlin, S.K., Fals-Stewart, W., Major, D.A., & Freitas, T. (1999, May). *Prevalence of workplace violence among substance abusers*. Paper presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Major, D.A. (1999, August). *Perspectives on mentoring*. Symposium chaired at the 59th Annual Meeting of the Academy of Management, Chicago, IL.

Bachiochi, P. D., & Major, D. A. (1999, August). *An instructor's guide for introducing I/O psychology in introductory psychology*. Demonstration presented at the 107th Annual Meeting of the American Psychological Association, Boston, MA.

McFarlin, S. K, Fals-Stewart, W., Cole, V., & Major, D. A. (1999, August). *The response to workplace conflict scale: Psychometric properties*. Poster presented at the 107th Annual Meeting of the American Psychological Association, Boston, MA.

McFarlin, S. K., Fals-Stewart, W., Major, D. A., & Justice, E. M. (2000, April). *Alcohol use and workplace aggression: A national survey*. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Stage, V.C., Major, D.A., & Turner, J.T. (2000, April). *The proximal impact of proactive personality on newcomer socialization*. Paper presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Fink, A. A., & Major, D. A. (2000, October). *Measuring situation awareness: A comparison of three techniques* (pp. 256-261). Proceedings of the Human Performance, Situation Awareness and Automation: User-Centered Design for the New Millennium. Savannah, GA: SA Technologies, Inc.

Fletcher, T. D., Major, D. A., Gowen, C. W. (2001, April). *Understanding volunteerism: Medical students' motivations to volunteer*. Paper presented at the Virginia Psychological Association Convention, Roanoke, VA.

Miller T. A., & Major, D. A. (2001, April). *Balancing work and family through role integration*. Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Clarke, S. M. & Major, D. A. (2001, June). *The impact of children's health on mothers' employment*. Paper presented at The Institute for Women's Policy Research's 6th Women's Policy Conference, Washington, D.C.

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Mihalecz, M. C., Emery, N. P., Liu, Y., McFarlin, S. K., Major, D. A., & Heyl, A. R. (2001, August). *Formal and informal mentoring among men and women in medical school*. Paper presented at the 61st Annual Academy of Management Conference, Washington, D.C.

Cardenas, R., Clarke, S., & Major, D. A. (2002, May). *School nurses: Barriers to work effectiveness*. Paper presented at Work in Progress XII: A Conference on Feminist Scholarship, Norfolk, VA.

Major, D. A., Clarke, S. M., & Cardenas, R. A. (2002, August). *The impact of child health on work and family life*. Presented in W. J. Casper & E. Ascalon (Co-chairs), Emerging Directions in Work and Family Research. Symposium conducted at the 110th Annual American Psychological Association Convention, Chicago, IL.

Taylor-Fishwick, J., Butterfoss, F. D., Kelly, C. & Major, D. A. (2002, November). *Gathering and analyzing data with a community lens: The allies against asthma experience*. Presentation at the 130th Annual Meeting of the American Public Health Association, Philadelphia, PA.

Cardenas, R. A., Major, D. A., & Bernas, K. H. (2003, February). *Exploring work and family distractions: Antecedents and outcomes*. Paper presented at From 9-to-5 to 24/7: How Workplace Changes Impact Families, Work, and Communities, Orlando, FL.

Cardenas, R. A. & Major, D. A. (2003, March). *Combining employment and breastfeeding: A work-family conflict framework*. Paper presented at the American Psychological Association's Fifth Interdisciplinary Conference on Occupational Stress and Health, Toronto.

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Bernas, K. H., & Major, D. A. (2003, April). *Time-based work-family conflict: An assessment of underlying assumptions*. Presented in T. D. Allen (Chair), New Directions in Work-Family Conflict Research. Symposium conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Hayes, B. C., & Major, D. A. (2003, April). *Creating inclusive organizations: Its meaning and measurement*. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Major, D. A., Hammer, L., & Daum, D. (2003, April). *A work and family collaborative research solutions session*. Invited conference session the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Fletcher, T. D., & Major, D. A. (2003, April). *The effects of communication modality on teamwork processes*. In T. N. Nielsen & T. R. Halfhill (Co-chairs), *Virtual Teams: Exploring New Frontiers in Research and Practice*. Symposium conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Germano, L. M., Major, D. A., Fletcher, T. D., Clarke, S. M., & Cardenas, R. A. (2003, May). *Belonging and contributing: Validation of an inclusion measure*. Paper presented at the 81st Annual Meeting of the Virginia Academy of Science, Charlottesville, VA.

Butterfoss, F. D., & Major, D. A. (2003, June). *Focus on quality: Engaging health care providers to improve asthma care*. Paper presented at the Mid-Year Scientific Conference of the Society for Public Health Education, Las Cruces, New Mexico.

Wilson, J., Pescosolido, A., Fletcher, T. F., & Major, D. A. (2003, August). *Emergent leaders in virtual groups*. In A. Pescosolido & J. Wilson (Co-chairs), *Leadership in a Virtual Environment*. Symposium conducted at the 63rd Annual Conference of the Academy of Management, Seattle, WA.

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Fletcher, T. D., & Major, D. A. (2004, April). *Motivating medical students to volunteer: Implications for recruitment and training*. In K. E. Fox & R. P. Tett (Co-Chairs), *I-O Psychology in Medicine: Some Recent Empirical Applications*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

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Major, D. A., Fletcher, T. D., & Sanchez-Hucles, J. (2004, April). *The experience of tokenism in the information technology workforce*. Paper presented at the 1st Annual Old Dominion University Research Day, Norfolk, VA.

Qureshi, F. A., Mason, J., Major, D. A., Butterfoss, F., Vasser, E., Welch, C., Goldblatt, S., & Isaacman, D. (2004, June). *Implementing pediatric asthma guidelines in adult emergency departments*. Poster presented at the Emergency Medical Services for Children Annual Grantee Meeting, Washington, DC.

Major, D. A., Cardenas, R. A., Davis, D. D., Germano, L. M., & Mickey, S. K. (2004, August). *Managing work-family conflict in the IT workplace*. In J. Cleveland (Chair), *Work & Family: Constructing a View Using Multiple Methods, Occupations, Cultures*. Symposium presented at the 112th Convention of the American Psychological Association, Honolulu, HI.

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Fletcher, T. D., Major, D. A., & Davis, D. D. (2004, August). *Congruence in personality and climate perceptions of competitiveness in the workplace*. Paper presented at the 64th Annual Conference of the Academy of Management, New Orleans, LA.

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Aufenanger, S., Major, D. A., Fletcher, T. D., & Davis, D. D. (2005, April). *Workplace inclusion: The validation of a measure of inclusion in the workplace*. Paper presented at the spring meeting of the Virginia Psychological Association, Williamsburg, VA.

Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J. & Germano, L. M. (2005, April). *Men and women in information technology careers: Similarities and differences in experiences of the work environment*. Paper presented at the 2nd Annual Old Dominion University Research Day, Norfolk, VA.

Major, D. A., Fletcher, T. D., Davis, D. D., & Germano, L. M. (2005, April). *The influence of climate and workplace relationships on work-family conflict: A multilevel model of mediated effects*. In D. A. Major & L. M. Germano (Chairs), Understanding Organizational Support and Its Influence on Work-Family Outcomes. Symposium presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Germano, L. M., & Major, D. A. (2005, August). *Personality and work-family conflict: Problem-focused coping as a potential mediator*. Paper presented at the 113^h Convention of the American Psychological Association, Washington, D.C.

Major, D. A., Davis, D. D., & Germano, L. M. (2005, August). *Men and women's experiences in IT: Differences in perceptions of climate and workplace relationships*. In D. A. Major (Chair), The Under-Representation of Women in Information Technology: Four Theoretical Perspectives. Symposium presented at the 65th Annual Conference of the Academy of Management, Honolulu, HI. (Best symposium nominee).

Major, D. A., Germano, L. M., Davis, D. D., Fletcher, T. D., & Sanchez-Hucles, J. (2006, March). *Alleviating stress in the information technology workforce: Supervisor best practices*. Paper presented at the American Psychological Association's Sixth Interdisciplinary Conference on Occupational Stress and Health, Miami Beach.

Davis, D. D., Major, D. A., Selgrade, K. A., & Germano, L. M. (2006, May). *Leader-member exchange and telework in information technology organizations*. Paper presented at the 21th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Meert, S. K., & Major, D. A. (2006, May). *Effects of gender match on leader-member exchange and work-family conflict*. Paper presented at the 21th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Major, D. A., Davis, D. D., & Germano, L. M. (2006, May). *Differential career commitment among men and women in information technology*. Poster presented at the 19th Annual Convention of the Association for Psychological Science, New York, NY.

Major, D. A., Davis, D. D., Fletcher, T. D., & Germano, L. M. (2006, August). *Inclusion in human resource management theory and practice: An integrative approach*. Paper presented at the 66th Annual Conference of the Academy of Management, Atlanta, GA.

Morganson, V.J., & Major, D.A. (2007, March). *Third party sexual harassment*. Poster presented at the 28th Annual Industrial Organizational and Organizational Behavior (IOOB) Conference, Indianapolis, IN.

Major, D. A., Fletcher, T. D., & Davis, D. D. (2007, April). *Antecedents and consequences of inclusive climate*. In D. A. Major (Chair), Advancing Diversity Research: Understanding Inclusion and Exclusion

in Organizations. Symposium at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Fletcher, T. D., Major, D. A., & Nusbaum, D. (2007, May). *Demographic differences in competition at work: Implications on P-E fit*. Poster presented at the 19th Annual Convention of the Association for Psychological Science, Washington D.C.

Morganson, V.J., & Major, D.A. (2007, May). *Third party sexual harassment: A special case of harassment perpetration*. Paper presented at the 85th Annual Meeting of the Virginia Academy of Science, Harrisonburg, VA.

Morganson, V.J., Oborn, K. L., Major, D.A., Verive, J.M., & Heelan, M.P. (2007, May). *Location, location, location: Differences in inclusion, work-life balance, and satisfaction among teleworkers*. Poster presented at the 19th Annual Convention of the Association for Psychological Science, Washington D.C.

Davis, D. D., Major, D. A., Sanchez-Hucles, J. V., DeLoatch, S. J., Selgrade, K., & Meert, S. (2007, August). *Organization climate, satisfaction, commitment, and career change in computer science*. Poster presented at the 115th Annual Convention of the American Psychological Association, San Francisco, CA.

Morganson, V.J., Major, D.A., Green, A.P. (2007, August). *Seeking work-life balance: Employees' requests and managers' responses*. Poster presented at the 115th Annual Convention of the American Psychological Association, San Francisco, CA.

Cardenas, R. A., Major, D. A., & Oborn, K. L. (2008, March). *Examining linkages between workplace inclusion and stress: Measurement and model testing*. Paper presented at the American Psychological Association's Seventh International Conference on Occupational Stress and Health, Washington, D.C.

Davis, D. D., Meert, S. K., Major, D. A., Sanchez-Hucles, J. V., DeLoatch, S. J., Williams, A., & Brunelle, J. (2008, March). *Enhancing computer science beliefs, self-efficacy, and coping skills among first year computer science students*. Paper presented at the annual meeting of the Special Interest Group on Computer Science Education, Association for Computing Machinery, Portland, OR.

Morganson, V.J., & Major, D.A. (2008, March). *Job analysis: A tool to resolve work-family conflict*. Poster presented at the American Psychological Association's 7th International Conference on Occupational Stress and Health, Washington, D.C.

Oborn, K. L., & Major, D. A. (2008, March). *LMX and job stress: A multi-level examination of context effect*. Paper presented at the American Psychological Association's Seventh International Conference on Occupational Stress and Health, Washington, D.C.

Cardenas, R. A., & Major, D. A. (2008, April). *An inclusive environment's impact on the work-family interface*. In D. A. Major (Chair), *Exploring Linkages between Diversity and Work-Family Research*. Symposium presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Davis, D. D., Meert, S.K., Oborn, K. L., & Major, D. A. (2008, April). *Retaining women and African Americans in computer science*. Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Morganson, V. J., & Major, D.A. (2008, April). *Sexual harassment from third parties*. In A. A. Grandey & J. A. Diamond (Chairs), *Reversing the Flow: How Customer Behaviors Impact Service Employees*. Symposium presented at the 23rd Annual Conference of the Society for Industrial/Organizational Psychology, San Francisco, CA.

Oborn, K. L., & Major, D. A. (2008, April). *The effect of context: A multi-level model of LMX and work-family conflict*. In D. A. Major & K. L. Oborn (Chairs), *Multi-Level and Multi-Perspective Research in Leader-Member Exchange*. Symposium presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Major, D. A., Oborn, K., & Meert, S. (2008, July). *The influence of proactive personality and coping on commitment to STEM majors*. Poster presented at the quadrennial meeting of the International Congress of Psychology, Berlin.

Davis, D. D., Meert, S. K., Major, D. A., Sanchez-Hucles, J. V., & DeLoatch, S. J. (2008, August). *Increasing retention of women and minorities in computer science*. Paper presented at the annual meeting of the American Psychological Association, Boston, MA.

Morganson, V. J., & Major, D. A. (2008, October). *Coping strategies for computer science (CS) women*. Poster presented at the Grace Hopper Celebration of Women in Computing Conference: A Program of the Anita Borg Institute for Women in Technology, Keystone, CO.

Holland, J.M., & Major, D.A. (2009, February). *Operationalizing capitalization for computer science and engineering majors*. Poster presented at the 30th Annual Industrial Organizational and Organizational Behavior (IOOB) Conference, Chicago, IL.

Lauzun, H. M., & Major, D. A. (2009, February). *Investigating the relationship between work-family conflict, proactive personality, and coping*. Poster presented at the 30th Annual Industrial Organizational and Organizational Behavior (IOOB) Conference, Chicago, IL.

Davis, D. D., Oborn, K.L., Morganson, V.J., & Major, D.A. (2009, April). *Enhancing career self-efficacy and career commitment with realistic career previews*. In D. A. Major (Chair), *Retention in IT and Computer Science: Repairing the Pipeline*. Symposium presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Major, D. A., discussant, (2009, April). *The importance of values: Understanding workplace diversity and work-life issues*. Symposium presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Morganson, V. J., Jones, M. P., & Major, D. A. (2009, April). *Gender disparate retention: Exploring the role of social coping*. In D. A. Major (Chair), *Retention in IT and Computer Science: Repairing the Pipeline*. Symposium presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Morganson, V.J., & Major, D.A. (2009, April). *Understanding customer sexual harassment through a psychological contract framework*. In Major, D.A., & Morganson, V.J. (Chairs), *Overreacting or Underreporting? Exploring Individual and Contextual Sexual Harassment Factors*. Symposium presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Morganson, V.J., Major, D.A., & Verive, J. (2009, April). *Exploring the affective outcomes of telework program formality*. In N. DeLay & V.J. Morganson (Chairs), *Leveraging Telework Sustainability: Examining the Impact of Program Characteristics*. Symposium presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Major, D. A., & Lauzun, H. M. (2009, November). *The influence of LMX on stress and work-family outcomes: Implications and recommendations for leader development*. In K. P. Cigularov (Chair), *Developing Effective Leadership for Safety and Health: Successes, Challenges, & Recommendations*. Symposium presented at the American Psychological Association's Eighth International Conference on Occupational Stress and Health, San Juan, Puerto Rico.

Davis, D. D., Jones, M. P., Oborn, K. L., Major, D. A., Sanchez-Hucles, J. V., & DeLoatch, S. J. (2010, April). *Impact of classroom climate on retention antecedents in STEM disciplines*. In D. A. Major (Chair), *Building and Retaining the Science and Technology Workforce*. Symposium presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Holland, J. M., Major, D. A., Morganson, V. J., & Orvis, K. A. (2010, April). *Increasing diversity in STEM through professional development activities*. In D. A. Major (Chair), *Building and Retaining the Science and Technology Workforce*. Symposium presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Morganson, V. J., Lauzun, H. M., & Major, D.A. (2010, April). *Customer sexual harassment: Expanding the nomological network and examining support*. In T. J. Bauerle, N. C., Johnson, & V. J. Magley (Chairs), *Workplace Mistreatment: Advances on Understanding Perpetration, Effects, and Interventions*. Symposium presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Major, D. A., & Morganson, V. J. (2010, July). *Attitudes toward information technology careers: Competing theories for understanding gender issues*. Paper presented at the 27th International Congress of Applied Psychology, Melbourne, Australia.

Morganson, V. J., & Major, D. A. (2010, August). *Gender differences in satisfaction among IT professionals: A relative weight analysis approach*. Paper presented at the annual meeting of the American Psychological Association, San Diego, CA.

Morganson, V. J., Major, D. A., Lauzun, H. M., & Green A. P. (2010, August). *Work-family hurdles: Barriers as an overlooked construct in family supportive work environments*. In J. Keeney & R. Sinha (Chairs), *Challenging Assumptions and Extending Theory in Work-Family Research through Qualitative Methods*. Symposium presented at the Annual conference of the Academy of Management, Montreal, Canada.

Orvis, K. A., Bauer, K. N., Leffler, G. P., Major, D. A., & Morganson, V. J. (2010, August). *Meta-analytically investigating relationships between workplace support and training outcomes*. In K. A. Orvis (Chair), Supervisor Support in the Workplace: Investigating Antecedents, Incremental Validity and Moderators. Symposium presented at the Annual conference of the Academy of Management, Montreal, Canada.

Rizvi, M., Humphries, T., Major, D. A., & Jones, M. P. (2010, August). *A CS0 course using Scratch*. Paper presented at the Scratch@MIT Conference, Cambridge, MA.

Rizvi, M., Humphries, T., Major, D. A., Jones, M. P., & Lauzun, H. M. (2010, October). A CS0 course using Scratch. Paper accepted for the Consortium of Computing Sciences in Colleges (CCSC) Eastern Conference 2010, Huntingdon, PA.

Rizvi, M., Humphries, T., Major, D. A., Lauzun, H. M., & Jones, M. P. (2011, March). Evaluation of a new CS0 course for at-risk majors. Paper submitted to the 42nd ACM Technical Symposium on Computer Science Education (SIGCSE 2011), Dallas, TX.

Holland, J. M., Major, D. A., & Orvis, K. A. (2011, April). *Investigating links between peer mentoring, undergraduate self-development, and professional identity*. In D. A. Major (chair), Linking Supportive Relationships and Professional Development in College and Career. Symposium submitted to the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Jones, M. P., & Major, D. A. (2011, April). *Development and validation of a measure: Preventive coping with WFC*. In D. A. Major & M. P. Jones (Co-chairs), Advances in understanding work-family coping. Symposium submitted to the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Lauzun, H. M., & Major, D. A. (2011, April). *Antecedents of policy-based and individually negotiated work-life accommodation seeking intentions*. In D. A. Major & M. P. Jones (Co-chairs), Advances in understanding work-family coping. Symposium submitted to the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Major, D. A., Langford, L., Morganson, V. J. et al. (2011, April). *Understanding developmental relationships among computer science and engineering majors*. In D. A. Major (chair), Linking Supportive Relationships and Professional Development in College and Career. Symposium submitted to the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

INVITED PAPERS AND ADDRESSES

Major, D. A. (1994, November). *Achieving person-organization fit in a buyer's market*. Invited paper presented at the Southern Academy of Management, New Orleans, LA.

Major, D. A. (1998, March). *A stress resistance model of women's work-family conflict*. Invited presentation for George Mason University's Industrial/Organizational Psychology Colloquium Series.

Major, D. A. (1998, August). *Women finding a balance: Combining academia and personal lives*. Invited address given to the American Psychological Association Science Student Council and the American Psychological Association Graduate Students at the 106th annual meeting of the American Psychological Association, San Francisco, CA.

Major, D. A. (1998, October). *The role of organizational insiders during newcomer socialization*. Invited presentation given at the Australian Graduate School of Management, University of New South Wales, Sydney, Australia.

Major, D. A. (1998, October). *The impact of supervisory behavior on LMX and newcomer socialization*. Invited presentation given at the Psychology Department, Macquarie University, Sydney, Australia.

Major, D. A. (1998, October). *The role of immediate supervisors during organizational socialization*. Invited presentation given at the School of Business, Bond University, Gold Coast, Australia.

Major, D. A. (1998, November). *The importance of LMX and liking to newcomer socialization*. Invited presentation given at the Department of Organisational and Labour Studies, The University of Western Australia, Perth, Australia.

Major, D. A. (1998, November). *The role of supervisory behavior in newcomer socialization*. Invited presentation given at the Department of Psychology, Murdoch University, Perth, Australia.

Sanchez, J., Major, D. A., & Fletcher, T. D. (2004, February). *Values, barriers, and strategies in work teams: Gender makes a difference*. Invited presentation given nationwide to Keane's Women's Initiative Network via webcast.

Cleveland, J. N., & Major, D. A. (2005, April). *Emerging perspectives of work and family interfaces*. Invited expanded tutorial given at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Cleveland, J. N., & Major, D. A. (2006, March). *Using a 360 degree approach to work and family research*. Workshop presented at the American Psychological Association's Sixth Interdisciplinary Conference on Occupational Stress and Health, Miami Beach.

Major, D. A. (2007, April). *Gaining access to field research data*. Junior Faculty Consortium at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Major, D. A., Morganson, V. J., & Oborn, K. L. (2007, July). *Coping with work-family conflict: A leader-member exchange perspective*. Invited paper presented at the II International Conference of Work and Family, Barcelona, Spain.

Major, D. A. (2008, February). *Work-family balance*. Invited presentation at the annual meeting of the Council of Graduate Departments of Psychology, San Antonio, TX.

Major, D. A., (March, 2008). *Leadership as relationship*. Invited address at the Leadership Luncheon series of First Presbyterian Church, Norfolk, VA.

Major, D. A. & Oborn, K. L. (April, 2008). *A multilevel examination of the links between LMX and work-family outcomes*. Invited presentation for the Psychology Department of George Mason University, Fairfax, VA.

Major, D. A., Morganson, V. J., & Oborn, K. L. (May, 2009). *Understanding work-family coping through an LMX theory lens*. In L. Tetrick (Chair) Leadership and Health. Invited symposium presented at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.

Major, D. A., & Lauzun, H. M. (2009, July). *An I-deals approach to coping with work-family conflict: Antecedents and consequences*. Invited paper presented at the III International Conference of Work and Family, Barcelona, Spain.

Major, D. A. (2010, July). *Breastfeeding and the work-family interface*. Invited presentation for the Contextual Influences on Breastfeeding Decision-Making Processes Workshop. National Institute of Child Health and Human Development, Silver Spring, MD.

CONSULTING ACTIVITIES

3/87 to 6/87

Communication Analyst, General Motors Reatta Craft Centre, Lansing, MI.
Provided survey feedback to union and management officials regarding the communication issues associated with change over from assembly lines to team-based production.

1/90 to 10/90

Job Analysis/Selection Co-Consultant, Haworth, Holland, MI.
Conducted job analyses and designed tests for manufacturing selection system.

3/89 to 8/92

Training and Statistical Consultant, Nippondenso Manufacturing, Battle Creek, MI.
Developed a training evaluation system for managerial programs. Designed individual course assessment instruments. Developed documentation for computing appropriate statistics.

12/96 to 9/97

Leadership and Recruitment Consultant, Boeing.
Developed an instrument to evaluate leadership behaviors exhibited by managers. Assessed the quality of supervision and its effects on new hires.

9/97 to 8/99

Leadership and Retention Consultant, Sun Microsystems.
Developed a leadership evaluation survey and assessed the effects of supervisory behavior on new employees' job satisfaction, commitment, and performance.

8/00 to 12/00

Mentoring Consultant, Eastern Virginia Medical School, Norfolk, VA.
Assessed the effectiveness of a formal mentoring program developed by the Office for Women's Affairs. Compared the quality and effectiveness of mentoring in formal and informal mentoring relationships. Provided recommendations for program improvement.

1/00 to 1/01

Leadership Consultant, Eastern Virginia Medical School, Norfolk, VA.

Provided information regarding leadership development for pediatric residents. Developed a workshop series to train leader behaviors and the use of leadership tools.

5/01 to 9/01

Needs Assessment Specialist, Center for Pediatric Research, Norfolk, VA.

Conducted comprehensive needs assessment regarding pediatric asthma care in Hampton Roads, VA.

Convened six focus groups consisting of physicians, school nurses, and parents of asthmatic children.

Content analyzed focus group data and produced three needs assessment reports.

6/01 to 8/01

Organizational Culture Change Consultant, Children's Hospital of the King's Daughters, Norfolk, VA.

Worked with internal team to identify organizational barriers to creating culture change with regard to patient safety. Emphasis on educating senior leaders and gaining their support for change initiatives.

12/04 to 11/05

Diversity Consultant, Marts & Lundy, Lyndhurst, NJ.

Collaborated with company's diversity committee to field a survey and conduct structured interviews regarding diversity issues. Analyzed survey and interview results; presented findings.

HONORS & AWARDS

Golden Key National Honor Society (1985-present)

Phi Beta Kappa Honor Society (1986-present)

Phi Kappa Phi Honor Society (1986-present)

Rosabeth Moss Kanter Award for Excellence in Work-Family Research: publication entitled *Contributors to stress resistance: A model of women's work-family conflict* named one of top 20 best papers (2001)

ODU Graduate Student Mentor Award Finalist (2008, 2010)

ODU College of Science Distinguished Research Award (2009-2010)

NATIONAL PROFESSIONAL SOCIETIES: OFFICES HELD

Academy of Management

Offices: Human Resource Division Liaison (1997-1999)

Human Resource Division Executive Committee (1998-1999)

American Psychological Association

Offices: Elected Representative for Division 14 (2010-2012)

Committee on Division/APA Relations (2010-2012)

Society for Industrial and Organizational Psychology

Offices: Doctoral Consortium Co-Chair (1992-1995)

Guidelines for Doctoral Education Chair (1995-1998)

Education and Training Chair (1997-1999)

Editor, *The Industrial-Organizational Psychologist* (2001-2004)

Executive Board (2010-2012)

External Relations Committee (2010-2012)

Scientific Advocacy Taskforce (2010-2011)

MEMBERSHIPS IN PROFESSIONAL SOCIETIES

Academy of Management (1987-present)
American Psychological Association (1987-present)
American Psychological Society (2000-2008)
Society for Industrial and Organizational Psychology (1987-present)
Old Dominion University Women's Caucus (1992-present)
Society for Human Resource Management (1997)

CAMPUS SERVICE ACTIVITIES

University:

China Liaison for International Programs (1994)
Campus-wide Sexual Harassment Study - Results Distributed by President Koch (1996)
IEEE Guest Speaker - Sexual Harassment (1997)
Australia Liaison for International Programs (1998-1999)
Sexual Harassment Policy Review Committee Co-Chair (1998-1999)
Sexual Harassment Committee (1999-2000)
Dean Search Committee for College of Sciences (2003)
Women's Caucus: Promotion and Tenure Workshop (2005, 2006)
Preparing Future Faculty Committee (2006-2010)

College of Sciences:

Women in Sciences Committee (1996-1997)
Commencement Marshall (1997)
Human Subjects Committee (1998-2000)
New Faculty Orientation (2000, 2004-2006, 2008)
Promotion and Tenure Committee (2006-2009)

Psychology Department:

Department Chairperson Search Committee (1993-1994)
TELETECHNET Committee (1994-1995)
Faculty Affairs Committee (1994-1996, 2003-2005, 2007-present)
Chair, Faculty Affairs Committee (2007-2008)
Honors Psychology Guest Speaker (1996)
I/O Ph. D. Program Committee (1992-present)
Undergraduate Honors Committee (1992-1994, 1996-1998, 2009)
Faculty Mentor - Bryan Porter (1996-2002)
 - Karin Orvis (2007-present)
 - Richard Landers (2009-present)
Faculty Search Committee (1997-1998, 2000-2001)
Human Subjects Committee (1997-1998)
Academic Job Search Workshop (March 1998)
Chair - Human Subjects Committee (1998-2000)
General Psychology Degree Program Committee (2000)
Chair - Departmental Tenure Committee (2001)
Personnel Psychology Search Committee (Chair-2005-2008)

Perry Chair Search Committee (2008-2009)
I/O Psychology Search Committee (Chair-2009-2010)

PROFESSIONAL SERVICE

Editor:

The Industrial-Organizational Psychologist (May 2001 to April 2004)

Editorial Board:

Journal of Organizational Behavior (August 2002 to present)

Journal of Management (July 2008 to present)

Journal of Business and Psychology (December 2008 to present)

Journal Reviewer:

Academy of Management Journal

Academy of Management Review

Anxiety, Stress, and Coping: An International Journal

Human Factors

International Journal of Stress Management

Journal of Applied Psychology

Journal of Family Issues

Journal of Managerial Psychology

Journal of Occupational Health Psychology

Organizational Analysis

Organizational Behavior and Human Decision Processes

Personnel Psychology

The Psychologist Manager Journal

Grant Panel Reviews:

Office of Naval Research (1995)

National Science Foundation (2002, 2003, 2010)

Committee Work:

Academy of Management

International Programs Committee (1994-1995)

Organizational Behavior Division Program Committee (1993-2006)

Careers Division Program Committee (1995-2006)

Kanter Award for Excellence in Work-Family Research Committee (2002-2005)

ODU Women's Caucus

University Climate Committee Chair (1994-1996)

Society for Industrial and Organizational Psychology

Education and Training Committee (1993-1996)

Education and Training Committee Chair (1997-1999)

APA Program Committee (1997-1998)

SIOP Program Committee (1998-2001)

Conference Paper Reviewer:

Society for Industrial and Organizational Psychology (1989-present)

Academy of Management (1990-present)

Eastern Academy of Management (1991, 1997)
Southern Management Association (1994)
Midwest Academy of Management (1996-1997)
American Psychological Association (2010-2011)

Textbook & Software Reviewer:

Blackwell Publishing (2006, 2007, 2008)
F. E. Peacock Publishers (1995)
Harper Collins Publishers (1996)
SIGI Plus: Career planning software (1997)
Prentice Hall (1998)
Wadsworth/Thompson Learning (2000)
McGraw-Hill (2002)
Worth Publishers (2010)

Media Coverage:

2000, February 25, research highlighted in “Good relationship with the boss may have a downside for working moms, prof’s study shows,” *The Courier*.

2000, March 16, radio interview with the *Virginia News Network* about issues faced by working mothers.

2000, March 17, research highlighted in “Nice boss encourages more work, family stress,” *The Virginian-Pilot*.

2000, March 20, feature story entitled “Women who like their boss find stress at home, study finds,” *Inside Business*, 6(12).

2000, March 25, article entitled, “Rapport with boss affects women’s stress level at job,” *Atlanta Journal-Constitution*.

2000, April 9, article entitled, “On-the-job ambition can lead to home stress,” *The Spokesman Review*, Spokane, WA.

2000, May 31, National Associated Press wire story entitled, “Study: Good relationship with boss has price for working moms.” Appeared in numerous newspapers nationwide, including the *Los Angeles Times* and *Boston Globe*.

2000, May, news item in “Balancing Act” section of *Working Mother* magazine.

2000, June 3, AP article entitled, “Mom’s good relationship with boss brings trade-offs,” *Richmond Times-Dispatch*.

2000, June 5, news article entitled, “Good relations with boss has price for working moms,” *Daily Press*, Hampton Roads, VA.

2000, June 6, work-family column by Carol Kleinman entitled, “Striking balance between happy bosses, workers,” *Chicago Tribune*.

2000, June 16, news story on the MSNBC website

2000, June 21, interview on working mothers' relationships with bosses for Atlanta radio station WSB.

2000, December/2001 January, magazine article entitled, "Thanks, Boss—I think?!" *Sesame Street Parents*.

2002, August 8, article about stress and relaxation for working people entitled, "Erholung beim Heavy-Metal Konzert," *Aufbau* (originally published in German).

2002, September 30, article about my National Science Foundation grant entitled, "ODU study aims to build technology diversity," *The Virginian Pilot*.

2002, December 5, quoted in front page article entitled, "More Americans put families ahead of work," *USA Today*.

2005, May, quoted in article by Kari Lomanno entitled, "At home with kids," *Tidewater Parent*.

2006, Winter, Vol. 9, no. 1 "Count Me In: Recruiting and Retaining Women and Minorities in the IT Workforce," Old Dominion University's *Quest Magazine*.

2010, Winter, Vol. 12, no. 2 "I am a computer scientist! I am an engineer!" Old Dominion University's *Quest Magazine*.

COMMUNITY SERVICE

Postal Customer Advisory Council Secretary (1994-1995)

Guest speaker for Norfolk Sector FAA Conference on Employee Involvement (1995)

National Defense Science & Engineering Graduate Fellowship Applicant Reviewer (1996)

Allies Against Asthma (2000 to 2009)

Park Place Child Life Center (2005 to present)

COURSES TAUGHT

Undergraduate

PSYC 303 : Industrial/Organizational Psychology (on TELETECHNET)

PSYC 345: Organizational Psychology

Graduate

PSYC 750/850: Organizational Psychology

PSYC 851: Micro-organizational Psychology

PSYC 895: I/O Research Seminar

PSYC 895: Team Effectiveness

PSYC 896: Careers Seminar

PSYC 898: Research

STUDENT GUIDANCE & SUPERVISION**Undergraduate Honors Students**

1992-1994 Chair Bryan C. Hayes (Departmental Award Winner-Best Honors Thesis)

Independent Study & Readings Students (Graduate & Undergraduate)

1993-1994 Christopher Dunn
Ed Pritchard
David Wicker

1995-1996 Heather Loftus
Cynthia Maahs

1996-1997 Alexis Fink
Bryan Hayes
Karyn Hofler

1997-1998 Alexis Fink
Jonathan Turner
Bryan Hayes

1998-1999 Jonathan Turner

2000 Karen Griffin

2001 Jodie Fortner

2002-2004 Rebekah Cardenas
Suzanne Clarke
Tom Fletcher

2004-2005 Sharyn Aufenanger
Lisa Germano

2005-2006 Heather Downey
Lisa Germano
Shannon Meert

2006-2007 Shannon Meert
Valerie Morganson
Kurt Oborn

2008-2009 Ryan Jones
Valerie Morganson
Kurt Oborn
Scott M. Trinh

2009-2010 Kristine Hommersand
Ryan Jones
Amber Jordan
Lauren Langford
Liz Pavelcheck
Jennifer Steiger

First-year graduate student projects

1992-1993 Fleta K. Collier

1993-1994 Peter J. Ceplenski
Cynthia Maahs

1994-1995 Bryan C. Hayes
Nicole Windfelder

1995-1996	Jonathan Turner
1996-1997	Victoria Cole
1998-1999	Jennifer Eells
2000-2001	Thomas Fletcher Rebekah Pittman
2002-2003	Lisa Germano
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