

VITA
DEBRA A. MAJOR

August 2009

Department of Psychology
Old Dominion University
Norfolk, VA 23529
(757) 683-5087 (fax); (757) 683-4235 (phone)
dmajor@odu.edu
<http://www.odu.edu/~dmajor>

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

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.

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

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

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.

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

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.

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). 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., 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*.

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

MANUSCRIPTS UNDER REVIEW

Holland, J. M., Major, D. A., Morganson, V. J., & Orvis, K. A. (under review). 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*.

Lauzun, H. M., Morganson, V. J., Major, D. A., & Green, A P. (under review). Seeking work-life balance: Employees' requests, supervisors' responses and organizational barriers. *Human Relations*.

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., Morganson, V. J., & Oborn, K. L. (under revision). Understanding the role of supervisors in managing the work-family interface: A leader-member exchange perspective. *Journal of Occupational Health Psychology*.

Major, D. A., Oborn, K. L., & Meert, S. K. (under review). The influence of proactive personality and coping on commitment to STEM majors. *Journal of College Student Development*.

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

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

Editorial Columns for *The Industrial-Organizational Psychologist*

*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.

*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.

*indicates not refereed.

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.)

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 K*. 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., Sanchez-Hucles, J., Mann, J., Clarke, S. M., Cardenas, R. A., Fletcher, T. D., & Germano, L. M. (2004). *Annual Report (Year 2): 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., Fletcher, T. D., Germano, L. M., Davis, D. D., & Sanchez-Hucles, J. (2004). *Information technology workforce survey feedback report for second assessment: 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., Fletcher, T. D., Germano, L. M., & Sanchez-Hucles, J. (2004). *Information technology workforce survey feedback report for second assessment: 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.)

Davis, D. D., Major, D. A., & Sanchez-Hucles, J. (2005). *Annual Report (Year 1): Creating an inclusive learning environment: Enhancing retention of women and minorities in computer science*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.

Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J., Germano, L. M., & Fletcher, T. D. (2005). *Annual Report (Year 3): 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., Germano, L. M., Sanchez-Hucles, J., Fletcher, T. D., Davis, D. D., & Mann, J. (2005). *Information technology workforce survey feedback report for second assessment: 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., Davis, D. D., Germano, L. M., Fletcher, T. D., Sanchez-Hucles, J., & Mann, J. (2005). *Information technology workforce survey feedback report for second assessment: 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., Davis, D. D., Germano, L. M., Fletcher, T. D., Sanchez-Hucles, J. V., & Mann, J. E. (2005). *Information technology workforce survey feedback report for second assessment: 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., Germano, L. M., Davis, D. D., Sanchez-Hucles, J., & Mann, J. (2005). *Information technology workforce survey feedback report for second assessment: 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., Sanchez-Hucles, J. V., Davis, D. D., Fletcher, T. D., Germano, L. M., & Mann, J. E. (2005). *Information technology workforce survey feedback report for second assessment: 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.)

Major, D. A., Germano, L. M., Fletcher, T. D., Davis, D. D., Sanchez-Hucles, J. V., & Mann, J. E. (2005). *Information technology workforce survey feedback report for second assessment: Company K*. 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.)

Davis, D. D., Major, D. A., & Sanchez-Hucles, J. (2006). *Annual Report (Year 2): Creating an inclusive learning environment: Enhancing retention of women and minorities in computer science*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.

Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J., Germano, L. M., & Fletcher, T. D. (2006). *Final Report: 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.

Davis, D. D., Major, D. A., & Sanchez-Hucles, J. (2007). *Annual Report (Year 3): Creating an inclusive learning environment: Enhancing retention of women and minorities in computer science*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.

Davis, D. D., Major, D. A., & Sanchez-Hucles, J. (2008). *Annual Report (Year 4): Creating an inclusive learning environment: Enhancing retention of women and minorities in computer science*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.

PUBLISHED ABSTRACTS

Major, D. A., & Kozlowski, S. W. J. (1990, August). Self-efficacy and proaction in the organizational socialization context. *Proceedings of the 50th Annual Meeting of the Academy of Management*, San Francisco, CA.

Ilgen, D. R., Hollenbeck, J. R., Segoe, D. J., Major, D. A., Phillips, J., & Hedlund, J. (1992). Team member abilities and problem solving strategy effects on team decision making outcomes and processes in teams with distributed expertise. *Proceedings of the 1992 Symposium on Command and Control Research*.

Collier, F. K., & Major, D. A. (1993, May). Decision-making in hierarchical teams: The effects of cognitive frames and perceived control on the risk-taking of subordinates. *Proceedings of the 71st Annual Meeting of the Virginia Academy of Science*, Norfolk, VA.

Ceplenski, P. J., Scerbo, M., & Major, D. A. (1994, May). Improving vigilance performance through the use of highly acquainted individuals. *Proceedings of the 72nd Annual Meeting of the Virginia Academy of Science*, Harrisonburg, VA.

Hayes, B. C., & Major, D. A. (1995, May). Predicting team member behavior from the leader's performance history. *Proceedings of the 73rd Virginia Academy of Sciences*, Lexington, VA.

Cole, V. & Major, D. A. (1997, May). Supervisory behaviors that influence newcomer relationship building. *Proceedings of the 75th Virginia Academy of Sciences*, Blacksburg, VA.

Hayes, B. C., Bartle, S., & Major, D. A. (1997, August). Equal Opportunity Climate: A Conceptual Model. *Proceedings of the 57th Annual Meeting of the Academy of Management*, Boston, MA.

Major, D. A., Davis, D. D., Sanchez-Hucles, J., & Mann, J. (2002, October). Climate for opportunity and inclusion: Improving the recruitment, retention and advancement of women and minorities in IT; Project year 1. *Proceedings of the 2002 National Science Foundation Information Technology Workforce Principal Investigators' Conference*, College Park, MD.

Major, D. A., Davis, D. D., Sanchez-Hucles, J., & Mann, J. (2003, October). Climate for opportunity and inclusion: Improving the recruitment, retention and advancement of women and minorities in IT; Project year 2. *Proceedings of the 2003 National Science Foundation Information Technology Workforce Principal Investigators' Conference*, Albuquerque, NM.

Major, D. A., Davis, D. D., Sanchez-Hucles, J., & Mann, J. (2004, October). Climate for opportunity and inclusion: Improving the recruitment, retention and advancement of women and minorities in IT; Project year 3. *Proceedings of the 2003 National Science Foundation Information Technology Workforce Principal Investigators' Conference*, Philadelphia, PA.

RESEARCH PAPERS PRESENTED AT PROFESSIONAL MEETINGS

Major, D. A., Seaton, F. W., Krifcher, H. R., Ford, J. K., & Hames, L. (1990, April). *The effects of organizational, training and individual characteristics on the acquisition of training needs information*. Paper presented

at the 5th Annual Conference of the Society for Industrial and Organizational Psychology, Miami Beach, FL.

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.

Major, D. A., & Kozlowski, S.W.J. (1991, April). *Organizational socialization: The effects of newcomer, coworker, and supervisor proaction*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

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.

Ilgen, D. R., Major, D. A., Hollenbeck, J. R., & Sego, D. J. (1994, April). *Decision making in teams: Raising an individual decision making model to the team level*. Paper presented at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

Maahs, C. J., & Major, D. A. (1994, April). *Assessing the adequacy of graduate training in industrial and organizational psychology*. Paper presented at the spring meeting of the Virginia Psychological Association, Charlottesville, VA.

Major, D. A. (1994, April). *Making the grade after graduate school*. Paper presented at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

Major, D. A. (1994, August). *Why newcomers can't socialize themselves: The limitations of newcomer proactivity*. Paper presented at the 54th Annual Meeting of the Academy of Management, Dallas, TX.

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.

Hofler, K. L., & Major, D. A. (1997, April). *The "hardy" advantage: Effects on stress and work-family conflict*. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

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.

Major, D. A., Hofler, K. L., Fink, A. & Kozlowski, S.W.J. (1998, August). *The role of proaction in newcomer organizational socialization: Insiders make the difference.* Paper presented at the 24th International Congress of Applied Psychology, San Francisco, CA.

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.

Turner, J. E., Major, D. A., & Hayes, B. C. (1998, August). *Contextual performance: Reactions to help seeking in the organizational setting.* Paper presented at the 24th International Congress of Applied Psychology.

Turner, J. E., & Major, D. A. (1998, August). *Training using self-generation: Effects on self-efficacy, performance, and transfer.* Paper presented the 106th annual meeting of the American Psychological Association, San Francisco, CA.

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.

Pittman, R. A., & Major, D. A. (2001, June). *The impact of employment on breastfeeding initiation and duration*. Paper presented at The Institute for Women's Policy Research's 6th Women's Policy Conference, Washington, D.C.

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.

Clarke, S. M. & Major, D. A. (2003, March). *The impact of children's asthma on mothers' employment*. Paper presented at the American Psychological Association's Fifth Interdisciplinary Conference on Occupational Stress and Health, Toronto.

Major, D. A., Cardenas, R. A., & Allard, C. (2003, March). *Assessing costs of poor child health: Employers' efforts and outcomes*. Paper presented at the American Psychological Association's Fifth Interdisciplinary Conference on Occupational Stress and Health, Toronto.

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.

Major, D. A., Davis, D. D., Sanchez-Hucles, J., & Mann, J. (2003, October). *Climate for opportunity and inclusion: Improving the recruitment, retention, and advancement of women and minorities in IT*. Proceedings of the National Science Foundation's ITWF & ITR/EFW Principal Investigator Conference, (pp. 167-171). Albuquerque: The University of New Mexico.

Taylor-Fishwick, J., Butterfoss, F. D., Kelly, C. & Major, D. A. (2003, November). *Gathering and analyzing data with a community lens: The Allies Against Asthma experience*. Paper presented at the American Public Health Association 131st Annual Meeting, San Francisco, CA.

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.

Major, D. A., panelist (2004, April). In R. P. Tett & K. E. Fox (Co-Chairs), *Gaps and bridges between I-O and medical practice*. Panel discussion presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Major, D. A., Fletcher, T. D., Cardenas, R. A., Clarke, S. M., & Davis, D. D. (2004, April). *Creating inclusion for men and women: Gender differences and similarities*. In D. A. Major (Chair), *Managing Diversity and Creating Inclusion*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Major, D. A., Fletcher, T. D., & Miller, T. A. (2004, April). *Understanding the work-life interface: Why race matters*. In L. T. Eby & S. C. Evans (Co-Chairs), *Coming of Age: The New Era of Work-Family Research*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

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.

Major, D. A., Fletcher, T. D., & Sanchez-Hucles, J. (2004, August). *The experience of tokenism in the information technology workforce*. Paper presented at the 112th Convention of the American Psychological Association, Honolulu, HI.

Turner, J. E., Major, D. A., & Fletcher, T. D. (2004, August). *Personality predictors of motivation to learn*. Paper presented at the 112th Convention of the American Psychological Association, Honolulu, HI.

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.

Major, D. A., Davis, D. D., Sanchez-Hucles, J., & Mann, J. (2004, October). *Climate for opportunity and inclusion: Improving the recruitment, retention, and advancement of women and minorities in IT*. Proceedings of the National Science Foundation's ITWF & ITR/EFW Principal Investigator Conference, (pp. 108-113). Philadelphia: The Pennsylvania State University.

Qureshi, F. A., Mason, J., Major, D. A., Butterfoss, F., Vasser, E., Welch, C., Goldblatt, S., & Isaacman, D. (2004, November). *Implementing pediatric asthma guidelines in adult emergency departments*. Paper presented at the Mid-Atlantic Regional Emergency Medical Services for Children Conference, Rehoboth Beach, DE.

Vasser E., Qureshi F., Welch J. C., Goldblatt S., Major D., Butterfoss F., Mason J., & Isaacman D. (2005, March). *Compliance with pediatric asthma guidelines in general emergency departments*. Oral presentation at the 19th National Conference on Chronic Disease Prevention and Control, Atlanta, GA.

Qureshi F., Vasser E., Welch J. C., Goldblatt S., Major D., Butterfoss F., Mason J., Isaacman D. (2005, March). *Compliance with pediatric asthma guidelines in general emergency departments*. Oral presentation at the American Academy of Asthma, Allergy and Immunology 61st Annual Meeting, San Antonio, TX.

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., Verrive, 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. E., & 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 to be 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 submitted to 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 submitted to 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 submitted to the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

INVITED 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.

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. L., 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. L., 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.

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)

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

Office: Elected Representative for Division 14 (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)

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-present)

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)
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)

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 Business and Psychology

Journal of Management

Journal of Managerial Psychology

Journal of Occupational Health Psychology

Journal of Organizational Behavior

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)

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)

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)

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*.

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

PSYC303U: Industrial/Organizational Psychology (on TELETECHNET)

PSYC345: Organizational Psychology

Graduate

PSYC750/850: Organizational Psychology

PSYC851: Micro-organizational Psychology

PSYC895: I/O Research Seminar

PSYC895: Team Effectiveness

PSYC896: Careers Seminar

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

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

2004-2005 Sharyn Aufenanger
 2006-2007 Valerie Morganson
 2008-2009 Jonathan Holland
 Heather Lauzun

Master's Thesis Committees

1992-1993 Member Keith Rettig
 Member Andrea E. Berndt
 Member Chelley Merrill
 1993-1994 Chair Tonya A. Miller
 1994-1995 Member Peter J. Ceplenski
 1995-1996 Chair Bryan C. Hayes
 Chair Karyn Hofler
 Chair Nicole Windfelder
 Member Alexis Fink
 Member Kristin Krahl
 Member Beth Parsons
 1996-1997 Chair Jonathan Turner
 Chair Ben Sian
 Member Melinda Swager
 1995-1998 Member Treven Pickett
 1997-1998 Chair Victoria Cole
 Member Amy Fitzgibbons
 Member J. Quinn Schroeder
 1998-1999 Member Susan McFarlin
 2000-2001 Member Nathan Bailey
 2000-2002 Chair Suzanne Clarke
 2001-2002 Chair Rebekah Cardenas
 Chair Thomas Fletcher
 2001-2002 Member Yuko Yamamiya
 2002-2003 Member Michael Mihalecz
 Member Janet Bryant
 Member Erin Pladsen
 2003-2004 Chair Lisa Germano
 Member Rebecca D. Say
 Member Katherine Selgrade
 2004-2005 Member Tejal Jakatdar
 Chair Shannon (Mickey) Meert
 2005-2006 Member Michelle Tucker
 2007-2008 Chair Valerie Morganson
 Member Rachel Vedder
 2008-2009 Member Ann Edwards
 Member Greg Lefler
 2009- Chair Jonathan Holland
 Chair Meghan Jones
 Chair Heather Lauzun
 Member Kristina Bauer

Ph. D. Guidance Committees

1993-1996	Member	Lyse Wells
1994-1995	Member	Gloria Evans (School of Business)
1993-1997	Member	Johanna Merritt
	Member	Jeff Sinn
1994-1997	Member	Tonya Miller
1995-1997	Chair	Cynthia Maahs
1995-1998	Member	Simon Bartle
1996-1998	Chair	Alexis Fink
	Chair	Bryan Hayes
	Chair	Karyn Bernas
1997-1999	Chair	Jonathan Turner
1998-2000	Chair	Victoria Cole
	Member	Quinn Schroeder
1999-2001	Chair	Susan McFarlin
	Member	Doris Kwan
2000-2003	Member	Lara Tedrow
2002-2004	Chair	Rebekah Cardenas
	Chair	Suzanne Clarke
	Chair	Michael Mihalecz
	Chair	Thomas Fletcher
2004-2006	Chair	Lisa Germano
2005-2006	Chair	Brook Castaneda
2005-2006	Chair	Shannon Meert
	Member	James Camic
2005-2007	Member	Katherine Fodchuck
2007-2009	Chair	Kurt Oborn
2008-2009	Chair	Valerie Morganson
2009-	Member	Kristina Bauer
	Member	Greg Lefler

Ph. D. Dissertation Committees

1992-1994	Member	Rebecca Rosenstein
1993-1995	Member	Ann Marie Yanushefski
1993-1996	Chair	Lyse Wells
		Title: <i>Causal Models of Work-Family Conflict from Family and Organizational Perspectives</i>
	Member	Brian Ruggeberg
1994-1996	Member	Chris Rotolo
1995-1997	Chair	Johanna Merritt
		Title: <i>To Lead a Team: Construct Validity Evidence of Team Leadership in the High-Tech Industry</i>
1997-1999	Member	Carl Liang
	Member	Lora Jacobi
1997-2004	Member	Cynthia Maahs
1998-1999	Chair	Tonya Miller
		Title: <i>Work-Life Integration: A Construct Validation Study</i>
1998-2000	Chair	Alexis Fink
		Title: <i>Toward a Model of Team Situation Awareness</i>

1998-2002	Chair	Karyn Bernas Title: <i>Time-Based Work-Family Conflict: Myth or Reality?</i>
	Chair	Bryan Hayes Title: <i>Creating Inclusive Organizations: Its Meaning and Measurement</i>
2000-2003	Chair	Jonathan Turner Title: <i>Proactive Personality and the Big Five as Predictors of Motivation to Learn</i>
2000-2004	Chair	Victoria Stage Title: <i>Creating Individual Behavior Change through 360-Degree Feedback: A Developmental Pipeline Perspective</i>
2004-2005	Co-Chair	Thomas D. Fletcher Title: <i>The Effects of Parcels and Latent Variable Scores on the Detection of Interactions in Structural Equation Modeling</i>
2004-2007	Chair	Rebekah A. Cardenas Title: <i>An Identity Approach to Understanding Diversity, Inclusion and the Work-Family Interface</i>
2004-2008	Member	Janet Bryant
2005-2006	Member	Ying Liu
2006-	Chair	Lisa Germano
	Chair	Shannon Meert Title: <i>The Influence of Supervisor-Subordinate Sex Similarity on Work Interference with Family and Job Stress in the IT Field</i>
2007-2009	Member	Katherine Fodchuck
2009-	Chair	Kurt Oborn Title: <i>Do I Trust You? The Interaction of Leader Behaviors and the Currencies of Leader-Member Exchange on Performance</i>