MASTER VITA

Dennis Doverspike, Ph.D.

Date: 3/1/2020

Principled Progress Through People Science

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HR Litehouse (DBA)
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Professional Certification:
Psychologist #3539 (1985, Ohio)
Board Certified (Specialist) in Industrial/Organizational Psychology, American Board of Professional Psychology (1997); Organizational and Business Consulting Psychology, American Board of Professional Psychology (1997)

Other Current Major Positions
Full Professor, Part-Time, at The University of Akron
Director, Part Time, Center for Organizational Research
Psychology Consultant, Poly-Tech Associates
Consultant, Winfred Arthur, Jr. Consulting, http://winfredarthur.com/people.php
Board Member, American Board of Organization and Business Consulting Psychology
Chair, Fraternal/Executive Committee, '72-4U (St. Ignatius High School)

Major Social Media Platforms - Find Me At:
LinkedIn https://www.linkedin.com/in/drdennisdoverspike/
Twitter https://twitter.com/ddoverspike
Facebook https://www.facebook.com/dennis.doverspike
Amazon https://amazon.com/author/dennisdoverspike
Google https://scholar.google.com/citations?user=rX1mCNAAAAAJ&hl=en&oi=ao

Former Academic (Transition After Retirement Program; Currently Retired and Part-Time):
Professor of Psychology; Director, Center for Organizational Research
Senior Fellow of the Institute for Life-Span Development and Gerontology
First Appointment: 9/1/1984; Tenure: 9/1/1989; Promotion to Full: 8/26/1996

Short Bio:

Dennis Doverspike, Ph.D., ABPP, is President of Doverspike Consulting LLC, also doing business as HR Litehouse. He is a People Scientist, certified as a specialist in Industrial-Organizational Psychology and in Organizational and Business Consulting Psychology by the American Board of Professional Psychology (ABPP), and a licensed psychologist in the State of Ohio. Dr. Doverspike has over forty years of experience working with consulting firms and with public and private sector organizations.

Long Bio

Dennis Doverspike, Ph.D., ABPP, is the President of Doverspike Consulting, LLC, also doing business as HR Litehouse. He formerly held the title of Full Professor of Psychology at the University of Akron, Senior Fellow of the Institute for Life-Span Development and Gerontology, and Director of the Center for Organizational Research. He is a People Scientist, certified as a specialist in Industrial-Organizational Psychology and in Organizational and Business Consulting by the American Board of Professional Psychology (ABPP), and is a licensed psychologist in the State of Ohio.

Dr. Doverspike has over forty years of experience working with consulting firms and with public and private sector organizations. Services provided include individual assessments, statistical analysis, development of large-scale assessment systems, job evaluation and job analysis, and expert witness services. He is the author of 4 books and over 200 other professional publications. He has served as an expert witness in 17 court cases and assisted with the preparation of expert testimony in over 75 additional cases.

Dennis Doverspike received his Ph.D. in Psychology in 1983 from the University of Akron. His M.S. in Psychology is from the University of Wisconsin-Oshkosh and his B.S. is from John Carroll University. He has taught courses at both the graduate and undergraduate levels, and directed dissertations, theses and practica.

A. Education

Ph.D., Psychology, The University of Akron, 1983
Dissertation: A statistical analysis of internal sex bias in a job evaluation instrument. *Dissertation Abstracts International, 43*, 3063B.

M.S., Psychology, University of Wisconsin-Oshkosh, 1979
Thesis: Effect of gender and name style on personnel manager's responses to a resume.

B.S., Psychology, John Carroll University, 1976

B. Professional Employment

Academic

Professor, Part-Time, The University of Akron, 2017 –
Professor: The University of Akron, 1996 - 2017
Associate Professor: The University of Akron, 1991-1996.
Assistant Professor: The University of Akron, 1984-1991.
Assistant Professor: University of Nebraska at Omaha, 1982-1984
Research/Teaching Assistant: The University of Akron, 1978-1982

Consulting and Applied

Doverspike Consulting LLC & Independent Practice, 1978-present

Clients include: Attorney Mark Hanni; Avatar; AvatarFleet; Avesta Systems; Americhem; Barrett & Associates, Inc.; Bayer Corp.; Caliber Associates (Veterans Administration); Carol Boyce (USDA); City of Columbus, Civil Service Commission; Denise J. Knecht & Associates Co; Detroit Diesel; Douglas Brown, LLC; Empire Wholesale Lumber; HRChally; IPMA-HR Assessment Services; John Carroll University; Kastner, Westman, & Wilkins, LLC; Leonard Lybarger; Mark Lewis & Associates; Med-Tox; National Registry of Emergency Medical Technicians; PolyTech; PRADCO; Rockland County, NY; Swagelok; Thinkwise Inc.; Winfred Arthur Jr. Consulting.

Director, Center for Organizational Research, University of Akron, 2001 - 2017.

Clients include: Akron Bar Association; Avatar; Avesta; Baldwin-Wallace College; Center for Organizational Development (Ohio DOT project); Chesterfield; Children's Concert Society; Cleveland Community College (Tri-C) Corporate College; Creative Action, Inc.; Defense Personnel Security Research Center (DoD - PERSEREC) and The International Association of Chiefs of Police (IACP); Edge Learning; ERC; Fathers & Sons; Frederick Post; Future Sculpting; General Electric Lighting; GOJO; Hospice of Wadsworth; Jewish Federation; JoAnn Fabrics; Johnson & Johnson; Kellogg; LeaderAmp; Linda Brown, Ph.D., LLC; Manpower; Mercy Health Medical; National Registry of Emergency Medical Technicians; Neurology and Neuroscience Associates; Novo Nordisk; OMNOVA; Organizational Effectiveness Strategies; Oriana House; Parker Hannifin; PolyTech; PRADCO; Right Management; Silverwood Consulting; Shearer's; Stark County, DJFS; Stark County MRDD; Summit County DJFS (County of Summit Department of Job and Family Services); T. Rowe Price; Timken; TimkenSteel; Work Skills First; University of Akron Law School; University of Akron University College; Vertex; Visual Marking Systems; Watterson & Associates; Youngstown LEAD.

Avesta Systems, Lead Industrial Organizational Consultant, 2013-2020.

Executive Vice President, Barrett and Associates, Inc., Akron, OH, 1984-1999, 2012-2018.

Served as project manager on large consulting projects, including job analysis, test development and administration, and compensation. Conducted research to develop new products and processes and solutions to technical problems. Conducted statistical analyses and wrote technical reports in support of expert witness work for court cases and in response to government inquiries. Clients included federal government agencies, city and state governments, law firms, and large and small private firms.

Blogger for IPMA-HR Assessment Services, 2014-present.

Creator and Lead Blogger, with L. Pamela Vaiana, for *HRLitehouse: A Human Resource Management Blog,* www.ohioverticals.com/blogs/hrlite, 2008-2012.

Senior Consultant, Hallcrest & Craver, Alexandria, VA, 1983-1990.

Provided technical support and statistical analyses for job evaluation, comparable worth and equal pay studies. Clients included state and local governments.

Consultant and Advisor, Center for Applied Psychological Services, University of Nebraska at Omaha, 1982-1984.

Supervised student projects. Clients included local government agencies and area private firms.

Clinical Intern, Winnebago State Mental Hospital, Oshkosh, WI, 1978.

Clinical Practicum, Waushara County Community Mental Health Center, Wautoma, WI, 1977-1978.

Clinical Practicum, Fond du Lac Community Mental Health Center, WI, 1976-1977.

Caseworker, Bellefaire Residential Treatment Center, University Heights, OH, 1975-1976.

C. Teaching

The University of Akron

3750:780	GS: Litigation and Expert Witness Consulting for I-O and Consulting Psychology
3750:780	Graduate Seminar: Competency Modeling and Development
3750:780	Graduate Seminar: Individual Assessments in I-O Psychology
3750:780	Graduate Seminar: Psychology
3750:780	Graduate Seminar: Diversity in the Workforce
3750:780	Graduate Seminar: Psychological Research Using Multivariate Quantitative and Computer Methods
3750:759	Job Evaluation and Equal Pay (Compensation)
3750:756	Role of Attitudes and Values in Industrial/Organizational Psychology
3750:755	Computer Applications in Psychological Research
3750:753	Training and Organizational Development
3750:752	Personnel Selection and Performance Evaluation
3750:750	Advanced Psychological Tests and Measures
3750:660	Science and Ethics of Industrial Psychology
3750:610	Psychology Core 1: Organizational, Social and Applied
3750:507	Tests and Measurements
3750:480	Forensic Psychology
3750:470	Advanced Industrial/Organizational Psychology
3750:446	Research Design and Analysis
3750:407	Tests and Measurements
3750:140	Introduction to Industrial/Organizational Psychology
3750:110	Quantitative Methods in Psychology (Also Supervised Course)
3750:100	Introduction to Psychology

Supervision of Theses and Dissertations

List appears at end of vita; does not include Thesis Waivers completed prior to new thesis waiver system in 1995 at The University of Akron.

D. Publications

Journal Articles Under Review, To Be Presented at Conference, and/or in Preparation

Samipour-Biel, S., Slezak, T., Roberts, A., Cubrich, M., & Doverspike, D. (2020). Predicting high-risk behaviors: development of a situational judgment measure.

Flores, C., Elicker, J. D., Doverspike, D. (2017). Stereotype threat as an explanation for gender differences on high-stakes math tests. J*ournal of Applied Social Psychology*.

Books

Doverspike, D. & Flores, C. (2019). *Becoming an Industrial-Organizational Psychologist*. Oxford, England: Taylor & Francis.

Highhouse, S., Doverspike, D., & Guion, R. M. (2016). *Essentials of personnel assessment and selection (2nd ed.)*. New York, NY: Psychology Press.

Doverspike, D., Taylor, M. A. & Arthur, W., Jr. (2006). *Psychological perspectives on Affirmative Action* (Paperback). Hauppauge: NY: Novinka Publishing.
Doverspike, D., Taylor, M. A. & Arthur, W., Jr. (2000). *Affirmative action: A psychological perspective*. Commack, NY: Nova Scientific Publishing.

Doverspike, D. & Tuel, R. (2000). *The difficult hire: Seven recruitment and selection principles for hard-to-fill positions*. Manassas Park, VA: Impact Publications.

Book Chapters

Doverspike, D., Flores, C., & VanderLeest, J. (2019). Lifespan perspectives on personnel selection and recruitment. In B. Baltes, C. Rudolph, & H. Zacher (Eds.), *Work across the lifespan*. (pp. 343-368). London: Academic Press/Elsevier.

Arthur, W., Jr., Doverspike, D., Kinney, T. B., & O'Connell, M. (2017). The impact of emerging technologies on selection models and research: Mobile devices and gamification as exemplars. In J. L. Farr & N. T. Tippins (Eds.), *Handbook of Employee Selection* (2nd ed.). (Chapter 44, pp. 967-986). New York, NY: Routledge.

Doverspike, D., Arthur, W., Jr., & Flores, C. (2016). Analyzing EEO disparities in pay: A primer on structuring analyses. In S. B. Morris & E. M. Dunleavy (Eds.), *Adverse impact analysis: Understanding data, statistics and risk* (pp. 197-215). New York, NY: Routledge.

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

Barrett, G. V., Doverspike, D., & Young, C. (2010). The special case of public sector police and fire selection. In J. C. Scott & D, Reynolds (Eds.), *Handbook of workplace assessment: Evidence-based practices for selecting and developing organizational talent (pp. 437-462)*. San Francisco, CA: Jossey-Bass.

O'Connell, M. S., Doverspike, D., & Blumental, A. (2006). Leadership and self-directed work team performance: A field study. In Jon L. Pierce & John W. Newstrom (Eds.), *Leaders and the leadership process: Reading, self-assessments and applications* (4th ed., pp. 370-376). McGraw-Hill/Irwin.
*Reprint of O'Connell, M. S., Doverspike, D. & Blumental, A. (2002). Leadership and self-directed work team performance: A field study. *Group and Organization Management, 27,* 50-65.

Sterns, H. L., Doverspike, D., & Lax, G. (2005). The age discrimination in employment act. In F. Landy (Ed.), *Employment discrimination litigation: Behavioral, quantitative, and legal perspectives* (256-293). San Francisco, CA: Jossey-Bass.

Arthur, W., Jr., & Doverspike, D. (2005). Achieving diversity and reducing discrimination in the workplace through human resource management practices: Implications of research and theory for staffing, training, and rewarding performance. In R. L. Dipboye & A. Colella (Eds.), *Discrimination at work: The psychological and organizational bases* (pp. 325-327). San Francisco, CA: Jossey-Bass.

Taylor, M. A., Shultz, K. S., & Doverspike, D. (2005). Recruiting and retaining talented older workers. In P. T. Beatty & R. M. S. Visser (Eds.), *Thriving on an aging workforce: Strategies for organizational and systemic change* (pp. 43-50). Malabar, FL: Krieger Publishing.

Taylor, M. A. & Doverspike, D. (2004). Retirement planning and preparation. In G. A. Adams & T. A. Beehr (Eds.), *Retirement: Reasons, processes, and results* (pp. 53-82). New York: Springer Publishing Company.

Doverspike, D., Cober, A. B., & Arthur, W., Jr. (2004). Multi-aptitude batteries. In J. C. Thomas (Ed.), *The comprehensive handbook of psychological assessment: Industrial/organizational assessment* (Vol 4, pp. 35-55). Hoboken, NJ: Wiley.

Arthur, W., Jr., & Doverspike, D (2004). Information-processing tests. In J. C. Thomas (Ed.), *The comprehensive handbook of psychological assessment: Industrial/organizational assessment* (Vol. 4, pp. 56-74). Hoboken, NJ: Wiley.

O'Connell, M. S., Doverspike, D., Gillikin, S., & Meloun, J. M. (2004). Computer anxiety: Effects on computerized testing and implications for e.cruiting. In J. Jones & E. Basher (Eds.), *Advances in e-business and psychology* (Vol. 1, pp. 25-39). *Reprint of O'Connell, M. S., Doverspike, D., Gillikin, S., & Meloun, J. M. (2001). Computer anxiety: Effects on computerized testing and implications for e.cruiting. *Journal of e.Commerce and Psychology, 1,* 25-39.

Doverspike, D. & Blumental, A. (2001). Gender issues in the measurement of physical and psychological safety. In A. F. Stuhlmacher & D. F. Cellar (Eds.), *Workplace safety: Individual differences in behavior* (pp. 21-34). Binghamton, NY: Haworth Press.
*Co-published simultaneously in Doverspike, D. & Blumental, A. Gender issues in the measurement of physical and psychological safety. *The Journal of Prevention & Intervention in the Community, 22,* 21-34.

Arthur, W. A., Jr., & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. In A. F. Stuhlmacher & D. F. Cellar (Eds.), *Workplace safety: Individual differences in behavior* (pp. 35-42). Binghamton, NY: Haworth Press.
*Co-published simultaneously in Arthur, W. A., Jr., & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. *The Journal of Prevention and Intervention in the Community, 22,* 35-42.

Sterns, H., & Doverspike, D. (1989). Aging and the training and learning process in organizations. In I. Goldstein & R. Katzell (Eds.), *Training and development in work organization* (pp. 299-322).

Subich, L. M., Barrett G. V., Doverspike, D., & Alexander, R. A. (1989). The effects of sex-role-related factors on occupational choice and salary. In R. T. Michael, H. I. Hartmann & B. O'Farrell (Eds.), *Pay equity: Empirical equalities* (pp. 91-104). Washington National Academy Press.

Doverspike, D., Racicot, B., & Albertsson, C. (1988). The role of information processing variables in the decision-making process on job evaluation: Results of empirical studies on sex prototypes, person prototypes, and the effect of training. In R. L. Cardy, S. M. Puffer, & J. M. Newman. *Advances in information processing in organizations* (Vol. 3, pp. 107-119). Greenwich, IN: JAI.

Sterns, H., & Doverspike, D. (1988). Training and developing the older worker: Implications for human resource management. In H. Dennis (Ed.), *14 steps to managing an aging workforce* (pp. 69-84). Lexington, MA: Lexington Books.

Journal Publications

Doverspike, D. & Lawton, G. (2019). Paramedic and EMT staffing crisis prompts new organizational disciplines. *JEMS. Journal of Emergency Medical Services*. Published online at https://www.jems.com/2019/11/14/paramedic-and-emt-staffing-crisis-prompts-new-organizational-disciplines/

Gullette, E. C. D., Fennig, J., Reynolds, T., Humphrey, C., Kinser, M., & Doverspike, D. (2019). Guidelines for education and training at the doctoral and postdoctoral levels in Consulting Psychology/Organizational Consulting Psychology: Executive summary of the 2017 revision. *American Psychologist*, *74*, 608-614. http://dx.doi.org/10.1037/amp0000462

Arthur, W. & Doverspike, D. (2018). An information processing-based conceptual framework of the effects of unproctored internet-based testing devices on scores on employment-related assessments and tests. *Human Performance*, 31, 1-32. DOI: 10.1080/08959285.2017.1403441

Arthur, W., Jr., Doverspike, D., Munoz, G. J., Taylor, J. E., & Carr, A. E. (2014). The use of mobile devices in high-stakes remotely delivered assessments and testing. *International Journal of Selection and Assessment, 22*, 113-123. Doi: 10.1111/ijsa.12062

Zelin, A. I., Lider, M., Doverspike, D., Oliver, J., & Trusty, M. (2014). Competencies and experiences critical for entry-level success for I/O psychologists. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 7,* 70–75. Doi: 10.1111/iops.12108

Arthur, W., Jr., Doverspike, D., Barrett, G. V., & Miguel, R. (2013). Chasing the Title VII Holy Grail: The pitfalls of guaranteeing adverse impact elimination. Special issue of *Journal of Business and Psychology, 28*, 473-485. Doi: 10.1007/s10869-013-9289-6

Carpenter, J., Doverspike, D., & Miguel, R. (2012). Public service motivation as a predictor of attraction to the public sector. *Journal of Vocational Behavior*, *80*, 509-523.

Barrett, G. V., Miguel, R. F., & Doverspike, D. (2011). The *Uniform Guidelines*: Better the devil you know. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 4*, 534–536. Doi: 10.1111/j.1754-9434.2011.01386.x

Doverspike, D. (2011). Lessons from the classroom: Teaching an individual psychological assessment course. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 4,* 338-341. Doi: 10.1111/j.1754-9434.2011.01351

Mahoney, K. T., Buckner, J. E., Buboltz, W. C., & Doverspike, D. (2011). Emotional labor in American professors. *Journal of Occupational Health Psychology*. *16*, 406-423. doi: 10.1037/a0025099

Mahoney, K.T., Buboltz, W., Levin, I.P., Doverspike, D. & Svyantek, D.J. (2011). Individual differences in a within-subjects risky choice framing study. *Personality and Individual Differences, 51,* 248–257.

Doverspike, D., Qin, L., Magee, M. P., Snell, A. F., & Vaiana, L. P. (2011). The public sector as a career choice: Antecedents of an expressed interest in working for the federal government. *Public Personnel Management, 40,* 119-132.

Zhe, J., Doverspike, D., Zhao, J., Lam, P. & Menzemer, C. (2010). High School Bridge Program: A Multidisciplinary STEM Research Program. *Journal of STEM Education: Innovations and Research*, 11(1-2), 45-54.

Walczyk, J. J., Mahoney, K. T., Doverspike, D., & Griffith-Ross, D. A. (2009). Cognitive lie detection: Response time and consistency of answers as cues to deception. *Journal of Business and Psychology*, *24*, 33-49.

Mahoney, K. T., Buboltz, W. C., Jr., Soper, B., Doverspike, D., & Simoneaux, B. J. (2008). Content analysis of consulting psychology journal: Practice and research (Vol. 44-59). *Consulting Psychology Journal, 60*(3), 246-258.

Lam, P. Doverspike, D., Zhao, J. Zhe, J., & Menzemer, C. (2008). Encouraging equal access to STEM education for students with specific learning disabilities. *Journal of SMET: Innovation and Research, 9*(1-2), 1-9.

Bott, J., Ramarkrishnan, M., O'Connell, M., & Doverspike, D. (2007) Practical limitations in making decisions regarding the distribution of applicant personality tests scores based on incumbent data. *Journal of Business and Psychology*, *22*(2), 123. Doi: 10.1007/s10869-007-9053-x

Doverspike, D. (2006). Author's comments on Lam, P.C., Zhao, J., Doverspike, D., & Mawasha, P. R. (2005). The ACT and high school GPA as predictors of success in a minority engineering program. *Annals of Research on Engineering Education. 2*(2). Electronic.

Arthur, W. A., Jr., Bell, S. T., Villado, A. J., & Doverspike, D. (2006). The use of person–organization fit in employment decision making: An assessment of its criterion-related validity. *Journal of Applied Psychology, 41,* 786-801. doi:10.1037/0021-9010.91.4.786

Robinson, R. P. & Doverspike, D. (2006). Factors predicting the choice of an online course. *Teaching of Psychology*, *33,* 64-68.

Lam, P.C., Zhao, J., Doverspike, D., & Mawasha, P. R. (2005). The ACT and high school GPA as predictors of success in a minority engineering program. *Journal of Women and Minorities in Science and Engineering, 11,* 247-255.

Lam, P. C., Srivatsan, T, Mawasha, P. R., Vesalo, J. & Doverspike, D. (2005). A ten-year assessment of the pre-engineering program for under-represented, low income and/or first generation college students at the University of Akron. *Journal of Science, Technical, Engineering and Math Education: Innovations and Research*. *6*(3-4), 14-20.

Doverspike, D., Asay, T., & Vaiana, L. P. (2005). Forming and communicating the vision. *Momentum, 36*(3)*,* 27-31.

Casey, M. & Doverspike, D. (2005). Training needs analysis and evaluation for new technologies through the use of problem-based inquiry. *Performance Improvement Quarterly*, *18*(1), 110-124.

McKay, P. F., Doverspike, D., Bowen-Hilton, D., & McKay, Q. D. (2003). The effects of demographic variables and stereotype threat on black/white differences in cognitive ability test performance. *Journal of Business and Psychology, 18,* 1-14.

Pogson, C., Cober, A., Doverspike, D. & Rogers, J. (2003). Differences in self-reported work ethic across three career stages. *Journal of Vocational Behavior, 62,* 189-201.

McKay, P. F., Doverspike, D., Bowen-Hilton, D. & Martin, Q. D. (2002). Stereotype threat effects on the Raven's scores of African-Americans. *Journal of Applied Social Psychology, 32,* 767-787.

Doverspike, D., Robinson, R., Cober, R., & Cober, A. (2002). Capitalizing on computer-based training technologies: A model for explaining intentions to participate in online learning. *Journal of e.Commerce and Psychology*, 3, 63-76.

Biber, J. K., Doverspike, D., Baznik, D., Blumental, A. B., Ritter, B. A. (2002). Sexual harassment in online communications: Effects of gender and discourse medium. *CyberPsychology and Behavior, 5,* 33-42. Doi: 10.1089/109493102753685863

O'Connell, M. S., Doverspike, D. & Blumental, A. (2002). Leadership and self-directed work team performance: A field study. *Group and Organization Management, 27,* 50-65.

O'Connell, M. S., Doverspike, D., Norris-Watts, C., & Hattrup, K. (2001). Predictors of organizational citizenship behavior among Mexican retail salespeople. *International Journal of Organizational Analysis, 9*, 272-280.

O´Connell, M. S., Hattrup, K., Doverspike, D., & Blumental, A. (2001). The validity of "mini" simulations for Mexican retail salespeople. *Journal of Business and Psychology, 16,* 593-599. Doi: 10.1023/A:1015406420028

O'Connell, M. S., Doverspike, D., Cober, A. B., & Philips, J. L. (2001) Forging work-teams: Effects of the distribution of cognitive ability on team performance. *Applied H.R.M. Research, 6*, 115-128.

Walker, D. F. & Doverspike, D. (2001). The relationship between forgiveness experiences and the masculine gender role among Christian men. *Journal of Psychology and Christianity, 20*, 29-39.

Doverspike, D. & Blumental, A. (2001). Gender issues in the measurement of physical and psychological safety. *The Journal of Prevention & Intervention in the Community, 22,* 21-34. Co-published simultaneously in Doverspike, D. & Blumental, A. (2001). Gender issues in the measurement of physical and psychological safety. In A. F. Stuhlmacher & D. F. Cellar (Eds.), *Workplace safety: Individual differences in behavior* (pp.21-34). Haworth Press.

Arthur, W. A., Jr., & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. *The Journal of Prevention and Intervention in the Community, 22,* 35-42. Co-published simultaneously in Arthur, W. A., Jr., & Doverspike, D. (2001). Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test. In A. F. Stuhlmacher & D. F. Cellar (Eds.), *Workplace safety: Individual differences in behavior* (pp. 35-42). Haworth Press.

McKay, P. F. & Doverspike D. (2001). African-Americans' testing taking attitudes and their effect on cognitive ability test performance: Implications for public personnel management selection practice. *Public Personnel Management, 30,* 67-75. Doi: 10.1177/009102600103000107

O'Connell, M. S., Doverspike, D., Gillikin, S., & Meloun, J. M. (2001). Computer anxiety: Effects on computerized testing and implications for e.cruiting. *Journal of e.Commerce and Psychology, 1,* 25-39. Reprinted as O'Connell, M. S., Doverspike, D., Gillikin, S., & Meloun, J. M. (2004). Computer anxiety: Effects on computerized testing and implications for e.cruiting. In J. Jones & E. Basher (Eds.), *Advances in e-Business and Psychology* (Vol. 1).

Robb, L. A. & Doverspike, D. (2001). Self-reported proclivity to harass as a moderator of the effectiveness of a sexual harassment-prevention training. *Psychological Reports, 88,* 85-88.

Doverspike, D., Taylor, M. A., Shultz, K. S. & McKay, P. F. (2000). Responding to the challenge of a changing workforce: Recruiting nontraditional demographic groups. *Public Personnel Management, 29,* 445-460. Doi: 10.1177/009102600002900403 This article was included by the United Nations in the *IPMA-HR & UN Release Report—Human Resource Recruitment and Best Talent Retention: Tool Kit for the Public Sector*. This was a toolkit that the United Nations released in 2005 that was designed for an international audience and includes 12 articles on HR strategy.

Cober, R. T., Brown, D. J., Blumental, A., Doverspike, D. & Levy, P. (2000). The quest for the qualified job surfer: It's time the public sector catches the wave. *Public Personnel Management, 29,* 479-496. Doi: 10.1177/009102600002900406 This article was included by the United Nations in the *IPMA-HR & UN Release Report—Human Resource Recruitment and Best Talent Retention: Tool Kit for the Public Sector*. This was a toolkit that the United Nations released in 2005 that was designed for an international audience and includes 12 articles on HR strategy.

Hollis-Sawyer, L. & Doverspike D. (2000). Reasonable accommodation in the workplace: Implications of the ADEA and ADA for older workers. *Ethics, Law and Aging Review, 6,* 207-222.

Lam, P.C., Mawasha, R., Doverspike, D., McClain, B., & Vesalo, J. (2000). A description and evaluation of the effects of a preengineering program for underrepresented, low income and/or first-generation college students at The University of Akron. *Journal of Women and Minorities in Science and Engineering, 6,* 221-228.

Blumental, A. J., Cober, R. T., & Doverspike, D. (2000). Appreciating differences in work ethic: Comparing techno-savvy Generation Xers to Baby Boomers. *Journal of e.Commerce and Psychology, 1,* 60-77.

Rutt, S. M. & Doverspike, D. (1999). Salary and organizational level effects on job evaluation ratings. *Journal of Business and Psychology, 14*, 377-384.

Barrett, G. V., Carobine, R. G., & Doverspike, D. (1999). The reduction of adverse impact in an employment setting using a short-term memory test. *Journal of Business and Psychology, 14,* 371-376. Doi: 10.1023/A:1022107611888

Lam, P.C., Doverspike, D. & Mawasha, R.P. (1999). Predicting success in a minority engineering program. *Journal of Engineering Education*, 265-267.

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Arthur, W., Jr., & Doverspike, D. (1987). *ASAT: Administration and scoring manual*. Psychology Department, The University of Akron.

Kohlepp, K. J., Waits, P. C., Doverspike, D., & Thomas, J. C. (1983). *Job analysis training manual*. Omaha, NE: Center for Applied Psychological Services.

E. Honors and Awards

Journal of Business and Psychology, Reviewer of the Year, 2017

Received $500 grant and award to department for supervision of Jalane Meloun's dissertation, which won the IPMAAC 2005 Outstanding Student Paper Competition, 2005.

Distinguished Service Award from IPMAAC for serving on the Board of Directors, 2003-2005.

Nicholas DiCaprio Distinguished Alumni Award in Psychology, John Carroll University, 2001.

International Personnel Management Association Assessment Council, "Certificate of Appreciation," 1993.

Academy of Management, "The Distinguished Faculty Award," 1985.

International Personnel Management Association Assessment Council's Award for Distinguished Service as the Student Paper Competition Award Winner for dissertation entitled *A statistical analysis of internal bias in a job evaluation instrument*, May, 1983.

The University of Akron Graduate Research Fellowship for outstanding research potential, May, 1981.

F. Presentations

Workshops

Doverspike, D. (2019, July). History and basics of public sector assessment and merit-based testing. IPAC Conference, Minneapolis, MN.

Doverspike, D. (2109, May). *Turning the tides on adverse impact: Adrift in my personal raft*. Workshop presented to SWAG Initial Spring Conference, Shreveport, LA.

Doverspike, D. (2019, April). *Cha Cha Changes*. Presented to the VHA National Center for Organization Development (NCOD), 11500 Northlake Drive, Suite 230, Cincinnati, OH.

Doverspike, D. (2108, October). *Turning the tides on adverse impact: Adrift in my personal raft*. Workshop presented to GLEAN Fall Conference, Akron, OH.

Doverspike, D. (2016). *Job analysis training workshop*. IPMA-HR 2016 International Training Conference & Expo Conference, Kansas City, MO.

O'Connell, M., Arthur, W. A., & Doverspike, D. (2015). *Mobile assessment: The horses have left the barn…now what?* SIOP Conference, Philadelphia, PA.

Graff-Reed, R. PhD & Doverspike, D. (2013, October). *All in a day's work: Improving employee well-being for a healthy bottom line*. Ohio Psychological Association, Columbus, Ohio.

Graff-Reed, R. & Doverspike, D. (2012, October). *Helping workplaces thrive in the 21st Century: From "9 to 5" to "24/7."* Ohio Psychological Association, 2012 Convention, Columbus, Ohio.

Doverspike, D. Hayes, D., & Hellkamp, D. (2010, November 10). *Expanding your psychology practice through business consulting*. Ohio Psychological Association, 2010 Convention, Columbus, OH.

Doverspike, D. & Barrett, G. V. (2010, September). *Problems and prophecies in adverse impact*. Personnel Testing Council – Southern California, Los Angeles, CA.

Doverspike, D. Norris-Watts, C, Snyder, D., & Morris, S. (2010, April). *At odds over adverse impact*. SIOP Convention, Atlanta, GA.

Doverspike, D. (2007 May). *Understanding and assessing item bias*. MAPAC Conference, Harrisburg, PA.

Doverspike, D. (2006, October). *Reducing legal risk in the hiring process*. Audio Conference, Human Capital Audioconference Series.

Doverspike, D. (2006, April). *Basic compensation principles: Applying assessment competencies*. Invited keynote address and workshop for PTC-SC, Los Angeles, Spring Conference.

Doverspike, D. (2005, December). *Adverse impact*. Invited workshop to PTC-SC, Los Angeles.

Doverspike, D. (2003, December). *The ART of coping with workplace stress*. Speech and training to the Audit Division, Canton-Akron.

Doverspike, D. (2003, February & March). *Preperformance routines*. Workshop presented to the University of Akron track team and women's soccer team.

Doverspike, D. (2000, May). *How to identify and rectify potential problem areas in personnel selection: Trends in test use and misuse and related topics.* Stark County Human Resource Association Conference on Effective Workforce Management: Employment Law Update & Other Managerial Challenges.

Doverspike, D. (1997, October). *Testing job knowledge*. Workshop presented at Kent State - Stark Campus.

Barrett, G. V., & Doverspike, D. (1985, August). *Job evaluation and comparable worth*. Workshop presented at the 1985 Academy of Management Convention, San Diego, CA.

Doverspike, D., Barrett, G. V., & Alexander, R. A. (1985, June). *The assessment of sex bias in compensation: Problems and solutions*. Workshop presented at the 1985 International Personnel Management Associations Assessment Council Convention, New Orleans, LA.

Barrett, G. V., Alexander, R. A., & Doverspike, D. (1985, April 12-14). *Comparable worth and job evaluation: Legal and psychological issues*. Invited workshop, Sixth Annual I/O-OB Graduate Student Conference, Akron, Ohio.

Session Chair

Doverspike, D. (2017, February). *Licensure for I-O and Consulting Psychology.* Roundtable coordinated at the 2017 Society of Consulting Psychology Conference, Seattle, WA.

Doverspike, D. (1992, May). Chair for session entitled *Culminating a career: Research on later life work transitions*. Presented at the 1992 SIOP Convention, Montreal, CAN.

Doverspike, D. (1991, August). Chair and presenter for symposium *Fresh looks at job design*. Presented at the 1991 APA Convention, San Francisco, CA.

Doverspike, D. (1990, August). *Moderator and chair for session Affirmative action*. Moderator and chair for session at the 1990 APA Convention, Boston, MA.

Paper Presentations

Doverspike, D. (2019, July). *Open Science: Thoughts on open science*. Panel at 2019 IPAC, Minneapolis, MN.

Cubrich, M. & Doverspike, D. (2019, May). *The dark side of personality: Predicting high-risk behaviors in organizations*. Poster presented at the 2019 Midwest Psychological Association, Chicago, IL.

Doverspike, D. (2019). Panelist: *Small business, big challenge: applying big business consulting to small business*. Panelist on discussion to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Flores, C., Doverspike, D., Horan, K. A., Howald, N., McClure, J., & Patenaude, L. (2019, April). *The ins and outs of university-based consulting centers*. Panel discussion to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Doverspike, D. (2019, April). T*he Science-Practice Partnership: Action and Education*. Panel discussion to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Doverspike, D. (2019, March). *Pay equity and the market*. Paper presented at the 2019 PHRRG Conference, Gainesville, FL.

Doverspike, D. (2018, August). *Distinguish yourself from the crowd: Applying to graduate school in mental health.* Paper-workshop presented at Cuyahoga County Juvenile Court, Cleveland, OH.

Sodhi, K., Cubrich, M., Tseng, S. *Toward an Initial Organizing Framework for the Key Outcomes in EMS Professions*. (April, 2018) Poster to be presented the 33rd Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

Doverspike, D. (2017, July). *How can I use competencies? Practical measurement of a competency model: leadership in public safety*. Paper presentation at the 2017 IPAC Conference in Birmingham, AL. 7/17/2017; 1030.

Doverspike, D. Samipour, S., Roberts, A., & Slezak, T. (2017). *Assessing the potential for high risk behaviors among emergency medical service providers.* Paper presentation at the 2017 IPAC Conference in Birmingham, AL. 7/17/2017; 1330

Doverspike, D., Sodhi, K., & Flores, C. (2017). *Driving a public safety attitude survey: taking the pulse of your organization.* Paper presentation at the 2017 IPAC Conference in Birmingham, AL. 7/18/2017; 1330

Taylor, S. A., Zugec, L., Doverspike, D., Colquitt, A. L., Adler, S., Alexander, A., Putka, D. J., King, E. B., Deal, J. J., & Kantrowitz, T. (2017, April). *Theme track: As the pendulum swings: Debating what's really new in I-O*. Special event to be conducted at the 32nd Annual Conference of the Society of Industrial and Organizational Psychology, Orlando, FL.

Flores, C., Elicker, J., & Doverspike, D. (2017, April). *A reexamination of stereotype threat in high-stakes testing*. Poster presented at the 2017 SIOP Conference.

Doverspike, D. (2016, May). *Am I really such a terrible person*. PHRRG, Richmond, VA.

Doverspike, D. (2016, April). Presenter and member of the symposium *The Future of Mobile Assessment: What Could We Do*? With K. Lahti, A. Lawrence, K. Foster, Erin Wood, S. Gutierrez, and J. Labrador. Society for Industrial and Organizational Psychology Conference 2016, Anaheim, CA.

Doverspike, D. (2016, April). Presenter and member of the symposium for *Pro Bon-I/O: Putting I/O Psychology to Good Work for Non-Profits*. With M. Nolan, S. Samipour, K. Arredondo, T. Slezak, L. Diefendorff, J. Lovelace, M. Crayne, and D. Shore.

Doverspike, D. (2015, November 6). *Emerging Technologies and the Evolution of Our Traditional Testing Model*. Personnel Testing Council of Southern California.

Doverspike, D. (2015). *PCAL*. R3D Preconference, Cuyahoga Community College, Cleveland, OH.

Doverspike, D. (2015). Panel member for *Linear I-O in an exponential world: Keeping pace with technology*. Symposium at SIOP, Philadelphia, PA.

Doverspike, D. (2015). *Job analysis: Trends, practices, and what's up*. Invited speaker at GLEAN Conference, Akron, OH.

Carpenter, J. & Doverspike, D. (2014). *Altering images during selection: Assessment content matters*. Poster at SIOP Conference, Honolulu, HA.

Trusty, M., Doverspike, D., Kantrowitz, T., Zelin, A., Lider, M., & Carter, G. (2014). *Executive board invited session: Career study of people with advanced degrees in I-O Psychology*. Symposium at SIOP Conference, Honolulu, HA.

Doverspike, D., Carpenter, J., Ferrell, J., Hoffman, E., & Usher, A. (2013). *The timeless dance of seduction: Managing the public sector brand*. IPAC, Columbus, OH.

Doverspike, D. & Miguel, R. F. (2013). *Career paths and training needs for public sector assessment professionals*. IPAC, Columbus, OH.

Doverspike, D. (2013). *O*NET and beyond: Using occupational classification systems to guide practice.* Session participant.

Doverspike, D. (2012). *Sharing TEA and lessons from the graduate classroom*. Part of the symposium, *Should a measurement course be required of all undergraduate psychology majors*? Symposium at the American Psychological Association Convention, Orlando, FL.

Ferrell, J. Z., Doverspike, D., & Ash, S. R. (2012, April 28). *Impact of remotely delivered assessments on brand image perceptions*. Poster at SIOP, San Diego.

Ferrell, J. Z., Snell, A. F., Doverspike, D., Kraus, A. J., & Nakai, Y. (2012, April 28). *Reexamination of the social identity consciousness scale using job seekers.* Poster at SIOP, San Diego, CA.

Doverspike, D., Arthur, W., Jr., Taylor, J. E., & Carr, A. E. (2012, April 27). *Mobile mania: Impact of device type on remotely delivered assessments*. Part of the Symposium, *Chasing the tortoise: Zeno's paradox in technology-based assessment*. San Diego, CA.

Young, C. & Doverspike, D. (2012, April 28). *Item insensitivity: The influence of item and person characteristic.* San Diego, CA.

Doverspike, D. (2012, March). *The seeds of my discontent*. Select International, Pittsburgh, PA.

Doverspike, D. (2011, November). *Effective use of psychological testing in the workplace.* 2011 Akron Employment Law Conference – Jackson/Lewis, Akron, Oh.

Doverspike, D. (2011, October). *Navigating the complex legal environment of HR 2011 - JCU.* Invited address to John Carroll University MBA class, University Heights, OH.

Doverspike, D. (2011, March). *Investigating item idiosyncrasies*. Personnel Testing Council Northern California Conference, Sacramento, CA.

Doverspike, D. (2010, October). *The conundrum of adverse impact*. Personnel Testing Council – Metropolitan Washington. Washington, DC.

Doverspike, D., Carpenter, J., & Hilliard, A. (2010, July). *Assessing the value of assessing public service motivation: Public service work ethic*. International Personnel Assessment Council Conference, Newport Beach, CA.

Mahoney, K. T., Buckner, J., Buboltz, W., & Doverspike, D. (2010, June). *Individual differences in emotional labor and its consequences.* Poster presented at American Psychological Society, Boston, MA.

Doverspike, D. (2010). Part of Symposium on *Engaging students in applied work: Lessons from university-based consulting centers*. Symposium at 2010 SIOP Convention, Atlanta, CA.

Doverspike, D, Zhao, J., Lam, P., Zhe, J. and Menzemer, C. (2009, June). S*TEM summer and academic year workshops for middle school students on IEPs at The University of Akron.* Poster presented at 2009 Joint Annual Meeting Innovation and Leadership through a Diverse STEM Workforce, Washington, DC.

Doverspike, D. (2009, May). *Assessing the items: Using SME judgments for linkages, sensitivity, and cut off scores*. Talk presented at the Spring 2009 MAPAC Conference in Harrisburg, PA.

Lam, A., Doverspike, D., & Arthur, W. (2009, April). *An examination of the impact of instruction set on Angoff ratings in the development of critical scores*. Paper presented at 2009 SIOP Convention, New Orleans, LA.

Mahoney, K. T., Monaghan, D., & Doverspike, D. (2009, April). *Expanding the emotional labor construct to include perceived difficulty*. Paper presented at 2009 SIOP Convention, New Orleans, LA.

Mahoney, K. T. Walczyk, JJ, Doverspike, D, & Griffiths-Ross, D. (2008, August). *Cognitive lie detection: An alternative approach.* Paper at American Psychological Association, Boston, MA. doi: 10.1007/s10869-009-9090-8

Doverspike, D., O'Connell, M. S., & Reeder, M. (2008, April). *Temporal stability and retest effects across personnel selection methods*. Paper at 2008 SIOP Convention, San Francisco, CA.

Miklos, S. & Doverspike, D. (2008, April), *Aging and industrial and organizational psychology, community of interest discussion*. Paper at 2008 SIOP Convention, San Francisco, CA.

Chan, S., Cober, R. T., Doverspike, D., Haaland, D. E., Mastrangelo, L., Safran, A., Sinar, E. F., Smedley, M., Vassar, A., & Wasko, L. E. (2008, April). *Exploring testing environment effects beyond the proctored versus unproctored distinction*. Symposium at 2008 SIOP Convention, San Francisco, CA.

Lam, P. Doverspike, D., Zhao, J., Zhe, J. & Menzemer, C. (2008, March). *Fostering STEM based education for middle school students on learning disability related IEPs*. ASEE NCS Conference, Wright State.

Menzemer, C., Lam, P., Zhao, J., Zhe, J., & Doverspike, D. (2007, October). *Enhancing access and fostering science, technology, engineering and math (STEM) using civil engineering materials applications for special learning disabilities middle school students.* Frontiers in Education Conference, Milwaukee, WI.

Doverspike, D. (2007, May). *Understanding and assessing item bias*. MAPAC Conference, Harrisburg, PA.

Mahoney, K., Svyantek, D., & Doverspike, D. (2007, May). *A within-subject framing and risky choice study*. Association for Psychological Society, Washington, DC.

Lam, P., Zhao, J., Doverspike, D., Zhe, J. & Menzemer, C. (2007, April). *An initial assessment of the effectiveness of the enhancing access and fostering science, technology.* Engineering and Math (STEM) NSF Summer Workshop Program, Louisville, KY.

Zhe, J., Zhao, J., Lam, P., Doverspike, D., & Menzemer, C. (2007, March*). Fostering science, technology, engineering and math using intelligent balloon for special learning disabilities middle school students.* Spring 2007 American Society for Engineering Education North Central Section Conference at West Virginia Institute of Technology (WVUTech).

Doverspike, D. (2006, May). *Assessing person-job fit in selection: An objective approach.* Paper presentation at 2006 SIOP Convention, Dallas, TX.

Doverspike, D. (2006, May). *Recent trends in adverse impact litigation.* Panelist at session at 2006 SIOP Convention, Dallas, TX.

Doverspike, D. (2005, December). *Volunteers and the public work ethic*. Invited address to PTC-SC, Los Angeles, CA.

Doverspike, D. (2005, October). *Navigating the complex legal environment of HR.* Invited address to University of Akron Student SHRM, Akron, Ohio.

Doverspike, D. (2005, October). *Increasing diversity through human resources*. Invited address to the IPMA-HR International Training Conference, Dallas, TX.

Doverspike, D. (2005, April). *Unproctored internet testing.* Symposium at 2005 SIOP Convention, Los Angeles, CA.

Doverspike, D. (2005, April). *Cognitive task analysis.* Symposium at 2005 SIOP Convention, Los Angeles, CA.

Doverspike, D. (2005, April). *Individual difference models for predicting safety.* Symposium at 2005 SIOP Convention, Los Angeles, CA.

Doverspike, D. (2004, October). *Retaining talent in the public sector*. Paper presented at the IPMA-HR Training Conference, Phoenix, AZ.

Doverspike, D. (2004, September). *Firm advice on retention*. Paper presented at the Georgia Merit Conference, Atlanta, GA.

Doverspike, D. (2004, June). *Achieving diversity and reducing adverse impact*. Paper presented at the IPMAAC Convention, Seattle, WA.

Doverspike. D. (2004, June). *Achieving diversity in the workplace*. Paper presented at colloquium series at Wright State University, Dayton, OH.

Lamancusa, K. A., Ramakrishnan, M., Doverspike, D., Parry, C. (2004, April). *Career-related continuous learning in the professional speaking industry*. Paper presented at the 2004 SIOP Convention, Chicago, IL.

Robinson, R. & Doverspike, D. (2004, April). *Predicting online course taking behavior: The theory of planned behavior*. Paper presented at the 2004 SIOP Convention, Chicago, IL.

Lawrence, A. & Doverspike, D. (2004, April). *The use of person-organizational fit in employment decision making*. Paper presented at the 2004 SIOP Convention, Chicago, IL.

Arthur, W. A., Jr., & Doverspike, D. (2004, April). *The use of person-organizational fit in employment decision making*. Paper presented at the 2004 SIOP Convention, Chicago, IL.

Cober, A. & Doverspike, D. (2004, April). *Individual differences in self-regulatory effectiveness: Action-state orientation, volitional competencies, and performance.* Paper presented at the 2004 SIOP Convention, Chicago, IL.

Doverspike, D. (2003, May). *Constructing a course in e.psychology and the science of online behavior*. Paper presented at the 2003 American Psychological Society Convention, Atlanta, GA.

O'Connell, M. S., Bott, J. P., Ramakrishnan, M., & Doverspike, D. (2003, April). *Implications of applicant versus incumbent differences on personality scores*. Paper presented at the 2003 SIOP Conference, Orlando, FL.

Taylor, M. A. & Doverspike, D. (2003, April). *Retirement planning and preparation*. Paper presented at the 2003 SIOP Conference, Orlando, FL.

Selenta, C., Cober, R. T., Levy, P., Doverspike, D., Chang, C., & Pogson, C. (2003, April). *The University of Akron's Center for Organizational Research (COR): How we got there from here*? Paper presented at the 2003 SIOP Conference, Orlando, FL.

Doverspike, D. (2003, March). *Memory improvement techniques*. Paper presented to the Akron Area Public Relations Society.

Svyantek, D., Elicker, J., & Doverspike, D. (2003, March). *Applied "ask the experts."* Presentation at the IOOB 2003 24th Annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Akron, OH.

Taylor, M. A. & Doverspike, D. (2002, April). *Addressing projected workforce shortages by recruiting and retaining older workers*. Paper presented at the 2002 SIOP Conference, Toronto, CAN.

McKay, P. F. & Doverspike, D. (2002, April). *An application of stereotype threat theory to personnel selection*. Paper presented at the 2002 SIOP Conference, Toronto, CAN. Also Discussant for session - Cultivating a diverse workforce: Pitfalls and potential treasure.

Ritter, B. & Doverspike, D. (2002, April). *The changing nature of sexual harassment*. Poster presented at the 2002 SIOP Conference, Toronto, CAN.

Doverspike, D. (2001, August). *Recruiting the older worker*. Paper presented at the 2001 American Psychological Convention, San Francisco, CA.

Doverspike, D. & Blumental, A. (2001, April). *Gender issues in the measurement of physical and psychological safety.* Paper presented at the 16th Annual SIOP Conference, San Diego, CA.

Arthur, W. A. & Doverspike, D. (2001, April). *Predicting motor vehicle crash involvement from a personality measure and a driving knowledge test.* Paper presented at the 16th Annual SIOP Conference, San Diego, CA.

Doverspike, D. & Miguel-Feruito, R. F. (2001, April). *Test-wiseness training as a mechanism for reducing adverse impact: Effects on responses to a reading comprehension test with omitted passages.* Paper presented at the 16th Annual SIOP Conference, San Diego, CA.

Miller, C. E., Barrett, G. V., & Doverspike, D. (2000, August). *A comparison of the career woman and career man stereotypes.* Poster session presented at the annual meeting of the American Psychological Association, Washington, D.C.

Blumental, A., Doverspike, D., Cober, R. T., & Monaghan, D. M. (2000, April). *Is Generation X motivated? A comparison of work ethic between Generation X and individuals over age 35.* Presented at the 2000 SIOP Convention, New Orleans, LA.

O'Connell, M. S. & Doverspike, D. (2000, April). *Who should you put together on a work team?* Presented at the 2000 SIOP Convention, New Orleans, LA.

Doverspike, D., Arthur, W. E., Jr., Struchul, A., & Taylor, M. A. (2000, April). *The cosmopolitan personality.* Presented at the 2000 SIOP Convention, New Orleans, LA.

O'Connell, M. S. & Doverspike, D. (2000, April). *A partial test of cognitive resource theory in an automotive plant.* Presented at the 2000 SIOP Convention, New Orleans, LA.

O'Connell, M. S., Meloun, J., Gillikin, S., & Doverspike, D. (2000, April). *Is negative affectivity a wolf in sheep computer anxiety's clothing?* Presented at the 2000 SIOP Convention, New Orleans, LA.

Tuel, R. C. & Doverspike, D. (2000). *The difficult hire*. Paper presented at the Akron SHRM meeting, Akron, Ohio.

Tuel, R. C. & Doverspike, D. (2000, April). *The difficult hire.* Paper presented at the Canton SRHM Meeting.

Lam, P. C., Doverspike, D., & Mawasha, P. R. (March, 2000). *Assessing and predicting the success of increasing diversity in engineering academics (IDEAs) at The University of Akron.* Paper presented at the MEP Workshop at the 2000 NAMEPA National Conference.

McKay, P. F. & Doverspike, D. (1999). *Stereotype threat effects on the IQ test scores of African Americans.* Paper presented at the 1999 SIOP Convention.

Bishop N. B., Barrett, G. V., Doverspike, D., Hall, R. J., & Svyantek, D. (1999). *Big five and selection: Factors impacting responses and validities*. Poster session to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Rotenberry, P. F., Barrett, G. V. & Doverspike, D. (1999). *Determination of systematic bias for an objectively scored in-basket assessment*. Poster presented at 1999 SIOP Convention.

Mawasha, P. R. & Doverspike, D. (1998). *The effectiveness of the ASME Diversity Action Grants.* Paper presented at the 1998 International Mechanical Engineering Congress and Exposition, Anaheim, CA.

Doverspike, D., Lam, P., Mawasha, R. (1998). *AA in action in a university environment: A strategy for increasing minority representation in engineering and the sciences*. Presented at the 1998 Sigma Xi Conference, Vancouver, CAN.

Doverspike, D. (1998). *Sigma Xi: Rebirth at the University of Akron*. Presented at the 1998 Sigma Xi Conference, Vancouver, CA.

Doverspike, D. (1998). *Generation X*. PHRRG Meeting, Chicago, IL.

Doverspike, D. (1998). *Why Industrial/Organizational Psychology?* Invited workshop and colloquium, Penn State University, Behrend College, PA.

Doverspike, D. (1998). *AA in action in a university environment: How would you do it differently?* Presented at the 1998 SIOP Convention, Dallas, TX.

Barrett, G. V., Miller, C. E., Doverspike, D., Olesen, E. P., Callahan, C. M. (1998). *An investigation of the career woman/career man stereotype*. Presented at the 1998 SIOP Convention, Dallas, TX.

Doverspike, D., (1997, October). *Testing job knowledge.* Workshop presented at Kent State University.

Doverspike, D., Miguel, R., & Barrett, G. V. (1997, August). *Impact of passage dependency on reading comprehension test performance.* Paper presented at 1997 APA Convention, Chicago, IL.

Doverspike, D. (1997, April). *Attacking psychological and expert theories*. Invited speaker, Sigma Xi, University of Wisconsin-Oshkosh.

Doverspike, D. (1997, April). *What's new in testing*? Invited speaker, Akron SHRM.

Doverspike, D. (1997, April). *Test use and misuse.* Invited colloquium, Psychology Department, University of Wisconsin-Oshkosh.

Doverspike, D. (1997, March 24). *OJ, tokens, and human factors*. Invited colloquium address, Texas A & M Colloquium Series, College Station, TX.

Hollis, L., Sherman, L. R., Sterns, H., & Doverspike, D. (1996, June). *Older adults in the workplace and the Americans with Disabilities Act of 1990*. Symposium presented at the 1996 IPMAAC Conference in Boston, MA.

Doverspike, D., Arthur, W. Jr., & Woehr, D. (1996, June). *Public personnel practices in Ghana and Nigeria*. Symposium presented at the 1996 IPMAAC Conference in Boston, MA.

Cellar, D. F., Miller, M. L., Doverspike, D., & Klausky, J. D. (1996). *A comparison of factor structures and criterion-related validity coefficients for personality measures based on the lexical and questionnaire five-factor models: The impact of scale transparency on factor structure and prediction.* Presented at the 1996 SIOP Convention, San Diego, CA.

Stanush, P. L., Arthur, W., Jr., & Doverspike, D. (1996). *Racial minorities' reactions to affirmative action in a simulated selection scenario.* Presented at the 1996 SIOP Convention, San Diego, CA.

Arthur, W., Jr., Doverspike, D. and Kuthy, J. E. (1996). *Striking gold through a deep-level organizational intervention in Ghana's mining industry.* Presented at the 1996 SIOP Convention, San Diego, CA.

Doverspike, D. & Miguel, R. (1995). *Practical aspects of arranging internships*. Paper presented at the 1995 International Personnel Management Association's Assessment Council's Convention, New Orleans, LA.

Miguel, R. & Doverspike, D. (1995). *Internships: The student viewpoint*. Paper presented at the 1995 International Personnel Management Association's Assessment Council's Convention, New Orleans, LA.

Doverspike, D., & Bartels, L. K. (1995). *Effects of assessor characteristics on assessor scores.* Paper presented at the 1995 International Personnel Management Association's Assessment Council's Convention, New Orleans, LA.

Doverspike, D. (1995). *Leading self-directed work groups*. 1995 PHRRG Conference, New Orleans, LA.

Doverspike, D., Justice, A., & Polomsky, M. (1993). *Adult attachment styles and reactions to sexual harassment scenarios*. 1993 APA Convention, Toronto, CA.

Miklos, S., Sawyer, T. P., & Doverspike, D. (1993). *Customer rating of performance: Are they useful*? 1993 SIOP Convention, San Francisco, CA.

Kahney, L. & Doverspike, D. (1992, May). *Disaggregating assessment center validities*. Poster presented at the 1992 SIOP Convention, Montreal, CAN.

Alexander, R. A., Barrett, G. V., & Doverspike, D. (1991, April). *Appropriate (and inappropriate) data and analyses relevant to the dynamic criteria question*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Arthur, W., & Doverspike, D. (1991, April). *A comparative longitudinal investigation of two predictors of accident involvement*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Doverspike, D. (1991, February). *Training approaches for older adults: Time is running out*. Paper presented at the 15th Anniversary Celebration of the Institute for Lifespan Development and Gerontology, Akron, OH.

Doverspike, D. (1990, August). *Real world issues without research based solutions. A needs analysis of I/O research*. Participant on panel discussion at the 1990 APA Convention, Boston, MA.

Doverspike, D. (1990, May). *Can the compensable worth of female sex typed jobs be measured*? Invited paper presented to the 66th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Doverspike, D. (1990, June). *Information processing approaches to test development and construction as evidence for test validity*. Paper presented at the 1990 IPMAAC Conference, San Diego, CA.

Arthur, W., Jr., Feuntes, R., Hart, D., & Doverspike, D. (1989, August). *Relationship between personnel tests, age and job performance*. Presented at the 1989 APA Convention in New Orleans, LA.

Doverspike, D. (1989, April). *Job evaluation*. Member of panel discussion entitled *Comparable worth: Can it achieve pay equity*. Presented at the 1989 SIOP Conference, Boston, MA.

Schwartz, L. S., Kubitz, N. S., Sterns, H. L., Alexander, R. A. and Doverspike, D. (1988, April). *The relationship between work pace and performance accuracy for younger and older adults on a computerized visual monitoring inspection task.* Presented at the Second Cognitive Aging Conference, Atlanta, GA.

Cellar, D. F., Doverspike, D., Durr, M., & Halsell, S. (1987, April). *The effect of cognitive style, job analysis information format and sex of rates on the accuracy of job evaluation ratings*. Paper presented at the 1987 Division 14 Midyear Convention, Atlanta, GA.

Doverspike, D., Racicot, B., & Hauenstein, N. (1987, April). *Job evaluation and labor market effects on simulated compensation decisions*. Paper presented at the 1987 Division 14 Midyear Convention, Atlanta, GA.

Doverspike, D. (1988, April). Chair for symposium on *Industrial gerontology: An exploration of legal and research issues*. Presented at the Third Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Dallas, Texas. Included the paper, T Taylor, M. A., Doverspike, D., & Brickner, M. refining the measurement of attitudes toward older workers.

Doverspike, D., Racicot, B., & Albertsson, C. (1986, October). *The role of information processing variables in the decision making process in job evaluation: Results of empirical studies on sex prototypes, person prototypes and the effect of training.* Paper presented at the Conference on Decision Making and Information Processing, Buffalo, NY.

Alexander, R. A., Barrett, G. V., & Doverspike, D. (1985, June 6-8). *Critique of multiple regression approaches to analyzing pay discrimination*. Paper presented at the 46th Annual Convention of the Canadian Psychological Association, Halifax, Nova Scotia.

Racicot, B. M., & Doverspike, D. (1985, April 12-14). *Review of the literature on perceptions of sex discrimination and the propensity to sue*. Paper presented at the 1985 I/O-OB Graduate Student Convention, Akron, OH.

Doverspike, D., Dunn, M., & Cella, A. (1984, August). *Occupational interest as a function of sex ratios*. Paper presented at the 1984 American Psychological Association Convention, Toronto, CAN.

Doverspike, D. (1984, April). *Comparable worth: Psychological issues*. Paper presented at the 1984 Nebraska Psychological Association Spring Meeting, Lincoln, NE.

Durr, M., & Doverspike, D. (1984, April). *Supervisors' attitudes toward involuntary turnover*. Paper presented at the 1984 Nebraska Psychological Association Spring Meeting, Lincoln, NE.

Cella, A., Durr, M., Habler, B., & Doverspike, D. (1984). *Goal setting and expectancy theory predictions of academic effort performance*. Paper presented at 1984 I/O-OB Graduate Student Conference, Norfolk, VA.

Durr, M., Cella, A., & Doverspike, D. (1984). *Effect of participation rates on perceived discrimination and occupational interest*. Paper presented at 1984 I/O-OB Graduate Student Conference, Norfolk, VA.

Doverspike, D., Innaurato, T., & Levin, J. (1984). *The fifty-nine cent controversy: Perceptions of an ambiguous situation*. Presented at the 1984 Southwest Academy of Management and Convention, San Antonio, TX.

Hoffman, C. C., Fredericks, A., & Doverspike, D. (1983). *Another look at "Do behavioral observation scales measure observation.*" Presented at the 1983 APA Convention, Anaheim, CA.

Doverspike, D. (1983, May). *A statistical analysis of internal sex bias in a job evaluation instrument*. Presented at the 1983 IPMAAC Convention, Washington, DC.

Carlisi, A. M., Cooper, E. A., Cronshaw, S., & Doverspike, D. (1982, April). *Symposium: Job evaluation, equal pay, and comparable worth*. Presented at the Third Annual National 1/0 & OB Graduate Student Convention, College Park, MD.

G. Professional Activities

Supported Research or Projects

Doverspike, D. (2020). Avatar Concurrent Validation Study, $1,142.91.

Doverspike, D. (2019). Avesta Priority Ambulance Organizational Climate Survey, $3628.

Doverspike, D. (2019). Akron Children's Concert Society, $1,250.

Doverspike, D. (2019). National Registry Facilitation, $9,289.51.

Doverspike, D. (2019). Shearer's, Engagement Survey Project, $9525.

Doverspike, D. (2019). Novo Coding Project, $875

Doverspike, D. (2019). Novo 2019 Project, $1500.

Doverspike, D. (2019). AAA Turnover Survey for Avesta 2019, open amount.

Doverspike, D. (2019). Shearer's Survey, $9525.

Doverspike, D. (2019). CareFlite Survey for Avesta, $3,000

Doverspike, D. (2018). Waterson Associates, Test development, $1,000.

Doverspike, D. (2018). TimkenSteel notetaking, $375.

Doverspike, D. (2018). Wise Old Tree/Christina Moran project, $1,000

Doverspike, D. (2018). Avesta/NEMSMA SJT item writing, open amount.

Doverspike, D. (2018). Timken Steel training project, $18,950.

Doverspike, D. (2018). Checkster Competency Interview Development, $1,650.

Doverspike, D. (2017) Shearer's Monthly and Quarterly Coding 2017, $2,500.00.

Doverspike, D. (2017). Shearer's Job Description Project, 2017, $3,050.

Doverspike, D. (2017). Shearer's Engagement Survey, 2017-2018, $11,875.

Doverspike, D. (2017, September). Novo: September Survey Coding Project, $500.

Doverspike, D. (2017, August). Avesta, Buckeye Ambulance Organizational Climate Survey, $2,650.00.

Doverspike, D. (2017-2018). Adult Protective Services (APS) Care Coordination Program Data Analysis Services, County of Summit Department of Job & Family Services, $20,000.

Doverspike, D. (2017, August). Novo Nordisk, Inc., August 2017 Survey Coding Project, $500.

Doverspike, D. (2017, August). Checkster fall validation project, $1900.

Doverspike, D. (2017). TimkenSteel, Roberts summer work, $2000.00.

Doverspike, D. (2017). Shearer's coding 2017, $2250.00

Doverspike, D. (2017). Seeds of Literacy test validation.

Doverspike, D. (2017). Novo May Survey Coding Project, $562.50.

Doverspike, D. (2017). Novo Monthly and Quarterly Coding Project, $2,250.00.

Doverspike, D. (2017). Checkster Validation Project, $1,875.00.

Doverspike, D. (2017). American Medical Response Organizational Climate Survey, $2,600.00.

Doverspike, D. (2017). TimkenSteel Security and Fire Training Project, $18,950.

Doverspike, D. (2017). Shearer's Action Planning Project, $562.50.

Doverspike, D. (2017). April Novo Nordisk Survey Coding Project, $562.50.

Doverspike, D. (2017). Linda Brown Bars Project, $2250.

Doverspike, D. (2017). Checkster Competency Project, $1475.

Doverspike, D. (2017). Checkster Validation Project, $737.50.

Doverspike, D. (2017). Novo Nordisk, Driving Change Survey Coding Project, $450.

Doverspike, D. (2017). Shearer's Job Description Project, $2,000.

Doverspike, D. (2017). Avesta test translation, $500.00
.

Doverspike, D. (2016-2017). Adult Protective Services (APS) Care Coordination Program Data Analysis Services, County of Summit Department of Job & Family Services, $22,759.

Doverspike, D. (2016). TimkenSteel Focus Group Project, $551.25.

Doverspike, D. (2016, October). MEMS Survey Project for Avesta, $1627.50

Doverspike, D. (2016, October). Novo Nordisk, Communications Survey Coding Project, $225.00.

Doverspike, D. (2016, October). Novo Nordisk Survey, $2000.00

Doverspike, D. (2016, October). Shearer's Survey Response Project, $2600.

Doverspike, D. (2016, January). 2016 POA I Reactions Survey Analyses, Novo Nordisk, $2,770.

Doverspike, D. (2016, January). Avesta Systems, Inc., CareFlite Climate Survey, $3,000.

Doverspike, D. (2015, December). Summit County Department of Job and Family Services, Case Manager Job Analysis and Validation Report for the Summit County Department of Job and Family Services, Case Manager, On-the-Job Training Program, $4,750.

Doverspike, D. (2015). Adult Protective Services Care Coordination Program Data Analysis Services, County of Summit Department of Job & Family Services, $12.070.81.

Doverspike, D. (2015). North Olmsted Police Entry Level Administration, $1,000.

Doverspike, D. (2015). North Olmsted Fire Lieutenant Test – Polytech, $4,516.88.

Doverspike, D. (2015). Novo Nordisk: November 2015 Survey Coding, $1,350.

Doverspike, D (2015). Novarate Virtue Model, $10,225.

Doverspike, D. (2015). Frederick News Post 2015 Employee Attitude Survey, $1,875.00.

Doverspike, D. (2015). Test Development for NEMSMA: Avesta, $17,900.

Doverspike, D. (2015). 2015 POA Reactions Survey Analyses, Novo Nordisk, $2,770.

Doverspike, D. (2015). Avesta Medstar Survey 2015, $2,700.

Doverspike, D. (2015). Novo Nordisk: NNI Survey Response Coding project, $495.

Doverspike, D. (2015) Criterion-related Validity Study for the IPCS PCE, $5,230.

Doverspike, D. (2015 Summer). Timken Limited Summer Work from COR, Associate Special Projects, $1,125.

Doverspike, D. (2015). Saxenda Launch Survey Analysis Project, $2,250.00.

Doverspike, D. (2015). Shearer's Biodata Analysis Project, $1,912.50.

Doverspike, D. (2015). Novo Nordisk: Food Services Survey Analysis Project, $2700.

Doverspike, D. (2015). Johnson and Johnson White Paper Project, $5,062.50.

Doverspike, D. (2015). Avesta Careflite Survey & Trend Analysis, $1,645.

Doverspike, D. (2015). Avesta Careflite Climate Survey - Part 2, $67.50.

Doverspike, D. (2015). Novo Nordisk, 2015 POA Reactions Survey Analysis Project, $2,430.

Doverspike, D. (2015). Avesta, Huntsville Structured Interview Project, $393.75.

Doverspike, D. (2015). Novo Nordisk, RFT & ADFST Competency Survey Analysis, $973.13.

Doverspike, D. (2014). GE Bucyrus, Transportability Study, $2,501.70.

Doverspike, D. (2014). GE Circleville, Transportability Study, $2,711.28.

Doverspike, D. (2014). Novo Nordisk, 2014 POA Responses Survey Analysis, $2,531.25.

Doverspike, D. (2014). Tri-C, Corporate College, Comprehensive Logistics Sequencer Test-Part 1, $2,408.75.

Doverspike, D. (2014). T. Rowe Price, Behavioral Interview Item Development for Leadership Competency Model, $2,581.25.

Doverspike, D. (2014 Summer). Timken, COR Associate Special Projects, $4,500.

Doverspike, D. (2014). Poly-Tech Associates - North Olmsted Fire Entry, $1,805.

Doverspike, D. (2014). Timken Culture Survey Analysis Project, $1,012.50.

Doverspike, D. (2014). Tri-C Corporate College, Schwebel's Production Worker Validation Study #2, $5,025.

Doverspike, D. (2014). Job Analysis and Suggestions for Schwebel's Route Driver Position, $5,000.

Doverspike, D. (2014). Adult Protective Services Care Coordination Program Data Analysis Services, County of Summit Department of Job & Family Services, $12,070.81.

Doverspike, D. (2014). Frederick News Post, 2013 Employee Attitude Survey, $1,475.00.

Doverspike, D. (2014). Novo Nordisk 2014 POA Reactions Survey Analyses, $3,000.

Doverspike, D. (2013). Checkster Adverse Action Analysis, $1,492.50.

Doverspike, D. (2013). CareFlite Survey Analysis, $1,025.00.

Doverspike, D. (2013). Corporate College Schwebel's Concurrent Validation, $2,425.00.
Doverspike, D. (2013). Corporate College Schwebel's Mini—Pilot Validation, $500.

Doverspike, D. (2013). Avesta – DOBI Personality Test Analysis, $2,600.

Doverspike, D. (2013). Johnson & Johnson Literature Review – White Paper Project, $11,250.

Doverspike, D. (2013). North Olmsted Fire Lieutenant Test, $3,872.50.

Doverspike, D. (2013). North Olmsted Police Sergeant Test, $3,872.50.

Doverspike, D. (2013). Lineage Logistics Transportability Validation Study, AVESTA, $3,982.50.

Doverspike, D. (2013). Job Analysis and Performance Criteria Analysis for Curriculum Development, Corporate College, $1,600.

Doverspike, D. (2013). Employee Survey Work for Summit Racing Equipment, Linda Brown, Partners for Organizational Success, $3,150.

Doverspike, D. (2013). Job Analysis for Cuyahoga Community College District, Corporate College, $4,375.

Doverspike, D. (2013). Survey Content Analysis, Novo Nordisk, $6,000.

Doverspike, D. (2103, Fall). COR Associate Special Projects, Timken, $7,650.00.

Doverspike, D. (2013, Summer). COR Associate Special Projects, Timken, $2,250.

Doverspike, D. (2013). Hospital Survey Project, International Strategy & Consulting, $3,775.

Doverspike, D. (2013). Talent Review Analysis for Timken, $1,068.75.

Doverspike, D. (2013). CareFlite Survey, $1,362.50.

Doverspike, D. (2013). FirstMed Survey. $3,006.36.

Doverspike, D. (2013). North Olmsted Assessments #1 for PolyTech, $5,009.76.

Doverspike, D. (2013). Novo Nordisk Training Survey, $3,000.

Doverspike, D. (2013). Medstar Survey, $2,005.

Doverspike, D. (2013). SIOP Career Study, $7,000.

Doverspike, D. (2012). T. Rowe Price Associates, Inc. and University of Akron, Statement of Work No. 3, Version No. 1, $4,888.80.

Doverspike, D. (2012). T. Rowe Price Associates, Inc. and University of Akron, Statement of Work No. 4, Version No. 1, $2,444.00.

Doverspike, D. (2012). Timken Fall of 2012 Additional Hours for Miscellaneous Projects, $2,268.00.

Doverspike, D. (2012). T. Rowe Price Associates, Inc. and University of Akron, Statement of Work No. 2, Version No. 1, $2,872.80.

Doverspike, D. (2012). T. Rowe Price Associates, Inc. and University of Akron, Statement of Work No. 1, Version No. 1, $2,444.

Doverspike, D. (2012). Timken Miscellaneous Projects Additional Hours, $3,213.00.

Doverspike, D. (2012). Timken Miscellaneous Projects, $2,142.00.

Doverspike, D. (2012). AMR Physical Ability Test Validation for Avesta, $25,681.

Doverspike, D. (2012). Kellogg Business Leader Model Item Generation, $2016.

Doverspike, D. (2012). Mercy Health Transportation – Cincinnati Structured Interview Project, $5,502.42.

Doverspike, D. (2012). COR Associate Special Projects, Timken, $1,000.

Doverspike, D. (2011). Medical Mutual Qualitative Data Analysis for Partners for Organizational Success, $3,097.08.

Doverspike, D. (2011). COR Associate Project Hours, Timken, $2,142.

Doverspike, D. (2011). EMS Physical Ability Test Validation, $15,649.20.

Doverspike, D. (2011). Voluntary Turnover Phone Interviews and Data Entry, Avatar Management Systems, $945.00.

Doverspike, D. (2011). Wayne County Needs Analysis, University of Akron – Wayne Campus, internal, $781.83.

Doverspike, D. (2010). Timken Company, Miscellaneous Projects funded by the Timken Company, $2,142.

Doverspike, D. (2010). Organizational Effectiveness Strategies Miscellaneous Projects Funded by Organizational Effectiveness Strategies (OES), $2,324.07.

Doverspike, D. (2010). Timken Company, Miscellaneous Projects funded by the Timken Company, $6,426.

Doverspike, D. (2010). The University of Akron – Wayne College Assessment Facilitation Project, $14,451.

Doverspike, D. (2009). DDI Job Analysis Project, $17,294.67.

Doverspike, D. (2009). Employee Attitude Survey funded by the Frederick News Post, $2,790.

Doverspike, D. (2009). Timken Company's Summer 2009 Special Task Project, $4,284.00.

Doverspike, D. (2009). Timken Job Analysis and Selection Validation Projects for 2009, $6,426.00.

Doverspike, D. (2008). Timken Panel Interview Project for 2008, $2,142.00.

Hall, R. and Doverspike, D. (2008). Analysis of Novo Nordisk Survey, $6,753.60.

Lam, P. (PI, 2006-2008). Enhancing access and fostering technology based education for students with specific learning disabilities. NSF, HRD - Res in Disabilities Ed. $282,969. (Doverspike share $4,000 in summer compensation for first year, $6,000 second year, $6,000 third year, and additional $3,000 at end of third year.). Completed.

Doverspike, D. (2008). Timken HR Special Task Project for 2008, $4,498.20.

Doverspike, D. (2008). Timken Selection Validation Projects for 2008, $4,284.

Doverspike, D. (2008). Timken I/O Initiative Project, $4,284.

Doverspike, D. (2008). Performance Review Development Project for Right Management, $3,534.00.

Doverspike, D. (2008). Employee Survey Work for Center for Dialysis Care for Linda Brown Consulting, LLC, $6,213.49.

Doverspike, D. (2008). Silverwood Associates Job Competency Project, $1,360.16.

Doverspike, D. (2008). Special Project for Timken, $1,000.

Doverspike, D. (2008). Timken HR Strategies Analysis, $3,106.

Doverspike, D. (2008). Organizational Effectiveness Strategies Validity Project, $1,262.52.

Doverspike, D. (2008). Timken HR Strategies Workshop Project, $4,498.20.

Doverspike, D. (2007). Technical competency analysis for Timken, $2,570.40.

Doverspike, D. (2007). Employee Survey Work for Linda Brown Consulting, LLC, and Summit Racing Equipment, $4,040.

Doverspike, D. (2007). PRADCO Personality Instrument Test-Retest Proposal, $1,512.

Doverspike, D. (2007). Study of Law School and Akron Bar Association Mentoring Program, Internal.

Snell, A. & Doverspike, D. (2007). Organizational and training needs survey. Neurology and Neuroscience Associates, Inc., $3,670.

Doverspike, D. (2006). Future Sculpting Inc. Secondary Data Analysis, $938.00.

Doverspike, D. (2006). Timken: Competency Analysis Project, $1,875.

Doverspike, D. (2006). Future Sculpting Inc. Secondary Data Analysis, $675.00.

Doverspike, D. (2006). Future Sculpting, Integrity Test White Paper, $375.00.

Doverspike, D. (2006). Future Sculpting, Secondary data analysis for validation of a salesperson selection instrument, $375.00.

Doverspike, D. (2005). Learning Assistants, Learning Communities, and Student Success Seminar, Secondary Data Analysis Proposal, Internal Proposal, $3,000.

Doverspike, D. (2005). Visual Marking Systems, Inc., Individual Assessments, $1,262.50.

Doverspike, D. (2005). Visual Marking Systems, Inc., VMS Offsite Business Plan Meeting, $1,000.

Doverspike, D. (2005). Baldwin-Wallace College, Undergraduate Adult Internship Feasibility Study, $17,212.50.

Doverspike, D. (2005). Visual Marking Systems, Inc., Six Individual Assessments, $3,600.

Doverspike, D. (2005). Visual Marking Systems, Inc., Development Seminars, $6,000.

Doverspike, D. (2004). Creative Action, Inc., Maps Project, $5,221.50.

Doverspike, D. (2004). Hospice of Wadsworth, Strategy Retreat, $1,027.50.

Doverspike, D. (2003). Creative Action, Survey, $5,596.18.

Doverspike, D. (2003). Hospice of Wadsworth Rittman, Strategic Development Retreat, $1,027.50.

Doverspike, D. (2003). Creative Action, MAPS Project, $5,221.50.

Doverspike, D. (2003). Visual Marking Systems, Individual Assessment, $621.88.

Doverspike, D. (2003). Visual Marking Systems, Organizational Diagnosis Survey, $1,998.75.

Doverspike, D. (2002). Hospice of Wadsworth Rittman, Strategic Development Retreat, $993.75.

Doverspike, D. (Grant, 2002). OMNOVA Solutions, Inc., IT Leadership Team Job Profiles, $993.75.

Doverspike, D. (Grant, 2002). OMNOVA Solutions, Inc., Employee Survey Analysis, $496.88.

Doverspike, D. (2002). Jewish Community Federation of Cleveland, Team Building Session, $698.29.

Doverspike, D. (2002). ODOT Survey with COD, $3,300.

Doverspike, D. (1999). Summer faculty project to promote teaching and student learning in quantitative methods in psychology (3750-110). Summer faculty teaching grant to Dennis Doverspike from Arts & Science College, $6,621.00.

The effects of gender on occupational success projections, salary knowledge and risk-taking behavior. National Research Council/National Academy of Science with L. Subich, G. V. Barrett, & R. A. Alexander.

The effects of training, format, and instructional set on job evaluation ratings. The University of Akron Faculty Research Grant, 1985.

Clerical Selection Study, Council Bluffs, IA, 1983.

Professional Organizations

Society of Consulting Psychology, Division 13, 2011-
Liaison to ASPPB, 2015-2020.
ASPPB EPPP Step 2, Item Writer and Domain Leader, representing SIOP and SCP, 2017-2020
Society of Industrial and Organizational Psychology (Division 14), 1984-present
Licensure, Certification, and Credentialing (LCC) Committee, 2016-2019
SIOP Task Force on Contemporary Selection Practice Recommendations to EEOC, 2012-2014.
SIOP Career Studies Task Force, 2012-2014
SIOP Professional Practice Committee, 2010-2015
SIOP Task Force on Certification, 2010-2011
SIOP Program Committee, 1990-2011

APA Program Committee 1989-1998, 2003
Chair, Review E & T Guidelines Committee, 1988-1990
Chair of I/O-OB Doctoral Student Consortium Subcommittee 14, 1986-1988.
Education and Training Committee, Division 14, Member 1986-1991.
International Personnel Assessment Council, 2009-present
Chair, Science Committee, end 2019
Society of Psychologists in Management (SPIM) 2010-present
American Board of Professional Psychology, 1997-present
Organizational and Business Consulting Board, 2005-present
Past President and Exam Coordinator, 2013-
President of Board, 2008-2012
Practice Analysis Advisory Committee, Practice Analysis Task Force (PATF), member, 2008-2009.
Exam Appeals Committee Member (Chair), 2006
Ohio Psychological Association, 2007-
Psychology in the Workplace Network (PWN) Committee, 2010-2018
Great Lakes Employment Assessment Network, 2012-
Steering Committee, 2012-2014
American Psychological Association, 1983-present
Division of Evaluation, Measurement, and Statistics, (5) 1992-2019
Society for the Psychological Study of Ethnic and Minority Issues (45) 1992-2019
Division of Teaching, (2), 1984-1990
Division of Law and Psychology (41), 1986-2007
Psychology of Women (35), 1992-2005
Military Psychology (19), 1992-2005
Psychology of Religion (36), 1992-2005
American Psychological Society, 1988-1999, 2003, 2014-
Academy of Management, 1982-1999, 2003-present
International Personnel Assessment Council, 2008
Chair, Scientific Committee, 2008-
Human Resource Division's Scholarly Achievement Award Committee, 1994-1995
International Personnel Management Association, 1983-2009, 2013-
Member, Benchmarking Committee, 2005-2009
Chair, Scientific Committee, 2003-2009
Member, Board, 2003-2005
Recruitment/Selection Best Practices 2000, 2002-2003
Examinations Advisory Board - International Personnel Management Association 1996, 1997, 1998, 1999
Publications Advisory Board - International Personnel Management Association (Editorial Board for *Public Personnel Management*), 1995, 1996.
Member, Conference Planning Committee, 1994-1996
Chair, University Liaison & Student Paper Committee, 1992-1996
Member, Research and Resources Committee, 1992-1994
Member, Student Paper Committee 1984, 1990, 1991, 1997-2009
Assessment Council, 1983-2009
Sigma Xi, 1991-2001

University of Akron, President, 1998-1999
American Statistical Association, 1992-1999
Midwestern Psychological Association 1990-2000
Local Representative 1993-2000
Society for Human Resources Management, 1994-1999, 2013-

Editorship, Editorial Reviewer, Book Reviewer, Academic Reviews

Editorial Bd: Personnel Assessment and Decisions, Section Editor for Measurement and Measures Section, 2013 –
Editorial Bd: Journal of Applied Psychology, Consulting Editor, 2013 – 2017
Editorial Bd: Consulting Psychology Journal: Practice and Research, 2013 – 2017
Editorial Bd: OBHDP, 2010 - 2011
Editorial Bd: Journal of Business and Psychology, 2008 - 2017
Editorial Bd: Organizational Analysis, 2003 - 2004
Editorial Bd: *Public Personnel Management*, 1995 - 1996
Advisory Bd: Examinations Advisory Board - International Personnel Management Association 1996 - 2000
Reviewer: Illinois State University, Associate and Tenure, 2015
Reviewer: Human Performance, 2017
Reviewer: Intelligence, 2017
Reviewer: Journal of STEM Education, 2015
Reviewer: Journal of Vocational Behavior, 1998 - 2002, 2006, 2011, 2017
Reviewer: Journal of Public Administration Research and Theory, 2013 - 2014
Reviewer: University of Oklahoma, Full Professor, 2013
Reviewer: Illinois Technical Institute, Full Professor, 2012
Reviewer: Journal of Swiss Psychology, 2012
Reviewer: Northern Illinois University, Full Professor, 2012
Reviewer: Consulting Psychology Journal: Practice and Research, 2011
Reviewer: European Journal of Psychology of Education, 2011
Reviewer: PsiChi Journal, 2010 – 2012
Reviewer: Book Review, Psychology Press, 2010
Reviewer: OBHDP, 2008 – 2009, 2017
Reviewer: Journal of Organizational Behavior, 2008 - 2009
Reviewer: International Journal of Manpower, 2006 - 2007
Reviewer: Auburn University, Full Professor, 2006
Reviewer: Book Review, Worth Publishing, 2006
Reviewer: Organizational Research Methods, 2006
Reviewer: University of Oklahoma, Associate Professor and Tenure, 2006
Reviewer: DePaul Psychology Department Site Visit, 2005
Reviewer: Psychological Reports, 2004, 2006 - 2010 (Consulting Reader)
Reviewer: North American Journal of Psychology, 2004 – 2007
Reviewer: Book Review, Sentient Publications, 2004
Reviewer: Book Review, Wiley, 2004
Reviewer: 2003 APA Work, Stress and Health Conference, 2002
Reviewer: International Journal of Selection and Assessment, 2002 - 2004, 2006

Reviewer: University of South Florida, Full Professor Promotion, Reviewer, 2001
Reviewer: LEA, 1999
Reviewer: University of Akron, Tenure Reviewer, 1998
Reviewer: Brooks-Cole, 1997 – 1999
Reviewer: Holt, Rinehart & Wilson, 1997
Reviewer: Addison, Wesley & Longman, 1997
Reviewer: Book Review, Sage, 1996, 2006
Reviewer: Journal of Applied Social Psychology, 1996, 2002
Reviewer: Clemson University, Tenure Reviewer, 1996, 1998
Reviewer: West, 1996 - 1997
Reviewer: Journal of Social Behavior and Personality, 1996
Reviewer: Journal of Black Psychology, 1995, 1999
Reviewer: Encyclopedia of Gerontology, 1995
Reviewer: Harper Collins, 1994 - 1995
Reviewer: Journal of Pay Reward Management, 1994
Reviewer: Academy of Management Journal, 1992, 1996
Reviewer: SIOP, 1991 - 1995, 1997, 1998, 2000, 2001, 2003
Reviewer: Academy of Management Review, 1991, 2010
Reviewer: Personnel Psychology, 1990 - 1996, 1998 - 2001, 2002
Reviewer: American Psychological Association Convention, 1990 – 1993
Reviewer: Human Resource Management Review, 1989, 1990, 1995
Reviewer: Journal of Applied Psychology, 1988 - 1994, 1996 – 2012
Reviewer: Academy of Management Conference, 1987-1991, 1993, 2003
Reviewer: MONTS, 1987
Reviewer: Experimental Aging Research, 1986-1987
Reviewer: Reviewer & Committee Member - International Personnel Management Assessment Council's Student Paper Competition, 1984, 1990 – 2009
Reviewer: Southwest Academy of Management Convention, 1983 - 1984

University Committees

Arts & Science, Promotion Review Committee, 2014-2016.
Arts & Science, Tenure and Promotion Appeals Committee, Chair, 2007-2010
Arts & Science, Promotion Review Committee, Associate Chair, 2006
McNair Scholars, 2000, 2001, 2008 - 2010
Sigma Xi, President, 1998 - 1999
Sigma Xi, Vice President, 1997 – 1998
Tau Beta Pi Speech Competition, Judge, 1995
BCC Representative 1988, 1989, 1991, 1992, 1993, 1994
Outreach Advisory Council, 1987
Assisted in recruiting football players, 1986-1991, 1994
Graduate Faculty Representative to Dissertation Defense, 1986

Departmental Committees

Distinguished Professor Committee, 2015-2017.

Industrial Organizational Graduate Student Club, Faculty Advisor, 2013-
Bylaws, 2008 – 2010
Peer Review of Teaching, 2001, 2004
Visiting Assistant Professor Search, Chair, 2001
MPA ,1998 - 1999
Psychology Club - Faculty Advisor, 1997, 1998, 2000, 2001
Psi Chi - Faculty Advisor, 1996-2007
Assessment, 1994-1999
Head of I/O Internships, 1991-2004
Retention and Tenure, 1990-2012
Undergraduate, 1990-2004
Student Evaluation, 1988, 1990
Statistics, 1987-1988, 1991-2004
Academic Policies, 1986-1988, 2006
Graduate Faculty, 1985, 1990, 2004
Search Committee, 1985-1988, 1990 -1991, 1998-1999
First Year Committee, 1985-1988
Library, 1985-1986
Undergraduate Curriculum Revision, 1985
Undergraduate Self Study, 1985
I/O Committee, 1984-present
Budget, 1984-1986
Colloquia, 1984-1985

Community & Community Service

Saint Ignatius – 72'4U – Steering and Formation Committee 2014-
Chair, Philanthropy and Executive Committee, 2014-
Fathers and Sons, Akron, Oh, Executive Board, 2012-2020
Consulting to Fathers and Sons, 2009-2020
Ohio Psychological Association Psychologically Healthy Workforce Award Committee, 2010-2019
Consulting to Erwin Cartwright, Apollo Painting, 2010-2020
APA Disaster Response Network, 2004-2007
Catholic Charities, 2004-2007
Summit County American Red Cross Disaster Mental Health Services, 2004-2007
Committee Member, Reunion Committee, John Carroll University, Class of 1976, 2001
Soccer Coach, Cuyahoga Falls Soccer, 1990-1999
Captain, YMCA One on One Campaign, 1989
Super Judge for NEO Science Fair, 1986

H. List of Dissertations and Theses

Chair - Completed – Dissertation

Greim, E. M. (2018, May). *Managerial coaching and manager well-being: Exploring the positive and negative outcomes of taking on a coaching role*.

Lam, A. F. (2015, August). *Influencing interviewer perceptions in an employment interview: An examination of the impact of interviewer applicant regulatory focus congruence.*

Carpenter, J. E. (2013, June). *The role of corporate image perceptions in selection: Testing an impression formation model.*

Young, C. (2011, May). *The influence of person and item characteristics on the detection of item insensitivity.*

Lonsdale, D. J. (2010). *The effects of norm-violations in driving scenarios on self-construed courteous drivers.*

Briks, J. (2009). *The influence of emotions on interviewers' information search behaviors: A test of an information processing model.*

Kuthy, J. (2008). *Reducing adverse impact: An investigation of the effect of additional study time on trainability test performance.*

Koumbis, V. (2007). *The effects of anticipated job embeddedness and social needs on organizational attraction.*

Monaghan, D. M. (2006). *Emotional labor: The perceived difficulty and dispositional antecedents.*

Lawrence, A. (2004). *Screening for person-job fit: incremental validity of a congruence based approach to assessment.*

Mahoney, K. (2004). *Individual differences in framed risky choice: Risk style and thinking style.*

Meloun, J. M. (2004). *Computer anxiety: A possible threat to the predictive validity of computerized tests.*

Cober, A. B. (2003). *The effects of action-state orientation and implementation intentions on a computer-based training simulation.*

Snyder, D. (2000). *The role learning strategies play in the development of structural knowledge.*

McKay, P. F. (1999). *Stereotype threat and its effect on the cognitive ability test performance of African Americans: The development of a theoretical model.*

Tull, K. T. (1997). *Faking behavior on the Guilford Zimmerman Temperament Inventory as predictive of sales performance.*

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