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EDUCATION

- Ph.D. **Georgia Institute of Technology**, Atlanta, Ga. PhD. May 1989
- M.S. **Georgia Institute of Technology**, Atlanta, Ga. Master of Science, June 1986.
- B.A. **Trinity University**, San Antonio, Texas. Bachelor of Arts, May, 1982.

PROFESSIONAL EXPERIENCE

- 2015 – present *Belk Distinguished Professor of Business Administration*, Belk College of Business Administration, The University of North Carolina Charlotte, Charlotte, NC
- 2015 – 2016 *Dean's Faculty Fellow*, Belk College of Business Administration, The University of North Carolina Charlotte, Charlotte, NC
- 2011 – present *Chair, Department of Management*, Belk College of Business Administration, The University of North Carolina Charlotte, Charlotte, NC
- 2011 – 2015 *Professor of Management*, Belk College of Business Administration, The University of North Carolina Charlotte, Charlotte, NC
- 2005 – 2015 *Director*, College of Business Administration Summer Study in Italy Program University of Tennessee, Knoxville, TN.
- 2001- 2011 *Professor of Management*, College of Business Administration, The University of Tennessee, Knoxville, TN.
- 2002 -2005 *Director, Industrial/Organizational Psychology Doctoral Program.* The University of Tennessee, Knoxville, TN.

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| 1999 -2001 | <i>Associate Professor of Management and Industrial/Organizational Psychology, College of Business Administration, The University of Tennessee, Knoxville, TN.</i> |
| 1994 - 1999 | <i>Associate Professor of Psychology, Department of Psychology, Texas A&M University, College Station, Texas</i> |
| 1988 - 1994 | <i>Assistant Professor of Psychology, Department of Psychology, Texas A&M University, College Station, Texas</i> |
| 1987 - 1988 | <i>Lecturer. Department of Psychology, Spelman College, Atlanta, GA.</i> |
| 1986 - 1987 | <i>Research Assistant, Georgia Institute of Technology /Ga. Power Co. Atlanta, Georgia</i> |
| 1984 - 1986 | <i>Training Consultant, Lockheed Georgia Corporation, Marietta, Georgia</i> |
| 1984 - 1985 | <i>Human Resources Intern, Cox Cable Communications, Inc., Atlanta, GA.</i> |
| 1984 - 1985 | <i>Graduate Research Assistant, Department of Psychology/Athletic Department, Georgia Institute of Technology, Atlanta, Georgia</i> |

RESEARCH INTERESTS

- Multilevel Aggregation
- Managerial Assessment
- Assessment of Human Capital
- Performance Management
- Work Ethic and Values
- Applied measurement
- Selection and Training

COURSES TAUGHT

Doctoral:

- Micro Organizational Science II
- Macro Organizational Behavior
- Applied Measurement/Psychometrics
- Performance Management
- Advanced Research Methods
- Personnel Selection and Assessment
- Structural Equation Modeling

M.B.A./M.S.:

- Human Resource Management
- Employment Law and Labor Relations
- Managing People for Competitive Advantage

Undergraduate:

- International Human Resource Management
 - Personnel Selection
 - Organizational Behavior
 - Employment Law
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HONORS AND AWARDS

- Belk College of Business Distinguished Scholarship Award 2014-2015, University of North Carolina Charlotte.
- Southern-Peters Outstanding Researcher Award presented by the College of Business Administration, University of Tennessee, 2006.
- Elected Fellow, Society for Industrial and Organizational Psychology, 2005.
- Elected Fellow, American Psychological Association, 2006.
- Elected Fellow, Association for Psychological Science, 2005.

SCHOLARLY ACTIVITY

Note: Graduate student (current and former) coauthors are underlined.

REFEREED JOURNAL ARTICLES

1. Loignon, A., & Woehr, D.J. (Revise & resubmit). Social class in the Organizational Sciences: A Conceptual Integration and Meta-Analytic Review. *Journal of Management*.
 2. Loignon, A.C., Woehr, D.J., Thomas, J.S., Loughry, M.L., Ohland, M.W., & Ferguson, D. (Revise and resubmit). Facilitating Peer Evaluation in Team Contexts: The Impact of Frame-of-Reference Rater Training. *Academy of Management Learning and Education*.
 3. Bazzy, J., & Woehr, D.J. (Revise and resubmit). Integrity, Ego Depletion, and the Interactive Impact on Counterproductive Behavior. *Personality and Individual Differences*.
 4. Madden, T.M., Madden, L.T., Rousseau, M.B., & Woehr, D.J. (2016). Developing depth and breadth of research methods training through CARMA webcasts. *The International Journal of Management Education*, 14(3), 368-378. <http://dx.doi.org/10.1016/j.ijme.2016.07.003>
 5. Woehr, D.J., & Roch, S.G. (2016). Of Babies and Bathwater: Don't Throw the Measure Out with the Application. *Industrial and Organizational Psychology: Science and Practice*, 9(2), 357-361. DOI: <http://dx.doi.org/10.1017/iop.2016.25>
 6. Woehr, D.J., Loignon, A.L., Schmidt, P., Loughry, M., & Ohland, M.W. (2015). Justifying Aggregation in Multilevel Research: A Review and Examination of Cutoff Values for Common Aggregation Indices. *Organizational Research Methods*, 18(4), 704-737. DOI: 10.1177/1094428115582090
 7. Mello, A., Fleisher, M.S., & Woehr, D.J. (2015). Varieties of Research Experience: Doctoral Student Perceptions of Preparedness for Future. *International Journal of Management Education*, 13(2), 128-140. DOI: [10.1016/j.ijme.2015.01.007](http://dx.doi.org/10.1016/j.ijme.2015.01.007)
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8. Ketchen, D.J., Crook, T.R., Todd, S.Y., Combs, J.G., & Woehr, D.J. (2015). Managing Human Capital: A Meta-Analysis of Links Among Systems, Human Capital, and Performance. *Oxford Organizational Research Reports*. DOI: 10.1093/oxfordhb/9780199935406.013.19
 9. Paustian-Underdahl, S. C.; Walker, L.S.; Woehr, D.J (2014). Gender and perceptions of leadership effectiveness: A meta-analysis of contextual moderators. *Journal of Applied Psychology*, 99(6), 1129-1145. <http://dx.doi.org/10.1037/a0036751>
2015 Saroj Parasuraman Award for the Outstanding Publication on Gender and Diversity during 2014 presented by the Gender, Diversity and Organizations Division of Academy of Management.
 10. Meriac, J. P., Hoffmann, B. J., & Woehr, D. J. (2014). A Conceptual and Empirical Review of the Construct Validity of Assessment Center Dimensions. *Journal of Management*, 40(5), 1269 -1296. <http://jom.sagepub.com/content/40/5/1269.short>
 11. Loughry, M.L., Ohland, M. W., & Woehr, D.J. (2014). Assessing teamwork skills for assurance of learning using CATME Team Tools. *Journal of Marketing Education*, 36(1), 5 – 19. DOI: 10.1177/0273475313499023.
 12. Arthur, W, Jr., & Woehr, D.J., (2013). No steps forward, two steps back: The fallacy of trying to “eradicate” adverse impact. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6(4), 438 -441.
 13. Meriac, J. P., Woehr, D. J., Gorman, C. A., & Thomas, A. (2013). Development and Validation of a Short Form for the Multidimensional Work Ethic Profile. *Journal of Vocational Behavior*, 82, 155-164.
 14. Woehr, D.J., Arciniega, L.M., & Poling, T. (2013) Exploring the effects of value diversity on team effectiveness. *Journal of Business and Psychology*, 28(1), 107-121.
 15. Ohland, M.W., M.L. Loughry, D.J. Woehr, C.J. Finelli, L.G. Bullard, R.M. Felder, R.A. Layton, H.R. Pomeranz, and D.G. Schmucker, (2012) The Comprehensive Assessment of Team Member Effectiveness: Development of a Behaviorally Anchored Rating Scale for Self and Peer Evaluation. *Academy of Management: Learning & Education*, 11(4) 609-630, December 2012.
Maryellen Weimer Scholarly Work on Teaching and Learning Award from the Teaching Professor, 2013.
 16. Chudzicka-Czupala, A., Cozma, I., Grabowski, D., & Woehr, D. J., (2012). A comparison of the multidimensional work ethic profile across two countries. *The International Journal of Management and Business*, 3(1), 14 33.
 17. LeDoux, J.A., Gorman, C.A., & Woehr, D.J. (2012). The Relative Importance of Dyadic Relationships in Predicting Team Process Outcomes. *Small Groups Research*, 43(3), 356-382.
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18. Roch, S.G., Woehr, D.J., Mishra, V., & Urszula, K. (2012). The importance of frame of reference training: An updated meta-analysis. *Journal of Organizational and Occupational Psychology*, 85, 370-395.
 19. Woehr, D.J., Putka, D., & Bowler, M.C. (2012). An Examination of G-Theory for Modeling Multitrait-Multimethod Data: Clarifying Links to Construct Validity and Confirmatory Factor Analysis. *Organizational Research Methods*, 15(1), 134-161.
 20. Bowler, M.C., Woehr, D.J, Bowler, J.L., Wuensch, K.L., & McIntyre, M.D. (2011). Attributions for Subordinate Success and Failure: The Moderating Role of Aggression. *Group and Organization Management*, 36(4), 427-465.
 21. Crook, T.R., Todd, S.Y., Combs, J.G., Woehr, D.J., & Ketchen, D. (2011) To what extent does human capital shape performance? A meta-analytic examination. *Journal of Applied Psychology*, 96, 443-456.
 22. Fleisher, M.S., Edwards, B.D., Woehr, D.J., & Cullen, K.L. (2011). Further evidence of the efficacy of Frequency-Based Personality Measurement. *Journal of Research in Personality*, 45, 535-548.
 23. Hoffman, B., Woehr, D.J., Maldegan-Youngjohn, R., & Lyons, B. (2011) Great Man or Great Myth: A Meta-Analytic Investigation of the relationship between individual differences and leader effectiveness. *Journal of Occupational and Organizational Psychology*, 84, 347-381.
 24. Lux, S., Crook, T.R., & Woehr, D.J. (2011) Mixing business with politics: a meta-analysis of the antecedents and outcomes of corporate political activities. *Journal of Management*, 37, 223-247.
 25. Parkhurst, J.T., Fleisher, M.S., Skinner, C.H., Woehr, D.J., & Hawthorn-Enbree. (2011). Assignment choice, effort, and assignment completion: Does work ethic predict those who choose higher-effort assignments? *Learning and Individual Differences*, 21(5), 575-579.
 26. Bowler, M.C., Woehr, D.J., Rentsch, J.R., & Bowler, J.L. (2010) The impact of aggressive individuals on team training. *Personality and Individual Differences*, 49(2), 88-94.
 27. Woehr, D.J. (2010). What test bias analyses do and don't tell us: Let's not assume we have a can opener. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3(2), 210-212.
 28. Meriac, J.P., Woehr, D.J, & Banister, C. (2010). Generational Differences in Work Ethic: An Examination of Measurement Equivalence across Three Cohorts. *Journal of Business and Psychology*, 25, 315-324.
 29. Bowler, M.C. & Woehr, D.J. (2009). Assessment Center Construct-related Validity: Stepping Beyond the MTMM Matrix. *Journal of Vocational Behavior*. 75, 173-182.
 30. Hoffman, D.J., & Woehr, D.J. (2009). Disentangling the Meaning of Multisource Feedback Source and Dimension Factors. *Personnel Psychology*, 62, 735-765.
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31. Meriac, J.P., Poling, T., & Woehr, D.J. (2009). Are there gender differences in work ethic? An examination of the measurement equivalence of the multidimensional work ethic profile. *Personality and Individual Differences*, 47, 209-213.
 32. Stewart, S., Bing, M., Davison, K., Woehr, D.J., & McIntyre, M. (2009). In the Eyes of the Beholder: A Non-Self Report Criterion Measure of Workplace Deviance. *Journal of Applied Psychology*, 94(1), 207 - 215.
 33. Arciniega, L.M., Woehr, D.J., & Poling, T. (2008). The Impact of Value and Personality Diversity on Team Performance and Team Processes. *Revista Latinoamericana de Psicología*, 40(3), 423-538.
 34. Arthur, W., Day, E.A., & Woehr, D.J. (2008) Mend it, don't end it: An alternate view of assessment center construct-related validity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1(1), 105-111.
 35. Cozma, I., & Woehr, D.J. (2008). International perspectives on the legal environment for selection: Romania case. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1(2), 260-263.
 36. Meriac, J. P., Hoffman, B.J., Woehr, D.J. & Fleisher, M. (2008). Further Evidence for the Validity of Assessment Center Dimensions: A Meta-Analysis of Internal and External Correlates. *Journal of Applied Psychology*, 93(5), 1042-1052.
 37. Woehr, D.J. (2008). On the relationship between job performance and ratings of job performance: What do we really know? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1(2), 161-168.
 38. Lim, D. H., Woehr, D.J., Yoo, Y.M., & Gorman, C.A. (2007). Development and Evaluation of a Short Form of the Korean Language Version of the Multidimensional Work Ethic Profile. *Human Resource Development International*, 10(3), 319-330.
 39. Edwards, B., & Woehr, D.J. (2007). Examination and Evaluation of Frequency Estimation Based Personality Measurement. *Personality and Individual Differences*, 43, 803-814.
 40. Hoffman, B., Blair, C., Meriac, J., & Woehr, D.J. (2007). Expanding the criterion space? A Quantitative Review of the OCB Literature. *Journal of Applied Psychology*, 92(2), 555-566.
 41. Lance, C.E., Woehr, D. J., & Meade, A. (2007). Case Study: A Monte Carlo Investigation of Assessment Center Construct Validity Models. *Organizational Research Methods*, 10, 430-448.
 42. Woehr, D.J., Arciniega, L.M., & Lim, D.H. (2007). Examining Work Values Across Populations: A Confirmatory Factor Analytic Examination Of The Measurement Equivalence Of English, Spanish, and Korean Versions Of The Multidimensional Work Ethic Profile. *Educational and Psychological Measurement*, 67(1), 154-168.
 43. Bowler, M.C., & Woehr, D. J., (2006). A meta-analytic investigation of assessment center construct validity. *Journal of Applied Psychology*, 91(5), 1114 - 11124.
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44. Hoffman, B. & Woehr, D. J. (2006). A quantitative review of the relationship between person-organization fit and behavioral outcomes. *Journal of Vocational Behavior*, 68, 389-399.
 45. Woehr, D.J., Sheehan, M.K., & Bennett, W. (2005). Assessing Measurement Equivalence Across Rating Sources: A Multitrait-Multirater Approach. *Journal of Applied Psychology*, 90(3), 592-600.
 46. Woehr, D. J., & Arthur, W. Jr. (2003). The construct-related validity of assessment center ratings: A review and meta-analysis of the role of methodological factors. *Journal of Management*, 29(2), 231-258.
 47. Miller, M. J., Woehr, D.J., & Hudspeth, N. (2002). The meaning and measurement of work ethic: Construction and Initial Validation of a Multidimensional Inventory. *Journal of Vocational Behavior*, 60, 451- 489.
 48. Arthur, W. Jr., Woehr, D. J. & Graziano, W. G. (2001). Personality testing in employment settings: Problems and issues in the application of typical selection practices. *Personnel Review*, 30(6), 657-676.
 49. Arthur, W. Jr., Woehr, D. J., & Maldegan, R. M. (2000). Convergent and discriminant validity of assessment center dimensions: A conceptual and empirical reexamination of the assessment center construct-related validity paradox. *Journal of Management*, 26(4), 813-835.
 50. Huffcutt, A. I., & Woehr, D. J. (1999). Further analysis of interview validity: A quantitative evaluation of additional methods for structuring the employment interview. *Journal of Organizational Behavior*, 20(4), 549-560.
 51. Woehr, D. J., Miller, M. J., & Lane, J. A. S. (1998) The development and evaluation of a computer-administered measure of cognitive complexity. *Personality and Individual Differences*, 25, 1037-1049.
 52. Young, B. S., Worchel, S., & Woehr, D .J. (1998). Organizational commitment among public service employees. *Public Personnel Management*, 27(3), 339-348.
 53. Woehr, D J. (1997). Evaluation of the Adult Personality Inventory. *Security Journal*, 8, 39-41.
 54. Woehr, D. J., & Miller, M. J. (1997). Distributional Ratings of Performance: More Evidence for a New Rating Format. *Journal of Management*, 23(5), 705-720.
 55. Woehr, D. J., & Roch, S. (1996). Context effects in performance evaluation: The impact of ratee gender and performance level on performance ratings and behavioral recall. *Organizational Behavior and Human Decision Processes*, 66(1), 31-41.
 56. Arthur, W., Jr., Woehr, D. J., Akande, D., & Strong, M. H. (1995). Human resource management in west Africa: Practices and perceptions. *International Journal of Human Resource Management*, 6(2), 347-367.
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57. Woehr, D. J., Day, D. V., Arthur, W. Jr., & Bedeian, A. G. (1995). The systematic distortion hypothesis: A confirmatory test of the implicit covariance and general impression models. *Basic and Applied Social Psychology*, 16(4), 417-434.
 58. Woehr, D. J. (1994). Understanding frame-of-reference training: The impact of training on the recall of performance information. *Journal of Applied Psychology*, 79(4), 525-534.
 59. Woehr, D. J., & Huffcutt, A. I. (1994). Rater training for performance appraisal: A quantitative review. *Journal of Occupational and Organizational Psychology*, 67, 189-206.
 60. Cavell, T. A. & Woehr, D. J. (1994). Predicting introductory psychology test scores: An engaging and useful topic. *Teaching of Psychology*, 21(2), 108-110.
 61. Woehr, D. J., & Feldman, J. M. (1993). Processing objective and question order effects on the causal relation between memory and judgment: The tip of the iceberg. *Journal of Applied Psychology*, 78(2), 232-241.
 62. Woehr, D. J., & Cavell, T. A. (1993). Self-report measures of ability, effort and nonacademic activity as predictors of introductory psychology test scores. *Teaching of Psychology*, 20(3), 156-160.
 63. Arthur, W. Jr., & Woehr, D. J. (1993). A confirmatory factor analytic study examining the dimensionality of the raven's advanced progressive matrices. *Educational & Psychological Measurement*, 53(2), 471-478.
 64. Woehr, D. J. (1992). Performance dimension accessibility: Implications for rating accuracy. *Journal of Organizational Behavior*, 13, 357-367.
 65. Woehr, D. J., Arthur, W. Jr., & Fehrmann, M. L. (1991). An empirical comparison of cutoff scores for content-related and criterion-related validity Settings. *Educational and Psychological Measurement*, 51, 1029-1039.
 66. Woehr, D. J., and Lance, C. E. (1991). Paper people versus direct observation: An empirical examination of laboratory methodologies. *Journal of Organizational Behavior*, 12, 387-397.
 67. Lance, C. E., Woehr, D. J., & Fiscaro, S. (1991). Cognitive categorization processes in performance rating: A replication and extension. *Journal of Organizational Behavior*, 12, 1-20.
 68. Fehrmann, M. L., Woehr, D. J., & Arthur, W. Jr. (1991). The Angoff cutoff score method: The impact of frame-of-reference rater training. *Educational and Psychological Measurement*, 51, 857-872.
 69. Lance, C. E., & Woehr, D. J. (1986). Statistical control of halo: A clarification from two models of the performance appraisal process. *Journal of Applied Psychology*, 71, 679-685.
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BOOKS AND BOOK CHAPTERS

1. Woehr, D. J., Loignon, A., & Schmidt, P. (2015). Aggregation Aggregation: The Fallacy of the Wrong Level Revisited. In Lance, C.E., & Vandenberg, R. (Eds) *More Statistical and Methodological Myths and Urban Legends*. New York: Routledge.
 2. Schurig, I., Arthur, W. Jr., Day, E. A., & Woehr, D. J. (2013). Variance as an indicator of training effectiveness in the context of complex skill acquisition, retention, and transfer. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. Portrey (Eds.), *Individual and team skill decay: The science and implications for practice* (pp. 117-150). New York: Taylor & Francis/Psychology Press.
 3. Woehr, D.J., Meriac, J.P., & Bowler, M.C. (2012). Methods and data analysis for assessment centers. In Jackson, D., Lance, C., & Hoffman, B.J. (Eds). *The Psychology of Assessment Centers*. New York: Taylor Francis.
 4. Woehr, D.J. & Roch, S. (2012). Supervisory performance ratings. In N. Schmitt (Ed.), *The Oxford Handbook of Personnel Assessment and Selection*. New York: Oxford University Press. ISBN 13: 9780199732579
 5. Woehr, D.J., & Meriac, J.P. (2010). Using polytomous Item Response Theory to examine differential item and test functioning. In Harkness et al. (Eds). *Survey Methods in Multinational, Multiregional, and Multicultural Contexts*. Hoboken, NJ: John Wiley and Sons, Inc. ISBN 978-0470-17799-0.
 6. Woehr, D.J., & Arthur, W. Jr. (2008). The construct-related validity of assessment center ratings: A review and meta-analysis of the role of methodological factors. In Anderson, N.R., & Hulsheger, U.R.(Eds) *Employee Selection and Performance Management, Volume 3 Selection Methods and Performance Outcomes II*. London, Sage Publications. ISBN 9781-847870414. (Reprinted from Woehr, D. J., & Arthur, W. Jr. (2003). The construct-related validity of assessment center ratings: A review and meta-analysis of the role of methodological factors. *Journal of Management*, 29(2), 231-258).
 7. Woehr, D. J., Arthur, W. Jr., & Meriac, J. P. (2007). Methodenfaktoren statt Fehlervarianz — eine Metaanalyse der Assessment Center-Konstruktvalidität (Method factors instead of error variance: A meta-analysis of assessment center construct validity.) In H. Schuler (Hrsg.). Göttingen: Hogrefe (H. Schuler (Ed.), *Assessment Center zur Potenzialanalyse (Assessment center for the analysis of human potential*, pp. 81-108). Götton, Germany: Hogrefe & Huber. ISBN: 978-3-8017-2035-3.
 8. Bennett, W., Jr., Lance, C. E., & Woehr, D. J., (Eds.) (2006). *Performance Measurement: Current Perspectives and Future Challenges*. Mahwah, NJ: Lawrence Erlbaum Associates. ISBN 0-8058-3696-9.
 9. Kane, J. S., & Woehr, D. J. (2006). Performance Measurement Reconsidered: An Examination of Frequency Estimation as a Basis for Assessment. In Bennett, W., Jr., Woehr, D. J., & Lance, C. E.
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- (Eds.) (In Press). *Performance Measurement: Current Perspectives and Future Challenges*. Mahwah, NJ: Lawrence Erlbaum Associates. ISBN 0-8058-3696-9.
10. Woehr, D. J. (2006). Assessment Centers. In Greehaus, J.H. & Callanan, G.A. (Eds.) *Encyclopedia of Career Development*. Thousand Oaks, CA: Sage. ISBN 1-4129-05374.
 11. Rentsch, J., & Woehr, D. J. (2004). Quantifying congruence in cognition: Social relations modeling and team member schema similarity. In E. Salas, & S.M. Fiore (Eds.), *Team Cognition: Understanding the Factors that Drive Process and Performance*. Washington, DC: American Psychological Association. ISBN : 1-59147-103-6.
 12. Woehr, D. & Cavell, T. A (2002). Self-report measures of ability, effort, and nonacademic activity as predictors of introductory psychology test scores. In Griggs, R. A. (Ed). *Handbook for teaching introductory psychology: Vol. 3: With an emphasis on assessment* (pp. 116-120). Mahwah, NJ, US: Lawrence Erlbaum Associates, Inc., Publishers. ISBN 0-8058-39216. (Reprinted from Woehr, D. J., & Cavell, T. A. (1993). Self-report measures of ability, effort and nonacademic activity as predictors of introductory psychology test scores. *Teaching of Psychology*, 20(3), 156-160).
 13. Antonioni, D., & Woehr, D. J. (2001). Methods to improve the quality of rater performance. In D. W. Bracken, C. W. Timmreck, & A. H. Church (Eds.) *The Handbook of Multisource Feedback*. San Francisco: Jossey-Bass. ISBN 0-7879-5286-9

PUBLISHED CONFERENCE PROCEEDINGS, TECHNICAL REPORTS, ETC.

1. Ohland, M.W., Loughry, M.L., Layton, R.A., Woehr, D.J., Ferguson, D.M., Salas, E., and Heyne, K., 'SMARTER Teamwork: System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork,' *Proceedings of the 2014 American Society of Engineering Education Annual Conference*, Indianapolis, IN, June 2014.
 2. Ohland, MW, Loughry, ML, Woehr, DJ, Layton, RA & Ferguson, DM (2013). 'Measuring team-member effectiveness in Australia and the United States', in C Lemckert, G Jenkins & S Lang-Lemckert (eds.), *Proceedings of the 24th Annual Conference of the Australasian Association for Engineering Education: AAEE2013*, Griffith University, Gold Coast, Qld, <https://www.engineersaustralia.org.au/AAEE2013/>
 3. Ohland, M.W., Loughry, M.L, Layton, R.A. Lyons, R., Ferguson, D.M , Heyne, K., Driskell, T., Woehr, D.J., Pomeranz, H.R., Salas, E., Loignon, A.C. and Sonesh, S., "SMARTER Teamwork: System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork," *Proceedings of the 2013 American Society of Engineering Education Annual Conference*, Atlanta, GA, June 2013.
 4. Ohland, M.W., Loughry, M.L., Salas, E., Woehr, D.J., Layton, R.A., Pomeranz, H.R., Bedwell, W.L., Lyons, R., Ferguson, D.M., Heyne, K., Driskell, T. "SMARTER Teamwork: System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork,"
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Proceedings of the 2012 American Society of Engineering Education Annual Conference, San Antonio, TX, June 2012.

5. Woehr, D.J. & Roch, S.G. (2011). Supervisor ratings of job performance: A look to increasing effectiveness. *Dirección Estratégica*.
 6. Woehr, D.J., & Fleisher, M. (2010). Assessing Personality via Frequency Estimation: More Evidence for a New Measurement Approach. *Proceedings of the 13th biennial meeting of the International Society for the Study of Work and Organizational Values (ISSWOV)*.
 7. Cozma, I., & Woehr, D.J. (2009). And justice for all: Measurement equivalence of organizational justice across seven countries. *Southern Management Association Proceedings*
 8. Woehr, D.J. (2007). Deep-Level Diversity and Team Performance: A Closer Look at the Ties That Binds. *Southern Management Association Proceedings*
 9. Woehr, D.J. & Poling, T. (2006). Do You See What I See: The Impact of Psychological Diversity on Team Member Perceptual Agreement. In Stashevsky, S. (Ed.) *Work Values and Behavior, Proceedings of the 10th Biennial Conference of the International Society for the Study of Work and Organizational Values; CD ROM (ISBN 9985-4-0487-4)*, 383-393.
 10. Arciniega, L. M.; Woehr, D.J.; & Poling, T. (2006). The impact of team diversity on team performance and team processes. In Stashevsky, S. (Ed.) *Work Values and Behavior: Proceedings of the 10th Bi-Annual Conference of the International Society for the Study of Work and Organizational Values; CD ROM (ISBN 9985-4-0487-4)*, 363-373.
 11. Oliver, J., Blair, C.A., Gorman, C.A., & Woehr, D.J (2005). Research Productivity of I-O Doctoral Programs in North America. *The Industrial Psychologist (TIP)*, 45(1), 55 - 63.
 12. Lim, D. H., & Woehr, D. J. (2005). Work ethic in Korea: Current status and implications for future studies. *Proceedings of 2005 KSIOP Conference. (pp. 37-47)*. Seoul, Korea: Korean Society of Industrial and Organizational Psychology.
 13. Woehr, D.J., Arciniega, L.M., & Fowler, O. (2003). Measuring Work Ethic: An Examination of the Measurement Equivalence of English and Spanish Versions of the Multidimensional Work Ethic Profile. *Proceedings of the 2003 European Applied Business Research Conference*.
 14. Woehr, D.J. (2002) Examining Work Values Across Populations: Application of a Confirmatory Factor Analytic Approach to the Detailed Assessment of Measurement Equivalence. In A. Sagie & M. Stasiak (Eds.) *Proceedings of the 8th Bi-Annual Conference of the International Society for the Study of Work and Organizational Values: Work Values and Behavior in an Era of Transformation (547-553)*.
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 20. Woehr, D. J., & Miller, M. J. (1996). The development and evaluation of a multidimensional measure of work ethic. In V.V. Baba (Ed.) *Proceedings of the Fifth Biennial Conference of the International Society for the Study of Work and Organizational Values: Work Values and Behavior: Research and Application*, 118-128.
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 25. Woehr, D. J., Rosenbaum, A., Jenner, S. M., & Lance, C. E. (1989). General vs. dimensional evaluative processing set: Implications for rating accuracy. In D.F. Ray(Ed.), *Southern Management Association Proceedings* (pp. 109-111). Mississippi State, MS: Southern Management Association.
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 28. Woehr, D. J. (1998) Validation of the Multidimensional Work Ethic Profile (MWEP) as a screening tool for Air Force enlisted personnel. Prepared for: Air Force Office of Scientific Research.
 29. Deviney, D. A., York, C. M. & Woehr, D. J. (1988) *Test Report: Tests to Measure Achievement in a Leadership Training Program*. Prepared for: Atlanta Region, U.S. Office of Personnel Management, Anniston Army Depot.

FUNDED RESEARCH

1. *Optimizing Student Team Skill Development using Evidence-Based Strategies*. Research grant submitted to NSF: Division of Undergraduate Education – IUSE Projects. Co- Principal Investigators: Ohland, M., Ferguson, D. Layton, R., Loughry, M.L, & Woehr, D.J.(\$1,799,755 total request, \$542,002 to D.J. Woehr). Status: Funded 9/1/2014 – 8/31/2018.
 2. *SMARTER Teamwork: System for the Management, Assessment, Research, Training, Education, and Remediation for Teamwork.*. Research grant proposal submitted to NSF Course, Curriculum, and Laboratory Improvement (CCLI) phase 3 program. Co- Principal Investigators: Ohland, M., Loughry, M.L, Salas, E., & Woehr, D.J.(\$1,587,929 total award, \$318,123 to D. Woehr). Status: Funded 8/1/08 - 7/31/2013.
 3. *Initial Development and Implementation of DDD-Based Scenarios For Use in University Consortium Research Programs.* . Research Grant Funded through the Air Force Office of Scientific Research. Principal Investigator: David J. Woehr (\$57,154.00). Status: Funded 10/1/2009 – 4/30/2010.
 4. *Team Complex Skill Acquisition, Decay, Transfer and Reacquisition in Distributed and Nondistributed Training Environment*. Research Grant Funded through the Air Force Office of Scientific Research, 2006. Principal Investigator: David J. Woehr (\$60,000).
 5. *Acquisition of Complex Skills in a Team Training Environment: An Investigation of the Suitability of a Complex Computer Task for Team-Oriented Training Evaluation*. Research Grant Funded through the Air Force Office of Scientific Research, 2005. Principal Investigator: David J. Woehr (\$56,085).
 6. *Work Values and Performance: Cross Cultural Examination of the Effect of Work Values on Work Performance, Organizational Commitment, and Learning Transfer Climate*. Scholarly Research Grant Program, College of Business Administration, The University of Tennessee, 2005. Co-Principal Investigators: David J. Woehr and Doo Lim. (\$13,950).
 7. *Examining Work Values Across Populations: Development and Evaluation of a Korean Language Version of the Multidimensional Work Ethic Profile*. Scholarly Research Grant Program, College of
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- Business Administration, The University of Tennessee, 2003. Co-Principal Investigators: David J. Woehr and Doo Lim. (\$13,000).
8. *Team Member Schema Similarity: Evaluation of Measures*. Scholarly Research Grant Program, College of Business Administration, The University of Tennessee, 2002. Co-Principal Investigators: David J. Woehr and Joan R. Rentsch. (\$7,800).
 9. *An Integrated Computer Network Methodology for Assessing Team Member Schema Similarity*. Scholarly Activity/Research Incentive Fund Grant, The University of Tennessee, 2001 (3,000).
 10. *Assessing Team Member Schema Similarity: Development of an Alternative Methodology*. Scholarly Research Grant Program, College of Business Administration, The University of Tennessee, 2001. Co-Principal Investigators: David J. Woehr and Joan R. Rentsch. (\$3,000)
 11. *Assessing Team Member Schema Similarity: Development of an Alternative Methodology*. Research grant funded by the US Air Force Research Laboratory (\$30,000). PI: David J. Woehr, Co-PI: Joan Rentsch.(November 2000).
 12. *Understanding Disagreement Across Rating sources in a Distributed Training Environment (\$24,691)*. Research grant funded by the Air Force Office of Scientific Research. (January 1 - December 31, 1999).
 13. *Further Evaluation of the Multidimensional Work Ethic Profile (MWEP)*. Research contact through Armstrong Laboratory, Brooks Air Force Base, TX (Contract # F4162298PO273 - \$4,500 June 1 - Sept. 1, 1998).
 14. *Validation of the Multidimensional Work Ethic Profile (MWEP) as a Screening Tool for Air Force Enlisted Personnel (\$25,000)*. Research grant funded by the Air Force Office of Scientific Research. (January 1 - December 31, 1998).
 15. *United States Air Force Human Resources Laboratory Faculty Summer Research Fellowship, 1997*. A 12 week research fellowship funded by the Air Force Office of Scientific Research
 16. *An Evaluation of Cognitive Theory-Based Maintenance Skills Training on Job Performance and Organizational Outcomes*. Research contact through Armstrong Laboratory, Brooks Air Force Base, TX (Contract # F4162297M5122 - \$24,865 March 15 - Sept. 25, 1997).
 17. *A Distributional Approach to Operational Criterion Measures for Training Evaluation (\$24,898.00)*. Research grant funded by the Air Force Office of Scientific Research. January 1 - December 31, 1996).
 18. *United States Air Force Human Resources Laboratory Faculty Summer Research Fellowship, 1995*. A 12 week research fellowship funded by the Air Force Office of Scientific Research.
 19. *An Examination of Criterion Measurement Issues in Training Evaluation*. Research contact through Armstrong Laboratory, Brooks Air Force Base, TX (Contract # F4162294P1438 - \$16,080 February - July, 1994).
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20. *United States Air Force Human Resources Laboratory Faculty Summer Research Fellowship*, 1993. A 12 week research fellowship funded by the Air Force Office of Scientific Research.
21. *Understanding Frame-of-Reference Training: The Role of Memory Organization in Performance Rating Accuracy*, 1992. A Texas A&M University minigrant.
22. *Measurement Reactivity in Survey Research*, 1990. A Texas A&M University minigrant.
23. *United States Air Force Human Resources Laboratory Faculty Summer Research Fellowship*, 1989. A 10 week research fellowship funded by the Air Force Office of Scientific Research.

REFEREED PRESENTATIONS

1. Loignon, A., Thomas, J.S., Woehr, D.J., Loughry, M.L., Ohland, M.W., & Ferguson, D. Facilitating Peer Evaluation in Team Contexts: The Impact of Frame-of-Reference Rater Training. Paper presented at the annual meeting of the Southern Management Association, Charlotte, NC, October, 2016.
 2. Boyd, B., Kellermanns, F., Lambert, L., Williams, L., & Woehr, D.J. Why was my paper rejected: What Methodological Reviewers Want to See in your Method Section. Professional Development Workshop presented at the annual meeting of the Southern Management Association, Charlotte, NC, October, 2016.
 3. Loignon, A.C., Thomas, J.S., & Woehr, D.J. Measurement Equivalence Among Components of Interpersonal Perceptions. Paper to be presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Anaheim, CA, April 2016.
 4. Heggstad, E.D., Loignon, A.C., Frear, K., & Woehr, D.J. The Role of Context in Contextualized Personality Assessment. Paper to be presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology (SIOP) , Anaheim, CA, April 2016
 5. Thomas, J.S., Loignon, A., Woehr, D., Loughry, M., and Ohland, M. Warmth and Competence Perceptions as Predictors of Desired Relationship Continuance among Teammates. Academy of Management Annual Meeting, Vancouver, British Columbia, August 7-11, 2015.
 6. Ohland, M. W., Ferguson, D. M., Layton, R. A., Loughry, M. L., and Woehr, D. J. The rapid adoption of SMARTER Teamwork tools: the System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork. American Society for Engineering Education Annual Conference, Seattle, WA, June 14-17, 2015.
 7. Ohland, M. W., Ferguson, D. M., Layton, R. A., Loughry, M. L., Pomeranz, H. R., and Woehr, D. J. Optimizing student team skill development using evidence-based strategies—NSF award 1431694. American Society for Engineering Education Annual Conference, Seattle, WA, June 14-17, 2015.
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8. Ohland, M.W., Loughry, M.L., Layton, R.A., Woehr, D.W., and Ferguson, D.M. Patterns of Team-Member Effectiveness Ratings in Eleven Countries. Research in Engineering Education Symposium 2015, Dublin, Ireland, July 13-15, 2015.
 9. Fleisher, M.S., Putka, D.J., Beatty, A., McCloy, R.A., Woehr, D.J., & Rochette, L.M. (2015, April). Beyond Personality Level: Isolating Trait Expression in a Single Administration. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
 10. Loignon, A.C., Woehr, D.J., & Loughry, M.L. (2015, April). Elaborating on team-member disagreement: Patterned dispersion and team outcomes. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
 11. Ohland, M.W., Loughry, M.L., Layton, R.A., Woehr, D.W., and Ferguson, D.M. Optimizing Student Team Skill Development using Evidence-Based Strategies *Industrial and Systems Engineering Research Sessions at the Institute of Industrial Engineering Annual Conference & Exposition 2015*, Nashville, TN, May 30 – June 2, 2015.
 12. Thomas, J.S., Loignon, A.L., Woehr, D.J., & Loughry, M. (2014, November). Examining group-level emergent states: Do aggregation indices really matter? Paper presented at the annual meeting of the Southern Management Association, Savannah, GA.
 13. Theilgard, N., Heggstad, E., & Woehr, D.J. (2014, November). Response Styles and Scale Response Formats: Investigating the Interaction Between Number of Response Options, Social Status, and Race. Paper presented at the annual meeting of the Southern Management Association, Savannah, GA.
 14. Woehr, D.J., Loignon, A.L., & Thomas, J. (2014, September). Do You Still Want to Work Together? The Role of Task Competence and Interpersonal Affect in Predicting Peer Ratings. Paper presented at the 18th IAMB meeting, Rome, Italy.
 15. Loignon, A.L., Thomas, J.S., Woehr, D., Gooty, J., & Schmidt, P. (2014, August). Justifying team-level constructs: A quantitative review of aggregation indices. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
 16. Loughry, M.W., D.J. Woehr, and M.W. Ohland, “Assessing Teamwork Skills for Assurance of Learning Using CATME Team Tools”, *Academy of Management Annual Meeting*, Management Education Division, August 2013.
 17. Loignon, A., Schmidt, P., & Woehr, D.J. (2013, November). Justifying Aggregation in Multilevel Research: A Review and Examination of Cutoff Values for Common Aggregation Indices. Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA. **Best-In-Track Paper Award, Human Resources & Careers, Research Methods.**
 18. Bazzy, J., & Woehr, D.J. (2013, April) The interaction of integrity and ego depletion and its impact on counterproductive work behavior. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
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19. Cozma, I., & Woehr, D.J. (2013, April) Globalization and Work-Related Values: The Moderating Role of Demographic Characteristics. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
 20. Fleisher, M.S., Woehr, D.J., Crook T.R., & Gibby, R.E. (2013, April). *Temporal patterns of functional/dysfunctional employee turnover and organizational performance*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
 21. Woehr, D.J., Schmidt, P., & Loignon, A. (2013, April) Justifying aggregation: The fallacy of the wrong level revisited. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
 22. Ohland, M.W., Loughry, M. L., Salas, E., Woehr, D. J., Layton, R.A., Pomeranz, H.R., Bedwell, W.L., Lyons, R., Ferguson, D.M., Heyne, K., Driskell, T. (2012). SMARTER Teamwork: System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork. Paper and Poster in NSF Grantees' session. *Proceedings of the 2013 American Society of Engineering Education Annual Conference & Exposition*, Atlanta, GA, June 23 – 26, 2013.
 23. Cozma, I., & Woehr, D.J., *Three Different Approaches to Assess the Relationship Between Globalization and Work Values*. Paper presented at the Annual Meeting of the Academy of Management (AOM), August, 2012: Boston, MA.
 24. Madden, T., Madden, L., Collins, M., Rousseau, M., & Woehr, D.J. *CARMA In The Classroom: Supplementing Doctoral Research Methods Training With Webcasts*. Paper presented at the Annual Meeting of the Academy of Management (AOM), August, 2012: Boston, MA.
 25. Loughry, M.L., M.W. Ohland, D.J. Woehr, R.A. Layton, W.L. Bedwell, R. Lyons, "Effective Management of Student Teams Using the CATME System: Practice Informed by Research," Professional Development Workshop at Academy of Management August 2012, Boston MA.
 26. Combs, J., Todd, S.Y., Crook, T.R., Woehr, D.J., & Ketchen, D. *High performance work practices/systems, human capital, and organizational performance: A meta-analytic test of key strategic human resource management theory predictions*. Paper presented at the 12th annual conference of the European Academy of Management (EURAM) , Rotterdam; June 2012.
Best Paper Award - EURAM OB Special Interest Group.
 27. Woehr, D.J., & Cozma, I., *An Examination of the Relationship Between Globalization Indices and Country-Level Work Values*. Paper presented at the 22nd International Trade and Finance Association conference, May, 2012: Pisa, Italy.
 28. Chudzicka-Czupala, A., Grabowski, D., Cozma, I., & Woehr, D.J. *A comparison of the multidimensional Work Ethic Profile across two countries*. Paper presented at the International Academy of Management and Business (IAMB) conference, April, 2012; Warsaw Poland.
Best Paper Award- Applied.
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29. Meriac, J.P., & Woehr, D.J. *Broad Assessment Center Dimensions: A Nomological Network Examination of Validity*. Paper presented 27th annual conference of the Society for Industrial/Organizational Psychology (SIOP), April, 2012; San Diego, CA.
 30. Ohland, M.W., Loughry, M. L., Salas, E., Woehr, D. J., Layton, R.A., Pomeranz, H.R., Bedwell, W.L., Lyons, R., Ferguson, D.M., Heyne, K., Driskell, T. (2012). SMARTER Teamwork: System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork. Paper and Poster in NSF Grantees' session. *Proceedings of the 2012 American Society of Engineering Education Annual Conference & Exposition*, San Antonio, TX, June 10 – 13, 2012.
 31. Loughry, M.L., Ohland, M. W., Woehr, D.J., Lamm, E., Petkova, A., Madden, T.M., & Collins, M.E. *Team-Based Learning And Peer Evaluation In Management Education: Issues, Challenges, And Solutions*. Symposium presented at the Annual Meeting of the Academy of Management (AOM), August, 2011: San Antonio, TX.
Best Symposium in Management Education and Development Award Winner.
 32. Cozma, I., & Woehr, D.J., *Embedding Work Values into Globalization Theory*. Paper presented at the 2011 Annual Meeting of the Academy of Management (AOM), August, 2011: San Antonio, TX.
Douglas Nigh Memorial Best Paper Award Finalist.
 33. McGee, E., Woehr, D.J., & Morris, M. L. *Applying Frequency-Based Measurement to the Assessment of Psychological Capital*. Paper presented at the 26th annual conference of the Society for Industrial/Organizational Psychology, April, 2011; Chicago, IL.
 34. Cozma, I., & Woehr, D.J. *Complementary techniques for assessing measurement equivalence in cross-cultural research*. Paper presented at the 26th annual conference of the Society for Industrial/Organizational Psychology, April, 2011; Chicago, IL.
 35. Ohland, M., Loughry, M.L, Layton, R., Woehr, DJ. & Salas, E. *SMARTER Teamwork: System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork*. Paper presented at the annual conference of the 118th American Society for Engineering Education (ASEE) Vancouver, BC, Canada, June 2011.
 36. Cozma, I., & Woehr, D.J. *Measurement Equivalence of Goal Orientation across Eight Countries*. Paper presented at the Southern Management Association Meeting, St. Petersburg, FL, October, 2010.
 37. Lux, S., Crook, T.R., & Woehr, D.J. *Mixing business with politics: a meta-analysis of the antecedents and outcomes of corporate political activities*. Paper presented at the Southern Management Association Meeting, St. Petersburg, FL, October, 2010.
 38. Hoffman, B., Woehr, D.J., Maldegan-Youngjohn, R., & Lyons, B. *Great Man or Great Myth: A Meta-Analytic Investigation of the relationship between individual differences and leader*
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- effectiveness*. Paper presented at the 2010 Annual Meeting of the Academy of Management (AOM), August, 2010: Montreal, Canada.
39. Ohland, M. W., Bullard, L. G., Felder R. M., Finelli, C. J., Layton, R. A., Loughry, M. L., Pomeranz, H. R., Schmucker, D. G., & Woehr, D. J. (2010). *Comprehensive Assessment of Team Member Effectiveness: A Behaviorally Anchored Rating Scale*. Paper presented at the Annual Meeting of the Academy of Management (Cross Divisional Paper session), Montreal, Canada. August 9, 2010.
 40. Woehr, D.J., & Fleisher, M. *Assessing Personality via Frequency Estimation: More Evidence for a New Measurement Approach*. Paper presented at the 13th biennial meeting of the International Society for the Study of Work and Organizational Values (ISSWOV), Lisbon, Portugal; June 2010.
 41. Woehr, D.J. & Cozma, I. *Assessing the generalizability of Organizational Justice Across Seven Countries*. Paper presented at the 13th biennial meeting of the International Society for the Study of Work and Organizational Values (ISSWOV), Lisbon, Portugal; June 2010.
 42. Fleisher, M.S., Woehr, D.J., Edwards, B.D., & Cullen, K.L. *Personality variability across situations can be captured with frequency-based measurement*. Paper presented at the 25th annual conference of the Society for Industrial/Organizational Psychology, April, 2010; Atlanta, GA.
 43. Oliver, J., & Woehr, D.J. *The Influence of group characteristics on leadership schema congruence*. Paper presented at the 25th annual conference of the Society for Industrial/Organizational Psychology, April, 2010; Atlanta, GA.
 44. Roch, S.G., Mishra, V., Kieszczynka, U., & Woehr, D.J. *Frame of reference training: An updated meta-analysis*. Paper presented at the 25th annual conference of the Society for Industrial/Organizational Psychology, April, 2010; Atlanta, GA.
 45. Cozma, I., & Woehr, D.J. And justice for all: Measurement equivalence of organizational justice across seven countries *Paper presented at the Southern Management Association Meeting, Asheville, NC November, 2009.*
Outstanding Doctoral Student Award – Research Methods Division.
 46. Cullen, K. L., Fleisher, M., Woehr, D., & Edwards, B. D. (2009, August). *Recognizing the Importance of Personality Consistency in I-O Psychology*. Paper presented at the 117th Annual Convention of the American Psychological Association, Toronto, ON.
 47. Burk, H., McGee, E., & Woehr, D.J. *Consistency Matters: The Impact of Performance Variability in Professional Golfers*. Paper presented at the 23rd annual Conference of the Society for Industrial and Organizational Psychology (SIOP). April, 2009, New Orleans, LA.
 48. Cullen, K.L.; Edwards, B.D.; Fleisher, M.; & Woehr, D.J. *Response Distortion in Frequency-Based Versus Traditional Personality Measurement*. Paper presented at the 23rd annual Conference of the Society for Industrial and Organizational Psychology (SIOP). April, 2009, New Orleans, LA.
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49. LeDoux, J., Rizzuto, T.E., & Woehr, D.J. *Perceptions of Task Interdependence: Toward an Integrated Model of Teamwork*. Paper presented at the 23rd annual Conference of the Society for Industrial and Organizational Psychology (SIOP). April, 2009, New Orleans, LA.
 50. Meriac, J.P. & Woehr, D.J. *A Quantitative Review and Analysis of the Constructs Underlying Assessment Center Ratings: What Are We Measuring?* Paper presented at the 23rd annual Conference of the Society for Industrial and Organizational Psychology (SIOP). April, 2009, New Orleans, LA.
 51. Fleisher, M., & Woehr, D.J. *The Big Six? The Importance of Within-Person Personality Consistency in Predicting Performance*. Paper presented at the Southern Management Association, St. Petersburg, FL, November 2008.
 52. Oliver, J., Poling, T., & Woehr, D.J. *Multilevel Examination of the Relationship of Intra-Team Conflict with Team Viability*. Paper presented at the 68th Annual Conference of the Academy of Management (AOM), August, 2008: Anaheim, CA.
 53. Seaver, W.L., Oliver, J., Woehr, D.J., & Griepentrog, B.K. *Model Utility in Time Series with Interventions: A Case Study*. Paper to be presented at the Joint Statistical Meeting, August 2008, Denver, CO.
 54. Fleisher, M. S., Poling, T., & Woehr, D.J. *Relationships Between a Frequency-Based Personality Measure and Values*. Paper presented at the 20th Annual Association for Psychological Science Meeting (APS). May, 2008: Chicago, IL.
 55. Oliver, J., & Woehr, D.J. *Extending Implicit Leadership Theory Research: Team Member Prototypicality Influences Team Performance*. Paper presented at the 20th Annual Association for Psychological Science Meeting (APS). May, 2008: Chicago, IL.
 56. Bowler, M.C., & Woehr, D.J. *Evaluating Assessment Center Construct-Related Validity via Variance Partitioning*. Paper presented at the 22nd Annual Conference of the Society for Industrial-Organizational Psychology (SIOP). April, 2008, San Francisco, CA.
 57. LeDoux, J., Gorman, C.A., & Woehr, D.J. *Relative Importance of Dyadic Relationships in Predicting Team Process Outcomes*. Paper presented at the 22nd Annual Conference of the Society for Industrial-Organizational Psychology (SIOP). April, 2008, San Francisco, CA.
 58. Meriac, J.P., Poling, T., Woehr, D.J. *Work Ethic and Differential Item Functioning for Males and Females*. Paper presented at the 22nd Annual Conference of the Society for Industrial-Organizational Psychology (SIOP). April, 2008, San Francisco, CA.
 59. Poling, T., Oliver, J., Woehr, D.J. *Diversity in Personality as an Antecedent to Team Climate Strength*. Paper presented at the 22nd Annual Conference of the Society for Industrial-Organizational Psychology (SIOP). April, 2008, San Francisco, CA.
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60. Woehr, D.J. (Discussant) Examining the Psychometric Soundness of Multisource Ratings: Alternate Approaches. Symposium presented at the 22nd Annual Conference of the Society for Industrial-Organizational Psychology (SIOP). April, 2008, San Francisco, CA.
 61. Woehr, D.J. (Panelist) Assessment Center Validity: Where Do We Go From Here? Panel Discussion presented at the 22nd Annual Conference of the Society for Industrial-Organizational Psychology (SIOP). April, 2008, San Francisco, CA.
 62. Oliver, J., Bowler, M., & Woehr, D.J. Operationalizing Diversity: Methodological Issues and Concerns. *Paper presented at the Southern Management Association Meeting, Nashville, TN. November, 2007.*
 63. Oliver, J., Poling, T.L., McGee, E.A., & Woehr, D.J. *Revisiting differential validity: The relationship of task and relationship conflict with team effectiveness.* Paper presented at the 67th Annual Conference of the Academy of Management (AOM), August, 2007, Philadelphia, PA.
 64. Poling, T.L., Oliver, J., McGee, E.A., & Woehr, D.J. *The effects of personality and value diversity on team viability and conflict.* Paper presented at the 67th Annual Conference of the Academy of Management (AOM), August, 2007, Philadelphia, PA.
 65. Woehr, D.J. & Bowler, M.C. Beyond Dimension and Exercise Effects: A Variance Partitioning Approach to Assessment Center Construct Validity. *Paper presented at the 19th Annual Conference of the Association for Psychological Science (APS), May, 2007, Washington, D.C.*
 66. Fleisher, M.S., Woehr, D.J. & Edwards, B. Frequency-Based Personality Measurement and Team Performance. *Paper presented at the 19th Annual Conference of the Association for Psychological Science (APS), May, 2007, Washington, D.C.*
 67. Oliver, J., Bowler, M.C., & Woehr, D.J. Reducing variance in performance during skill acquisition as an indicator of training effectiveness: A case study. *Paper presented at the 19th Annual Conference of the Association for Psychological Science (APS), May, 2007, Washington, D.C.*
 68. Poling, T., Meriac, J.P., & Woehr, D.J. Contagious Justice: Components, Antecedents, and Cross-level Effects of PJ Climate. *Paper presented at the 22nd Annual Conference of the Society for Industrial-Organizational Psychology (SIOP). April, 2007, New York, NY.*
 69. Meriac, J. P., Hoffman, B.J., Fleisher, M. & Woehr, D.J. Expanding the Nomological Net Surrounding Assessment Center Dimensions: A Meta-Analysis. *Paper presented at the 22nd Annual Conference of the Society for Industrial-Organizational Psychology (SIOP). April, 2007, New York, NY.*
 70. Oliver, J., & Woehr, D.J. (2006). Modeling applicant trends for strategic planning. *Paper presented at the 22nd Annual Conference of the Society for Industrial-Organizational Psychology (SIOP). April, 2007, New York, NY.*
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71. Bowler, M., Woehr, D.J., & Rentsch, J. *The Impact of Aggressive Individuals on Team Training*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA. August 2006.
 72. Poling, T. & Woehr, D.J. Does the Composition of Team Member's Personality and Values Impact Perceptual Agreement Regarding Team Processes? Paper presented at the annual meeting of the Association for Psychological Science (APS), New York, May 2006. [Winner of the APS Best Student Research Award]
 73. Woehr, D. J., & Poling, T. *Do You See What I See: the Impact of Psychological Diversity on Team Member Perceptual Agreement*. Paper presented at the 10th International Conference of the International Society for the Study of Work and Organizational Values, Tallin, Estonia, June 2006.
 74. Woehr, D.J., & Meriac, J.P. *A Multinational Examination of Differential Item Functioning of the Multidimensional Work Ethic Profile*. Paper presented at the 10th International Conference of the International Society for the Study of Work and Organizational Values, Tallin, Estonia, June 2006.
 75. Arciniega, L.M., Woehr, D.J., & Poling, T. *The Impact of Value and Personality Diversity on Team Performance and Team Processes*. Paper presented at the 10th International Conference of the International Society for the Study of Work and Organizational Values, Tallin, Estonia, June 2006.
 76. Bowler, M. C., McIntyre, M.D., & Woehr, D. J. *Harsh Critics: Aggressive Attributions for Failure*. Paper presented at the 21st annual meeting of the Society for Industrial/Organizational Psychology, Dallas, TX, May, 2006.
 77. Hoffman, B.J., Blair, C.A., Meriac, J.P., & Woehr, D.J. *Expanding the Criterion Domain? A Meta-Analysis of the OCB literature*. Paper presented at the 21st annual meeting of the Society for Industrial/Organizational Psychology, Dallas, TX, May, 2006.
 78. Meriac, J.P., Poling, T., & Woehr, D.J. *Measuring Work Ethic: An Application of Polytomous Item Response Theory*. Paper presented at the 21st annual meeting of the Society for Industrial/Organizational Psychology, Dallas, TX, May, 2006.
 79. Poling, T., Woehr, D.J., Arciniega, L.M., & Gorman, C.A. *The Impact of Personality and Value Diversity on Team Performance*. Paper presented at the 21st annual meeting of the Society for Industrial/Organizational Psychology, Dallas, TX, May, 2006.
 80. Hoffman, B.J., Oliver, J., Meriac, J., & Woehr, D.J. *Examining the Validity of the Multifactor Leadership Questionnaire: A Quantitative Review*. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI, August, 2005.
 81. Hoffman, B.J., Oliver, J., & Woehr, D.J. *A Quantitative Review of the Structural Validity of the MLQ*. Paper presented at the 20th annual meeting of the Society for Industrial/Organizational Psychology, Los Angeles, CA, April, 2005.
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82. Gaby, S. & Woehr, D.J. *Development and Evaluation of a 'Climate for Performance Appraisal' Measure*. Paper presented at the 20th annual meeting of the Society for Industrial/Organizational Psychology, Los Angeles, CA, April, 2005.
 83. Lance, C.E., Woehr, D. J., & Meade, A. Assessment Center Construct Validity Models: True or False? Paper presented at the 20th annual meeting of the Society for Industrial/Organizational Psychology, Los Angeles, CA, April, 2005.
 84. Woehr, D.J., Hoffman, B.J., & Maldegan-Youngjohn, R. *Great man or great myth: A Meta-analytic investigation of the impact of individual differences on leader effectiveness*. Paper presented at the 9th biennial conference of the International Society for the Study of Work and Organizational Values (ISSWOV), New Orleans, August, 2004.
 85. Arciniega, L.M., & Woehr, D.J. Value profile similarity and team performance. Paper presented at the 9th biennial conference of the International Society for the Study of Work and Organizational Values (ISSWOV), New Orleans, August, 2004.
 86. Hoffman, B.J., & Woehr, D. J. *Person-Organization Value Congruence: A Meta-Analytic Review of Moderators and Outcomes*. Paper presented at the 9th biennial conference of the International Society for the Study of Work and Organizational Values (ISSWOV), New Orleans, August, 2004.
 87. Woehr, D.J., & Hoffman, B. *The Impact of Analytic Approach on Assessment Center Construct Validity*. Paper presented at the 19th annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL, April, 2004.
 88. Hoffman, B. & Woehr, D.J. *Person-Environment Fit: A Meta-Analytic Review of Outcomes and Moderators*. Paper presented at the 19th annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL, April, 2004.
 89. Bowler, M. & Woehr, D.J. *Assessment Center Construct-Related Validity*. Paper presented at the 19th annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL, April, 2004.
 90. Woehr, D.J., Arciniega, L.M., & Fowler, O. (2003). *Measuring Work Ethic: An Examination of the Measurement Equivalence of English and Spanish Versions of the Multidimensional Work Ethic Profile*. Paper presented at The European Applied Business Research Conference, Venice, Italy, June, 2003.
 91. Bowler, M.C., & Woehr, D.J. *Assessment Center Construct -Related Validity: A Big Picture Perspective*. Paper presented at the 15th annual meeting of the American Psychological Society, Atlanta, GA., June, 2003.
 92. Woehr, D. J., & Rentsch, J.R. *Elaborating Team Member Schema Similarity: A social relations modeling approach*. Paper presented at the 18th annual meeting of the Society for Industrial/Organizational Psychology, Orlando, FL, April, 2003.
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93. Engel, E.A., Bergman, S.M., Bowler, M.C., Vernon, R., Zelno, J.A., Rentsch, J.R., & Woehr, D.J. *Let's do it again! Cognitive congruence, perceptions, and team viability.* Paper presented at the 18th annual meeting of the Society for Industrial/Organizational Psychology, Orlando, FL, April, 2003.
 94. Rentsch, J.R., Woehr, D.J., & Hutchinson, A.S. *Measurement of task schemas among team members: The role of expertise in predicting performance.* Paper presented at the 18th annual meeting of the Society for Industrial/Organizational Psychology, Orlando, FL, April, 2003.
 95. Vernon, R., Bergman, S.M., Bowler, M.C., Engel, E.A., Zelno, J. A., Rentsch, J.R., & Woehr, D.J. *Similarity versus diversity: The impact of personality congruence on teams.* Paper presented at the 18th annual meeting of the Society for Industrial/Organizational Psychology, Orlando, FL, April, 2003.
 96. Zelno, J.A., Bergman, S.M., Bowler, M.C., Engel, E.A., Vernon, R., Rentsch, J.R., & Woehr, D.J. *Are you thinking what I'm thinking? Team cognition matters.* Paper presented at the 18th annual meeting of the Society for Industrial/Organizational Psychology, Orlando, FL, April, 2003.
 97. Burgess, J.R.D., & Woehr, D. J. *The Operationalization and Concurrent Validation of the Employment Goals Construct.* Paper presented at the annual meeting of the Academy of Management, Denver, CO. August, 2002.
 98. Woehr, D.J. *Examining Work Values Across Populations: Application of a Confirmatory Factor Analytic Approach to the Detailed Assessment of Measurement Equivalence.* Paper presented at the bi-annual meeting of the International Society for the Study of Work and Organizational Values, Warsaw, Poland, June 2002.
 99. Rentsch, J., Woehr, D.J. , & Fowler, O. *Elaborating Team Member Schema Similarity Using a Social Relations Approach.* Paper at the bi-annual meeting of the International Society for the Study of Work and Organizational Values, Warsaw, Poland, June 2002.
 100. Woehr, D. J., Arthur. W., Jr., & Bowler, M. An Examination of the Impact of Methodological Factors on Assessment Center Construct Validity. Paper presented at the 17th annual meeting of the Society for Industrial/Organizational Psychology, Toronto, Canada, April, 2002.
 101. Roedder, W. C., Rush, M. C., Ladd, R. T., Schumann, D., & Woehr, D. J. How equity sensitivity affects attitudes and behaviors. Paper presented at the 17th annual meeting of the Society for Industrial/Organizational Psychology, Toronto, Canada, April, 2002.
 102. Youngjohn, R. M. & Woehr, D. J. A meta-analytic investigation of the relationship between individual differences and leader effectiveness. Paper presented at the 16th annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA, April 2001.
 103. Burroughs, S. M., Woehr, D. J., Bing, M. N., & McIntyre, M. D. Factor analytic and construct validity evidence for peer reports of workplace deviance. Paper presented at the 16th annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA, April 2001.
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104. McCormick, M. J. & Woehr, D. J. Applying social cognitive theory to leadership: A new paradigm. Paper presented at the 16th annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA, April 2001.
 105. Woehr, David J. & Bennett, Winston, Jr. Understanding the Structure of Multitrait-Multirater Performance Ratings in Air Force Wide Rating Data. Paper presented at the annual meeting of the American Psychological Association, Washington, DC, August 2000.
 106. Bennett, Winston, Jr., Schvaneveldt, R., & Woehr, David J. Developing Virtual Technology to Facilitate Information Flow among Distributed Team Members. Paper presented at the 12th annual meeting of the American Psychological Society, Miami, FL, May 2000.
 107. Woehr, D. J. & Miller, M. J. Development and Evaluation of the Multidimensional Work Ethic Profile. Paper presented at the at the 15th annual meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA, April 2000.
 108. Woehr, D. J. & Hudspeth, N. Expanding the Nomological Net: What Does Work Ethic Measure? Paper presented at the at the 15th annual meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA, April 2000.
 109. Woehr, D. J., Hudspeth, N., & Edwards, B. Examination and Evaluation of Frequency Estimation Based Personality Measurement. Paper presented at the at the 15th annual meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA, April 2000.
 110. Woehr, D. J. & Bowler, M. A computerized work ethic survey of Air Force Enlisted Personnel. Paper presented at the annual International Military Testing Association meeting, Monterey, CA, November, 1999.
 111. Sheehan, M. K., Woehr, D. J., Bennett, W., Jr., & Bowler, M. Construct-related validity evidence for measures of work ethic, personality, and cognitive ability in an Air Force sample. Paper presented at the annual American Psychological Association meeting, Boston, MA, August 1999.
 112. Woehr, D. J., & Arthur, W. Jr. The assessment center validity paradox: A review of the role of methodological factors. Paper presented at the at the 14th annual meeting of the Society for Industrial/Organizational Psychology, Atlanta, GA, April 1999.
 113. Sheehan, M. K., Woehr, D. J., & Bennett, W. Jr. Understanding disagreement across rating sources: An assessment of the measurement equivalence of raters. Paper presented at the at the 14th annual meeting of the Society for Industrial/Organizational Psychology, Atlanta, GA, April 1999.
 114. Holt, C.; Hardaway, G.; Woehr, D.J.; & Bennett, W. Jr. Evaluating Technology as a change agent for re-engineering USAF Basic Military Training. Paper presented at the 40th annual meeting of the International Military Testing Association, Pensacola, FL, October 1998.
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115. Woehr, D. J., Miller, M. J., & Bennett, W. Jr. Understanding work ethic: A conceptual and psychometric examination across multiple samples. Paper presented at the 1998 meeting of the International Society for the Study of Work and Organizational Values, Istanbul, July 1998.
 116. Woehr, D. J., & Kane, J. S. Frequency based performance assessment: An overview and meta-analytic review of the accuracy of frequency estimation. Paper presented at the 13th annual meeting of the Society for Industrial/Organizational Psychology, Dallas, April 1998.
 117. Collins, J. M., Woehr, D. J., & Johnson, J. W. Stepping out on a performance limb: A structural equations analysis of Campbell's (1990) Theory of Job Performance. Paper presented at the 13th annual meeting of the Society for Industrial/Organizational Psychology, Dallas, April 1998.
 118. Roch, S. G., & Woehr, D. J. *The effect of rater motivation on performance appraisal accuracy: An NPI approach.* Paper presented at the annual meeting of the American Psychological Association, Chicago, IL, August 1997.
 119. Arthur, W. Jr., Woehr, D. J. & Graziano, W. G. *Personality Testing In Employment Settings: Problems and Issues in the Application of Typical Selection Practices.* Paper presented at the 12th annual meeting of the Society for Industrial/Organizational Psychology, St. Louis, April 1997.
 120. Woehr, D. J., & Miller, M. J. *The meaning and measurement of Work Ethic.* Paper presented at the annual Southeastern Industrial/Organizational Psychology Meeting, Atlanta, GA, April 1997.
 121. Woehr, D.J., Miller, M.J., & Bennett, W. *Distributional Assessment and Evaluation of Mission Readiness/Effectiveness.* Paper presented at the annual meeting of the Military Testing Association, San Antonio, TX., November 1996.
 122. Miller, M. J., & Woehr, D. J. *The Development and Evaluation of a Multidimensional Measure of Work Ethic.* Paper presented at the 5th annual meeting of the International Society for the Study of Work and Organizational Values, Montreal, Canada, August 1996.
 123. Maldegan, R. M., Woehr, D. J., & Arthur, W. Jr. *Further Examination of Multiple Systematic Sources of Variance in Assessment Center Ratings.* Paper presented at the 11th annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA, April 1996.
 124. Woehr, D. J. (Chair). Context Effects in Performance Evaluation. Paper session at the annual meeting of the American Psychological Association, New York, NY, August 1995.
 125. Roch, S., & Woehr, D. J. *Context Effects in Performance Evaluation: The Impact of Ratee Gender and Performance Level.* Paper presented at the annual meeting of the American Psychological Association, New York, NY, August 1995.
 126. Ricard, R. J., Cavell, T. A., & Woehr, D. J. *The Portability of Social Attachments and Academic Self-Concept.* Paper presented at the annual meeting of the American Psychological Association, New York, NY, August 1995.
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127. Woehr, D. J., & Miller, M. J. *Distributional Ratings of Performance: Further Evidence of Construct Validity*. Paper presented at the 10th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL, May 1995.
 128. Huffcutt, A. I., & Woehr, D. J. *A Further Analysis of Employment Interview Validity*. Paper presented at the 10th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL, May 1995.
 129. Woehr, D. J., & Roch, S. *Understanding Frame-of-Reference Training: The Impact of Training on the Recall of Performance Information*. Paper presented at the 9th annual meeting of the Society for Industrial and Organizational Psychology, Nashville, TN, April 1994.
 130. Young, B. S., Worchel, S., & Woehr, D. J. *Organizational Commitment Among Public Service Employees*. Paper presented at the 9th annual meeting of the Society for Industrial and Organizational Psychology, Nashville, TN., April 1994.
 131. Woehr, D. J., & Huffcutt, A. I. *Rater Training for Performance Appraisal: A Meta-Analytic Review*. Paper presented at the 8th annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA, May, 1993.
 132. Huffcutt, A. I. & Woehr, D. J. *Degree of Structure and Employment Interview Validity: A Meta-Analytic Study*. Paper presented at the 8th annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA, May, 1993.
 133. Woehr, D. J., Day, D.V., Arthur, W. Jr. & Bedeian, A. G. *The Systematic Distortion Hypothesis: A Confirmatory Test of Two Models*. Paper presented at the 7th annual meeting of the Society for Industrial and Organizational Psychology, Montreal, Quebec, May, 1992.
 134. Huffcutt, A. I. & Woehr, D. J. *Examining the Effects of Structure on the Interview Process: A Multidimensional Theoretical Analysis*. Paper presented at the 7th annual meeting of the Society for Industrial and Organizational Psychology, Montreal, Quebec, May, 1992.
 135. Woehr, D. J. *A Logical Inference Approach to Performance Appraisal Validation*. Paper presented at the Southeastern Industrial/Organizational Psychological Association meeting, New Orleans, LA., March, 1991.
 136. Arthur, W. Jr., Woehr, D. J., & Fehrmann, M. L. *An Empirical Comparison of Cutoff Scores for Content-Related and Criterion-Related Validity Settings*. Paper presented at the American Psychological Association Meeting, Boston, MA., August, 1990.
 137. Butemeyer, J. A., & Woehr, D. J. *Alternate Criteria in the Validation of The ASVAB*. Paper presented at the American Psychological Society, Dallas, Tx., 1990.
 138. Woehr, D. J. (Chair). *Maintaining Research Productivity*. Panel Discussion presented at the Society for Industrial/Organizational Psychology meeting, Miami Beach, Fl., May, 1990.
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139. Fehrmann, M. L. & Woehr, D. J. *Standard Setting: The Impact of Rater Training*. Paper presented at the Society for Industrial/Organizational Psychology meeting, Miami Beach, FL., May, 1990.
 140. Rosenbaum, A. L., Woehr, D. J., & Greener, J. *The Fakability of the 16 PF*. Paper presented at the Society for Industrial/Organizational Psychology meeting, Miami Beach, FL., May, 1990.
 141. Woehr, D. J., Rosenbaum, A., Jenner, S. M., & Lance, C. E. General vs. Dimensional Evaluative Processing Set: Implications for Rating Accuracy. Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA., November 1989.
 142. Lance, C. E. & Woehr, D. J. (1989). The Validity of Performance Judgments: Normative Accuracy Model Versus Ecological Perspectives. Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA., November 1989.
 143. Woehr, D. J. (Chair). *The Relationship Between Memory & Judgment: Implications for Performance Appraisal*. A symposium presented at the Society for Industrial/Organizational Psychology meeting, Boston, MA., April, 1989.
 144. Surviving Academia: The First Five Years. Panel discussion presented at the Society for Industrial/Organizational Psychology SIOP Meeting, Boston, MA., April, 1989. Participants: Arvey, R.; Naylor, J.; Woehr, D. J.; Sawyer, J. & Steele -Johnson, D. Chair: Pritchard, R.
 145. Woehr, D. J., & Feldman, J. M. *The Effect of Information Processing Objective on Performance Appraisal Judgments*. Paper presented at the Society for Industrial/Organizational Psychology meeting, Boston, MA., April, 1989.
 146. Woehr, D. J., & Lance, C. E. *Tests of Three Latent Variable Models of Memory -Judgement Relations*. Paper presented at the American Psychological Association Meeting, Atlanta, GA., August, 1988.
 147. Woehr, D. J., Kromm, G. M. & York, C. M. *The Development and Evaluation of a "Role of the Professor" Attitude Scale*. Paper presented at the Southeastern Psychological Association meeting, New Orleans, LA., March, 1988.
 148. Hendrickson, C., Kromm, G. M., & Woehr, D. J. *Teaching Psychology in a Computerized Classroom*. Symposium presented at the Southeastern Psychological Association meeting, New Orleans, LA., March, 1988.
 149. Lance, C. E. & Woehr, D. J. *Paper People in Performance Appraisal*. Paper presented at the American Psychological Association meeting, New York, N.Y., August, 1987.
 150. Woehr, D. J. *Rating Scale Format and Rater Cognitive Processes: Implications for Rating Accuracy*. Paper presented at the Southeastern Psychological Association meeting, Atlanta, GA., March 1987.
 151. Bitgood, S. C., Finlay, T. W. & Woehr, D. J. *The Design and Evaluation of Exhibit Labels*. Paper presented at the Southeastern Psychological Association meeting, Atlanta, GA., March, 1987.
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152. Woehr, D. J., & Lance, C. E. *Information Processing Characteristics of Raters: Individual Difference Correlates of Rating Accuracy*. Paper presented at the Southeastern Psychological Association meeting, Orlando, FL., March, 1986.
 153. Maple, T. L., Woehr, D. J., & Winship, B. *Sports Psychology: Current Issues in the Analysis of Athlete Behavior*. A symposium presented at the Georgia Psychological Association midwinter meeting, Atlanta, GA., 1986.
 154. Woehr, D. J., & Lance, C. E. *Cognitive Models in Performance Appraisal: A Presentation of Two Structural Models*. Paper presented at the Georgia Psychological Association meeting, Atlanta, GA., 1985.
 155. Finlay, T. W., Woehr, D. J. & Maple, T. L. *Evaluation Techniques in Zoo Environments: Visitor Attitudes and Animal Behavior*. A paper presented at the Southeastern Psychological Association meeting, New Orleans, LA., March, 1984.

SELECTED INVITED PRESENTATIONS

1. Woehr, D.J. *Alternative Approaches to Modeling MTMM Data in Organizational Research*. Invited presentation at the Center for Advanced Research Methods and Analysis (CARMA), Wayne State University, Detroit, MI, March 2014.
 2. Woehr, D.J., & Meriac, J.P. *Differential Item and Test Functioning: Measurement Equivalence of Work Ethic Items Across Respondents from the US and Mexico*. Invited presentation at the *Survey Methods in Multinational, Multiregional, and Multicultural Contexts Conference, Berlin Germany, June 2008*.
 3. Woehr, D. J. *Evaluating the Evaluations: Multisource Feedback and Climate for Performance Appraisal*. *Invited address, Sungkyunkwan University, Seoul Korea, October 2007*.
 4. Woehr, D.J. *Team Effectiveness: Diversity, Process, and Outcomes*. *Invited address, Sungkyunkwan University, Seoul Korea, October 2007*.
 5. Oliver, J., Bowler, M., & Woehr, D.J. *Reducing Variance in Performance During Skill Acquisition*. Invited presentation in the *Individual and Team Skill Decay: State of the Science and Implications for Practice Conference, Mesa, AZ., Sept. 2007*.
 6. Woehr, D.J., & Bowler, M. *Criteria for the Development and Evaluation of Synthetic Team Training Environments*. Invited presentation in the *Continuous Learning in Collaborative Distributed Environments Conference, Mesa, AZ., Sept. 2007*.
 7. Woehr, D.J. *Construct Validity and Managerial Assessment Centers*. Invited address at Sung Kyun Kwa University, Seoul, South Korea, May 2005.
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8. Woehr, D.J., & Lim, D.H. *Measuring Work Ethic in Cross-Cultural Contexts: Measurement Equivalence of English, Spanish, and Korean Version of the Multidimensional Work Ethic Profile*. Invited presentation at both Seoul National University and Korea University, Seoul South Korea, May 2004.
9. Woehr, D. J. *Cutoff Score Issues*. Invited presentation at the October Houston Area Industrial/Organizational Psychologists meeting, College Station, TX., October, 1991.

PROFESSIONAL SERVICE

- Editor, *Human Performance* (2015 – present)
- Associate Editor, *Human Performance* (2010 – 2014)
- Board Member, *Southern Management Association* (2013 – 2016)
- Scientific Committee, *International Society for the Study of Work and Organizational Values (ISSWOV)*
- Editorial Board Member, *Journal of Applied Psychology* (Current)
- Editorial Board Member, *Organizational Research Methods* (Current)
- Editorial Board Member, *European Journal of Work and Organizational Psychology* (Current)
- Editorial Board Member, *Organizational Behavior and Human Decision Processes* (2006-2010)
- SIOP (Division 14) APA Program Committee (1993,1994,1995,1999)
- SIOP Program Committee (1996,1997,1999, 2000, 2002, 2004-2012)
- SIOP Professional Affairs Committee
- Ad hoc reviewer, *Multivariate Behavioral Research*
- Ad hoc reviewer, *Journal of Management*
- Ad hoc reviewer, *Public Personnel Management*
- Ad hoc reviewer, *Academy of Management Journal*
- Ad hoc reviewer, *Applied Psychology: An International Review*
- Ad hoc reviewer, *International Journal of Selection and Assessment*
- Ad hoc reviewer, *Personnel Psychology*
- Ad hoc reviewer, *Journal of Organizational Behavior*
- Ad hoc reviewer, *Military Psychology*
- Ad hoc reviewer, *Human Resource Management Review*
- Ad hoc reviewer, *Journal of Individual Differences*
- Ad hoc reviewer, *Journal of Business and Psychology*
- Ad hoc reviewer, *Sex Roles*.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

- Fellow, Society for Industrial/Organizational Psychology (SIOP)
 - Fellow, American Psychological Association (APA)
 - Fellow, Association for Psychological Science (APS)
 - Executive Committee Member, International Society for the Study of Work and Organizational Values (ISSWOV)
 - Member, Academy of Management
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- Member, Southern Management Association (SMA)

DOCTORAL STUDENTS (Dissertation Committees Chaired)

***University of North Carolina
Charlotte***

1. Jared Borns (current)
2. Andrew Loignon (2016)
3. Jane Thomas (2015)
4. Greg Berka (2014)

University of Tennessee:

1. Josh Bazy (2012)
2. Matthew Fleisher (2011)
3. Irina Cozma (2011)
4. Elizabeth McGee (2011)
5. Taylor Poling (2009)
6. Joana Pimentel (2008)
7. Joy Oliver (2008)
8. John Meriac (2008)
9. Amanda Baugus (2007)
10. Brian Hoffman (2006)
11. Mark Bowler (2006)
12. Stephan Gaby (2004)
13. Jennifer Burgess (2002)

Texas A&M University:

1. Robyn (Maldegan) Youngjohn (1999)
 2. Michael McCormick (1999)
 3. Michael Miller (1997)
 4. Sylvia Roch (1996)
 5. Allen Huffcutt (1993)
 6. Angie Rosenbaum (1992)
 7. Melinda Fehrmann-Bremley (1992)
 8. Steven Jenner (1991)
 9. Anthony McBride (1990)
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