

## Fred Oswald

Professor and Herbert S. Autrey Chair in Social Sciences  
Department of Psychological Sciences  
Rice University

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### Contact Information

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### Education

Ph.D., Psychology (1999)  
University of Minnesota  
M.A., Psychology (1997)  
University of Minnesota  
B.A., Psychology (1992)  
University of Texas at Austin

### Employment

2018 - present – Professor and Herbert S. Autrey Chair in Social Sciences, Rice University  
2012 - 2018 – Professor, Department of Psychological Sciences, Rice University  
2008 - 2012 – Associate Professor, Department of Psychology, Rice University  
2006 - 2008 – Associate Professor, Department of Psychology, Michigan State University  
2000 - 2006 – Assistant Professor, Department of Psychology, Michigan State University  
1998 - 2000 – Assistant Professor, Department of Psychological Sciences, Purdue University

### Honors and Awards

National Academy of Sciences – National Associate, 2020  
Rice University – Excellence in Professional Service Award, 2020  
Fellow – Society for Industrial and Organizational Psychology (SIOP), 2012  
Fellow – APA, Div. 14 (Society for Industrial and Organizational Psychology, SIOP), 2012  
Fellow – APA, Div. 8 (Social and Personality Psychology, SPSP), 2016  
Fellow – APA, Div. 5 (Quantitative and Qualitative Methods), 2012  
Fellow – American Psychological Association (APA), 2012  
Fellow – Association for Psychological Science (APS), 2012

### Editorial Positions

Associate Editor – *Journal of Applied Psychology*, 2020-26  
Associate Editor – *Advances in Methods and Practices in Psychological Science*, 2017-2021  
Consulting Editor – *Journal of Research in Personality*, 2018-21  
Senior Associate Editor, Methods – *Journal of Management*, 2017-20  
Associate Editor – *Psychological Methods*, 2013-19  
Associate Editor – *Journal of Management*, 2011-18  
Associate Editor – *Journal of Research in Personality*, 2015-18  
Associate Editor – *Research Synthesis Methods*, 2013-16  
Associate Editor – *Journal of Business and Psychology*, 2009-12

### Editorial Boards

current

*Psychological Bulletin*, 2020-26 - Consulting Editor  
*Journal of Personality and Social Psychology*, 2020-present

*Psychological Assessment*, 2015-present, Consulting Editor  
*Personality Science*, 2021-present  
*Personnel Psychology*, 2010-present  
*Journal of Business and Psychology*, 2008-09, 2013-present  
*Organizational Research Methods*, 2007-present  
*Personnel Assessment and Decisions*, 2013-present  
*International Journal of Testing*, 2015-present  
*International Journal of Selection and Assessment*, 2003-present  
*Military Psychology*, 2011-present

past

*Annual Review of Organizational Psychology and Organizational Behavior*, 2017-23  
*Neuropsychology Review*, 2020-2023  
*Journal of Applied Psychology*, 2005-19  
*Journal of Management*, 2003-11  
*Psychological Methods*, 2010-12  
*Journal of Research in Personality*, 2011-15  
SIOP *Frontiers* book series, 2013-19  
*Archives of Scientific Psychology*, 2016-19

<b>External Leadership Positions</b>
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*National*

Member, U.S. National Artificial Intelligence Advisory Committee (NAIAC), 2022-present, advises the President and Secretary of Commerce, <https://ai.gov/naiac>  
Member, International Expert Consortium on the Regulation, Economics and Computer Science of AI (RECSAI), <https://recsai.org>  
Chair, Board on Human-Systems Integration (BOHSI), The National Academies of Sciences, Engineering, and Medicine, 2020-present (Board Member, 2015-19), <https://www.nationalacademies.org/bohsi/board-on-human-systems-integration>  
Member, Defense Advisory Committee for Military Personnel Testing (DACMPT), 2022-25, <https://dacmpt.com/>  
Member, US Space Force Talent Science Advisory Group (TSAG), 2021-present

*American Psychological Association*

Member, Advocacy Coordinating Committee (ACC), 2023-25  
Management Committee Member, AERA-APA-NCME *Standards for Educational and Psychological Testing*, 2021-24  
Chair, Open Science and Methodology (OSM) Committee, 2021-22  
Chair, Board of Scientific Affairs (BSA), 2022  
Chair, Committee on Psychological Tests and Assessment (CPTA), 2018  
Program Chair, Evaluation, Measurement, & Statistics (Div. 5), 2014

*Society for Industrial and Organizational Psychology (SIOP)*

President, 2017-18 (President Elect, 2016-17, Past President 2018-19)

Executive Board, Research and Science Portfolio Officer, 2014-16  
Chair, Scientific Affairs Committee, 2012-14  
Chair, Hogan Award Committee, 2011-13

### External Committee Memberships

#### *National*

National Center for State Courts, IRB member, 2022-present  
APA Working Group for Journal Reporting Guidelines for Equity, Diversity, Inclusion, and Justice in Psychological Science, American Psychological Association, 2022-2023  
The National Academies of Sciences, Engineering, and Medicine, Committee on Assessing Intrapersonal and Interpersonal Competencies, 2015-17  
National Science Foundation - Division of Social and Economic Sciences (SES) Committee of Visitors (COV) Member, 2016 Committee of Visitors Report (Science of Organizations)  
The National Academies of Sciences, Engineering, and Medicine, Committee on Measuring Human Capabilities: Performance Potentials of Individuals and Collectives, 2013-15

#### *American Psychological Association*

Open Science and Methodology (OSM) Committee, 2019-20, 2022  
Board of Scientific Affairs (BSA), 2020-2021  
Committee on Psychological Tests and Assessment (CPTA), 2016-17  
Board of Educational Affairs, Task Force on the Integration of Science and Practice in Health Service Psychology (HSP) Training, 2015-16

#### *Society for Industrial and Organizational Psychology (SIOP)*

Ad hoc Task Force on AI-Based Assessments, 2022-23  
SIOP's Disability Inclusion & Accessibility Committee (DIAC), 2021-22  
Committee for Revising the SIOP *Principles for the Validation and Use of Personnel Selection Procedures*, 2015-17  
Leading Edge Consortium, Planning Committee, 2016, 2019  
Distinguished Scientific Contributions Award Subcommittee, 2014-16  
Leading Edge Consortium Conference (Talent Analytics), Scientific Advisor, 2015-16  
Leading Edge Consortium, Chair Selection Committee, 2012-13  
External Relations Committee, 2011-2013  
Professional Contributions Award Committee, 2011-13  
Scientific Affairs Committee, 1999-2001, 2009-11  
Owens Award Subcommittee, 2004-06  
Electronic Communications Committee, 2004-08  
Ad Hoc Web Committee, 2003-2005  
Strategic Program Planning Subcommittee, 2002-03  
Ad Hoc APA Ethics Code Review Committee, 2001

#### *Editorial*

Chair, Editorial Search Committee, *Psychological Science* (APS), 2023  
Chair, *Journal of Management* – Best Paper Award, 2011-12  
Editorial Search Committee, *Psychological Science* (APS), 2018-19

*Professional Societies*

Member, APS Working Group on Education and COVID-19, 2021  
Association for Research in Personality, Program Committee, 2015  
Academy of Management Research Methods Division – Awards Committee, 2002-03  
Academy of Management HR Division – Best Student Paper Award Committee, 2005

*Grant Reviewer*

NSF Grant and Fellowships Reviewer, 2015-present  
Member, Institute of Education Sciences (Department of Education), Statistics and Modeling Education Scientific Review Panel, 2019-24  
Member, FWO Review College (The Research Foundation – Flanders), 2021-23  
Reviewer Coordinator, *Facilities staffing requirements for the Veterans Health Administration—Resourcing, workforce modeling, and staffing: Proceedings of a workshop*. (2019). The National Academies of Sciences, Engineering, and Medicine.  
Israel Science Foundation, Personal Research Grants, 2019, 2021  
Institute of Education Sciences (IES, US Department of Education), Statistics and Modeling Scientific Review Panel, Jan 2018, Feb 2019  
American Psychological Association, Dissertation Research Award, 2018, 2019, 2021  
Research Foundation - Flanders (FWO), Belgium – Postdoctoral Fellow Review, February 2014  
Committee on Professionalizing the Nation’s Cybersecurity Workforce: Criteria for Future Decision-Making, Computer Science and Telecommunications Board, Division on Engineering and Physical Sciences, National Research Council, 2013, *The US Cybersecurity Workforce and the Role of Professionalization*  
Fonds National de la Recherche (FNR) Luxembourg, 2011, 2012, 2014  
International Test Commission’s *ITC Guidelines for Quality Control in Test Scoring, Analysis and Reporting of Test Scores*, May 2011  
Army Research Laboratory, Army Research Office, 2009  
Netherlands Organization for Scientific Research, Social Sciences, 2007, 2021  
Standard Research Grants program of the Social Sciences and Humanities Research Council of Canada, 2007, 2012, 2015

*Conference Reviewer*

SIOB Program Reviewer, 1999-present  
APA Division 14 (SIOB-APA) Program Reviewer, 2015-present  
SPSP Program Reviewer, 2015-present  
APA Technology, Mind & Society Conference Reviewer, 2019  
AERA Program Reviewer, 2012-17  
APA Division 5 (Evaluation, Measurement, and Statistics) Program Reviewer, 2001-08, 2012  
Academy of Management Program Reviewer – OB Division, 2003-08, HR division 2010  
Academy of Management Program Reviewer – Research Methods Division, 2004-present  
Southern Management Association Reviewer, 2013

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### Research Fellow

Senior Research Fellow, U.S. Army Research Institute for the Behavioral and Social Sciences, 2014-present  
Senior Research Fellow, Massachusetts Institute for College and Career Readiness (MICCR), 2014-17

### Advisory Boards

Buros Center for Testing Advisory Council, 2023-25  
Educational Testing Service, Global Higher Education (GHE) Research - Technical Advisory Committee (R-TAC), 2022-present  
Educational Testing Service, Visiting Panel, 2020-present  
Toffler Associates Expert in Residence, 2022-present  
Cappfinity, Scientific Advisor, 2021-present  
National Center for State Courts (NCSC), Just Horizons Council, 2020-present  
Aon Hewitt, Scientific Advisory Board, 2015-present  
HR MetaBUS, 2014-present  
American Association of Medical Colleges (AAMC), Technical Advisor, 2012-present  
Institute for Workplace Equality, AI Technical Advisory Committee, 2021-2022  
SkillSurvey, Advisory Board, 2008-2020  
Educational Testing Service, GRE Board, DEI Committee, 2019-21  
Psychology of Science in Policy, PsySiP, 2015-19  
Federation of Associations in Behavioral and Brain Sciences (FABBS), Secretary, 2012-16  
Human Resource Management Center ([www.hrmc.com](http://www.hrmc.com)), 2008-15

### Memberships

American Psychological Association (APA) – 1999-present  
American Psychological Society (APS) – 2004-present  
Society for Industrial and Organizational Psychology (SIOP) – 1999-present  
Evaluation, Measurement, and Statistics – APA Div. 5 – 2002-present  
International Test Commission (ITC) – 2010-present  
Society for the Improvement of Psychological Science (SIPS) – 2018-present  
Society for Research Synthesis Methods (SRSM) – 2012-17  
American Educational Research Association (AERA) – 2012-17

### Reviewing Roles

#### *Ad Hoc Reviewer*

*American Journal of Epidemiology*  
*American Journal of Evaluation*  
*Applied Psychological Measurement*  
*Asia Pacific Education Review*  
*Basic and Applied Social Psychology*  
*Behavior Research Methods*  
*British Journal of Management*

*British Journal of Mathematical and Statistical Psychology*  
*British Journal of Social Psychology*  
*Canadian Journal of Behavioural Science*  
*Decision*  
*Educational and Psychological Measurement*  
*Educational Assessment*

*Educational Psychologist*  
*Educational Psychology*  
*Engineering Reports*  
*European Journal of Information Systems*  
*European Journal of Psychological Assessment*  
*European Journal of Psychology*  
*European Journal of Psychology of Education*  
*European Management Review*  
*Frontiers in Psychology: Cognition*  
*Human Factors*  
*Human Performance*  
*Human Resource Management Journal*  
*IEEE Transactions on Neural Networks and Learning Systems*  
*Journal of Abnormal Child Psychology*  
*Journal of Applied Research in Memory and Cognition*  
*Journal of Business Research*  
*Journal of Clinical Child and Adolescent Psychology*  
*Journal of Computer-Mediated Communication*  
*Journal of Counseling Psychology*  
*Journal of Experimental Psychology: General*  
*Journal of Health, Population, and Nutrition*  
*Journal of Managerial Psychology*  
*Journal of Memory and Language*  
*Journal of Neuroscience, Psychology, and Economics*  
*Journal of Occupational and Organizational Psychology*  
*Journal of Personality*  
*Journal of Personality Disorders*  
*Journal of Personality and Social Psychology*  
*Language Teaching: Surveys and Studies*  
*Leadership Quarterly*  
*Learning and Individual Differences*  
*Measurement and Evaluation in Counseling and Development*  
*Military Psychology*  
*Multivariate Behavioral Research*  
*Organizational Behavior and Human Decision Processes*  
*Personality and Individual Differences*  
*PLoS One, Applied Psychology: An International Review*  
*Psychological Methods*  
*Psychology and Aging*  
*Research in Personality*  
*Research Synthesis Methods*  
*Social Psychological and Personality Science*  
*Strategic Management Journal*  
*Swiss Journal of Psychology*  
*Teaching and Learning in Medicine: An International Review*  
*The Social Science Journal*  
*WIREs Computational Statistics*  
*Zeitschrift für Psychologie*

### Publications – Peer-reviewed

- Meldgin, D. R., Mitchell, G., & Oswald, F. L. (in press). Modeling gender differences in the job promotion process: Replication and extension of Martell, Lane, and Emrich (1996). *Journal of Applied Psychology*.
- Courey, K. A., Oswald, F. L., & Culpepper, S. A. (in press). Clearer analysis, interpretation, and communication in organizational research: A Bayesian guide. *Practical Assessment, Research, and Evaluation*.
- Hoff, K. A., Granillo-Vasquez, K. E., Hanna, A., Morris, M., Nelson, H. S., Oswald, F. L. (in press). Interested and employed? A national study of gender differences in basic interests and employment. *Journal of Vocational Psychology*.
- Hughes, A. M., Arredondo, K., Lester, H. F., Oswald, F. L., Pham, T. N. D., Jiang, C., & Hysong, S. (in press). What can we learn from COVID-19? Examining the resilience of primary care teams. *Frontiers in Psychology - Organizational Psychology*.
- Hambrick, D. Z., Burgoyne, A. L., & Oswald, F. L. (in press). The validity of general cognitive ability predicting job-specific performance is stable across different levels of job experience. *Journal of Applied Psychology*.
- Wilczewski, H., Mulfinger, E., Oswald, F. L., & Kortum, P. (in press). The role of personality and cognitive ability in the measurement of usability. *International Journal of Human-Computer Interaction*.

- Petersen, C. M., DeLucia, P. R., Oswald, F. L., Kortum, P., Leal, A., Pickens, S., & Hekel, B. (in press). Toward user-centered assistive technologies for aging in place with cognitive impairment: A survey. *Disability and Rehabilitation: Assistive Technology*.
- Courey, K. A., & Oswald, F. L. (in press). Communicating adverse impact analyses clearly: A Bayesian approach. *Journal of Business and Psychology*.
- Hough, L. M., & Oswald, F. L. (2023). Revisiting predictor-criterion construct congruence: Implications for designing personnel selection systems. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16, 307-312.
- Tackett, J. L., Reardon, K. W., Fast, N. J., Johnson, L., Kang, S. K., Lang, J. W. B., & Oswald, F. L. (2023). Understanding the leaders of tomorrow: The need to study leadership in adolescence. *Perspectives on Psychological Science*, 18, 829-842.
- Putka, D. J., Oswald, F. L., Landers, R. N., Beatty, A. S., McCloy, R. A., & Yu, M. C. (2023). Evaluating a natural language processing approach to estimating KSA and interest job analysis ratings. *Journal of Business and Psychology*, 38, 385-410.
- Oswald, F. L., Courey, K. A., & Liu, Z. (2023). Knowledge, skills, and workforce development: Commentary on Ackerman (2023). *American Psychologist*, 78, 298-300.
- Wu, F. Y., Nittrouer, C., Nguyen, V., Hebl, M., Oswald, F., & Frieden, L. (2022). Now protected or still stigmatized? A 25-year outlook on the impact of the Americans with Disabilities Act. *Equality, Diversity and Inclusion: An International Journal*, 41, 383-403.
- Hysong, S. J., Arredondo, K., Hughes, A. M., Lester, H. F., Oswald, F. L., Petersen, L. A., et al. (2022). An evidence-based, structured, expert approach to selecting essential indicators of primary care quality. *PLoS ONE* 17(1): e0261263.
- Bosnjak, M., Fiebach, C. J., Mellor, D., Mueller, S., O'Connor, D. B., Oswald, F. L., & Sokol, R. I. (2022). A template for preregistration of quantitative research in psychology: Report of the Joint Psychological Societies Preregistration Task Force. *American Psychologist*, 77, 602-615.
- Wu, F. Y., Mulfinger, E., Alexander, III, L., Sinclair, A. L., McCloy, R. A., & Oswald, F. L. (2022). Individual differences at play: An investigation into measuring Big Five facets with game-based assessments. *International Journal of Selection and Assessment*, 30, 62-81.
- Acemyan, C. Z., Kortum, P. T., Oswald, F. L. (2022). The Trust in Voting Systems (TVS) measure. *International Journal of Technology and Human Interaction*, 18, 1.
- Wu, F. Y., Nittrouer, C., Nguyen, V., Hebl, M., Oswald, F., & Frieden, L. (2021). Now protected or still stigmatized? A 25-year outlook on the impact of the Americans with Disabilities Act. *Equality, Diversity and Inclusion: An International Journal*, 41, 383-403.
- Kortum, P., Acemyan, C. Z., & Oswald, F. L. (2021). Is it time to go positive? Assessing the positively worded System Usability Scale (SUS). *Human Factors*, 63, 987-998.
- Tippins, N. T., Oswald, F. L., & McPhail, S. M. (2021). Scientific, legal, and ethical concerns about AI-based personnel selection tools: A call to action. *Personnel Assessment and Decisions*, 7(2).
- Ock, J. McAbee, S. T., Ercan, S., Shaw, A., & Oswald, F. L. (2021). Reliability generalization analysis of the Core Self-Evaluations Scale. *Practical Assessment, Research, and Evaluation*, 26, 6.

- Bradford, B. C., Beier, M. E., Oswald, F. L. (2021). A meta-analysis of university STEM summer bridge program effectiveness. *CBE – Life Sciences Education*, 20:ar21, 1-14.
- Alexander III., L., Mulfinger, E., & Oswald, F. L. (2020). Using big data and machine learning in personality measurement: Opportunities and challenges. *European Journal of Personality*, 34, 632-648.
- Gao, M., Kortum, P., & Oswald, F. L. (2020). Multi-language toolkit for the System Usability Scale. *International Journal of Human-Computer Interaction*, 36, 1883-1901.
- Hambrick, D. Z., Macnamara, B. N., & Oswald, F. L. (2020). Is the deliberate practice view defensible? A review of evidence and discussion of issues. *Frontiers in Psychology*, 11.
- Cheng, S. K., King, D. D., & Oswald, F. L. (2020). Understanding how resilience is measured in the organizational sciences. *Human Performance*, 33, 130-163.
- Ock, J., McAbee, S. T., Mulfinger, E., & Oswald, F. L. (2020). The practical effects of measurement invariance: Gender invariance in two Big Five personality measures. *Assessment*, 27, 657-674.
- Eby, L. T., Shockley, K. M., Bauer, T. N., Edwards, B. D., Homan, A. C., Johnson, R. E., Lang, J. W. B., Morris, S. B. & Oswald, F. L. (2020). Methodological checklists for improving research quality and reporting consistency. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13, 76-83.
- Oswald, F. L., Behrend, T. S., Putka, D. J., & Sinar, E. (2020). Big data in industrial-organizational psychology and human resources management: Forward progress for organizational research and practice. *Annual Review of Organizational Psychology and Organizational Behavior*, 7, 505-533.
- Castille, C. M., Oswald, F. L., Banks, G., & Williams, L. (2020). Opening up: Small wins in open science: Things you can do today to improve research in I-O psychology. *The Industrial-Organizational Psychologist*, 58 (3).
- Castille, C. M., Oswald, F., Marin, S., & Bipp, T. (2020). Opening up: Credibility multipliers: Simple yet effective tactics for practicing open science. *The Industrial Organizational Psychologist*, 58(1).
- Melchert, T. P., Berry, S., Grus, C., Arora, P., De Los Reyes, A., Hughes, T. L., Moye, J., Oswald, F. L., & Rozensky, R. H. (2019). Applying task force recommendations on integrating science and practice in health service psychology education. *Training and Education in Professional Psychology*, 13, 270-278.
- Gonzalez, M. F., Capman, J. F., Oswald, F. L., Theys, E. R., & Tomczak, D. L. (2019). Where's the I-O? Artificial intelligence and machine learning in talent management systems. *Personnel Assessment and Decisions*, 5.
- Ozok, M., Zyphur, M. J., Barsky, A. P., Theilacker, M., Donnellan, M. B., & Oswald, F. L. (2019). Modeling measurement as a sequential process: Autoregressive confirmatory factor analysis (AR-CFA). *Frontiers in Psychology*.
- Oswald, F. L. (2019). Measuring and modeling cognitive ability: Some comments on Process Overlap Theory. *Journal of Applied Memory and Cognition*, 8, 296-300.
- Braun, M. T., Converse, P. D., & Oswald, F. L. (2019). The accuracy of dominance analysis as a metric to assess relative importance: The joint impact of sampling error variance and measurement unreliability. *Journal of Applied Psychology*, 104, 593-602.



- Banks, G. C., Field, J. G., Oswald, F. L., O'Boyle, E. H., Landis, R. S., Rupp, D. E., Rogelberg, S. G. (2019). Answers to 18 questions about open science practices. *Journal of Business and Psychology, 3*, 257-270.
- Ock, J., & Oswald, F. L. (2018). The utility of personnel selection decisions: Comparing compensatory and multiple-hurdle selection models. *Journal of Personnel Psychology, 17*, 172-182.
- Kortum, P. T. & Oswald, F. L. (2018). The impact of personality on the subjective assessment of usability. *International Journal of Human-Computer Interaction, 34*, 177-186.
- Plonsky, L., & Oswald, F. L. (2017). Multiple regression as a flexible alternative to ANOVA in L2 research. *Studies in Second Language Acquisition, 3*, 579-592.
- Oswald, F. L., & Putka, D. J. (2017). Big data methods in the social sciences. *Current Opinion in Behavioral Sciences, 18*, 103-106.
- Brown, R. D., Oswald, F. L., & Converse, P. D. (2017). Estimating operational validity under incidental range restriction: Some important but neglected issues. *Practical Assessment, Research & Evaluation, 22*, 1-8.
- Lane, D. M., & Oswald, F. L. (2016). Do 45% of college students lack critical thinking skills? Revisiting a central conclusion of *Academically Adrift*. *Educational Measurement: Research and Practice, 35*, 23-35.
- Oswald, F. L., McAbee, S. T., Redick, T. S., Hambrick, D. Z. (2015). The development of a short domain-general measure of working memory capacity. *Behavior Research Methods, 47*, 1343-1355.
- Bosco, F. A., Steel, P., Oswald, F. L., Uggerslev, K. L., & Field, J. G. (2015). Cloud-based meta-analysis to bridge science and practice: Welcome to metaBUS. *Personnel Assessment and Decisions, 1*, 3-17.
- Oswald, F. L., Mitchell, G., Blanton, H., Jaccard, J., & Tetlock, P. E. (2015). Using the IAT to predict ethnic and racial discrimination: Small effects of unknown societal importance. *Journal of Personality and Social Psychology, 108*, 562-571.
- Oswald, F. L., Ercan, S. McAbee, S. T., Ock, J., & Shaw, A. (2015). Imperfect corrections or correct imperfections?: Psychometric corrections in meta-analysis. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 8*, 1-4.
- Heggestad, E. D., Rogelberg, S., Goh, A., & Oswald, F. L. (2015). Considering the effects of nonresponse on correlations between surveyed variables: A simulation study to provide context to evaluate survey results. *Journal of Personnel Psychology, 14*, 91-103.
- Ock, J., & Oswald, F. L. (2015). Managing the interpersonal aspect of performance management. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 8*, 111-119.
- Oswald, F. L., Shaw, A., & Farmer, W. L. (2015). Comparing simple scoring with IRT scoring of personality measures: The Navy Computer Adaptive Personality Scales (NCAPS). *Applied Psychological Measurement, 39*, 144-154.
- Zyphur, M. J., & Oswald, F. L. (2015). Bayesian estimation and inference: A user's guide. *Journal of Management, 41*, 390-420.

- Hough, L. M., Oswald, F. L., & Ock, J. (2015). Beyond the Big Five: New directions for personality research and practice in organizations. *Annual Review of Organizational Psychology and Organizational Behavior*, 2, 183-209.
- McAbee, S. T., Oswald, F. L., & Connelly, B. S. (2014). Bifactor models of personality and college student performance: A broad vs. narrow view. *European Journal of Personality*, 28, 604-619.
- Plonsky, L., & Oswald, F. L. (2014). How big is 'big'? Interpreting effect sizes in L2 research. *Language Learning*, 64, 878-912.
- Randall, J. G., Oswald, F. L., & Beier, M. E. (2014). Mind-wandering, cognition, and performance: A theory-driven meta-analysis of attention regulation. *Psychological Bulletin*, 140, 1411-1431.
- Macnamara, B. N., Hambrick, D. Z., & Oswald, F. L. (2014). Deliberate practice and performance in music, games, sports, education, and professions: A meta-analysis. *Psychological Science*, 25, 1608-1618.
- Hambrick, D. Z., Altmann, E. M., Oswald, F. L., Meinz, E. J., & Gobet, F. (2014). Facing facts about deliberate practice. *Frontiers in Psychology: Cognition*, 5, 1-2.
- Oswald, F. L., Converse, P. D., & Putka, D. J. (2014). Generating race, gender and other subgroup data in personnel selection simulations: A pervasive issue with a simple solution. *International Journal of Selection and Assessment*, 22, 310-320.
- Hambrick, D. Z., Altmann, E. M., Oswald, F. L., Meinz, E. J., Gobet, F., & Campitelli, G. (2014). Accounting for expert performance: The devil is in the details. *Intelligence*, 45, 112-114.
- Hambrick, D. Z., Oswald, F. L., Altmann, E. M., Meinz, E. J. (2014). Deliberate practice: Is that all it takes to become an expert? *Intelligence*, 45, 34-45.
- McAbee, S. T., King, E. B., Allen, T. D., Converse, P. D., Eby, L. T., Leslie, L. M., Meyer, R. D., Oswald, F. L., Rogelberg, S. G., Stark, S., & Yang, L. (2014). Including science advocacy in the IO curriculum. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 61-65.
- Christiansen, N. D., Robie, C., Quirk, S. W., & Oswald, F. L. (2014). Light already defines the darkness: Understanding normal and maladaptive personality in the workplace. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 138-143.
- Converse, P. D., & Oswald, F. L. (2014). Thinking ahead: Assuming linear versus nonlinear personality-criterion relationships in personnel selection. *Human Performance*, 27, 61-79.
- Nimon, K., & Oswald, F. L. (2013). Understanding the results of multiple linear regression: Beyond standardized regression coefficients. *Organizational Research Methods*, 16, 650-674. Also appears in *Work and Organisational Psychology*, 2015 (Boyle, O'Gorman, Fogarty, Eds.); SAGE Benchmarks in Psychology]
- Oswald, F. L., Mitchell, G., Blanton, H., Jaccard, J., & Tetlock, P. E. (2013). Predicting ethnic and racial discrimination: A meta-analysis of IAT criterion studies. *Journal of Personality and Social Psychology*, 105, 171-192.
- Schell, K. L., & Oswald, F. L. (2013). Item grouping and item randomization in personality measurement. *Personality and Individual Differences*, 55, 317-321.

- McAbee, S. T., & Oswald, F. L. (2013). The criterion-related validity of personality measures for predicting GPA: A meta-analytic comparative-validity competition. *Psychological Assessment, 25*, 532-544.
- Hedricks, C. A., Robie, C., & Oswald, F. L. (2013). Web-based multisource reference checking: An investigation of psychometric integrity and applied benefits. *International Journal of Selection and Assessment, 21*, 99-110.
- Beier, M. E., & Oswald, F. L. (2012). Is cognitive ability a liability?: A critique and future research agenda on skilled performance. *Journal of Experimental Psychology: Applied, 18*, 331-345.
- Oswald, F. L., & Hough, L. M. (2012). I-O 2.0 from Intelligence 1.5: Staying (just) behind the cutting edge of intelligence theories. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 5*, 172-175.
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#### Other Publications – Refereed Conference Proceedings

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<b>Other Publications – Study protocol</b>
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<b>Other Publications - Technical Reports</b>
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Recent reports below – for a full list, please contact me.

Artificial Intelligence Technical Advisory Committee. (Dec 2022). *Technical advisory committee report: EEO and DEI&A considerations in the use of artificial intelligence in employment decision making*. The Institute for Workplace Equality.

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### Other Publications – Encyclopedia Entries

- Oswald, F. L., & Putka, D. J. (2017). Big data/techniques and I-O psychology. In S. G. Rogelberg (Ed.). *The SAGE Encyclopedia of Industrial and Organizational Psychology* (2nd ed.). Thousand Oaks, CA: SAGE Publications.
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- Plonsky, L., & Oswald, F. L. (2012). Meta-analysis. In P. Robinson (Ed.), *The Routledge encyclopedia of second language acquisition* (pp. 420-423). New York: Routledge.
- Converse, P. D., & Oswald, F. L. (2008). Biodata. In F. T. L. Leong (Editor-in-Chief), W. B. Walsh (Senior Editor) & P. J. Hartung (Associate Editor) *Encyclopedia of counseling, Volume 4: Career counseling*. (pp. 1643-1645). Thousand Oaks, CA: Sage Publications.
- Oswald, F. L., & Converse, P. D. (2007). Job typologies. In S. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology* (pp. 421-424). Thousand Oaks, CA: Sage.
- Oswald, F. L. (2007). Biodata. In S. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology* (pp. 56-57). Thousand Oaks, CA: Sage.
- Converse, P. D., & Oswald, F. L. (2006). General Aptitude Test Battery. In J. Greenhaus & G. Callanan (Eds.), *Encyclopedia of career development* (pp. 331-333). Thousand Oaks, CA: Sage.

### Other Publications – Book Reviews

- Wu, F. Y. & Oswald, F. L. (2021). [Review of the book Landers, R. N. (Ed.). (2019). *The Cambridge handbook of technology and employee behavior*. Cambridge University Press.]. *Personnel Psychology*.
- Oswald, F. L. (2009). [Review of the book *Publication bias in meta-analysis: Prevention, assessment and adjustments*]. *Applied Psychological Measurement*, 33, 74-76.
- Oswald, F. L. (2006). [Review of the book *Measuring and analyzing behavior in organizations*]. *Applied Psychological Measurement*, 30, 253-255.
- Oswald, F. L. (2003). [Review of the book *Job analysis: Methods, research, and applications for human resource management in the new millennium*]. *Personnel Psychology*, 3, 800-802.

### Other Publications – Editorial

- Bergh, D. D., & Oswald, F. L. (2020). Fostering robust, reliable, and replicable research at the *Journal of Management*. *Journal of Management*, 46, 1302-1306. 11
- Harlow, L. L., & Oswald, F. L. (2016). Big data in psychology: Introduction to the special issue. *Psychological Methods*, 21, 447-457.
- Zyphur, M. J., Oswald, F. L., & Rupp, D. E. (2016). Rendezvous overdue: Bayes analysis meets organizational research. *Journal of Management*, 41, 387-389.

#### Other Publications - Newsletters

- Allen, T. D., Oswald, F., & Cho, E. (2012). Science advocacy survey results: A brief report. *The Industrial-Organizational Psychologist*, 50, 62-69.
- Kehoe, J. F., & Oswald, F. L. (2007). Some key issues and guidelines for e-enabled selection. Washington DC: Personnel Testing Council of Metropolitan Washington.

#### Other Publications - Letters

- Oswald, F. L., & Kuncel, N. R. (December 6, 2011). "Save Your Money" [opinion piece on SAT coaching], *New York Times*.
- Donnellan, M. B., Fraley, M. C., & Krueger, R. F. (June 2007). Signatory on reply to Phil Zimbardo's "Banality of Evil" (the reply advocating for person-situation interaction). *APS Observer*.

#### Other Publications – Call for Papers

- Zyphur, M. J., & Oswald, F. L. (2013). Bayesian probability and statistics in management research: A new horizon. *Journal of Management*, 39, 5-13.

#### Other Publications – R Code package

- Nimon, K., Oswald, F. L., & Roberts, K. (2013). Package 'yhat' (interpreting regression effects). Retrieved from <http://cran.r-project.org/web/packages/yhat/yhat.pdf>

#### Other Awards and Fellowships

- 2020 JOM Scholarly Impact Award Finalist
- 2015 *Educational Measurement: Issues and Practice* - Data Visualization Competition (co-authored with Seydahmet Ercan)
- 2011 Research Fellowship – Rice University, College of Social Sciences (SSRI)

#### Conference Chair

- Workforce science in the big data era: Improving measurement, modeling, and meaning*. Rice University, Feb 21-22, 2021.

#### National Academies Presentations

- Chair, Making Technology Work for People: Challenge 2030, Division of Behavioral and Social Sciences and Education (DBASSE), The National Academies of Sciences, Engineering, and Medicine, December 2020
- Chair, Workshop on Workforce Planning Models for Forensic Science, Division of Behavioral and Social Sciences and Education (DBASSE), The National Academies of Sciences, Engineering, and Medicine, July 2016

(other)

<b>Recent Presentations</b>
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Recent presentations below (for a full list please contact me).

- Arredondo, K., Hughes, A. M., Hamer, J., Pham, T., Lester, H., Oswald, F. L., Petersen, L., Woodard, L., SoRelle, R., Jiang, C. & Hysong, S. J. (2023). How does nurse turnover impact primary care access and quality? Poster presented at Baylor College of Medicine Quality Improvement and Patient Safety Conference. April 25, 2023.
- Courey, K. A., Chen, Y. R., Zhang, S., & Oswald, F. L. (2023). Conducting careful EFA: Two tools for detecting careless responses. Poster presented at the 38<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Boston, MA.
- Wu, F. Y., Beier, M. E., Oswald, F. L. (2023). Integrating the Community of Inquiry Framework and training learning outcomes. Symposium presented at the 38<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Boston, MA.
- Finuf, K. D., Capman, J., Klein, A. T., Locklear, T. S., Mansfield, A., Oswald, F. L., Ryan, A. M., & Winterberg, C. (2023). SIOP intelligence on AI: Legal, practice, science, and ethics perspectives. Panelist at the 38<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Boston, MA.
- Oswald, F., Gautney, Z., Roth, P., Bobko, P., & Naber, A. (2023). Addressing psychometric issues in building an on-demand, multi-source appraisal system. Symposium presented at the 38<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Boston, MA.
- Hoff, K., Heimpel, N.F., Liu, Z., Chu, C., Oswald, F. L., & Rounds. (2023). The Occupational Values Inventory (OVI): Development and validation. Symposium presented at the 38<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Boston, MA.
- Dunleavy, E., Kantrowitz, T., McPhail, S. M. Oswald, F. L, Ryan, A.M., & Tippins, N. (2023). Interpreting and applying professional and legal guidelines to AI-Based assessment. Panelist at the 38<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Boston, MA.
- Fattoracci, E., King, D., Oswald, F., & Cheng, S. (2023) Employee resilience in organizations: The development and validation of the Employee Resilience Scale (ERS). Symposium presented at the 38<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Boston, MA.
- Silver, E. R., Hebl, M., R., & Oswald, F. L. (2023). Implications of pre-employment personality assessments for applicants with ADHD. Poster presented at the 38<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Boston, MA.
- Arredondo, K., Hughes, A. M., Hamer, J., Pham, T. N. D., Lester, H. F., Oswald, F. L., Petersen, L. A., Woodard, L., SoRelle, R., Jiang, C., & Hysong, S. J. (2023). How does nurse turnover impact primary care access and quality? *BCM Annual Quality Improvement and Patient Safety Conference*.
- Oswald, F. L. (2022, August). College admissions and standardized testing: Crossroads or confluence? Remote presentation, APA 2022 Annual Convention, Minneapolis, MN.

- Oswald, F. L. (2022, July). When can psychological science be useful in educational policy and practice? The case of COVID-19 and the college admissions process. Presenter at the APS Global Collaboration on COVID-19.
- Fattoracci, E. S. M., King, D. D., Cheng, S., & Oswald, F. L. (2022, August). Measuring resilience in organizations: The employee resilience scale. Paper presented at the 2022 Annual Meeting of the Academy of Management, Seattle, WA.
- Aiken, J., Brinza, A., Menchetti, G., & Oswald, F. L. (2022). Who and what is behind the curtain?: AI and accountability in hiring and selection. (F. Oswald, chair). Panelist at the 37<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
- Courey, K. A., Oswald, F. L., & Culpepper, S. A. (2022). Better analyses and communication in organizational research: It's time for Bayes. Tutorial presented at the 37<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
- Wu, F. Y., Ercan, S., Ock, J., & Oswald, F. L. (2022). Descriptive graphics for meta-Analysis: A new Shiny approach. Poster presented at the 37<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
- Oswald, F. L. (2022). Refined advancements to meta-analyses of personality-job performance relationships. (D. V. Simonet & R. P. Tett, co-chairs). Panelist at the 37<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
- Oswald, F. L. (2022). Implementing pareto-optimal selection in practice: Challenges and opportunities. (S. Wee & Q. C. Song, co-chairs). Panelist at the 37<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
- Hoff, K. A., Liu, Z., Chu, C., Heimpel, N., Rounds, J., & Oswald, F. (2022). Whole-person career assessment: Integrating fit using interests, values, skills, knowledge, and personality. Symposium presented at the 37<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
- Hoff, K. A., Granillo-Velasquez, K., Hanna, A., Oswald, F., Morris, M., & Rounds, J. (2022). Interest supply and demand in the labor market: Comparing people and jobs. Symposium presented at the 37<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
- Granillo-Velasquez, K. E., Nelson, H. S., Hoff, K. A., Morris, M. L., Oswald, F. L., & Hanna, A. (2022). How to best measure interest fit? A large study comparing fit methods and moderators. Poster presented at the 37<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
- Thomas, K. N., Liu, Z., Hoff, K., Chu, C., & Oswald, F. (2022). The Occupational Skills and Knowledge Inventory: Measure development study. Poster presented at the 37<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
- Arredondo, K., Hughes, A. M., Pham, T., Lester, H., SoRelle, R., Oswald, F., & Hysong, S. J. (2022). Team adaptation in primary care: Examining the impact of COVID-19. Symposium presented at the 37<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
- Arredondo, K., Hughes, A. M., Lester, H. F., Oswald, F. L., Petersen, L. A., Woodard, L., Post, E., DePeralta S., Murphy, D. R., McKnight, J., Nelson, K., Haidet, P., Hysong, S. J.

- (2021, September). An evidence-based, structured, expert approach to selecting essential indicators of primary care quality. A presentation at the Executive Stakeholder Forum, Center of Innovations in Quality, Effectiveness, and Safety (IQuEST). Houston, TX.
- Sokol-Chang, R., Christidis, P., Oswald, F., Leach, C. W., & Eby, L. (2021). *Promoting open science and transparency across sub-disciplines in psychology*. Panelist at the Metascience 2021 Conference. <https://osf.io/v7zm3/>
- Wu, F., Mulfinger, E., Alexander L., Sinclair, A., McCloy, R. A., & Oswald, F. L. (2021). Validation of individual differences in game-based assessment profiles. Poster presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology [virtual].
- Granillo-Vasquez, K. Nelson, H. S., Hoff, K., Morris, M. L., Oswald, F. L., & Hanna, A. V. (2021). Gender and ethnic career differences in interests: A large-scale analysis of basic interests. Poster presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology [virtual].
- Mulfinger, E., Alexander, L., Wilczewski, H. Oswald, F. L., & Kortum, P. (2021). How does usability affect the workplace? Poster presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology [virtual].
- Oswald, F. L. (2021). Thinking Bayesian: Opportunities and challenges. (A. Misco, chair). Panelist at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology [virtual].
- Oswald, F. L. (2021). Machine learning and selection: Accessible foundations for I-Os. (A. E. Carr, chair). IGNITE presenter at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology [virtual].
- Oswald, F. L. (2021). Humanistic machines: Artificial intelligence and fairness in employee selection. (R. Justenhoven & M. F. Gonzalez, co-chairs). Panelist at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology [virtual].
- Oswald, F. L. (2021). Innovations in prehire assessment: Sizzle or substance? How do you know? Co-chair at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology [virtual].
- Kim, J., Duffy, M. K., & Oswald, F. L. (2021). A meta-analysis on workplace envy. Symposium presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology [virtual].
- Warden, T., Oswald, F. L., Roth, E. M., Argall, B., Barry, B., Carayon, P., Czaja, S., & Ratwani, R. (2020). The National Academies Board on Human-Systems Integration (BOHSI) Panel: Promise, progress, and challenges of leveraging AI technology in healthcare. Panel presented at the 64<sup>th</sup> Annual Conference of the Human Factors and Ergonomics Society.
- Oswald, F. (2020). Machine learning for I-O 2.0. Discussant at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. [virtual]
- Alexander, III., L., Braun, M. T., Oswald, F. L., & Converse, P. D. (2020). Dominance analysis: An open-source, interactive, web-based R Shiny tool. Presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. [virtual]



- Alexander, III., L., Mulfinger, E., Oswald, F. L., Cascio, W. F., Boudreau, F. L., Fink, A. A., & Alonso, A. (2020). Investing in People Online: An R Shiny textbook companion software. Presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. [virtual]
- Mulfinger, E., Alexander, III., L., & Oswald F. L. (2020). Introducing an R Shiny tool to unlock the power of the O\*NET. Presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. [virtual]
- Oswald, F., & Vardi, M. Y. (2019). Technology, Culture, and Society Initiative: On bringing a university together. Presented at the 2<sup>nd</sup> Annual APA Technology, Mind & Society Conference, Washington, DC.
- Mulfinger, E., Alexander, III., L., & Oswald, F. (2019). Understanding the world of work: Machine learning approaches to clustering the O\*NET database. Presented at the 2<sup>nd</sup> Annual APA Technology, Mind & Society Conference, Washington, DC.
- Mulfinger, E., Oswald, F. L. (2019). The road to work: Understanding college-to-career transitions. Symposium presented at the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Fort Washington, MD.
- McCloy, R. A., Sinclair, A., Koch, A. J., Purl, J. D., Dalal, R. S., Oswald, F. L., & Landers, R. N. (2019, April). Measurement: New methods for classic problems, classic methods for new problems. Presented at the 34<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Fort Washington, MD.
- Oswald, F. L. (2019). Emerging technology and predictive analytics: Fairness concerns and opportunities. (L. L. Foster, Chair). Panelist at the 34<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Fort Washington, MD.
- Oswald, F. L. (2019). Open science, open practice: Future reality or pipedream? (M. Morrison & Chris Castile, Co-chairs). Panelist at the 34<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Fort Washington, MD.
- Oswald, F. L. (2019). A conversation with I-O leadership. Panelist at the 34<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Fort Washington, MD.
- Alexander III, L., & Oswald, F. (2018). FAIR: An interactive adverse impact tool. Symposium at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Oswald, F. L. (2018). Team SIOP: A reliability and validity approach. Presidential address at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Oswald, F. L. (2018). SIOP's role in promoting robust science in I-O psychology. Presenter at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Oswald, F. L. (2018). Advancing women in I-O: From obstacles to tangible solutions. Presenter at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Oswald, F. L. (2018). A conversation with I-O leadership. Panelist at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Oswald, F. L. (October, 2018). Open science panel. CARMA webcast. George Banks, moderator.
- Rosen, M. A., Kazi, S., Khaleghzadegan, S., Paoletti, J., Dinh, J., Salas, E., & Oswald, F. L. (2018). Unobtrusive measures of team communication: State of the science and the road ahead. Poster presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Bradford, B. C., Oswald, F. L., & Beier, M. E. (2018). A meta-analysis of STEM summer academic bridge programs. 30th Annual Convention of the Association for Psychological Science, San Francisco, CA.
- Robertson, I., Acemyan, C. Z., Kortum, P., Oswald, F. (2017). Detecting voting errors—what’s personality got to do with it? Southwest Regional 2017 Human Factors & Ergonomics Society. San Antonio, TX.
- Oswald, F. L. (2017). Moving from a reproducibility crisis to a reproducibility culture in organizational research. Moderator. Panel presented at the 19<sup>th</sup> Congress of the European Association of Work and Organizational Psychology (EAWOP), Dublin, Ireland.
- Oswald, F. L. (2017). Inductive research in I-O psychology. Panelist at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Oswald, F. L. (2017). A conversation with I-O leadership. Panelist at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Oswald, F. L. (2017). Innovative approaches to adverse impact analysis. Panelist at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Oswald, F. L., Zuo, C., & Mulfinger, E. (2017). Modeling dependent effects in meta-analysis: Comparing two approaches. Symposium at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Zuo, C., Mulfinger, E., Oswald, F. L., McKinniss, T. L., & Way, J. D. (2017). Fit to what? Expanding fit to multiple targets. Symposium at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ock, J., & Oswald, F. L. (2017). Retesting in personnel selection: The impact of test reliability. Poster presented at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Mulfinger, E., Zuo, C., & Oswald, F. L. (2017). Improving workforce readiness using behavior-based personality frameworks. Symposium at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Oswald, F. L., Boyce, A. S., & Wooldridge, J. D. (2017). Teaching big data methods in I-O graduate curriculum: A primer. Symposium at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

#### External Grants

*FW-HTF-RL: Trapeze: Responsible AI-assisted Talent Acquisition for HR Specialists*  
National Science Foundation

- \$495,033 (co-PI; Julia Stoyanovich, PI)  
*REU Site: Translating Research in the Psychological Sciences to the Real World, Rice University*  
– 2023-26  
National Science Foundation  
\$400,000 (Senior Personnel; Pat DeLucia, PI)  
*REU Site: Translational Research in Psychological Sciences, Rice University* – 2018-22  
National Science Foundation  
\$264,077 (Senior Personnel; Pat DeLucia, PI)  
*Institute of Education Sciences* – 2021-2026  
Efficient Education Research via the OpenStax Learning Platform  
\$2,000,000 (co-PI; Rich Baraniuk, PI)  
*National Science Foundation* – 2019-22  
Accelerating STEM Learning Through Large-Scale Data Science  
\$5,200,000 (co-PI; Rich Baraniuk, PI)  
*Army Research Institute* – 2019-20  
Workshop – *Computational psychometrics: Measurement, modeling and meaning in the AI era*  
\$59,987 (PI)  
*Gates Foundation* – 2018-21  
OECD Assessment of Socio-Emotional Skills: Using Houston to Reflect America’s Demographic Future  
\$650,000 (co-PI; Ruth Turley, PI)  
*Ford Motor Company* – 2018-20  
Measuring Customers’ Trust with Automated Vehicles  
\$100,000 (PI; Phil Kortum, co-PI)  
*National Aeronautics and Space Administration (NASA), 2016-19*  
Developing and Validating Sensor-based Measurement Strategies for Team Member Selection  
\$23,000 (co-PI; Eduardo Salas, PI)  
*Army Research Institute (ARI), 2016-19*  
Exploring the Use of Innovative Performance Tests to Measure Personality  
\$26,987 (co-PI; Human Resources Research Organization (HumRRO), PI)  
*ACT, Inc., 2016-2018*  
School-to-Work Transitions  
\$84,445 (PI)  
*ACT, Inc., 2014-16*  
ABG Initiative  
\$259,171 (PI)  
*Center for the Advanced Study of Language (CASL), University of Maryland, 2011*  
Afghan Language Aptitude Battery (ALAB)  
\$178,261(PI)  
*The College Board, 2010-11*  
AP Exams: Relationships with Subject GPA and First-Year GPA

\$134,460 (PI)

*Navy Personnel Research, Studies, and Technology, 2005-2009*

Multitasking Work Environment in the Navy Culture and Values Project (SYRUS) – PI with Zach Hambrick (Department of Psychology, Michigan State University)

\$455,000, 2007-09

[\$118,087 subcontracted to Rice University]

\$261,523, 2005-07

Practical Recommendations for Trait-Level Estimation in the Navy Computer Adaptive Personality System (NCAPS)

\$34,108, 2007-08

*The College Board, 2002-09*

Noncognitive Predictors of College Success – co-PI with Neal Schmitt, Department of Psychology, Michigan State University, and Tim Pleskac (2008-09), Department of Psychology, Michigan State University

\$140,902 (10% IDC) - 2008-09

\$574,086 (10% IDC) - 2004-07

\$197,122 (10% IDC) - 2003-04

\$156,000 (10% IDC) - 2002-03, \$75,000 in sponsored graduate student awards

*Michigan State University Intramural Research Grant, 2002-03*

Internet Survey Use – co-PI with Ed Wolfe, Department of Educational Psychology, Michigan State University, \$75,000

*SIOP (APA Division 14) Small Grant Program, 2002 (with the Ball Foundation) - \$2,500 (PI)*

### Internal Grants

*Rice Creative Venture Funds – 2019-20*

Workshop – *Computational psychometrics: Measurement, modeling and meaning in the AI era*

\$37,500 (supplementing Army Research Institute funds)

*Rice University, COVID-19 Research Fund*

The Co-Development of Adversity across Social Contexts with Attitudes, Well-being, and Personality during the COVID-19 Pandemic, \$15,000 (co-PI)

*Doerr Institute for New Leaders, 2019*

The Authentic Leader Identity Scale: Measurement invariance and item-specific effects, \$13,716 (PI)

*Rice Faculty Initiative Fund (FIF), 2016-17*

metaBUS project, graduate-student support, \$59,555 (PI)

### Teaching Experience

*Graduate Level*

Personnel Selection

[spring 2005, spring 2003, fall 1998-spring 2000]

Individual Differences

[fall 2020, fall 2018, fall 2016, fall 2014, spring 2012, fall 2010, fall 2008, spring 2005, fall 2002]

Multivariate Statistics

[fall 2013]

Psychometrics

[spring 2019, spring 2017, fall 2012]

**Regression Analysis**

[spring 2022, spring 2021, spring 2017]

**Structural Equation Modeling**

[spring 2011]

**Meta-analysis**

[fall 2019, fall 2017, spring 2015, spring 2012, spring 2010, spring 2008, fall 2001, spring 1997]

**Multilevel Modeling**

[fall 2023, spring 2019, fall 2009]

**Statistical Learning in the Social Sciences**

[fall 2020]

**Seminar in I-O Psychology**

[fall 2007, fall 2005, fall 1998-spring 2000]

**Data Analysis – Executive MBA**

[fall 2012]

*Undergraduate Level*

**Testing, Measurement, Experimental Design**

[fall 2005, fall 2004, fall 2003, fall 2002, fall 2002, spring 2000, fall 2000]

**Introduction to Statistics**

[spring 2015, spring 2013, spring 2011, spring 2010, spring 2009, spring 2006, fall 2003, spring 2001 (honors), spring 1998]

**Introduction to I-O Psychology**

[fall 1998-spring 2000]

**Thesis Committees**

***Doctoral Thesis Committees***

*Rice University*

- Scott Liang (statistics, Mar 2023)
  - Andra Pascu-Lindner (political science, Aug 2022)
  - Evan Mulfinger (chair, Aug 2022)
  - Leo Alexander (chair, Aug, 2022)
  - Laura Cenegy (sociology, Nov 2021)
  - Eric Wice (biology, April 2021)
  - Michelle Kim (May 2020)
  - Nivriti Chowdry (business, April 2020)
  - Mackenzie Brewer (sociology, April 2018)
  - Robert Kosar (statistics, June 2017)
  - Kamalika Ghosh (May 2017)
  - Xiwei Yi (April 2016)
  - Wei Shi (business, March 2016)
  - Carly Frennea (business, Apr, 2015)
  - Seonghui Lee (political science, Feb 2015)
  - Jisoo Ock (chair, Dec 2014)
  - Sam McAbee (chair, Aug 2014)
  - Seyd Ercan (chair, May 2014)
  - Michelle Martin (Aug 2013)
  - Enrica Ruggs (Mar 2013)
  - Katie Nelson (linguistics, Mar 2013)
  - Louma Ghandour (Nov 2012)
  - Chelsea McCracken (linguistics, Nov 2012)
  - Corinne Allen (May 2012)
  - Shu Wang (Apr 2012)
  - Harrison Kell (Apr 2011)
  - Gunes Avci (Apr 2011)
  - Ashley Rittmayer Hanks (Nov 2010)
  - Terrance Savitsky (statistics, April 2010)
  - Max McDaniel (Sep 2009)
  - Luis Novelo (statistics, Aug 2009)
- Michigan State University*
- Soyeon Ahn (educational psych, Apr 2008)
  - Christine Scheu (Mar 2008)
  - Alyssa Friede (Feb 2008)

- Stephanie Drzakowski (Jun 2007)
  - Brian Kim (Oct 2006)
  - Jaclyn Nowakowski (Jul 2006)
  - Meng-Jia Wu (educational psych, Jul 2006)
  - Pat Converse (Jul 2005)
  - Kevin Joldersma (educational psych, Aug 2005)
  - Linda Chard (educational psych, Apr 2005)
  - Chien-Ming Cheng (educational psych, Feb 2005)
  - Sally Theran (clinical psych, Jul 2003)
  - Brad Chambers (Apr 2003)
  - Heewon Sung (educational psych, Apr 2003)
  - Darin Wiechmann (Apr 2003)
  - Aleks Ellis (Oct 2002)
- Purdue University*
- Erica Desrosiers (Nov 2001)

***Master's Thesis Committees***

*Rice University*

- Tim Oxendahl (Dec 2022)
  - Leo Alexander III (Nov 2021)
  - Isabel Bilotta (March 2020)
  - Allison Traylor (Nov 2019)
  - Anoushka Shahane (health psych, July 2019)
  - Michelle Kim (Nov 2018)
  - Denise Reyes (April 2018)
  - Christine Nittrouer (Oct 2015)
  - Christina Upchurch (April 2013)
  - Jason Randall (Nov 2012)
  - Seyd Ercan (chair, Apr 2012)
  - Jisoo Ock (chair, Apr 2012)
  - Becky Lundwall (cognitive psych, Jun 2011)
  - Michelle Martin (Jan 2011)
  - Kathy Ramos (chair, Jul 2010)
- Michigan State University*
- Abigail Quinn (May 2009)
  - Jennifer Wessel (Nov 2008)
  - Sarah Pachulicz (chair, Apr 2008)

Elizabeth Oberlander (chair, Mar 2008)  
Sonia Ghumman (Oct 2006)  
Anna Imus (Jul 2006)  
Heather Trobert (Apr 2006)  
Stephanie Merritt (Mar 2005)  
Brian Kim (Aug 2004)  
Jacqueline Nowakowski (May 2004)  
Lauren Ramsay (Oct 2003)  
Chris Kelly (clinical psych, Sep 2003)

Mike Gillespie (chair, Jun 2003)  
Marisa Sturza (clinical psych, Jun 2003)  
Janet Solomon (clinical psych, May 2003)  
Hanh Nguyen (Apr 2003)  
Kerrie Vanden Bosch (Dec 2002)  
Pat Converse (chair, May 2002)  
*Purdue University*  
Jill Kmet (Mar 2000)

*External Dissertation Committee Member*

Olusegun Babalola (University of Houston, November, 2022)  
Tina Zamanipour (University of Houston, July 2022)  
Zihan Liu (University of Houston, July 2022)  
Oscar Gaytan (University of Texas at Tyler, pending)  
Warren Tierney (University of Limerick, May 2020)  
Luke Plonsky (Michigan State University, applied linguistics, Jun 2011)  
Gabrielle Wall (University of Canterbury, Christchurch NZ, July 2010)  
Shaun Pichler (Michigan State University, industrial and labor relations, May 2009)

*External Master's Committee Member*

Hannah Nelson (Nov 2021, Univ Houston)

## University Service

### Rice University

Glasscock School of Continuing Education, Advisory Board (2023-present)  
Ken Kennedy Institute, Advisory Board (2023-present)  
Chair, hiring for Lecturer in Quantitative Methods, School of Social Sciences (June, 2023)  
Member, hiring for two lecturer positions, Department of Psychological Sciences (June, 2023)  
Co-led the creation of Rice University's professional Master's in Industrial-Organizational Psychology (MIOP, 2021)  
Co-chaired the curriculum committee that instituted Rice University's Data Science minor (implemented in 2019)  
Led the creation of STEM-related CIP codes for PhDs granted in the Department of Psychological Sciences (2019; helping to extend international-student work visas)  
University: Graduation, Chief Marshal (2020-present); Scientia (Member, 2011-present; Executive Committee, 2013-present; Acting Director, Spring 2015); Faculty Initiatives Fund reviewer (2013-present); VISION Minority Recruitment Dinner (2014-present); Faculty Lifecycle Systems (FLS) Reporting Group (2020); Faculty Senate (Executive Board, 2012-2017; Senate Member, 2011-2017; Parliamentarian, 2014-2015; Grievance Subcommittee, 2016); Graduation, Head Security Marshal (2017-2019); Graduation Platform Marshal (2011-2015); Committee on Teaching - Evaluations Subcommittee (2014); Graduate and Postdoctoral Studies yearly talks (2012-2019); RURS course yearly talks (2012-2019); Office of Faculty Development Mentor (2014-15), Committee on the Libraries (2009-12, 2016, Chair 2017-2022); Chair, Undergraduate Committee on Admissions (2011-13); Online Learning Working Group (2012-13); Research & Scholarship Working Group (2012-13)  
College: Dean's Advisory Committee (2008-10, 2017-2020)

SSURE Proposal Review Panel (2011-present)

Department: Director of Graduate Studies (2016-present), Department Chair (2013-14),  
Graduate Committee (2014), Undergraduate Committee (2008-09, Chair 2009-13,  
spring 2015)

I-O Psychology Area Head (2008-13, 2016-present)

Residential: Wiess Associate (2009-present), Wiess Divisional Advisor (2009-present), Faculty  
Mentor (2011-present)

### Michigan State University

University: ISS Hewlett Fellows Committee (2001-03)

Department: Undergraduate Curriculum Committee (2007-08), Multicultural Committee (2007-  
08), Technology Committee (2001-03), Colloquium Committee (2001-03), Multicultural  
Initiative Committee (2002-03), Evaluation Sciences Job Search Committee (2002-03)

I/O Area: Graduate Admissions Chair (2007-08), Website Committee (2001-08)

### Purdue University

University: Curriculum Committee (1999-2000), Grievance Committee (1999-2000)

Department: Admissions & Awards Committee (1999-2000), Teaching Excellence Committee  
(1999-2000), Psi Chi Advisor (1999-2000), Undergraduate Psychology Newsletter Editor (1999-  
2000), I/O Admissions Chair (1998-2000), Admissions & Awards Committee (1998-99), Human  
Subjects Committee (1998-99)

## **Invited Talks**

### Keynote speaker

Purdue University, Ernest J. McCormick Lecture, “The Future of Employment Testing: AI,  
Machine Learning, and Beyond,” March 24, 2023

CARMA, Larry James Memorial Lecture, “Progression with regression:  
Building your practical skills.” Webinar, Aug 26, 2022

2022 William A. Owens Lecture, “The practice, culture, and future of open science in the social  
sciences,” University of Georgia, Feb 22, 2022

De Lange XII: Technology, Mind, and Society Conference, Rice University, “The algorithms are  
hiring! The science, legality, and ethics of AI-based employment testing,” Dec 5, 2022

Chilean Scientific Society of Psychology and Organizational Behavior (SOCIPCO), “How  
artificial intelligence benefits from I-O psychology...and vice-versa,” Oct 2020

Houston Human Factors and Ergonomics Society, “Putting more human in human factors,”  
Houston TX, April 26, 2019

### Other talks

Institute for Workplace Equality, “Proposed Federal Regulation of AI.” November 14, 2023

University of Houston brown bag, March 31, 2023

Committee on Automation in the US Workforce, “Implications for AI and automation in the  
workforce,” National Academy of Sciences, Dec 7, 2022

- Virginia Tech, I-O psychology group, "The future of training, methods, and theory in I-O," Oct 29, 2021
- UpSkill Works Forum Series, "Understanding today's jobseekers: Insights into motivations and anxieties. Webinar panelist, Aug 24, 2021
- American Psychological Association, "Workplace testing and assessment," panel discussion, June 7, 2021, <https://www.apa.org/members/content/technology-workplace>
- The Great I-O Get-Together (GIG) [Episode #6](#), co-hosts Richard Landers and Tara Behrend, May 25, 2021
- Psi Chi Induction Ceremony, University of Houston, Department of Psychology, May 1, 2021
- Division of Behavioral and Social Sciences and Education (DBASSE), National Academy of Sciences. Panelist. Improving the virtual consensus study process in DBASSE. Oct 2020.
- Central Michigan University, Department of Psychology, "Personality measurement involving AI technologies in the workplace," Sept 11, 2020
- Academy of Management, Research Methods Division Doctoral Consortium, "Clearing methodological hurdles: Ask the editors," July 1, 2020
- MSI, A Tetra Tech Company. Panelist, Youth at work: Scaling up youth workforce development. Washington DC, Oct 1, 2019
- Game-based Assessment Workshop (NSF), "Assessing game-based assessment: Prospects meet principles," closing keynote address, University of Minnesota, Minneapolis MN, Aug 21, 2019
- Portland State University, Department of Psychology, "Talent analytics in the age of AI," Portland, OR, June 14, 2019
- Board on Behavioral, Cognitive, and Sensory Sciences (BBCSS), National Academy of Sciences, "Consideration of generational issues in workforce management and employment processes," Washington DC, April 23, 2019
- Ken Kennedy Institute, "AI in the management of organizations: Motivations, measurement, modeling, and meaning," Rice University, Dec 7, 2018
- Hogan Assessments, "Why assessment matters in the big data era," September 17, 2018
- Big Data in Psychology Conference 2018, "The hype, reality, and hope for big data in psychology," University of Trier, June 7, 2018
- ACT, Center for Equity in Learning, "Equity through selection applications: The role of socioemotional learning in college admissions," Equity through SEL Summit, Austin TX, June 4, 2018
- Lone Star College CyFair, "Intra- and intrapersonal competencies: 21<sup>st</sup> century skills for college student success," Cypress TX, April 26, 2018
- Human Factors and Ergonomics Society, "How do you know that your metrics work?: Fundamental questions about psychometrics," HFES Webinar Series, Apr 12, 2018
- Summit Group, "Workforce readiness: A research agenda", San Francisco, Feb 8, 2018
- National Academy of Sciences (BMSA), Principles for Data Driven Decision Making, closing keynote, "The organizational perspective," Washington DC, Sept 13, 2017
- Florida International University, Department of Psychology, "Open science, open practice: Implications for I-O psychology (and beyond)," Mar 31, 2017



Rice University, Jones Graduate School of Business, “‘Big Data’ for HR: Predictive power and ethical implications,” Sept 8, 2016

National Academy of Sciences (DBASSE), Committee on Measuring Human Capabilities, Panel Discussion, Washington DC, June 30, 2015

ACT, Inc., Iowa City IA, May 29, 2015

Personnel Testing Council - Southern California, Costa Mesa CA, Nov 7, 2014

Illinois Institute of Technology, Nambury S. Raju Lecture Series, Sept 18, 2014

International Personnel Assessment Council (IPAC), Denver CO, July 21, 2014

Texas A&M University, Department of Psychology, College Station TX, spring 2014

National Academy of Sciences, Committee on Measuring Human Capabilities: Performance Potential of Individuals and Collectives workshop, Washington DC, Apr 3-4, 2013

University of North Texas, College of Information, Denton TX, fall 2012

Wayne State University, Center for the Advancement of Research Methods and Analysis (CARMA), Detroit MI, fall 2011

Ohio State University, SAPS I/O Research Group, Columbus OH, fall 2011

Michigan State University, Ilgen/Schmitt Festschrift, East Lansing MI, summer 2011

Psychology and Human Resources Research Group (PHRRG), Bowling Green OH, spring 2011

Department of Veterans Affairs, VA HSR&D Center of Excellence, Houston TX, summer 2010

Texas A&M University, Department of Psychology, College Station TX, spring 2010

Angelo State University, Department of Psychology, San Angelo TX, spring 2009

Rice University, Department of Psychology, Houston TX, spring 2008

Central Michigan University, Department of Psychology, Mt. Pleasant MI, spring 2008

Navy Personnel Research, Studies, & Technology, Millington TN, spring 2007

Georgia Tech University, Department of Psychology, Atlanta GA, fall 2006

Wayne State University, Department of Psychology, Detroit MI, fall 2006

University of Canterbury (Christchurch, New Zealand), Department of Psychology, Sabbatical Visit, Sep-Oct 2006

Central Michigan University, I/O Psychology, Mt. Pleasant MI, spring 2005

Wayne State University, I/O Psychology, Detroit, MI, spring 2002

University of Applied Sciences, Lüneburg Germany, summer 2002

Bowling Green State University, Bowling Green OH, summer 2001

## Workshops

Oswald, F. L. (October 2021). Psychometrics and scale development. Statistical Training and Research Techniques at Rice University (<https://start.rice.edu>).

Oswald, F. L. (June 2021). Machine learning in R: Prediction and clustering. CARMA [online]

Oswald, F. L. (January 2020). Analysis of big data. CARMA, University of South Carolina, Columbia, SC.

*Using R Markdown: A CARMA Odyssey* (2019, October. CARMA webcast (Larry Williams, moderator)

Oswald, F. L. (June 2019). Analysis of big data. CARMA, Wayne State University, Detroit, MI.

- McPhail, S. M., Oswald, F. L., & Tippins, N. (October 2019). Innovation meets validation: Doing selection right in the 2020s. Workshop held at the 15<sup>th</sup> Annual SIOP Leading Edge Consortium, Atlanta, GA.
- McPhail, S. M., Oswald, F. L., & Tippins, N. (April 2019). Validation 201: Refresh, extend, and update your validation toolbox. Workshop held at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- Oswald, F. L. (April 2018). Using job postings data to identify marketable skills. Session held at the 2018 Marketable Skills Conference. Texas Higher Education Coordinating Board, University of Houston.
- Behrend, T. S., & Oswald, F. L. (June 2017). The changing workforce: Implications of cyber technologies. Center for the Advanced Study in the Behavioral Sciences (CASBS), Stanford University.
- McCloy, R. A., & Oswald, F. L. (April 2017). Honing your statistical superpowers: From traditional methods to big data. Workshop held at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Oswald, F. L. (November 2016). CARMA: Analysis of big data. University of South Australia, Adelaide, Australia.
- Oswald, F. L. (June 2016). CARMA - Developing psychological measures: Conceptual, psychometric, and practical Guidelines. Wayne State University, Detroit, MI.
- Oswald, F. L., & Putka, D. J. (April 2016). Big data predictive analytics: A hands-on workshop using R. Workshop held at the 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Oswald, F. L. (October 2015). University of Akron, I-O psychology, meta-analysis workshop.
- Oswald, F. L. (October, 2015) UNC Charlotte, Organizational Science group, Bayesian regression workshop.
- Oswald, F. L., & Tonidandel, S. C. (April 2015). All data big and small: Using R code to improve organizational research and practice. Workshop held at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Mercer Workforce Sciences Institute, R and Big Data workshop, Washington, DC, July 16, 2015
- Oswald, F. L. (May 2014). CARMA: Scale development. University of South Australia, Adelaide, Australia.
- Oswald, F. L., & Baltes, B. B. (April 2014). Expanding your statistical toolkit: Bayesian analysis and inference in organizational research. Workshop held at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Oswald, F. L. (Nov 2013). CARMA: Meta-analysis. University of South Australia, Adelaide, Australia.
- Oswald, F. L., & Stanton, J. M. (April 2011). Put your survey on a diet: How to develop, deploy, analyze, and justify brief measures of organizational constructs. Workshop presented at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

(other)

## Outreach

APA Board of Scientific Affairs, Publications and Communications, joint effort, APA Journal Editorial Fellowships for underrepresented early-career researchers (Sept 2022):

<https://www.apa.org/pubs/journals/resources/call-editorial-fellowships>

*Journal of Applied Psychology*, Paper Development Workshop – 2022, 2023

Panelist - Spectrum Fusion Reactor Room, Apr 2022

Mentor - Mercedes Little, Blacks in I-O Psychology, 2021-22

Mentor - Tyrone Smith, Blacks in I-O Psychology, 2021-22

Mentor - Paul McKee (for NSF GRFP), Reviewer Zero, 2021

Mentor - Tori Udomsirirat, National Science Foundation, Research Experiences for Undergraduates (REU), 2021

Mentor - Hattie Wilczewski, National Science Foundation, Research Experiences for Undergraduates (REU), 2019

Mentor - Pamela Garcia, Carnegie High School, senior research project, 2018

Mentor - Alexa Putka, Commonwealth Governor's School, senior high school thesis. *The relationship between personality and leisure time activities*, 2017

## Media – Podcasts

"Generative AI & The Future of Selection," *Directionally Correct* podcast with Cole Napper and Scott Hines (co-hosts), 7/2/23, <https://directionallycorrectnews.substack.com/p/ep-53-jul-2nd-2023-dr-fred-oswald>

"Can a personality test determine if you're a good fit for a job?," *Speaking of Psychology* podcast with Kim Mills (host), Episode 150, 7/14/21, <https://tinyurl.com/hsvwcfhy>

"It a school's job to prepare pupils for the workforce?," TES – The education podcast, 9/2018, Jon Severs, interviewer

"What makes big data big?" The Work Science Center Podcast, 2/2018, Alex LoPilato, interviewer, <https://smartech.gatech.edu/handle/1853/59451>

"Big data," PALCAST, 8/2016, Duncan Jackson, interviewer, <http://www.palondon.net/palcasts.html>

Interview of Dr. Gerd Gigerenzer, "The idol of a universal method for scientific inference," *Journal of Management* (2015)

Interview of Dr. Ernest O'Boyle, "The Chrysalis Effect: How ugly initial results metamorphosize into beautiful articles," *Journal of Management* (2014)

## Media Releases (examples)

"Got FOBO? Experts Weigh in On How to Futureproof Your Career," by Hannah Pisani, Truity, 11/6/23, <https://www.truity.com/blog/got-fobo-experts-weigh-how-futureproof-your-career>

"AI threatens Orlando jobs, says new report. Many experts, however, disagree," by Sarah Kinbar. *Orlando Inno*, 8/9/23, <https://tinyurl.com/y3rt97c5>

"We tested AI interview tools. Here's what we found," by Sherida Wall and Hilke Schellemann, *MIT Technology Review*, 7/7/21, <https://tinyurl.com/wc855xcs>

- "Hiring algorithms raise questions of validity and bias," by Rebecca Koenig, *US News & World Report*, 7/3/19, <https://tinyurl.com/yxj2a39e>
- "Your next recruiter could be an algorithm," by Rebecca Koenig, *US News & World Report*, 8/22/18, <https://goo.gl/VbEXSd>
- "Study identifies factors that lead to greater college success," AAAS EurekAlert!, 5/30/17, <https://goo.gl/9cejce>
- "What does it take to make the right hire?," Rice University *Business Wisdom*, 5/10/17, <https://goo.gl/rgw4Z0>
- "Big data and organizational research are changing how we view work," Rice University *Business Wisdom*, 8/16/16, <https://goo.gl/1ivm2v>
- "Is it time to ditch annual performance reviews?," by David Ruth, *Rice News*, 5/11/15
- "How do you get to Carnegie Hall? Talent," by Benedict Carey, *New York Times*, 7/14/14
- "Don't blame your unconscious mind for your own actions," National Public Radio, Tania Lambrozo, 6/24/13
- "Conscientious people are more likely to have higher GPAs, according to new Rice research," Rice University News and Media, 3/19/2013.
- "Metrolink workers plan to boycott personality tests," guest on AirTalk, host Larry Mantle, 89.3FM KPCC, Southern California Public Radio, 4/1/10.
- "SYRUS, Understanding individual differences in multitasking performance," *Navy Research Protections Update*, Feb/Mar 2007.
- "Professors find ways to predict student success," by Kathleen Polesnak, *The State News* (Michigan State University student paper), 7/31/06.
- "College success predictors go beyond test scores, GPAs," by Jeff Koch, *MSU Today*, 7/14/06.
- "The SAT III?" by Cecilia Simon, *New York Times*, 1/18/04.
- Boston Globe*, 8/8/2003, "Broader, Varied SAT Advocated" by Ellen Barry