

**BRYAN D. EDWARDS**  
*Curriculum Vita*

**January 17, 2020**

**CONTACT INFORMATION**

Bryan D. Edwards  
Department of Management  
395 Business Building  
Spears School of Business  
Oklahoma State University  
Stillwater, OK 74078-4011  
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**EDUCATION**

- 2003     Ph.D. Industrial/Organizational Psychology. Texas A&M University, College Station, Texas.
- 1997     M.S. Psychology. University of South Alabama, Mobile, Alabama.
- 1995     B.S. Psychology. University of Alabama, Tuscaloosa, Alabama.

**PROFESSIONAL EMPLOYMENT**

- 2011–present     **Associate Professor (with tenure) and Joe Synar Endowed Chair (since 2012)**
- 2013–2016     **Executive Director: Eastin Center for Talent Development**  
Department of Management, Oklahoma State University
- 2009–2011     **Assistant Professor**  
Department of Management, Oklahoma State University
- 2006–2009     **Assistant Professor**  
Department of Psychology, Auburn University
- 2003–2006     **Assistant Professor**  
Department of Psychology, Tulane University

**PUBLICATIONS**

(Underlined are current or former PhD students)

**2019**

Casper, W. C., Edwards, B. D., Wallace, J. C., & Landis, R. S. Selecting response anchors with equal intervals for summated rating scales. ***Journal of Applied Psychology***.

Joplin, T., Greenbaum, R. L., Wallace, J. C., & Edwards, B. D. Employee entitlement, engagement, and performance: The moderating effect of ethical leadership. ***Journal of Business Ethics***

Webster, B. D. & Edwards, B. D. In Press. Does holding a second job viewed as a calling impact one's work at the primary job? ***Journal of Vocational Behavior***

**Media Coverage:**

Your secret passion gig is hurting your performance at your real job. Ladders.com. 3/6/2019 (<https://www.theladders.com/career-advice/your-secret-passion-gig-is-hurting-your-performance-at-your-real-job>)

Moonlighting workers who view second job as 'calling' often less engaged: Study | Canadian HR Reporter <https://www.hrreporter.com/culture-and-engagement/39601-moonlighting-workers-who-view-second-job-as-calling-often-less-engaged-study/>

**2018**

Cullen, K., Webster, B. D., Edwards, B. D., & Braddy, P. In Press. Why so negative? The cumulative effect of organizational change on employees. ***European Journal of Work and Organizational Psychology***.

Webster, B. D., Edwards, B. D., & Smith, M. B. In Press. Is holding two jobs too much? An examination of dual jobholders. ***Journal of Business and Psychology***.

**Media Coverage:**

Sirius XM Radio - In the Workplace, Wharton Business Radio – Guest interviewee on moonlighting. June 21, 2018

Brian Webster interviewee on the Scott Sloan Show (700WLW in Cincinnati and iHeartRadio) <https://700wlw.iheart.com/featured/scott-sloan/>

Having two jobs is great for employers, but family life suffers | EurekAlert! Science News; [https://www.eurekalert.org/pub\\_releases/2018-05/s-htj050218.php](https://www.eurekalert.org/pub_releases/2018-05/s-htj050218.php)

**2016**

Wallace, J. C., Edwards, B. D., Christian, M. S., Paul, J., Burke, M. J., & Eissa, G. 2016. Change the referent? A meta-analytic investigation of direct and referent-shift consensus models for organizational climate. ***Journal of Management***, 40: 1-24.

**2014**

Cullen, K. L., Edwards, B. D., Casper, W. C., Gue, K. 2014. Employees' adaptability and perceptions of change-related uncertainty: Implications for perceived organizational support, job satisfaction, and performance. ***Journal of Business and Psychology***, 29: 269-280.

Edwards, B. D., Franco-Watkins, A. M., Cullen, K. L., & Walsh, J. 2014. Unifying the challenge-hindrances and sociocognitive models of stress. ***International Journal of Stress Management***, 21: 162-185.

Perdomo, B.L., Jones-Farmer, L. A., Edwards, B.D., and Svyantek, D. 2014. The robustness of ME/I evaluations to among-group dependence. ***Structural Equation Modeling: A Multidisciplinary Journal***, 21: 40-53

### 2013

Edwards, B. D., Warren, C., Tubré, T. C., Zyphur, M. J., & Hoffner-Prillman, R. 2013. The validity of narcissism and driving anger in predicting aggressive driving in a sample of young drivers. ***Human Performance***, 26: 191-210.

Franco-Watkins, A. M., Edwards, B. D., & Acuff, R. 2013. Effort and fairness in bargaining games. ***Journal of Behavioral Decision Making***, 26: 79-90.

### 2012

Dahlen, E. R., Edwards B. D., Tubré, T. C., Zyphur, M. J., & Warren, C. 2012. Taking a look behind the wheel: An investigation into the personality predictors of aggressive driving. ***Accident, Analysis, and Prevention***, 45: 1-9.

Edwards, B. D., Arthur, W. Jr., & Bruce, L. L. 2012. The three-option format for knowledge and ability multiple-choice tests: A case for why it should be more commonly used in personnel testing. ***International Journal of Selection and Assessment***, 20: 65-81.

### 2011

Fleisher, M. S., Woehr, D. J., Edwards, B. D., & Cullen, K. L. 2011. Assessing within-person personality variability via frequency estimation: More evidence of a new measurement approach. ***Journal of Research in Personality***, 45: 535-548.

### 2010

Christian, M. S., Edwards, B. D., & Bradley, J. C. 2010. On the nature of situational judgment tests: Constructs assessed and a meta-analysis of their criterion-related validities. ***Personnel Psychology***, 63: 83-117.

### 2009

Finch, D. M., Edwards, B. D., & Wallace, J. C. 2009. Multi-stage selection strategies: Simulating the effects of adverse impact and expected performance for various predictor combinations. *Journal of Applied Psychology*, 94: 318-340.

Wallace, J. C., Edwards, B. D., Arnold, T., Frazier, M. L., & Finch, D. M. 2009. Work stress, role-based performance, and the moderating role of organizational support climate. *Journal of Applied Psychology*, 94: 254-262.

Wallace, J. C., Edwards, B. D., Shull, A., & Finch, D. M. 2009. Examining the consequences of individual differences in the tendency to suppress and reappraise emotions on task-related job performance. *Human Performance*, 22: 23-43.

### 2008

Wallace, J. C., Edwards, B. D., Mondore, S., & Finch, D. 2008. The interactive effects of litigation intentions and procedural justice climate on employee–employer litigation. *Journal of Managerial Issues*, 20: 313-326.

Edwards, B. D., Bell, S. T., Arthur, W. Jr., & Decuir, A. D. 2008. Relationships between facets of job satisfaction and task and contextual performance. *Applied Psychology: An International Review*, 57: 441-465.

### 2007

Arthur, W. Jr., Bell, S. T., & Edwards, B. D. 2007. An empirical comparison of the criterion–related validities of additive and referent–shift operationalizations of team efficacy. *Organizational Research Methods*, 10: 35-58.

Edwards, B. D., & Arthur, W. Jr. 2007. An examination of factors contributing to a reduction in race–based subgroup differences on a constructed response paper–and–pencil test of scholastic achievement. *Journal of Applied Psychology*, 92: 794-801.

Edwards, B. D., & Woehr, D. J. 2007. Examination and evaluation of frequency estimation–based personality measurement. *Personality and Individual Differences*, 43: 803-814.

### 2006

Edwards, B. D., Day, E. A., Arthur, W. Jr., & Bell, S. T. 2006. Relationships among team ability composition, team mental models, and team performance. *Journal of Applied Psychology*, 91: 727–736.

### 2005

Arthur, W. Jr., Bell, S. T., Edwards, B. D., Day, E. A., Tubré, T. C., & Tubré, A. H. 2005. Convergence of self–report and archival crash involvement data: A two–year longitudinal follow up. *Human Factors*, 47: 303–313.

Arthur, W. Jr., Edwards, B. D., Bell, S. T., Villado, A., & Bennett, W. Jr. 2005. Team task analysis: Identifying tasks and jobs that are team-based. *Human Factors*, 47: 654–669.

Day, E. A., Arthur, W. Jr., Bell, S. T., Edwards, B. D., Bennett, W. Jr., Mendoza, J., L., & Tubré, T. C. 2005. Ability-based pairing strategies in the team-based training of a complex skill: Does the intelligence of your training partner matter? *Intelligence*, 31: 39–65.

#### 2004

Day, E. A., Arthur, W. Jr., Miyashiro, B., Edwards, B. D., Tubré, T. C., & Tubré, A. H. 2004. Criterion-related validity of different statistical operationalizations of group general cognitive ability as a function of task-type: Comparing the mean, maximum, and minimum. *Journal of Applied Social Psychology*, 34: 1521–1549.

#### 2002

Arthur, W. Jr., Edwards, B. D., & Barrett, G. V. 2002. Multiple-choice and constructed response tests of ability: Race-based subgroup performance differences on alternative paper-and-pencil test formats. *Personnel Psychology*, 55: 985–1008.

#### PEER REVIEWED COMMENTS

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. (in press). Methodological checklists for improving research quality and reporting consistency. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

#### BOOK CHAPTERS

Landis, R., Edwards, B. D., & Cortina, J. 2009. Correlated residuals among items in the estimation of measurement models. In C. E. Lance & R. J. Vandenberg (Eds.). *Statistical and methodological myths and urban legends: Doctrine, verity, and fable in the organizational and social sciences* (pp. 195-214). New York: Routledge.

#### GRANTS AND CONTRACTS

#### 2015

*The predictor method-change approach to reducing subgroup differences: True method effects or camouflaged construct-change effects?*

Adverse Impact Reduction Research Initiative Action (AIRRIA) Research Grant; Society for Industrial and Organizational Psychology

Co-Investigator [with Arthur, W., Jr., Asenuga, O. A., Keiser, N., & Cho, I.]

Status: **Funded and completed**

Total Cost: \$2,000

**2012**

*Measuring cumulative experiences of change: Development of the workplace events scale.*

Organizational Development and Change Research Award from ODC division of Academy of Management

Co-investigator [with Kristin Cullen]

Status: **funded and completed**

Total costs: \$3,000

**2009**

*The state of the distribution workforce and what it means for the material handling industry*  
Material Handling Industry of America and College-Industry Council on Material Handling Education.

Principal Investigator

Status: **funded and completed**

Total costs: \$54,000

**2008**

*Dynamics of creativity and innovation in virtual scientific commons*

National Science Foundation [0830261]

Co-Investigator [with Levent Yilmaz]

Status: **funded and completed**

Total costs: \$315,029

*Using Expert Mental Models to Improve Team Training Performance*

Office of the Vice President for Research Competitive Research Grant, Auburn University

Principal Investigator

Status: **funded and completed**

Total costs: \$10,000

**2007**

*Development of scenarios designed to measure problem solving/decision making for leaders of Marine fire support teams (FiST).*

Naval Aerospace Medical Research Laboratory (Contract No. N6645208RQ00061)

Principal Investigator

Status: **funded and completed**

Total costs: \$21,000

*Team mental models and team performance.*

College of Liberal Arts Summer Research Award, Auburn University

Principal Investigator  
Status: **funded and completed**  
Total costs: \$5,000

**2006**

*An examination of the effects of high involvement work climate on employee attitudes and performance*  
Louisiana Office of Motor Vehicles  
Principal Investigator [with J. Craig Wallace; Robert J. Vandenberg]  
Status: **funded and completed**  
Total costs: \$2,500

**2005**

*Microinequities, inclusion, and effectiveness.*  
Shell Oil E&P Company  
Co-Principal Investigator [with Ronald R. Landis; J. Craig Wallace]  
Status: **funded and completed**  
Total costs: \$70,000

**2004**

*Personality predictors of aggressive driving behavior.*  
Georges Lurcy Fund for Faculty Research  
Principal Investigator  
Status: **funded and completed.**  
Total costs: \$2,200

*Personality correlates of aggressive driving and their relationships to multiple criterion sources of driving behavior and crash involvement.*  
Tulane University Committee on Research Summer Fellowship  
Principal Investigator  
Status: **funded and completed**  
Total costs: \$4,000

**2003**

*Comparison of three- and five-alternative multiple-choice tests: An examination of factors contributing to a reduction in race-based subgroup differences.*  
Texas A&M University Race and Ethnic Studies Institute Faculty Mini-Grant Program Co-Principal Investigator [with Winfred Arthur, Jr. and Suzanne T. Bell]  
Status: **funded and completed**  
Total costs: \$2,000

*Comparison of three– and five–alternative multiple–choice tests: An examination of factors contributing to a reduction in race–based subgroup differences*  
Texas A&M University Race and Ethnic Studies Institute Graduate Student Mini–Grant Program

Principal Investigator [with Winfred Arthur, Jr. and Suzanne T. Bell]

Status: **funded and completed**

Total costs: \$500

## 2002

*An examination of factors contributing to a reduction in race–based subgroup differences on alternative paper–and–pencil test formats*

Texas A&M University Race and Ethnic Studies Institute Faculty Mini–Grant Program Co–Principal Investigator [with Winfred Arthur, Jr.]

Status: **funded and completed**

Total costs: \$2,200

*An examination of factors contributing to a reduction in race–based subgroup differences on alternative paper–and–pencil test formats*

Texas A&M University Race and Ethnic Studies Institute Graduate Student Mini–Grant program

Principal Investigator [with Winfred Arthur, Jr.]

Status: **funded and completed**

Total costs: \$850

## 2001

*An examination of the effect of test format on levels of adverse impact*

Texas A&M University Race and Ethnic Studies Institute Faculty Mini–Grant Program Co–Principal Investigator [with Winfred Arthur, Jr.]

Status: **funded and completed**

Total costs: \$2,600

## REFEREED PROCEEDINGS

Day, E. A., Arthur, W. Jr., Edwards, B. D., & Bell, S. T. 2003. *Relating ability and personality to the efficacy and performance of dyadic teams*. Proceedings of the Human Factors and Ergonomics Society 47th Annual Meeting. Santa Monica, CA: Human Factors and Ergonomics Society.

## NON–REFEREED PUBLICATIONS

Edwards, B. D. & Darnaby, R. Business Viewpoint: Predictive analytics can bring the best millennials on board. *Tulsa World*. July 22, 2018.

Edwards, B. D. & Darnaby, R. Business Viewpoint: know how to bring millennials on board in the workplace. *Tulsa World*. July 22, 2018.



- Edwards, B. D., Franco-Watkins, A. M., McAbee, S. T., & Faura, L. (2017). The case for using working memory in practice. In *The Industrial-Organizational Psychologist*, 55, #1, Summer.
- Wallace, J. C., Dyer, W., & Edwards, B. D. 2014, December. Organizational well-being: A dual focus on performance and well-being. *Talent Management Excellence*.
- Edwards, B. D. & Wallace, J. C. 2011, December. Managing confrontation: Holding others accountable for poor performance. *IPMA-HR News*.
- Edwards, B. D. 2010. Review of book Confirmatory Factor Analysis for Applied Research by Timothy A. Brown for *Organizational Research Methods*, 13: 214-217.
- Wallace, J. C., & Edwards, B. D. 2008, June. Insights into attracting and retaining talent from generation Y. *IPMA-HR News*.
- Edwards, B. D., & Wallace, J. C. 2007. What you don't know can hurt you: Staying up-to-date with the legal landscape. *IPMA-HR News*.
- Tubré, T. C., Bly, P. R., Edwards, B. D., Pritchard, R. D., & Simoneaux, S. 2001. Building a better literature review: Reference and information sources for I–O psychology. *The Industrial–Organizational Psychologist*, 38 (4): 55–59.

### TECHNICAL REPORTS

- Edwards, B. D., Crosby, D. H., & Scrimshire, A. (2015). *OKDHS employee engagement report*. Submitted to the Oklahoma Department of Human Services.
- Crosby, D., & Edwards, B. D. 2014. *Employee engagement climate survey*. Submitted to the Oklahoma Department of Health.
- Crosby, D., & Edwards, B. D. 2014. *Employee engagement climate survey*. Submitted to the Oklahoma Department of Human Services.
- Cullen, K. L., Casper, W. C., Edwards, B. D., & Gue, K. 2010. *The state of the distribution workforce and what it means for the material handling industry*. Submitted to the Material Handling Industry of America and College-Industry Council on Material Handling Education
- Bruce, L., & Edwards, B. D. 2008. *Generalized task analysis for United States Marine Corps Military Occupational Specialties (MOS)* (Contract No. N6645208RQ00061). Submitted to the Navy Aerospace Medical Research Laboratory.
- Edwards, B. D., Doyle, A. L., & Gue, K. 2008. *Employee satisfaction survey - final report of activities*. Submitted to JoAnn Stores Distribution Service Center.

- Edwards, B. D., Wallace, J. C., & Vandenberg, R. J. 2007. *Employee satisfaction survey – 2007: Report of activities*. Submitted to Louisiana Department of Public Safety – Office of Motor Vehicles.
- Edwards, B. D., Wallace, J. C., & Vandenberg, R. J. 2006. *High involvement work practices at the Louisiana Office of Motor Vehicles: Phase I final report of activities*. Submitted to Louisiana Department of Public Safety – Office of Motor Vehicles.
- Edwards, B. D., & Warren, C. 2005. *Final report of activities for development of an employee satisfaction survey*. Submitted to Louisiana Department of Public Safety – Office of Motor Vehicles.
- Landis, R. S., Edwards, B. D., & Wallace, J. C. 2005. *Report on the analysis of microiniquities and processes in team interactions*. Submitted to Shell Oil Exploration & Production Company.
- Arthur, W. Jr., Edwards, B. D., Bell, S. T., & Bennett, W. Jr. 2002. *Identifying factors that influence the cognitive readiness and performance of teams: The development and evaluation of a high fidelity synthetic team task performance environment (STTPE) lab* (Contract No. F41624–97–D–5000). Interim Technical Report, L–3 Communications Corporation, Link Simulation and Training Division: Mesa, Arizona.

### **INVITED PRESENTATIONS**

- Edwards, B. D. 2019. *Building a Team: HR and People Issues*. Presentation at the Riata Center 2019 Veterans Entrepreneurship Program at Oklahoma State University on February 20, 2019.
- Edwards, B. D. 2018. *Building a Team: HR and People Issues*. Presentation at the Riata Center 2018 Veterans Entrepreneurship Program at Oklahoma State University on February 20, 2018.
- Edwards, B. D. 2017. *Building a Team: HR and People Issues*. Presentation at the Riata Center 2017 Veterans Entrepreneurship Program at Oklahoma State University on February 21, 2017.
- Edwards, B. D. 2016. *Building a Team: HR and People Issues*. Presentation at the Riata Center 2016 Veterans Entrepreneurship Program at Oklahoma State University on February 23, 2016.
- Edwards, B. D. 2015. *Building a Team: HR and People Issues*. Presentation at the Riata Center 2015 Veterans Entrepreneurship Program at Oklahoma State University on February 13, 2015.

- Edwards, B. D. 2014. *Interviewing Techniques*. Oklahoma State University HRMA Club. March 26, 2014
- Edwards, B. D. 2014. *Building a Team: HR and People Issues*. Presentation at the Riata Center 2014 Veterans Entrepreneurship Program at Oklahoma State University on February 3, 2014.
- Edwards, B. D. 2013. *High Involvement Management*. Presentation at the 2013 Prevention and Recovery Conference: Together in Health and Healing on December 4, 2013.
- Edwards, B. D. 2013. *The Promise of Working Memory for Learning and Performance*. University of Illinois Urbana-Champaign. February 15, 2013.
- Edwards, B. D. 2013. *Building a Team: HR and People Issues*. Presentation at the Riata Center 2013 Veterans Entrepreneurship Program at Oklahoma State University on February 5, 2013.
- Edwards, B. D. 2012. *Building a Team: HR and People Issues*. Presentation at the Riata Center 2012 Veterans Entrepreneurship Program at Oklahoma State University on February 9, 2012.
- Edwards, B. D., & Cullen, K. L. (2011, March). *The worker-centric warehouse: Achieving worker productivity and acceptance of change*. Presentation at PROMAT: An MHIA International Expo, Chicago, IL.
- Edwards, B. D. 2011. *Building a Team: HR and People Issues*. Presentation at the Riata Center 2011 Veterans Entrepreneurship Program at Oklahoma State University on February 8, 2011.
- Edwards, B. D. 2010, April. *The worker-centric warehouse*. Presentation at the North American Material Handling and Logistics Show in Cleveland, Ohio.
- Edwards, B. D. 2010. *Building a Team: HR and People Issues*. Presentation at the Riata Center 2010 Veterans Entrepreneurship Program at Oklahoma State University on February 5, 2010.
- Edwards, B. D. 2009. *From science to practice: Using cognitive psychology to improve applied measurement*. Presentation to the psychology faculty at the University of Oklahoma on November 6, 2009.
- Wallace, J. C., Edwards, B. D. & Frazier, L. 2007. *Emotion regulation in the workplace*. Workshop presented to TD Williamson, Tulsa, Oklahoma.
- Edwards, B. D. 2007. *Occupational stress and safety interventions*. Workshop for continuing education credits presented at the annual convention of the Southeastern Psychological Association.

Edwards, B. D. 2004. *Reducing subgroup differences using a constructed response paper-and-pencil test*. Invited presentation in the psychology department, University of Wisconsin–River Falls.

Institute for the Teaching of Industrial and Organizational Psychology, Society for Industrial and Organizational Psychology (SIOP) Fall Faculty Teaching Workshop, November 21, 2003.

## **CONFERENCE PRESENTATIONS**

### **2020**

Scrimshire, A. J., Edwards, B., Crosby, D., and Anderson, S., “*How Do You Like Me Now? Improving Public Sector Employee Engagement through Social-identity and Self-categorization*”. Paper to be presented at the 2019 annual conference for the Southern Management Association (SMA), Norfolk, VA.

### **2019**

Smith, M.B., Edwards, B.D., & Wallace, J.C. (May, 2019). *Leading organizational climate change: A multilevel latent growth model of high-involvement, service climate, and performance*. Paper presentation at the European Association for Work and Organizational Psychology Congress, Turin, Italy.

### **2018**

Casper, W. C., Edwards, B. D., Wallace, J. C., & Landis, R. S. April, 2018 *Estimations of magnitude and frequency of behavior*. In S. Morris (Chair), *Do Likert Scale Anchors Even Matter? More Than You Think!* Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Chicago, IL

Scrimshire, Al, Wang, C. S., & Edwards, B. D. August, 2018. *With help from my (imaginary) friends: perspective-taking, self- efficacy, and employee engagement*. Paper presented at the Annual meeting of the Academy of Management, Chicago, IL

Scott, E. E., Wang, C., Smith, A. N., Edwards, B. D., Ku, G., Galinsky, A., July 2018. *When do I want to stay? The roles of minority perspective-taking, social identity-based impression management strategies and authenticity climate*. Paper presented at the Annual Meeting of the International Association for Conflict Management (IACM), Philadelphia, Pennsylvania.

Wang, C. S., Scott, E., Smith, A. N., Ku, G., and Galinsky, A. D. (2018) *When do I want to stay? The roles of minority perspective-taking, social identity-based impression management strategies and authenticity climate*. To be presented at the 2018 Society of Experimental Social Psychology Conference, Seattle, WA.

**2017**

Cullen, K., Webster, B. D., Edwards, B. D., & Braddy, P. *Why so negative? The cumulative effect of organizational change on employees*. Presented at the Southern Management Association Annual Conference.

Webster, B.D., Edwards, B.D., & Smith, M.B. 2017. *Is holding two jobs too much? An examination of dual jobholders*. Presentation at the annual meeting of the Academy of Management, Atlanta, GA. **[Awarded “Overall Best Paper” in the Careers Division program]**

**2016**

Atoba, O. A., Keiser, N. L., Cho, I., Edwards, B. D., Jarrett, S., & Arthur, W. A. Jr. 2016. *An examination of the method-change approach to reducing subgroup differences*. Presentation at the annual meeting of the Society for Industrial and Organizational Psychologists, Anaheim, CA. **[Featured Top Rated Poster]**

Webster, B., Edwards, B., & Franco-Watkins, A. 2016. *Working memory as a predictor of decision making performance*. In S. G. Brown (Chair) and A M. Franco-Watkins (Discussant), *The overlooked cognitive ability - working memory: Research and practical considerations*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychologists, Anaheim, CA.

**2015**

Webster B.D. & Edwards B.D. 2015. *Dual jobholders: Does one job have an effect on the other job?* Presentation at the annual meeting of the Academy of Management, Vancouver, British Columbia, Canada.

Webster, B.D., Smith, A.N., Kim, J., Watkins, M.B., & Edwards, B.D. 2015. *Targeted recruitment: When the majority is the minority*. Presentation at the annual meeting of the Society for Industrial & Organizational Psychology, Philadelphia, PA.

**2014**

Cullen, K., Webster, B. D., Edwards, B. D., Braddy, P. 2014. *Measuring Cumulative Workplace Change: Development of the Cumulative Change Scale*. Paper presented at the 73rd annual meeting of the Academy of Management, Philadelphia, PA

Edwards, B. D. 2014, September. *Seven points for descriptive statistics*. Paper presented as a panel in Research Methods in Applied World. Fourth International Conference on Engaged Management Scholarship Tulsa, Oklahoma.

Smith, A. N., Webster, B., Kim, J., Watkins, M. B., & Edwards, B. E. 2014. *Value effects on applicant reactions to targeted recruitment*. Paper to be presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychologists, Honolulu, Hawaii.

Smith, M. B., Edwards, B. D., & Wallace, J. C. 2014. *High involvement management and satisfaction: Mediated by service perceptions*. Paper to be presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychologists, Honolulu, Hawaii.

Webster, B. D., Edwards, B. D., Franco-Watkins, A. M., & Tubré, T. 2014. *The promise of working memory for learning and task performance*. Paper to be presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychologists, Honolulu, Hawaii.

### 2013

Anderson, S. J., Thomas, J. T., Crosby, D. H., Castagna, R., & Edwards, B. D. 2013. *The moderating effect of intra-team trust on employee engagement and workgroup outcomes*. Poster presented at the annual Engaged Management Scholarship Conference, Atlanta, GA.

Crosby, D. H., Thomas, J. T., Anderson, S. J., Castagna, R., & Edwards, B. D. 2013. *Engaging the public sector*. Poster presented at the annual Engaged Management Scholarship Conference, Atlanta, GA.

Frazier, M. L., Edwards, B. D., & Casper, C. 2013. *Workplace incivility, feedback, and voice: Organizational justice as uncertainty reduction*. In M. L. Frazier (Chair) and S. Gilliland (Discussant), *The Positive Side of Fairness: The Role of Organizational Justice in Positive Workplaces*. Symposium presented at the 72<sup>nd</sup> annual meeting of the Academy of Management, Orlando, FL.

Stevens, G. W., Edwards, B. D., & Yilmaz, L. 2013. *Success within virtual scientific community data systems: The roles of structure and demography*. Presentation at the 72<sup>nd</sup> annual meeting of the Academy of Management, Orlando, FL.

Tubré, T., Edwards, B. D., Cullen, K. L., & Sommer, S. 2013. *Comparing predictors of emergent leadership in face-to-face and virtual teams*. Poster presented at the 28<sup>th</sup> annual meeting of the Society for Industrial and Organizational, Houston, TX

Watkins, M. B., Smith, A., & Edwards, B. D. 2013. *Targeted recruitment: A review of the literature and new theoretical insights*. Presentation at the 72<sup>nd</sup> annual meeting of the Academy of Management, Orlando, FL.

### 2012

Cullen, K. L., Svyantek, D. J., Jones-Farmer, L. A., & Edwards, B. D. 2012. *Performance ratings in co-located and virtual teams*. Paper presented at the 71st annual meeting of the Academy of Management, Boston, MA.

Naber, A. M., Carpenter, N. C., Edwards, B. D., Franco-Watkins, A. M., & Arthur, W. Jr. 2012. *New ways to conceptualize testing effects on cognitive ability tests*. Poster presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

### 2011

Bell, S., Hoch, J., & Edwards, B. D. 2011. *Extending the nomological net: Antecedents of shared cognition in teams*. Symposium presented at the 26<sup>th</sup> annual meeting of the Society for Industrial Organizational Psychology, Chicago, IL.

Cullen, K. L., Casper, W., Edwards, B. D., Gue, K., & Tubré, T. 2011. *Organizational support mediates effects of employee adaptability in the workplace*. Poster presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Naber, A., Jarrett, S., Arthur, W. Jr., & Edwards, B. D. 2011. *Item characteristics of three-versus five-option multiple-choice tests*. Poster to be presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

### 2010

Fleisher, M., Woehr, D., Edwards, B. D., & Cullen, K. L. 2010. *Personality variability across situations can be captured with frequency-based measurement*. Poster presented to the 25<sup>th</sup> annual meeting of the Society for Industrial Organizational Psychology, Atlanta, GA. **Rated one of the top posters at the 2010 SIOP Conference.**

Walsh, J., Edwards, B. D., Franco-Watkins, A., & Tubre, T. 2010. *Felt stress mediates the relationship between stressors and performance*. Poster presented to the 25<sup>th</sup> annual meeting of the Society for Industrial Organizational Psychology, Atlanta, GA.

### 2009

Cullen, K. L., Fleisher, M., Woehr, D., & Edwards, B. D. 2009. *Recognizing the importance of personality consistency in I-O psychology*. Poster presented at the 117th Annual Convention of the American Psychological Association, Toronto, ON.

Bruce, L.L., Edwards, B. D., & Arthur, W. 2009. *Validity and subgroup differences on three- and five-alternative multiple-choice tests*. Poster session to be presented at the 24th annual meeting of the Society for Industrial Organizational Psychology, New Orleans, Louisiana.

**2008**

- Bruce, L. L., Montano, M., Franco-Watkins, A. M., & Edwards, B. D. 2008. *Money matters in the ultimatum game: Effects of framing and fairness in proposed offers*. Presented at the 29th Annual Meeting of the Society for Judgment and Decision Making, Chicago, Illinois.
- Stevens, F., Wallace, J. C., Johnson, P. D., Edwards, B. D. 2008. *Innovation at work: Integrating regulatory focus, support, and thriving*. Presentation at the annual meeting of the Academy of Management, Los Angeles, California.
- Little, L., Wallace, J. C., Edwards, B. D., & Mondore, S. 2008. *Bon voyage or there's no place like home: does working abroad help (or hurt) career progress?* Presentation at the annual meeting of the Academy of Management, Los Angeles, California.
- Christian, M., Siegel, J., Edwards, B. D., Tubré, T. C. 2008. *Personality test administration format: A role in socially desirable responding?* Poster presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, California.
- Cullen, K., Walsh, J., Edwards, B. D., Wallace, J. C., & Tubré, T. C. 2008. *Effects of role ambiguity and supervisor support on safety performance*. Poster presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, California.
- Fleisher, M., Cullen, K., Woehr, D., & Edwards, B. D. 2008. *Response distortion in frequency-based versus traditional personality measurement*. Poster presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, California.
- Landis, R. S., Edwards, B. D., & Cortina, J. M. 2008. *On allowing correlated residuals in structural equation modeling*. In C. E. Lance (Chair) and R. J. Vandenberg (Discussant), *Statistical/Methodological Myths and Urban Legends III: The Saga Continues*. Symposium at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, California.

**2007**

- Frazier, M. L., Wallace, J. C., Edwards, B. D., & Arnold, T. J. 2007. *The relationship between challenge stress and performance: The moderating role of perceived organizational support*. Presentation at the annual convention of the Southern Management Association, Nashville, Tennessee.
- Fleisher, M. S., Woehr, D. J., & Edwards, B. D. 2007. *Frequency-based personality measurement and team performance*. Poster presented at the annual convention of the Association of Psychological Science, Washington DC.



- Edwards, B. D., Wallace, J. C., Cox, B., & Vandenberg, R. J. 2007. *The impact of high-performance work climate on job attitudes and organizational citizenship behaviors*. Presentation at the annual meeting of the Academy of Management, Philadelphia.
- Christian, M. S., Edwards, B. D., & Bradley, J. C. 2007. *On the nature of situational judgment tests: A construct-oriented meta-analysis*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York.
- Cullen, K. L., Edwards, B. D., Mondore, S., & Wallace, J. C. 2007. *The attitudes of voluntary and involuntary part-time employees*. Poster presented at the annual meeting of the Society for Industrial and Organization Psychology, New York.
- Tubré, T., Edwards, B. D., Casey, M. F., Hampton III, O., & Wegner, R. 2007. *Men's and women's responses to same- and opposite-sex sexual harassment*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York.
- Wallace, D. L., & Edwards, B. D. 2007, January. *Stigma consciousness, ethnic identity, and cultural mistrust predict perceived stereotype threat for African American college students*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Memphis.

## 2006

- Edwards, B. D., Baskerville, M., & Stevens, F. 2006. *It's not black and white: Reactions to minority recruitment efforts*. Paper presented at the annual meeting of the Academy of Management, Atlanta.
- Shull, A., Wallace, J. C., Edwards, B. D., Kantrowitz, T., Beyers, J., & Smith, D. 2006. *Emotional labor strategies, performance, and the mediating role of task-focused effort*. In E. Richards & J. C. Wallace (Co-Chairs) and A. Grandey (Discussant), *New Directions in Emotional Labor Research*. Symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas.
- Wallace, J. C., Edwards, B. D., Mondore, S., & Page, E. E. 2006. *The interactive effects of employee concerns and procedural justice climate on employee-initiated litigation*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas.
- Hampton, O., Casey, M., Tubré, T., & Edwards, B. D. 2006. *Participant sex and type of harassment as predictors of coping responses to sexual harassment*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.
- Tubré, T., Edwards, B. D., Hampton, O., & Casey, M. 2006. *Gender differences in coping responses to sexual harassment*. Poster presented at the annual meeting of the American Psychological Association, New Orleans.

## 2005

Watkins, M. B., Edwards, B., & Stevens, F. (2005). *It's Not Black and White: Applicant Reactions to Minority Recruitment Strategies*. Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

### 2004

Arthur, W. Jr., Edwards, B. D., Bell, S. T., Villado, A. J., & Bennett, W. 2004. *Development and initial validation of a team task analysis questionnaire*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago.

Edwards, B. D., & Arthur, W. Jr. 2004. *Race-based subgroup differences on a constructed response paper-and-pencil test*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago.

### 2003

Day, E. A., Arthur, W. Jr., Bell, S. T., & Edwards, B. D. 2003. *Ability-based pairing strategies in the team-based training of complex skills*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando.

Wilkins, J. L., Edwards, B. D., Arthur, W. Jr., & Bell, S. T. 2003. *Relationship between learning and behavior training evaluation criteria at the team level*. Poster presented at the annual meeting of the Southwestern Psychological Association, New Orleans.

### 2002

Arthur, W. Jr., Edwards, B. D., & Barrett, G. V. 2002. *Minority and majority performance on alternative paper-and-pencil test formats*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto.

Decuir, A. D., Arthur, W. Jr., Edwards, B. D., & Bell, S. T. 2002. *Job satisfaction and job performance revisited: Task vs. contextual performance?* Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto.

### 2001

Edwards, B. D., Day, E., Miyashiro, B., Arthur, W. Jr., Tubré, T. C., & Tubré, A H. 2001. *Comparative validity of different statistical operationalizations of team ability as a function of task type*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego.

### 2000

Arthur, W. Jr., Day, E., Edwards, B. D., Paul, D. S., Bennett, W. Jr., & Gettman, D. 2000. *The relationship between team mental models and performance in dyadic teams*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans.

Arthur, W. Jr., Sanchez–Ku, M., Edwards, B. D., Bennett, W. Jr., & Gettman, D. 2000. *An empirical comparison of the criterion–related validities of additive and referent–shift operationalizations of team efficacy*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans.

Woehr, D. J, Hudspeth, N. A., & Edwards, B. D. 2000. Examination and evaluation of frequency estimation based personality measurement. In R. T. Ladd (Chair), *The measurement of complex constructs in I–O psychology: Issues and challenges*. Symposium presented at the annual meeting of The Society for Industrial and Organizational Psychology, New Orleans.

### **1999**

Edwards, B. D., & Downey, J. 1999. *Effects of social cues and opponent gender on performance expectancies*. Poster presented at the annual meeting of The Society for Industrial and Organizational Psychology, Atlanta.

## **TEACHING EXPERIENCE**

### **UNDERGRADUATE COURSES**

Industrial and Organizational Psychology  
Introductory Psychology  
Research Methods  
Statistics for the Behavioral Sciences  
Human Resource Management  
Managing Confrontations  
Stress Management

### **PHD COURSES**

Advanced Personnel Selection  
Human Resource Management  
Research Methods  
Structural Equations Modeling  
Training and Development  
Measurement/Psychometrics

## **GRADUATE COMMITTEES**

### **DOCTORAL**

Emmanuel Aidoo, Member  
Cassidy Creech, Member  
Derrick Davis, Member  
Nicole Flink, Member

Shawn Jones, Member  
Jin Ho Jung, Member  
Yun Kim, **Chair**  
Lee Grumbles, Member  
Ed McCabe, **Chair**  
Forough Nasirpouri, Member  
Ryan Paul, Member  
Alfredo Perez Salinas, Member  
Paul Sanchez, Member  
Kourtney Schley, Member  
Jim Servi, **Chair**  
Marc Scott, **Chair**  
Jeff Tyler, **Chair**  
Ted Washington, **Chair**  
Lincoln Brown, Member (2019)  
Jonathon Button, Member (2019)  
Julia Kirkland, **Chair** (2019)  
Kipp Krukowski, Member (2019)  
Mark Mitchell, **Chair** (2019)  
Stephanie Royce, **Chair** (2019)  
Alfredo Perez Salinas, Member (2019)  
Alicia Smales, **Chair** (2019)  
Justin White, Member (2019)  
Jonathan Wild, Member (2019)  
Marcio Salles Melo Lima, Member (2018)  
Matt Mol, Member (2018)  
Sherif Ebrahim, Member (2017)  
Daniela Ruiz Massieu, Member (2017)  
Alex Scrimshire, Member (2017)  
Edward Scott, Member (2017)  
James Thomas, Chair (withdrew from program)  
Jim Utley, **Chair** (2017)  
Timothy Coomer, Member (2016)  
Luis Faura, Member (2016)  
Lina George, Member (2016)  
Justin Keeler, Member (2016)  
Maribeth Kuzmeski, Member (2016)  
Liang (Peter) Nan, Member (2016)  
Abdel Ben Mohammed, Member (2016)  
Bill Periman, **Chair** (2016)  
Walter Slipetz, Member (2016)  
Michiel Bosman, Member (2015)  
Jonathan Butler, Member (2015)  
Blakley Davis, Member (2015)  
Greg Miller, Member (2015)  
Soheila Rostami, **Chair** (2015)  
Zack Varughese, Member (2015)  
Steven Wilson, Member (2015)

Scott Anderson, **Chair** (2014)  
 Fred Cleveland, **Member** (2014)  
 Durand Crosby, **Chair** (2014)  
 Warren Dyer, **Member** (2014)  
 Toby Joplin, **Member** (2014)  
 Patti Jordan, **Member** (2014)  
 Brian Webster, **Chair** (2014)  
 Adam Mills, **Member** (2014)  
 Dessie Nash, **Member** (2014)  
 Mickey Smith, **Member** (2014)  
 Camron Casper, **Chair** (2012)  
 Kasey Claborn, **Member** (2012)  
 Julie Hetzler, **Member** (2009)  
 Christie Salamone, **Member** (2009)  
 Kent Bodily, **Member** (2008)  
 Chris Winkelspecht, **Member** (2007)  
 Eden–Renee Pruitt, **Member** (2006)  
 Christopher Warren, **Member** (2006)  
 Michael Zyphur, **Member** (2006)

## **MASTERS**

Leonardis Bruce, **Chair** (2010)  
 Jimmy Johnson, **Chair** (2010)  
 Brian Perdomo, **Chair** (2010)  
 Julia Walsh, **Chair** (2010)  
 Robert Butler, **Member** (2009)  
 Benjamin Carter, **Member** (2009)  
 Lindsay Ingram, **Member** (2008)  
 Daly Vaughn, **Member** (2008)  
 Kristin Cullen, **Member** (2007)  
 Jeff Beyers, **Member** (2006)  
 Michael Christian, **Chair** (2006)  
 Amanda Shull, **Member** (2006)  
 Flannery Stevens, **Chair** (2006)  
 Kristin Walker, **Member** (2006)  
 Marie–Therese Mansfield, **Member** (2005)

## **SERVICE**

### **OKLAHOMA STATE UNIVERSITY**

2011-present	PhD for <i>Executives</i> planning committee
2013-2014	Dean search and screening Committee
2013-2016	Wellness council, advisory board
2013-2016	Center for Ethical Leadership, advisory board
2013-2016	Eastin Center for Talent Development, executive director

**OKLAHOMA STATE UNIVERSITY MANAGEMENT DEPARTMENT**

2019-present	PhD Coordinator
2018	Watson Graduate School Research Committee, member
2018	Faculty search committee, chair
2017	Faculty search committee, chair
2015	Faculty search committee, chair
2011	Faculty search committee, chair
2011	Spears School strategic vision committee, member
2012	Department of management strategic vision committee, chair
2013	Management department personnel committee, chair
2013-present	Member, PhD committee

**AUBURN UNIVERSITY PSYCHOLOGY DEPARTMENT**

2006 – 2007	Psychology participant recruitment committee
2006 – 2008	Research and teaching festivals committee
2006 – 2009	Graduate student research committee, Chair
2007 – 2009	Department evaluation committee
2008 – 2009	Graduate training committee

**TULANE UNIVERSITY**

2003 – 2006	Newcomb college fellow
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**TULANE UNIVERSITY PSYCHOLOGY DEPARTMENT**

2003	Flowerree committee (department endowment)
2003 – 2006	Industrial/Organizational psychology program committee
2004 – 2006	Undergraduate studies committee
2004 – 2006	Colloquium committee
2005 – 2006	Graduate admissions

**PROFESSIONAL ACTIVITIES**

2020 – 2026	Associate Editor: <i>Journal of Applied Psychology</i>
2008 – 2019	Editorial Board: <i>Personnel Psychology</i>
2008 – 2019	Editorial Board: <i>Journal of Business and Psychology</i>
2011 – present	Editorial Board: <i>Journal of Applied Psychology</i>
2011 – 2019	Editorial Board: <i>Journal of Management</i>
2014 – 2017	Editorial Board: <i>Africa Journal of Management</i>
2017 – 2019	Editorial Board: <i>Human Performance</i>
2017 – 2019	Editorial Board: <i>Organizational Research Methods</i>
2004 – 2009	Society for Industrial and Organizational Psychology Membership Committee, Member

- 2016 – 2019 Society for Industrial and Organizational Psychology Awards Committee, Member
- 2019 – 2020 Society for Industrial and Organizational Psychology Schmidt-Hunter Award Committee, Member
- 2018 – 2020 Society for Industrial and Organizational Psychology Scientific Affairs Committee, Member
- 2017-2019 Panelist, OB Doctoral Consortium

Ad hoc reviewer: *Academy of Management Review*  
*Journal of Research in Personality*  
*Organizational Behavior and Human Decision Processes*  
*Computers in Human Behavior*  
*Journal of Business and Psychology*  
*Personality and Individual Differences*  
*Organizational Research Methods*  
*Human Performance*  
*Journal of Management*  
*International Journal of Selection and Assessment*

### **PROFESSIONAL/CONSULTING EXPERIENCE**

- 2004-present **AOE Science**  
Owner and research consultant  
 Selection assessments and leader development
- 2004–2009 **Louisiana Department of Public Safety – Office of Motor Vehicles**  
Research consultant  
 Development and validation of employee satisfaction survey; implementation of high-involvement work practices intervention.
- 2007–2009 **Consortium of Universities of the Washington Metropolitan Area.**  
Consultant  
 Development of training evaluation for Army officer training at Ft. Benning.
- 2004–2006 **Shell Oil Exploration and Production, New Orleans, Louisiana**  
Research consultant  
 Development of training program for top management work teams
- 1999–2001 **The George Bush School of Government and Public Service, Texas A&M University**  
Consultant  
 Design and implementation of managerial assessment center
- 1999–2000 **Brazos Valley Solid Waste Management Association**  
Consultant  
 Design of employee training manual

1999–2003      **Winfred Arthur, Jr. Consulting**  
Consultant  
Selection test development, administration, and scoring

### **MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS**

Member, Academy of Management  
Member, American Psychological Association  
Member, Association for Psychological Science  
Member, Society for Industrial and Organizational Psychology  
Member, Southern Management Association  
Member, Society for Human Resource Management

### **AWARDS**

Richard W. Poole Faculty Excellence Outreach Award (2018)  
Oklahoma State University Outreach Faculty Excellence Award (2018)  
Miller Award for Study Abroad Excellence (2017)  
Richard W. Poole Faculty Excellence Award (2010, 2013, 2019)  
Joe Synar Chair in Business  
PhD in Business for *Executives* Fellow  
Reviewer of the year, *Journal of Business and Psychology* (2013)  
Reviewer of the year, *African Journal of Management* (2017)

### **STUDENT AWARDS**

Wentz award and scholarship, Brett Humphrey  
Robberson Dissertation Award, Cam Casper  
Watson Doctoral Fellow, Brian Webster  
Outstanding Senior Award, Auburn University, Melissa Sylvester