

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

**August 29, 2022**

**CONTACT INFORMATION**

Bryan D. Edwards  
Department of Management  
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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**

- 2021–present **Full Professor and Joe Synar Endowed Chair (since 2012)**
- 2011–2021 **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)

**2022**

Erdmann, M., Adewumi, T., Edwards, B. D. Evaluation of electronic portal messaging and embedded asynchronous care on physician-assisted smoking cessation quit attempts: A quality improvement randomized clinical trial. In press at *Journal of American Medical Association*.

**Media Coverage:**

<https://digitalhealthwire.com/newsletter/vive-2022-recap-behavior-change/>

**2021**

Kirkland, J. C. R., Edwards, B. D., & Flaherty, K. E. The effect of honest and humble leadership on salesperson customer orientation. In press at *Journal of Business Research*.

**2020**

Arthur, W. Jr., Keiser, N. L., Olabisi, A., Cho, I., & Edwards, B. D. An examination of the effectiveness of the predictor method-change approach to reducing subgroup differences. *Human Resource Management*.

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*.

Webster, B.D., Washington, A.N., Kim, J., Watkins, M.B., & Edwards, B.D. Recruiting (dis)advantage: Men's versus women's evaluations of gender-based targeted recruitment. *Sex Roles*.

**2019**

Cullen, K., Webster, B. D., Edwards, B. D., & Braddy, P. 2019. Why so negative? The cumulative effect of organizational change on employees. *European Journal of Work and Organizational Psychology*, 28: 124-135.

Joplin, T., Greenbaum, R. L., Wallace, J. C., & Edwards, B. D. 2019. Employee entitlement, engagement, and performance: The moderating effect of ethical leadership. *Journal of Business Ethics*, 1-14.

Webster, B. D., Edwards, B.D., & Smith, M.B. 2019. Is holding two jobs too much? An examination of dual jobholders. *Journal of Business and Psychology*, 34: 271-285.

**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)

Webster, B. D. & Edwards, B. D. 2019. Does holding a second job viewed as a calling impact one's work at the primary job? *Journal of Vocational Behavior*, 114: 112-125.

**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/>

**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-hindrance 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****2020**

*Collaborative human-machine interfaces with impact to future nursing professionals*  
National Science Foundation [2026584]  
Primary Investigator [With Dan Popa, Cynthia Logdson, Olfa Nasaoui, William Paiva]  
Status: **Funded**  
Total Cost: \$1.50 million

**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. Ask the Experts - What tips and tricks do you have for people trying to make a new year's resolution they can actually keep?, December 13, 2021 [https://wallethub.com/blog/new-year-facts/29706#expert=Bryan\\_Edwards](https://wallethub.com/blog/new-year-facts/29706#expert=Bryan_Edwards)

Edwards, B. D. Ask the Experts – How Can Employers Reduce Work-Related Stress? Wallethub. July 14, 2021 [https://wallethub.com/edu/most-least-stressed-cities/22759#expert=Bryan\\_Edwards](https://wallethub.com/edu/most-least-stressed-cities/22759#expert=Bryan_Edwards)

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.

### **INVITED PRESENTATIONS**

Edwards, B. D. 2020. *Building a Team: HR and People Issues*. Presentation at the Riata Center 2020 Veterans Entrepreneurship Program at Oklahoma State University on February 26, 2020.

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**

### **2022**

Phillips, D., Rutherford, M. W., Edwards, B. D., Moore, C., & Madison, K. Distinctiveness legitimates? Examining the parallel nature of distinctiveness and conformity. To be presented at the annual meeting of the Southern Management Association, 2022, Little Rock, AZ.

### **2021**

Webster, B.D., Smith, M.B., Edwards, B.D., & Miller, M.J. (2021). *What if I have two bosses? Examining LMX within dual jobholders*. Presentation at the annual meeting of the Academy of Management Conference.

### **2020**

Phillips, D., Rutherford, M. W., & Edwards, B. D. Does isomorphism –or identity—legitimate? The subtle power of new venture nomenclature. Summary presented at Babson College Entrepreneurship Research Conference, 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 2020 annual conference for the Southern Management Association (SMA), Norfolk, VA.

Scrimshire A. J., Wang, C. S., Edwards, B. D., and Ku, G., (August, 2020). *I get by with help from my friends: Perspective-taking, social support, and employee engagement*.

Paper presented the 2020 annual conference for the Academy of Management (AOM), Vancouver Canada.

Webster, B.D., Edwards, B.D., Smith, M.B., & Miller, M. (2020) *The spillover effect of abusive supervision across two jobs*. Presentation at the annual meeting of the Academy of Management Conference, Vancouver, British Columbia, Canada.

### 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 71<sup>st</sup> 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 27<sup>th</sup> 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

### Current Committees

Michael Caston, Member  
 Marjorie Erdmann, **Chair**  
 Kenneth Grifno, Member  
 Jim, Ruetz, Member  
 Shawn Jones, Member

Curtis Schroeder, Member  
 Ted Washington, **Chair**  
 Forough Nasirpouri, Member  
 Robert King, Member

**Graduated Doctoral Students**

Yun Kim, **Chair** (2022)  
Samuel Bass, Member (2021)  
Cassidy Creech, Member (2021)  
Jeffrey Mader, Member (2021)  
Ed McCabe, **Chair** (2021)  
Duygu Phillips, Member (2021)  
Ryan Paul, Member (2021)  
Donald Rowlett, Member (2021)  
Kourtney Schley, Member (2021)  
Jim Servi, **Chair** (2021)  
Jeff Tyler, **Chair** (2021)  
Emmanuel Aidoo, Member (2020)  
Nicole Flink, Member (2020)  
Lee Grumbles, Member (2020)  
Clint Purtell, Member (2020)  
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)  
Paul Sanchez-Ruiz, 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)  
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)  
Jin Ho Jung, 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)  
Kent Bodily, Member (2008)  
Chris Winkelspecht, Member (2007)  
Eden–Renee Pruitt, Member (2006)  
Christopher Warren, Member (2006)  
Michael Zyphur, Member (2006)

### Master's Thesis Committees

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

### 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
2020 – 2021	Society for Industrial and Organizational Psychology Schmidt-Hunter Award Committee, Chair
2018 – 2020	Society for Industrial and Organizational Psychology Scientific Affairs Committee, Member
2016, 2017, 2020	Society for Industrial and Organizational Psychology Small Grants Committee, Member
2017 – 2019	Panelist, Academy of Management 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**



Oklahoma State University Regents Distinguished Research Award (2020)  
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, 2020)  
Joe Synar Chair in Business  
PhD in Business for *Executives* Fellow (2013)  
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