

**TIMOTHY M. FRANZ**  
**DEPARTMENT OF PSYCHOLOGY**  
**ST. JOHN FISHER COLLEGE**  
**3690 EAST AVENUE**  
**ROCHESTER, NEW YORK 14618**  
**585/385-8170 OR TFRANZ@SJFC.EDU**

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**EDUCATION**

1997 University of Illinois at Chicago, Ph.D., Social/Organizational Psychology  
1990 University at Buffalo, M.A., Concentration: Social/Organizational Psychology  
1986 State University of New York at Oneonta, B.A., Psychology, Minor, Chemistry

**ACADEMIC APPOINTMENTS**

<i>Chair</i> , St. John Fisher College, Rochester, NY Psychology Department, Social/Organizational Psychologist	2012 to present
<i>Professor</i> , St. John Fisher College, Rochester, NY Psychology Department, Social/Organizational Psychologist	2011 to present
<i>Associate Professor</i> , St. John Fisher College, Rochester, NY Psychology Department, Social/Organizational Psychologist	2004 to 2011
<i>Graduate Program Director/Chair</i> , St. John Fisher College, Rochester, NY Organizational Learning & Human Resource Development Program	2005 to 2008
<i>Assistant Professor</i> , St. John Fisher College, Rochester, NY Psychology Department, Social/Organizational Psychologist	2000 to 2004
<i>Assistant Professor</i> , Indiana University South Bend, South Bend, IN Psychology Department, Industrial/Organizational Psychologist	1997 to 2000
<i>Lecturer</i> , Governors State University, University Park, IL Management Department, Organizational Behavior	1996 to 1997
<i>Lecturer</i> , The University of Illinois at Chicago, Chicago, IL Department of Psychology, Introduction to Research Methods	1996

**PEER-REVIEWED PUBLICATIONS**

Franz, T.M., & Mastrangelo, P. (in press). Using a self-nominated team to change culture. *OD Practitioner*.

- Franz, T.M., & Green, K. H. (2013). Can an interdisciplinary science learning community course improve scientific reasoning in freshman science students? *Journal of the Scholarship of Teaching and Learning, 13*, 90-105.
- French, A.R.\*, Franz, T.M., Phelan, L.L., & Blaine, B.E. (2013). Reducing Muslim/Arab Stereotypes through Evaluative Conditioning. *Journal of Social Psychology, 153*, 6-9.
- Franz, T.M. (2012). *Group dynamics and team interventions*. Boston: Wiley-Blackwell.
- Franz, T.M. & Vicker, L. (2010). Using a virtual class to demonstrate computer-mediated group dynamics concepts *Teaching of Psychology, 37*, 124-128.
- Winqvist, J.R., & Franz, T.M. (2008). Does the stepladder technique improve group decision making? A series of failed replications. *Group Dynamics: Theory, Research, and Practice, 12*, 255–267
- Franz, T.M., & Spitzer, T.M. (2006). Different approaches to teaching the nuances of American Psychological Association format in psychology laboratory classes. *Journal of Scholarship of Teaching and Learning, 6*, 13-20.
- Friedman, C.P., Gatti, G.G., Franz, T.M., Murphy, G.C., Wolf, F.M., Heckerling, P.S., Fine, P.L., Miller, T.M., & Elstein, A.S. (2005). Do physicians know when their diagnoses are correct? Implications for decision support and error reduction. *Journal of General Internal Medicine, 20*, 334-339.
- Norton, S., & Franz, T.M. (2004). Methodological issues in research on business casual dress. *The Journal of American Academy of Business, Cambridge, 5*, 130-137.
- Franz, T.M., & Larson, J.R., Jr. (2002). The impact of experts on information sharing during group discussion. *Small Group Research, 33*, 383-411.
- Friedman, C.P., Gatti, G.G., Murphy, G.C., Franz, T.M., Fine, P.L., Heckerling, P.S. & Miller, T.M.(2002). Exploring the boundaries of plausibility: Empirical study of a key problem in the design of computer-based clinical simulations. *Proceedings of the 2002 American Medical Informatics Association Annual Symposium*, 275-9
- Franz, T.M., & Norton, S. (2001). Investigating business casual dress policies: Questionnaire development and exploratory research. *Applied HRM Research, 6*, 79-94.
- Friedman, C., Gatti, G. Elstein, A., Franz, T. Murphy, G. & Wolf, F. (2001). Are clinicians correct when they believe they are correct? Implications for medical decision support. *MedInfo, 10 (1)*, 454-458.

- Christensen, C., Larson, J. R., Jr., Abbott, A., Ardolino, A., Franz, T., and Pfeiffer, C. (2000). Decision-making of clinical teams: Communication patterns and diagnostic error. *Medical Decision Making*, 20, 45-50.
- Lavery, T. A., Franz, T. M., Winquist, J. R., & Larson, J. R., Jr. (1999). The role of information exchange in predicting group accuracy on a multiple judgment task. *Basic and Applied Social Psychology*, 21, 281-289.
- Liden, R.C., Wayne, S., Judge, T., Sparrow, R., Kraimer, M., & Franz, T.M. (1999). Management of poor performance: A comparison of manager, group member, and group disciplinary decisions. *Journal of Applied Psychology*, 84, 835-850.
- Friedman, C. P., Elstein, A. S., Wolf, F. M., Murphy, G. C., Franz, T. M., Heckerling, P. S., Fine, P. L., Miller, T. M., Miller, J., & Abraham, V. (1999). Enhancement of clinicians' diagnostic reasoning by computer-based consultation: A multisite study of 2 systems. *Journal of the American Medical Association*, 282, 1851-1856.
- Elstein, A.S., Friedman, C.P., Wolf, F.M., Murphy, G.C., Franz, T. M., Heckerling, P.S., Fine, P.L., Miller, T.M., & Miller, J. (1998). Enhancement of diagnostic reasoning by a computer-based decision support system. *Medical Decision Making*, 18, 458. [Published abstract]
- Friedman, C., Elstein, A., Wolf, F., Murphy, G., Franz, T., Fine, P., Heckerling, P., & Miller, T. (1998). Measuring the quality of diagnostic hypothesis sets for studies of decision support. *MedInfo*, 9 (2), 864-848.
- Larson, J. R., Jr., Christensen, C., Franz, T. M., & Abbott, A. S. (1998). Diagnosing groups: The pooling, management, and impact of shared and unshared information in team-based medical decision making. *Journal of Personality and Social Psychology*, 75, 93-108.
- Larson, J. R., Jr., Foster-Fishman, P. G., & Franz, T. M. (1998). Leadership style and the discussion of shared and unshared information in decision-making groups. *Personality and Social Psychology Bulletin*, 24, 482-495.
- Franz, T. M., Elstein, A., Friedman, C., Murphy, G., Wolf, F., Winquist, J., & Kim, S. (1997). The effect of physician experience and case difficulty on the diagnostic accuracy of a decision support system when diagnostic information is incomplete. *Medical Decision Making*, 17, 535. [Published abstract]
- Wolf, F. M., Friedman, C. P., Elstein, A. S., Miller, J. G., Murphy, G. C., Heckerling, P. Fine, P., Miller, T., Sisson, J., Barlas, S., Capitano, A., Ng, M., & Franz, T. (1997). Changes in diagnostic decision-making after a computerized decision support consultation based on perceptions of need and helpfulness: A preliminary report. *Proceedings of the 1997 American Medical Informatics Association Fall Symposium*, 263-267.

Elstein, A. S., Friedman, C. P., Wolf, F. M., Murphy, G., Miller, J., Fine, P., Heckerling, P., Miller, T., Sisson, J., Barlas, S., Biolsi, K., Ng, M., Xiao, M., Franz, T., & Capitano, A. (1996). Effects of a decision support system on the diagnostic accuracy of users: A preliminary report. *Journal of the American Medical Informatics Association*, 3, 422-428.

Larson, J. R., Jr., Christensen, C., Abbott, A. S., & Franz, T. M. (1996). Diagnosing groups: Charting the flow of information in medical decision-making teams. *Journal of Personality and Social Psychology*, 71, 315-330.

\*Undergraduate student author

#### **OTHER PUBLICATIONS (NOT PEER REVIEWED)**

Franz, T. M. (2007). Choosing a useful pre-employment selection tool. *In-brief: Quarterly news from GVC SHRM*. Rochester, NY: GVC SHRM.

#### **MANUSCRIPTS UNDER REVIEW**

\*Undergraduate student author

#### **MANUSCRIPTS IN PREPARATION**

Franz, T.M., Pasquantonio-Pierce, M.\*, & Silver S.R. (2013). Improving Teamwork: A Program Evaluation of the Workplace Covenant.

#### **RESEARCH IN PROGRESS**

Looker, S.\*, Franz, T.M.\*, Crumley, T., & Thibodeau, R. (2013). The physiological effects of leader bullying on group members.

Crumley, T.\*, Franz, T.M., & Looker, S.\* (2012). Polarization as a process for understanding procrastination in undergraduate student project groups.

\*Undergraduate student author

#### **PEER-REVIEWED CONFERENCE PRESENTATIONS**

Franz, T.M. (2012, April). *Post-Survey Actions: New Directions for Implementing Change Efforts*. Session organizer at the 2012 Society for Industrial and Organizational Psychology conference.

Franz, T.M. (2012, April). *Using a Peer-Nominated Team to Drive Change*. Presented at the 2012 Society for Industrial and Organizational Psychology conference.

- Franz, T.M. (2011, April). *Community of Interest about Virtual Teams*. Discussant/Co-Facilitator at the 2011 Society for Industrial and Organizational Psychology conference.
- Vicker, L. A., & Franz, T. M. (2010, August). *How to demonstrate computer-mediated communication in the completion of a group task*. Presented at the 2010 AEJMC Denver Great Ideas for Teachers Conference.
- Vicker, L. A., & Franz, T. M. (2008). *Conducting a virtual class: How to demonstrate types of computer-mediated communication in the completion of a team task*. Presented by L. A. Vicker.
- McCloskey, C.R. & Franz, T.M. (2006, April). *Using decision support systems to facilitate diagnostic reasoning in family nurse practitioner students*. Poster presented at the 32nd Annual Meeting of the National Organization of Nurse Practitioner Faculties, Lake Buena Vista, FL.
- Harmon, V., Sargis, E., Winqvist, J.R., Franz, T.M., & Larson, J.R., Jr. (2004, May). *Expectations of group processes influence members' anticipatory coordination*. Poster presented at the Sixteenth Annual Convention of the American Psychological Association, Chicago, IL.
- Norton, S.D., & Franz, T.M. (2004, January). *Methodological issues in the study of business casual and other modes of dress at work*. Paper presented at the International Academy of Business and Public Administration Disciplines 2004 Business and Public Administration Conference.
- Franz, T.M., & Spitzer, T.M. (2003, May). *Teaching APA format conventions in a psychology laboratory class: A comparison of two different approaches*. Poster presented at the 2003 Teaching of Undergraduate Psychology/Midwestern Psychological Association Joint Conference, Chicago, IL.
- McCloskey, C.R. & Franz, T.M. (2002, October). *Using Decision Support Systems to Facilitate Diagnostic Reasoning in FNP Students*. Poster presented at the 18<sup>th</sup> Annual Convention of the Nurse Practitioner Association of New York State, Lake George, NY.
- Franz, T.M., & McCloskey, C.R. (2002, October). *Using Decision Support Systems to Facilitate Diagnostic Reasoning in FNP Students*. Paper presented at the Third Annual ViaHealth Nursing Research Conference, Rochester, NY.
- Friedman, C.P., Gatti, G.G., Murphy, G.C., Franz, T.M., Fine, P.L., Heckerling, P.S. & Miller, T.M.(2002, November). *Exploring the Boundaries of Plausibility: Empirical Study of a Key Problem in the Design of Computer-Based Clinical Simulations*. Paper presented at the Annual Meeting of the American Medical Informatics Association, Washington, D.C.
- Winqvist, J.R., & Franz, T.M. (2002, May). *Effectiveness of the Stepladder Technique*. Poster presented at the Seventy-Fourth Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
- Wolf, F.M., Elstein, A.S., Friedman, C.P., Gatti, G.G., Franz, T.M., & Murphy, G.C. (2001, November). *Understanding the process and effects of clinical decision support: Findings and insights from a*

*multi-institution collaborative study*. Panel presented at the Annual Meeting of the American Medical Informatics Association, Washington, D.C. [includes the next four papers]

Friedman, C.P., Gatti, G.G., Elstein, A.S., Franz, T.M., Murphy, G.C., & Wolf, F.M. (2001, November). *Are clinicians correct when they believe they are correct? Implications for medical decision support*. Paper presented at the Annual Meeting of the American Medical Informatics Association, Washington, D.C.

Franz, T.M., Gatti, G.G., Murphy, G.C., Miller, T.M., Fine, P.L., Heckerling, P.S., Elstein, A.S., Wolf, F.M., & Friedman, C.P. (2001, November). *The effect of prior computer experience and cumulative software experience on DSS accuracy and diagnostic quality*. Paper presented at the Annual Meeting of the American Medical Informatics Association, Washington, D.C.

Murphy, G.C., Gatti, G.G., Franz, T.M., Wolf, F.M., Elstein, A.S., & Friedman, C.P. (2001, November). *Variations in DSS performance across cases*. Paper presented at the Annual Meeting of the American Medical Informatics Association, Washington, D.C.

Wolf, F.M., Gatti, G.G., Franz, T.M., Murphy, G.C., Miller, T.M., Fine, P.L., Heckerling, P.S., Elstein, A.S., & Friedman, C.P. (2001, November). *"Number needed to treat" as an outcome metric for studies of decision support*. Paper presented at the Annual Meeting of the American Medical Informatics Association, Washington, D.C.

Friedman, C., Gatti, G., Elstein, A., Franz, T., Murphy, G. & Wolf, F. (2001, Fall). *Are clinicians correct when they believe they are correct? Implications for Medical Decision Support*. Paper presented at the 2001 MedInfo Conference.

Franz, T.M., & Norton, S.D. (2001, April). *Investigating Business Casual Dress Policies and their Impact on Employee Performance and Satisfaction: Questionnaire Development and Preliminary Results*. Paper presented at the 2001 Midwest Academy of Management Conference, Toledo, OH.

Franz, T.M., & Vollrath, D.A. (2000, August). *Using hidden profiles to assess the effects of structured interventions on information sharing and group performance*. Paper presented at the 2000 Academy of Management Conference, San Diego, CA.

Franz, T.M. (2000, May). *Using task mechanisms to understand group decision-making interventions: The impact of recall, opportunity, and motivation*. Paper Presented at the seventy-second Annual Meeting of the Midwest Psychological Association, Chicago, IL.

Franz, T.M., & Larson, J.R., Jr. (1999, May). *The dual impact of experts on information sharing during group discussion*. Paper Presented at the seventy-first Annual Meeting of the Midwest Psychological Association, Chicago, IL.

Elstein, A.S., Friedman, C.P., Wolf, F.M., Murphy, G.C., Franz, T. M., Heckerling, P.S., Fine, P.L., Miller, T.M., & Miller, J. (1998, October). *Enhancement of diagnostic reasoning by a computer-based*

*decision support system*. Paper presented at the 1998 Annual Meeting of the Society for Medical Decision Making, Cambridge, Massachusetts.

Liden, R., Wayne, S., Judge, T., Kraimer, M., Sparrowe, R., & Franz, T. M. (1998). *Management of poor performance: A group perspective*. Paper presented at the 1998 Academy of Management Conference, San Diego, CA.

Friedman, C., Elstein, A., Wolf, F., Murphy, G., Franz, T., Fine, P., Heckerling, P., & Miller, T. (1998). *Measuring the quality of diagnostic hypothesis sets for studies of decision support*. Paper presented at the 9th World Congress on Medical Informatics, Seoul, Korea.

Franz, T. M., Elstein, A., Friedman, C., Murphy, G., Wolf, F., Winquist, J., & Kim, S. (1997, October). *The effect of physician experience and case difficulty on the diagnostic accuracy of a decision support system when diagnostic information is incomplete*. Paper presented at the Annual Meeting of the Society for Medical Decision Making, Houston, TX.

Wolf, F. M., Friedman, C. P., Elstein, A. S., Miller, J. G., Murphy, G. C., Heckerling, P., Fine, P., Miller, T., Sisson, J., Barlas, S., Capitano, A., Ng, M., & Franz, T. (1997, October). *Changes in diagnostic decision-making after a computerized decision support consultation based on perceptions of need and helpfulness: A preliminary report*. Paper presented at the Annual Meeting of the American Medical Informatics Association, Toronto, Ontario.

Lavery, T. A., Franz, T. M., Winquist, J. R., & Larson, J. R., Jr. (1997, August). *The role of discussion and pre-discussion accuracy in predicting group accuracy on a multiple judgment task*. Poster Presented at the Annual Meeting of the American Psychological Association, Chicago, IL.

Franz, T. M., & Larson, J. R., Jr. (1997, May). *The importance of knowing when to state opinions: The effect of timing of opinion on the discussion of shared and unshared information in decision-making groups*. Paper Presented at the sixty-ninth Annual Meeting of the Midwest Psychological Association, Chicago, IL.

Franz, T. M., Larson, J. R., Jr., & Foster-Fishman, P. G. (1996, May). *The discussion of shared and unshared information: A replication*. Presented at the sixty-eighth Annual Meeting of the Midwest Psychological Association, Chicago, IL.

Franz, T. M., & Kraimer, M. (1996, April). *Can managers control their prejudice? Cognitive biases in performance evaluations*. Presented at the 39th Annual Conference of the Midwest Academy of Management, South Bend, IN.

Abbott, A. S., Christensen, C., Rimmer, A. J., Larson, J. R., Jr., Franz, T. M., & Ardolino, A., & Pfeiffer, C. (1995, October). *Don't confuse me with the facts: Acquisition and utilization of patient symptoms*. Presented at 17th Annual Meeting of the Society for Medical Decision Making, Tempe, AZ.

Larson, J. R., Jr., Christensen, C., Franz, T. M., Abbott, A. S., Pfeiffer, C., & Ardolino, A. (1995, October). *The discussion of clinical case information by medical teams: Member status and discussion patterns over time*. Presented at 17th Annual Meeting of the Society for Medical Decision Making, Tempe, AZ.

Larson, J. R., Jr., Christensen, C., Abbott, A. S., & Franz, T. M. (1995, June). *Diagnosing Groups: Charting the flow of information in medical decision-making teams*. Presented at the Nags Head International Conference on Organizations, Groups, & Social Networks, Boca Raton, FL.

## **AWARDS AND HONORS**

### Teaching/Academics

Excellence in Human Resources Academics, *Genesee Valley Chapter of the Society of Human Resource Management*, 2008.

Strategic Partnership Award from *Genesee Valley chapter of the American Society of Training and Development*, 2007.

### Research

Best Theoretical Paper Award: Friedman, C.P., Gatti, G.G., Murphy, G.C., Franz, T.M., Fine, P.L., Heckerling, P.S., & Miller, T.M. (2002, November). Exploring the boundaries of plausibility: Empirical study of a key problem in the design of computer-based clinical simulations. Paper presented at the *Annual Meeting of the American Medical Informatics Association*, Washington, D.C.

## **INVITED TALKS**

Silver, S. & Franz, T.M. (2013, November). *One More Time: How Can You Really Create a Culture of Employee Engagement? A Two Hour Professional Development Workshop*. The Rochester Affiliate of the National Human Resources Association. The Inn at Broadway, Rochester, NY.

Franz, T.M. (2013, October). *Using Teams in HRD*. Foundations of HRD (HRDE 710), Rochester Institute of Technology, Rochester, NY.

Franz, T.M. (2010, March). *Distinguishing HRD from HRA/HRM: What can HRD offer you?* GAPA Human Resource Association, Rochester, NY.

Franz, T.M., Mastrangelo, P., & Ramsey, T. (2009, April). *Using a Peer-Nominated Team to Guide Organizational Change and Improve Trust: A Case Study*. Genesee Survey Services Employee Survey Roundtable, Orlando, FL.

Franz, T. M., Bergman, D., & Ketterl, S. (2008, October). *Needs Assessment 101*. Genesee Valley chapter of the American Society of Training & Development, Rochester, NY.



Franz, T. M. (2007, September). *Using Teams to Drive Change: When they Go Wrong, When they go right..* Genesee Survey Services Employee Survey Roundtable, Rochester, NY.

Franz, T. M. & Silver, S. (2005, April). *Assessment: Considerations before, during, and after data collection.* Genesee Valley chapter of the American Society of Training & Development, Rochester, NY.

Franz, T. M. (2000, February). *Using QMR as a decision support system to aid physician decision-making.* School of Public and Environmental Affairs, Indiana University, South Bend, IN.

Franz, T. M. (1996, February). *The discussion of shared and unshared information by medical decision-making teams.* Department of Physical Therapy, The University of Illinois at Chicago, Chicago, IL.

#### **UNPUBLISHED PAPERS**

Stubbenbeck, D., Martinez-Vogt, E. & Franz, T. (2006). *An evaluation of Fulcrum Consulting's Leadership Training Program at IRMC-Cambridge.* Unpublished program evaluation, St. John Fisher College, Rochester, NY.

Franz, T.M. & Jolton, J.A. (2003). *An Examination of Dress Policies in the Workplace: Results from the 2001 National Work Opinion Survey: A Genesee Survey Services Monograph.* Rochester, NY: Genesee Survey Services.

Jolton, J.A., Jones, J.W., & Franz, T.M. (1994). *Criterion-related validity of the London House quality add-on scale: A replication.* ESI Research Abstract No. 19. Rosemont, IL: London House.

Jolton, J.A., Jones, J.W., & Franz, T.M. (1994). *Identifying quality award recipients with the London House quality add-on scale.* ESI Research Abstract No. 20. Rosemont, IL: London House.

Jolton, J.A., Jones, J.W., Franz, T.M., & Kogan, M.J. (1994). *Preliminary validation of the London House quality add-on scale.* ESI Research Abstract No. 18. Rosemont, IL: London House.

Franz, T.M. (1990). *Situational influences on disputant behavior in community mediation: A field study.* Unpublished master's thesis, University of Buffalo, Buffalo, N.Y.

#### **GRANTS, CONTRACTS, & GRANT PROPOSALS**

- Faculty Travel Grant, St. John Fisher College (*funded: \$1,000*) 2013
- Faculty Travel Grant, St. John Fisher College (*funded: \$850*) 2012
- Faculty Travel Grant, St. John Fisher College (*funded: \$750*) 2011
- Faculty Research Grant, St. John Fisher College (*funded: \$2,500*) 2009
- Faculty Travel Grant, St. John Fisher College (*funded: \$200*) 2009
- Faculty Travel Grant, St. John Fisher College (*funded: \$200*) 2008

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- Faculty Travel Grant, St. John Fisher College (*funded: \$200*) 2007
  - Faculty Research Grant, St. John Fisher College (*funded: \$2,500*) 2004
  - Faculty Research Grant, St. John Fisher College (*funded: \$2,200*) 2002
  - National Library of Medicine/NIH (*funded, IU/SJFC: \$50,000, Total: \$450,000*) 2000-2004
  - Faculty Research Grant, Indiana University South Bend (*funded, \$8,000*) 1999
  - Seed Grant, Indiana University South Bend (*funded, \$2,900*) 1998/1999
  - National Library of Medicine/NIH (*not funded, IU: \$50,000, Total: \$500,000*) 1998
  - University Research Corporation-Center for Health Services (*not funded: \$5,000*) 1998
  - Consultant, National Library Medicine Grant RO1-LM-5630 (*\$5,000*) 1997/1998
  - Grant-in-Aid of Research, Sigma Xi, the Scientific Research Society (*funded, \$700*) 1997
  - Grant-in-Aid of Research, University of Illinois at Chicago (*funded, \$300*) 1996-1997
  - Research Assistant, National Library Medicine Grant RO1-LM-5630 1996-1997
  - Research Assistant, National Library of Medicine Grant 1-RO1-LM-05481 1994-1995

#### STUDENT GRANTS SUPERVISED

- Melissa Meyers and Nick Getek, Summer Research Fellowship: \$800 each 2013  
Funding for work with Foodlink
- Tim Crumley and Samantha Looker, Above and Beyond Committee: \$300 2013  
Funding for cortisol analyses for a study of bullying in teams
- Tim Crumley and Samantha Looker, Summer Research Fellowship: \$4,500 2012  
Summer research funding for a study of bullying in teams
- Tracy Bojko: Above and Beyond Committee, \$150 2005  
Research funding for a study of cross-cultural workplace attitudes
- Danielle Sapienza: Above and Beyond Committee, \$200 2003  
Research funding for a study of media education awareness in adolescent girls
- Nicoy Douglas Above and Beyond Committee, \$300 2002  
Research funding for a study of alcohol use on the SJFC campus
- Lori Butchko, Student Mentor Academic Research Teams, \$471 2000  
Research funding for a study on Computer Technology and the Aging Workforce
- Deborah Lichtenbarger, Student Mentor Academic Research Teams, \$140 2000  
Presentation at Midwestern Psychological Association
- Deborah Lichtenbarger, Student Mentor Academic Research Teams, \$200 1999  
Research funding for a study on Similarity and Altruism

#### AWARDS & HONORS RECEIVED BY STUDENTS

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Lori Butchko	2001 IUSB Student-Mentor Academic Research Teams Award
Lori Butchko	2001 IUSB Psychology Department James R. Haines Research Award
Lori Butchko	<i>Influx and Integration of Computer Technology in the Work Environment</i> published in the 2001 Undergraduate Research Journal of Indiana University South Bend
Deborah Lichtenbarger	2001 IUSB Student-Mentor Academic Research Teams Award
Deborah Lichtenbarger	2001 IUSB Psychology Department James R. Haines Research Award
Patricia Marvel	<i>Motivational Factors that Keep Women Silent about Sexual Harassment</i> published in the 1998 Undergraduate Research Journal of Indiana University South Bend

## OTHER WORK EXPERIENCE & CONSULTING:

### Corporate Employment

**Consultant**, Franz Consulting, Rochester, NY 2007 to present

Conduct applied research in organizations, including focus groups, surveys, interviews, and statistical analyses. Conduct team-based interventions to improve team and organizational functioning. Facilitate meetings and strategic planning sessions. Examples of clients include: Bergmann Associates, Klein Steel Services, Johnson & Johnson, Genesee Regional Bank, YWCA of Monroe County.

**Consultant**, Franz Consulting, Chicago, IL 1993 to 1995

Developed standardized and client-sponsored organizational surveys and personnel selection tests. Representative projects include identifying employees with a quality orientation, detecting employees in need of an Employee Assistance Program, and examining employees' overall readiness for the 21st Century.

**Compensation Consultant**, Buck Consultants, Inc., Stamford, CT 1992 to 1993

Managed and conducted compensation surveys. Managed project teams, resources, and budgets to ensure quality and timely results. Wrote proposals, designed questionnaires, reviewed data for anomalies, analyzed data, interpreted results, and presented results to clients. Interviewed survey job incumbents in order to create job descriptions. Evaluated market rates based on survey data. Designed training program and trained other associates in software applications for consulting assignments.

**Survey Consultant**, The Wyatt Company, Fort Lee, NJ 1991 to 1992

Managed and conducted survey consulting projects. Scheduled tasks for other analysts and trained analysts in survey procedures. Designed questionnaires, analyzed survey data, prepared client reports, and presented results to clients. Reviewed questionnaire design, data anomalies, analyses, and report with client. Assessed survey participants' jobs against benchmark positions during on-site reviews.

**Compensation Survey Analyst**, The Wyatt Company, Fort Lee, NJ 1988 to 1991

Designed questionnaires, analyzed data for reports and presentations. Managed small survey projects. Designed and installed a PC-based analysis system which allowed final reporting from raw data without any word-processing; this resulted in significant time and cost savings. Trained other department members, including management and consultants, in application of the system. Implemented a statistically modeled quality control/data screening process to generate parameters and identify questionable data.

### **Research Employment**

***Consultant***, Department of Medical Decision Making  
The University of Illinois at Chicago, Chicago, IL 1997 to 1998

Assisted in managing and analyzing data and writing papers for a study examining physicians' use of decision support systems ("expert" computer programs). Research project sponsored in part by a grant from the National Library of Medicine.

***Research Assistant/Analyst***, Department of Medical Decision Making  
The University of Illinois at Chicago, Chicago, IL 1995 to 1997

Assisted in a study examining physicians' use of decision support systems ("expert" computer programs). Recruited physicians for the study and trained them to use the decision support system. Developed physician training protocol and data entry procedures. Analyzed data for publication. Research project sponsored in part by a grant from the National Library of Medicine. Supervisor: Arthur S. Elstein.

***Research Assistant/Analyst***, Department of Psychology  
The University of Illinois at Chicago, Chicago, IL 1993 to 1996

Assisted in 3-year project investigating the discussion of shared and unshared information by medical decision-making teams. Designed analysis plans. Analyzed data for publication. Coded videotapes. Research project sponsored in part by a grant from the National Library of Medicine. Supervisor: James R. Larson, Jr.

### **COURSES TAUGHT**

#### **Graduate**

Applied Research Methods (Psychology)  
Applied Research Methods I (HRD)  
Applied Research Methods II (HRD)  
Career Self-Exploration (HRD)  
Evaluative Research Methods (HRD)  
Groups & Teams (co-taught course: Psychology and MBA)  
Group Theory and Processes (Mental Health Counseling)  
Human Resource Development and Continuous Improvement (Ed.D.)  
Group Dynamics and Team Interventions (HRD)  
Program Evaluation (Psychology)  
Research Methods (MBA)

Research and Program Evaluation (Mental Health Counseling)  
Statistics for Managers (MBA)

**Undergraduate**

Advanced and Multivariate Statistics (Psychology)  
Group Dynamics (Communication/Psychology)  
Group Dynamics Laboratory (Psychology)  
Industrial & Organizational Psychology (Psychology)  
Introduction to Psychology (Psychology)  
Laboratory in Social Psychology (Psychology)  
Organizational Behavior (Business)  
Political Psychology Seminar (Psychology)  
Psychology of Influence (Psychology Learning Community)  
Psychology of Human Motivation (Psychology)  
Practicum for Psychology Majors (Psychology)  
Research Methods in Psychology (Psychology)  
Science, Pseudoscience, and Science Fiction  
(Interdisciplinary writing-intensive freshman course for Science Scholars program)  
Social Psychology (Psychology)  
Social Psychology and Film (Psychology)  
Seminar in Group Dynamics (Psychology)  
Statistics in Psychology I (Psychology)  
Statistics in Psychology II (Psychology)  
Survey Design and Analysis (Psychology/Statistics)  
Testing and Measurement (Psychology/Statistics)

**ACADEMIC COMMITTEES**

**SJFC**

Budget Analysis Committee	2012 to present
Long-Range Planning and Budgeting Committee	2011 to present
Calendar Committee	2007 to 2013
Social/Health Psychology Search Committee Chair	2012
Human Resources Director Search Committee	2011 to 2012
Mary Ellen Milne Student Employee Award Committee	2011 to 2012
Statistics Program Steering Committee	2009 to 2012
SJFC Strategic Planning Subcommittee	2011 to 2012
Faculty Welfare Committee	2010 to 2012
Mental Health Counseling Graduate Program Steering Committee	2003 to 2011
First Generation Scholars Executive Board	2001 to 2011
Tenure review committee: Alan Pogroszewski	2011
Mid-probationary Tenure Review Committee: Dr. Melissa Ghera	2010
Tenure Review Committee: Dr. Eileen Merges	2009
Tenure Review Committee: Dr. Gloria Jacobs	2009
Improving Team-based Coursework PETAL Learning Circle	2009

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Tenure Review Committee: Dr. Laura Phelan	2008
Tenure Review Committee: Dr. Gloria Jacobs	2008
Mid-probationary Tenure Review Committee: Dr. Bill Duncan	2008
Career Services Search Committee	2008
OL&HRD Program Director Search Committee	2008
Graduate Program Council	2004 to 2008
Tenure Review Committee: Dr. Signe Kastberg	2007
Mid-probationary Tenure Review Committee: Dr. Gloria Jacobs	2006
Mid-probationary Tenure Review Committee: Dr. Kristin Barnes	2006
Library Director Search Committee	2006
Student Athlete Advisory Committee	2006
Mid-probationary Tenure Review Committee: Dr. John Seem	2005 to 2006
Mid-probationary Tenure Review Committee: Dr. Signe Kastberg	2005 to 2006
Library Committee	2001 to 2006
Middle States Reaccreditation Evaluation Standard 11 Committee	2004 to 2005
Chair of Library Committee	2003 to 2004
Chair of Institutional Review Board	2002 to 2004
Psychology Department Speaker Series	2001 to 2004
Women and Gender Studies Committee	2000 to 2004
Writing Across the Curriculum PETAL Learning Circle	2003
Co-Chair of Institutional Review Board	2001 to 2002
Library Search and Screen Committee	2001
Science Scholars Committee	2000 to 2001
Sport Studies Search and Screen Committee	2001
Institutional Review Board (temporary sabbatical replacement)	2000

**IUSB**

Psychology Department Search and Screen Committee	1999 to 2000
Center for Applied Research and Education	1999 to 2000
Research and Development Committee	1998 to 2000
Student Mentoring Academic Research Teams Grant Committee	1998 to 2000
Psychology Department Advising Committee	1998 to 2000
Psychology Department Haines Research Award Committee	1998 to 1999

**OTHER**

Tenure Review Committee: Dr. Thomas Giberson, Oakland University	2008
Tenure Review Committee: Dr. Dennis Stewart, University of Minnesota, Morris	2004

**DOCTORAL DISSERTATION COMMITTEES**

**Committee Member**

SJFC Ed.D in Executive Leadership: Carly LeBlanc	2011-2013
<i>The Need for Job Redesign in Call Center Teams: A Study of Human Resource Services Support Representatives using the Job Characteristics Model</i>	

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SJFC Ed.D in Executive Leadership: Gloria Morgan <i>How Expert Teachers in Community Colleges Describe the Process of Becoming Master Teachers</i>	2010-2013
Syracuse University School of Information Technology Ph. D: Isabelle J. Fagnot <i>The Good, the Bad, and the Persuasive: Enhancing Retention of Future Information Professionals through Attitude Inoculation</i>	2010
SJFC Ed.D in Executive Leadership: Ryan Repich <i>The Impact of Electronic Mail to Warehouse Supervisors</i>	2009-2011
SJFC Ed.D in Executive Leadership: Stan Byrd <i>The Perception of Organizational Climate of Inclusivity Moderated by Commitment: A Quasi-experimental Study</i>	2009-2011
SJFC Ed.D in Executive Leadership: Bev Ziegler <i>The impact of high school physical education curriculum choices on health-related fitness indicators and motivation for physical activity</i>	2007-2009
SJFC Ed.D in Executive Leadership: Tiamesha Walker <i>Using strategic planning to build capacity in nonprofit organizations</i>	2006-2008
SJFC Ed.D in Executive Leadership: Narlene Ragans	2006-2007
SJFC Ed.D in Executive Leadership: Diana Hernandez	2006-2007

#### MASTERS THESIS COMMITTEES

##### Chair

SJFC M.S. in HRD: Patty Duprey <i>Improving Team Performance: An Evaluation of the Workplace Covenant at St. John Fisher College</i>	2010-2011
SJFC M.S. in HRD: Karen Rinefierd <i>Improving the Experience and Satisfaction of Leaders and Staff in Clusters and Merged Parishes</i>	2009-2010
SJFC M.S. in HRD: Tafra DeBisschop <i>Developing Hewitt Associates' Leaders through a Global Leadership Forum</i>	2008-2009
SJFC M.S. in HRD: Joanne Enright <i>The Effects of The Workplace Covenant™ at Frontier Communications Corporation: A Case Study</i>	2008-2009
SJFC M.S. in HRD: Paulette Quatrini <i>Career Development Opportunities and Job Satisfaction</i>	2005-2009
SJFC M.S. in HRD: Tim Sadwick <i>Why people make career choices? What helps them to choose?</i>	2007-2008
SJFC M.S. in HRD: Bryan O/Donovan <i>Utilizing Exit Interviews</i>	2007-2008
SJFC M.S. in HRD: Katie Dayton <i>Program Evaluation of the Peer Advisor Program at St. John Fisher college</i>	2007-2008
SJFC M.S. in HRD: Stephanie Ketterl <i>Perceptions towards work leading to empowerment</i>	2007-2008
SJFC M.S. in HRD: Amanda Locke	2007-2008

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<i>Perceptions towards work leading to empowerment</i>	
SJFC M.S. in HRD: Laura Carabello	2007-2008
<i>Developing a new hire orientation at Centra using best practices</i>	
SJFC M.S. in HRD: Sequetta Francis Wright	2007-2008
<i>Toward training and learning communication</i>	
SJFC M.S. in HRD: Louise Motyka	2007-2008
<i>Improving meeting facilitation</i>	
SJFC M.S. in HRD: Jamin J. Felice	2007-2008
<i>Mediation versus arbitration: An analysis of alternative dispute resolution in the workplace</i>	
SJFC M.S. in HRD: Peggy Robinson-Wims	2007-2008
<i>Mature workers and the issues they face</i>	
SJFC M.S. in HRD: Penny Emery	2006-2007
<i>Managing Communication during a Change Effort</i>	
SJFC M.S. in HRD: Emily Martinez-Vogt	2006-2007
<i>The Effectiveness of a Training and Development Program: The Ins and Outs of What Makes Effective Training Happen</i>	
SJFC M.S. in HRD: Jennifer Sheridan	2006-2007
<i>A Study of Conflict, Culture, and Employees</i>	
<i>Conflict Management Styles of Monroe Community College Employees</i>	
SJFC M.S. in HRD: Danielle Stubbendeck	2006-2007
<i>A Quantitative Study of Leadership Training at IntelliRisk Management Corporation</i>	
SJFC M.S. in HRD: Laurie Meyers	2005-2008
<i>The Effectiveness of a Teamwork Seminar on Communication, Collaboration, and Commitment.</i>	
SJFC M.S. in HRD: Lauren Wielkewicz Rubin	2005-2006
<i>An Evaluation of the Collegial Coaching Program at Rush-Henrietta School District</i>	
SJFC M.S. in HRD: Michelle Bendavine	2005-2006
<i>The organizational impact of leadership training in a non-profit</i>	
SJFC M.S. in HRD: Sheila Coney	2005-2006
<i>Examining the effectiveness of a series of leadership training seminars at a Canadian collection agency</i>	
SJFC M.S. in HRD: Kelly Engert	2005-2006
<i>The effects of recognition in the workplace on morale, communication, and retention at a not-for-profit organization</i>	
SJFC M.S. in HRD: Suzan Elzey	2004-2006
<i>The effect of applicant appearance on hiring decisions, perceptions of job performance, and perceptions of applicant confidence</i>	
SJFC M.S. in HRD: Alexa Arellano	2004-2005
<i>Is advanced education important to career success?</i>	
SJFC M.S. in HRD: Amy Baliva	2004-2005
<i>The effects of prior experience on generational training preferences</i>	
SJFC M.S. in HRD: Rebecca Burkwit	2004-2005



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<i>What constitutes a great place to work?</i>	
SJFC M.S. in HRD: Britton Lui	2004-2005
<i>A study of the workplace attitudes of professional and nonprofessional staff in the ambulatory care setting</i>	
SJFC M.S. in HRD: Joanna Nikolaou	2004-2005
<i>Emotional intelligence: Where do employees of human services agencies stand?</i>	
SJFC M.S. in HRD: Mary Camelio	2003-2004
<i>The impact to the workplace as the baby boom generation reaches retirement age</i>	
SJFC M.S. in HRD: Jean Gardner	2003-2004
<i>An evaluation of the MS degree program in HRD at St. John Fisher College: Determining whether possessing the degree impacts the salary levels or career attainment of its graduates</i>	
SJFC M.S. in HRD: Joyce Vallone	2003-2004
<i>The transfer of training</i>	
SJFC M.S. in HRD: Tiamesha Walker	2003-2004
<i>Organizational commitment in not-for-profit organizations: Why do employees stay?</i>	
SJFC M.S. in HRD: Briana Witherspoon	2003-2004
<i>Conducting effective focus groups for gathering customer feedback</i>	
SJFC M.S. in HRD: Jen Wittmeyer	2003-2004
<i>Evaluating a workplace wellness pilot training program: What is the wealth of employee health?</i>	
SJFC M.S. in HRD: Gina Christensen	2002-2003
<i>Post September 11<sup>th</sup> tragedy and its impact on HR</i>	
SJFC M.S. in HRD: Karen Crough	2002-2003
<i>Identifying HRD values held by practitioners in the public sector</i>	
SJFC M.S. in HRD: Susan Johnson	2002-2003
<i>Best practices in organizational career development in the Rochester area</i>	
SJFC M.S. in HRD: JP Lamphere	2002-2003
<i>Evaluating how a learning styles program can enhance on-line training</i>	
SJFC M.S. in HRD: Jim Musto	2002-2003
<i>Organizational commitment: A comparison between two generations of employees in the workplace: Baby boomers and generation X</i>	
SJFC M.S. in HRD: Hansa Parmar	2002-2003
<i>Women leaders and the glass ceiling</i>	
SJFC M.S. in HRD: Brigid Tobin	2002-2003
<i>Essential elements of a low-ropes program</i>	
SJFC M.S. in HRD: Shannon Weaver	2002-2003
<i>Training program evaluation for Center Training Services</i>	
SJFC M.S. in HRD: Mary Willoughby	2002-2003
<i>Priorities for human resource departments in organizations: Finance professionals versus human resource professionals</i>	
<u>Committee Member</u>	
IUSB M.A. in Applied Psychology: Anne Richards	1999-2006

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<i>Biracial individuals: Ethnic identification in relationship to self esteem</i>	
IUSB M.A. in Applied Psychology: Laura Talcott	1999-2001
<i>Measuring essential learning strategies using a self-regulatory and meta-cognitive approach: A course-specific evaluation comprising introductory psychology students</i>	
SJFC M.S. in HRD: Mary Allen	2010
<i>The Impact and Development of Leadership in Organizations: Organizational Learning/Human Resource Development</i>	
SJFC M.S. in HRD: Dallas Miller	2009
<i>Still No I in Team: Workplace Blockages in College Athletics</i>	
SJFC M.S. in HRD: Debra M. Marshall	2009
<i>Implementing an effective communication strategy at a small organization in transition</i>	
SJFC M.S. in HRD: Victoria Larysz	2009
<i>Workplace preferences and expectations of Generation Y</i>	
SJFC M.S. in HRD: Cynthia Wrend	2009
<i>Stewardship: A model for the 21<sup>st</sup> Century</i>	
SJFC M.S. in HRD: Jamie VonBramer	2009
<i>The added value of a Chief Learning Officer to an organization</i>	
SJFC M.S. in HRD: Anne Marie Mulley and Jillian Tassi	2009
<i>The resource guide: Effective facilitation activities for the workplace</i>	
SJFC M.S. in HRD: Karen Schwind	2009
<i>On followership</i>	
SJFC M.S. in HRD: Ann-Marie Stratton Giannosa	2009
<i>Retrospective reflection of a consulting experience gone wrong: Application of existing consulting paradigms</i>	
SJFC M.S. in HRD: Louise J. Rombaut	2009
<i>Employee engagement</i>	
SJFC M.S. in HRD: Laquanna McCloud	2008
<i>Leadership development for civil servants: Building tomorrow's city recreation leaders today</i>	
SJFC M.S. in HRD: Kelly Niedermaier	2008
<i>Master of Science in HRD: Program Assessment and Evaluation</i>	
SJFC M.S. in HRD: Alexis Arnold	2008
<i>An organizational assessment of motivation and performance at Lavery Library</i>	
SJFC M.S. in HRD: Fr. Augustine Chumo	2008
<i>Impact of strategic planning on parish ministries</i>	
SJFC M.S. in HRD: J. Fuller Blair	2008
<i>Emotional intelligence: A literature Review</i>	
SJFC M.S. in HRD: Fr. John Orenge Omboga	2008
<i>Empowering Maasai women in Ngong Catholic Diocese, Kenya: Training and imparting of empowerment techniques</i>	
SJFC M.S. in HRD: Christine Morillo	2008
<i>Good to great in 2008: An organizational assessment</i>	
SJFC M.S. in HRD: Matt Goodwin	2008
<i>The impact of bullying on individual and organizational performance</i>	
SJFC M.S. in HRD: Gretchen Bennet	2008

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<i>Overcoming a negative work environment</i>	
SJFC M.S. in HRD: Scott Baldwin	2007
<i>The interaction of organizational culture and change</i>	
SJFC M.S. in HRD: J. Fuller Blair	2007
<i>Emotional intelligence: A literature review and integration</i>	
SJFC M.S. in HRD: Erin Cornelius	2007
<i>Dysfunctional leadership and its effects</i>	
SJFC M.S. in HRD: Katherine Dayton	2007
<i>A Program evaluation of the peer advisor program at St. John Fisher College</i>	
SJFC M.S. in HRD: Fr. Robert Lujala	2007
<i>Developing a leadership training program for an African Catholic diocese</i>	
SJFC M.S. in HRD: Fr. William Kamau Ng'ang'a	2006
<i>The empowering leadership of Jesus: Useful wisdom for HRD professionals and practitioners</i>	
SJFC M.S. in HRD: Marisa Quattrini	2006
<i>A case study and semi-intervention of best practices at AIDS Rochester, Inc.</i>	
SJFC M.S. in HRD: Sandy Bacevski	2005
<i>Female entrepreneurs: What the next generation can learn</i>	
SJFC M.S. in HRD: Glenna Bobb	2005
<i>Reward and recognition programs: Exploring the limited motivational effects and how HRD functions in an organization can help fulfill employee's unfulfilled needs</i>	
SJFC M.S. in HRD: Karen Castro-Lichtenberger	2005
<i>When the patient seems healthy, what might be wrong? An organizational assessment focusing on employee satisfaction and best practices at AIDS Rochester, Inc.</i>	
SJFC M.S. in HRD: Janet Lovejoy	2005
<i>When younger bosses manage older workers: What leadership style works best?</i>	
SJFC M.S. in HRD: Jill Morris	2005
<i>The Best Companies to Work For: How do organizations get on that prestigious list?</i>	
SJFC M.S. in HRD: Michele Rosenbaum	2005
<i>Work-related passion: Energizing the workforce to become more productive and satisfied</i>	
SJFC M.S. in HRD: Lisa Snead	2005
<i>Anything you can do, I can do better: Women who broke through the glass ceiling</i>	
SJFC M.S. in HRD: Amie Keefer	2004
<i>HR Professionals in the US and Canada: A cross-cultural study on the view of work-life balance and workaholicism</i>	
SJFC M.S. in HRD: Fr. Steve Kung'u	2004
<i>The three hallmarks of excellence in high performing organizations: Accessible leadership, effective communication, and empowerment</i>	
SJFC M.S. in HRD: Beth Marr	2004
<i>The effect of acquisitions and mergers on employee morale: Implications for human resource development</i>	
SJFC M.S. in HRD: Shelly Stout	2004
<i>Strengths-based organizations: A new approach to performance management</i>	
SJFC M.S. in HRD: Amy Tisdale	2004

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<i>Let's get happy at work: An examination of workplace happiness</i>	
SJFC M.S. in HRD: Yvonne Triana	2004
<i>The performance review process: The good, the bad, and the ugly</i>	
SJFC M.S. in HRD: Ryan Witte	2004
<i>Do they have the smarts that count? Emotional intelligence and career success among the highly intelligent</i>	
SJFC M.S. in HRD: Jennifer Barth	2003
<i>Emotional intelligence: Can it be used as an indicator of success?</i>	
SJFC M.S. in HRD: Tobi Keefe	2003
<i>Observations of empowerment: I'll believe it when I see it</i>	
SJFC M.S. in HRD: Scott Kelly	2003
<i>An OD intervention at Compeer</i>	
SJFC M.S. in HRD: Lorrie Thompson	2003
<i>The change in empowerment over a period of time</i>	
SJFC M.S. in HRD: Munjalu Bernard Wakhunga	2003
<i>Volunteers at nonprofits: Motivators and incentives</i>	
SJFC M.S. in HRD: Brandy Woerner	2003
<i>The twenty-first century HR department: Human resource outsourcing</i>	
SJFC M.S. in HRD: Laurie Valentino	2002
<i>Evaluating the St. John Fisher College career services web site as a marketing and communication tool</i>	

## UNDERGRADUATE THESIS COMMITTEES

### Chair

SJFC Psychology Honors Thesis: Andrea French	2010-2011
<i>Reducing Muslim/ Arab Stereotypes through Evaluative Conditioning.</i>	
SJFC Psychology Honors Thesis: Tracy Bojko	2004-2005
<i>Similarities in organizational values and practices between Spain and the United States: Effects of humane orientation and in-group collectivism on job satisfaction and organizational commitment</i>	
SJFC Psychology Honors Thesis: Christine McGovern	2004-2005
<i>The effects of post-event information on eyewitness testimony</i>	
SJFC Psychology Honors Thesis: David Provenzo	2003-2005
<i>Advertising in the media during times of war: Examining attitude change in potential consumers</i>	
SJFC Psychology Honors Thesis: Jamie Spring	2004-2005
<i>The role of media in shaping public opinion about the death penalty</i>	
SJFC Psychology Honors Thesis: Denise Hugaboom	2002-2003
<i>The effect of the timing of expert witness testimony on juror decision making</i>	
SJFC Psychology Honors Thesis: Mary McHale	2002-2003
<i>Catholic priests as counselors: An examination of challenges faced and successful techniques</i>	
SJFC Psychology Honors Thesis: Danielle Sapienza	2002-2003
<i>Comparing educational awareness programs to improve body image in adolescent girls</i>	

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IUSB Psychology Honors Thesis: Deborah Lichtenbarger 1999-2000  
*The effects of similarity on altruism and its relationship to predicted versus actual helping behavior*

Committee Member

SJFC Psychology Honors Thesis: Tim Crumley 2012-present  
*TBA*

SJFC Psychology Honors Thesis: Sara Green 2009-2010  
*Inducing a decision model: Predicting injury severity from motor vehicle accident characteristics*

SJFC Psychology Honors Thesis: Alana Burke 2008-2009  
*Understanding Sexual Assault*

SJFC Psychology Honors Thesis: Jessica Null 2006-2007  
*Resiliency fostered through summer camp attendance*

SJFC Psychology Honors Thesis: Mike Ripple 2005-2006  
*Parental influences on sexual attitudes of young adults*

SJFC Psychology Honors Thesis: Erin Stack 2005-2006  
*Determining the physical cues of social categorization in children*

SJFC Psychology Honors Thesis: Heather Coats 2004-2005  
*The fluctuation of androgyny at different ages*

SJFC Psychology Honors Thesis: Erin Wright 2003-2004  
*Accuracy of eyewitness testimony: The effects of age*

SJFC Psychology Honors Thesis: Jatha Miner 2002-2003  
*The effect of physical activity and exercise on depression*

SJFC Psychology Honors Thesis: Aubree McMahon 2000-2001  
*The effect of maternal employment on daughters' career choices*

**PROFESSIONAL AFFILIATIONS**

American Psychological Society  
 Society for Industrial and Organizational Psychology  
 Erie Canal Applied Psychologists Network (Board Member and Founding President)

**PROFESSIONAL ACTIVITIES**

Board Positions

*NeighborWorks Rochester*

Board Governance Committee	2011 to present
Board Member	2010 to 2013
Secretary of the Board	2012
Executive Committee	2012

*Erie Canal Applied Psychologists (ECAP) Network*

Board Member	2010 to present
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President and Founding Member <i>Genesee Valley Chapter of the Society for Human Resource Management</i>	2009 to 2010
Professional Development Chair	2006 to 2008

Community Service

Bristol Mountain Ski Patrol	2012 to present
Survey Assistance for Fortunate Families	2006
Council of Performance Assessment for Girl Scouts of Genesee Valley	2005

Professional Committees

SIOP Katzell Media Award Committee	2007 to 2008
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Journal Editorial Board

Consulting Editor, <i>Journal of Social Psychology</i>	2006 to present
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Journal Reviews

Reviewer, <i>Journal of the Scholarship of Teaching and Learning</i>	2007 to present
Ad Hoc Reviewer, <i>Group Processes &amp; Intergroup Relations</i>	2012
Ad Hoc Reviewer, <i>Group Dynamics</i>	2012
Ad Hoc Reviewer, <i>Basic and Applied Social Psychology</i>	2009 to 2012
Reviewer, <i>Journal of Social Psychology</i>	2000 to 2006
Ad Hoc Reviewer, <i>Journal of Personality and Social Psychology: Group Processes</i>	1999 to 2001
Ad Hoc Reviewer, <i>Medical Decision Making</i>	1999 to 2001
Ad Hoc Reviewer, <i>Communication Research</i>	1996

Conference Reviews and Service

Reviewer, Society for Industrial and Organizational Psychology Conference	2000 to present
Reviewer, Academy of Management Conference	1999 to 2006
Reviewer, Midwest Academy of Management Conference	1997 to 2001
Discussant, Midwest Academy of Management Conference	2001
Reviewer, Interdisciplinary Students of Organizations Conference	1996
Facilitator, Interdisciplinary Students of Organizations Conference	1996

Textbook Reviews

Reviewer, Carlson-Winquist <i>Statistics</i>	2011
Reviewer, Pastizzo's <i>Statistics for Psychology</i> , 1 <sup>st</sup> edition	2008
Reviewer, Wilson's <i>Essential Statistics</i> , 1 <sup>st</sup> edition	2008
Reviewer, Yockey's <i>SPSS Demystified</i>	2006
Reviewer, Aspelmeier's <i>SPSS: A User-Friendly Approach</i>	2006
Reviewer, Brehm, Kasson, & Fein's <i>Social Psychology</i> (5 <sup>th</sup> ed.)	2005
Reviewer, Levi's <i>Group Dynamics for Teams</i> prospectus	2005
Reviewer, Statistics Text prospectus for Allyn & Bacon	2005
Reviewer, Baron, Byrne, & Branscombe <i>Social Psychology</i> (11 <sup>th</sup> ed.).	2004
Reviewer, Aronson, Wilson, & Akert <i>Social Psychology</i> (5 <sup>th</sup> ed.)	2003

Reviewer, Jackson, S.L. *Statistics Plain and Simple* 2003  
Reviewer, Stangor, C. *Social Groups in Action and Interaction* 2002

**REFERENCES**

Available upon request