

## **Brian James Hoffman, Ph.D.**

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Assistant Professor of Psychology  
Industrial/Organizational Psychology Program  
Department of Psychology  
The University of Georgia  
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### ***EDUCATION***

#### **Doctor of Philosophy**

Degree Awarded: August 2006  
The University of Tennessee  
College of Business Administration  
Knoxville, Tennessee  
Major: Industrial/Organizational Psychology

#### **Bachelor of Arts**

Degree Awarded: May 2001  
University of Southern Mississippi  
Hattiesburg, Mississippi  
Major: Psychology  
Minor: Management  
Summa Cum Laude

### ***RESEARCH INTERESTS & FOCUS***

My primary research interest revolves around the measurement and prediction human performance, with a specific emphasis on evaluating the skills and behaviors associated with effective leadership. Specifically, I am interested in visionary leadership, popular measures of managerial skills (e.g., assessment centers and 360° Feedback), and altruism at work. Secondary interests include the impact of narcissism on leader integrity and effectiveness, the importance of performance consistency to individual and organizational effectiveness, and research methods.

### ***PROFESSIONAL HISTORY***

- 8/12-present: Associate Professor of Psychology, The University of Georgia, Athens, GA.
- 8/06-present: Assistant Professor of Psychology, The University of Georgia, Athens, GA.
- 7/02-6/06: Graduate Teaching Assistant, The University of Tennessee, Knoxville, TN.
- 7/02-6/06: Research Assistant, The University of Tennessee, Knoxville, TN.
- 9/02-6/06 Associate Consultant, Tennessee Assessment Center, Knoxville, TN.
- 9/04-4/06 Student Co-coordinator of Leadership Development Program, Senior Executive MBA Program, University of Tennessee, Knoxville, TN.
- 8/01-7/02 Research Assistant, Center for Applied Organizational Research, University of Southern Mississippi, Hattiesburg, MS.
- 8/01-7/02 Graduate Teaching Assistant, University of Southern Mississippi, Hattiesburg, MS.

## ***PUBLISHED RESEARCH***

### **Book(s)**

Jackson, D.J., Lance, C.L., & Hoffman, B.J. (Eds.). *The Psychology of Assessment Centers*.  
Routledge. Anticipated Publication: Summer 2012.

### **Book Chapters**

Hoffman, B.J. (in press). Exercises, dimensions, and the great battle of Lilliput: A call for multifaceted interpretation of assessment center performance. In, D. Jackson, C. Lance, & B. Hoffman (Eds.) *The Psychology of Assessment Centers*. Routledge.

Jackson, D.J., Lance, C.L., & Hoffman, B.J. (in press). The psychology of assessment centers. In, D. Jackson, C. Lance, & B. Hoffman (Eds.). *The Psychology of Assessment Centers*. Routledge.

Hoffman, B.J. & Bandwin, S. (in press). Modern managerial assessment: A comparison of assessment centers and multisource feedback. In G. Thornton & N. Povah, *Modern Approaches to Assessment Centers*.

Hoffman, B.J. & Dilchert, S. (in press). The measurement and prediction of the expanded criterion domain: organizational citizenship behaviors and counterproductive work behaviors. In N. Schmitt (Ed.) *Oxford Handbook of Selection and Assessment*. Oxford University Press.

### **Refereed Publications**

Hoffman, B.J. & Meade, A. (in press). Rethinking the psychometric properties of AC dimensions: New evidence using invariance constraints. *International Journal of Selection and Assessment*.

Hoffman, B.J., Gorman, A., Atchley, E.K., Blair, C., Meriac, J., & Overstreet, B. (in press). Evidence for the effectiveness of an alternate multi-source feedback measurement methodology. *Personnel Psychology*.

Miller, J. D., Hoffman, B. J., Gaughan, E. T., Gentile, B., Maples, J., & Campbell, W.K. (2011). Grandiose and vulnerable narcissism: A nomological network analysis. *Journal of Personality*, 79, 1013-1042.

Lyons, B., Hoffman, B.J., Michel, J., & Williams, K. (2011). Are all work samples created equal? Investigating the predictive efficacy of high and low fidelity samples of performance in the National Football League. *Human Performance*, 24, 158-172.

Campbell, W.K., Hoffman, B.J., Campbell, S., & Marchiso, G. (2011). Narcissism in organizations. *Human Resource Management Review: Special Issue: The role of personality in human resource management*, 21, 268-284.

Hoffman, B.J., Bynum, B., & Piccolo, R., & Williams, A. (2011). Person-organization fit: How transformational leaders influence group effectiveness. *Academy of Management Journal*, 54, 779-796

Hoffman, B.J. Melchers, K. Blair, C.A., Kleinmann, M., & Ladd, R.T. (2011). Exercises and dimensions are the currency of assessment centers. *Personnel Psychology*, 64, 351-395.

Hoffman, B.J., Woehr, D.J., Maldegan, R., & Lyons, B. (2011). Great man or great myth? A meta-analysis of the relationship between individual differences and leader effectiveness. *Journal of Occupational and Organizational Psychology*, 84, 347-381.

Lance, C.L., Dawson, B., Birklebach, D., & Hoffman, B. (2010). Method effects, measurement error, and substantive conclusions. *Organizational Research Methods, 13*, 435-455.\*

\* This paper was a finalist for *Organizational Research Methods* 2010 Paper of the Year.

Twenge, J., Campbell, S., & Hoffman, B.J., & Lance, C.L. (2010). Generational differences in work values: Leisure and extrinsic values increasing, social and extrinsic values decreasing. *Journal of Management, 36*, 1117-1142.

Hoffman, B.J., Lance, C., Bynum, B., & Gentry, B (2010). Rater source effects are alive and well after all. *Personnel Psychology, 63*, 119-151.

Hoffman, B.J. & Woehr, D.J. (2009). Disentangling the meaning of multisource feedback: An examination of the nomological network surrounding source and dimension factors. *Personnel Psychology, 62*, 735-765.

Lyons, B., Hoffman, B.J., & Michel, J. (2009). Not much more than g? An investigation of the impact of intelligence on NFL performance. *Human Performance, 22*, 225-245.

Pryor, L., Miller, J.D., & Hoffman, B.J., & Harding, H.G. (2009). Narcissism, pathological personality traits, and externalizing behavior. *Personality and Mental Health, 3*, 26-40.

Suveg, C., Hoffman, B.J., & Zeman, J. (2009). Common and specific emotion-related predictors of anxious and depressive symptoms in youths. *Child Psychiatry and Human Development, 40*, 223-239.

Blair, C., Hoffman, B.J., & Helland, K. (2008). Narcissism and manager effectiveness: An empirical examination of the dark side. *Human Performance, 21*, 254-276.

Brunell, A., Campbell, K., Gentry, B, Hoffman, B, & Khunert, K (2008). Emergent leadership: The case of narcissism. *Personality and Social Psychology Bulletin, 34*, 1663-1676.

Lance, C. E., Hoffman, B. J., Gentry, B., & Baranik, L. E. (2008). Rater source factors represent important subcomponents of the criterion construct space, not rater bias. *Human Resource Management Review, 18*, 223-232.

Meriac, J.P., Hoffman, B.J., Woehr, D.J., & Fleischer, M. (2008). Further evidence for the validity of assessment center dimensions: A meta-Analysis of the incremental criterion-related validity of assessment center ratings. *Journal of Applied Psychology, 93*, 1042-1052.

Miller, J. D., Hoffman, B., Campbell, W. K., & Pilkonis, P. A. (2008). An examination of the factor structure of DSM-IV Narcissistic Personality Disorder Criteria: One or two factors? *Comprehensive Psychiatry, 49*, 141-145.

Hoffman, B.J., Blair, C., Meriac, J., & Woehr, D.J. (2007). Expanding the criterion domain? A meta-analysis of the OCB literature. *Journal of Applied Psychology, 92*, 555-566.

Hoffman, B.J. & Frost, B.C. (2006). Multiple intelligences of transformational leaders: An empirical examination. *International Journal of Manpower, 27*, 37-51.

Hoffman, B.J. & Woehr, D.J. (2006). Examining the relationship between person-organization fit and behavioral outcomes: A quantitative review. *Journal of Vocational Behavior, 3*, 389-399.

## **Manuscripts Under Review for Publication**

Eby, L.E., Allen, T., Hoffman, B.J., Baranik, L., Curtis, S., Baldwin, S., & Morrison, A., Sauer, J., Kinkade, K., & Maher, C. (revise and resubmit status). An interdisciplinary meta-analysis of the antecedents, correlates, and outcomes of mentoring. *Psychological Bulletin*.

Hoffman, B.J., Monahan, E., Lance, C.E., & Sutton, A. (revise and resubmit status). A meta-analysis of assessment center exercises. *Journal of Applied Psychology*.

Monahan, E., Hoffman, B.J., Lance, C.E., Jackson, D., & Foster, M. (revise and resubmit status). Now you see them, now you don't: The influence of indicator-factor ratio on support for assessment center dimensions. *Personnel Psychology*.

Hoffman, B.J., Lance, C.L., Melchers, K., & Wood, L. (revise and resubmit status). Reevaluating alleged method factors in assessment centers: Assessor versus exercise factors. *Personnel Psychology*.

Putka, D. & Hoffman, B.J. (revise and resubmit status). A closer look at reliable and unreliable sources of variance in assessment center ratings. *Journal of Applied Psychology*.

Bynum, B. Hoffman, B.J., Meade, A.W., & Gentry, W. (revise and resubmit status). More evidence for the meaningfulness of multisource performance ratings: A comparison of across-source and within-source measurement equivalence. *Journal of Business and Psychology*.

Blair, C.A. & Hoffman, B.J. (under review). Situational judgment tests vs. assessment centers: A comparison of high and low fidelity managerial simulations. *Human Performance*.

Sutton, A.W., Baldwin, S., Wood, L., & Hoffman, B.J. (under review). A meta-analysis of the influence of rater affect on performance ratings. *Human Performance*.

Wood, L.A. & Hoffman, B.J. (under review). Empirical evidence for the changing nature of work: A cross-temporal meta-analysis of the job characteristics model. *Personnel Psychology*.

George, K., Patel, P., & Hoffman, B.J. (under review). Judicial references to performance appraisal evidence in racial discrimination cases. *Public Personnel Management*.

Meriac, J.P., Woehr, D.J., & Hoffman, B.J. (under review). Broad Constructs and Assessment Centers: Further Support for a General Framework. *Personnel Psychology*.

Hoffman, B.J., Strang, S. Kuhnert, K., Campbell, K. Kennedy, K., & Lopilato, A. Leader Narcissism and Ethical Context: Effects on Ethical Leadership and Leader Effectiveness. *Journal of Leadership and Organizational Studies*.

## ***RESEARCH PRESENTATIONS***

### **Chaired Symposia & Invited Colloquia**

Hoffman, B.J. (2011). Panel discussion on research methods. Panel discussion present to the Society for Industrial-Organizational Psychology Doctoral Consortium, Chicago, IL.

Lance, C.L. & Hoffman, B.J. (2011). Statistical advances in examining the assessment center method. Symposium presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Hoffman, B.J. & Meriac, J.P. (Chairs; 2010). Moderators and boundary conditions of assessment center validity. Symposium presented at the 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Jackson, D. & Hoffman, B.J. (Chairs; 2010). The meaning and interpretation of assessment center exercise effects.

Symposium presented at the 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Hoffman, B.J. (2009). Assessment centers vs. 360-Feedback: A tale of two methods. Invited Colloquium presented at Universitat Zurich, Zurich, Switzerland.

Hoffman, B.J. (Chair) & Lance, C.E. (Co-Chair; 2009). Unanswered questions: examining the psychometric properties of assessment centers. Symposium presented at the 24<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Hoffman, B.J. (Moderator; 2008). *Assessment Center Validity: Where do we go from here?* Panel discussion presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Hoffman, B.J. (Chair; 2008). *Reexamining Assessment Centers: Alternate Approaches*. Symposium at the 33<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Hoffman, B.J. (Chair; 2008). *Examining the Psychometric Soundness of Multisource Ratings: New Approaches to Addressing Some Old Questions* Symposium presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Hoffman, B.J. (Chair) & Lance, C.E. (Co-chair; 2007). *The Assessment Center Validity Paradox: Alternative Analytic and Design Methodologies*. Symposium presented at the 22<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

## Conference Presentations

Baldwin, Sean P. & Hoffman, Brian J. (2011). Applying IRT to estimate dimension activation in AC exercises. Poster presented at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Bynum, B. H., Hoffman, B. J., Gentry, W. A. (2011). Multisource Performance Rating Patterns: An Integrated Approach for Examining (Dis)agreement. annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Hoffman, B.J., Gorman, C.A., Blair, C.A., & Meriac, J.P. (2011). Frame of reference scales: An alternative multisource rating methodology. Poster presented at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Wood, L. A., Hoffman, B.J., Bynum, B. & Frost, B. (2011). When the Going Gets Tough, Organizational Climate Makes the Difference. Poster presented at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Wood, L. A., Hoffman, B.J., & Kuhnert, K. (2011). Managing change perceptions: Manager behavior and organizational change. Interactive poster presented at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Hoffman, B.J., Woehr, D.J., Maldegan, R., & Lyons, B. (2010). Great man or great myth? A meta-analysis of individual difference predictors of effective leadership. Paper to be presented at the 34<sup>th</sup> annual meeting of the Academy of Management, Montreal, BC.

Hoffman, B.J., Lance, C., Birkelbach, D., & Dawson, B. (2010). A review of the magnitude of common method variance in organizational research. Paper presented as an *All Conference Top Poster* at the 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Hoffman, B.J., Melchers, K., & Kleinmann, M. (2010). Disentangling assessment center exercise from raters effects.

- Paper presented at the 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Hoffman, B.J., Baldwin, S., & Smith, S. (2010). Understanding the validity of assessment centers: The neglected role of leader vision. Paper presented at the 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Baldwin, S. & Hoffman, B.J. (2010). Psychometric characteristics of transformational bosses' evaluations of follower performance. Paper presented at the 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- George, K., Patel, P., & Hoffman, B.J. (2010). Judicial references to performance appraisal evidence in racial discrimination cases. Paper presented at the 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Meriac, J.P. & Hoffman, B.J., & Fisher (2010). An updated meta-analysis of the validity of assessment centers. Paper presented at the 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Williams, A., Baldwin, S., Wood, L., & Hoffman, B.J. (2010). A meta-analysis of the influence of rater affect on performance ratings. Paper presented at the 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Wood, L. & Hoffman, B.J. (2010). The changing nature of work: A meta-analysis. Paper presented at the 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Hoffman, B.J., Melchers, K., Blair, C., Kleinmann, & Ladd, R.T. (2009). Exercises and Dimensions are the Currency of Assessment Centers. Paper presented at the 24<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Blair, C., Hoffman, B.J., & Ladd, R.T. (2009). SJTs vs. ACs: Comparing high and how fidelity predictors. Symposium presented at the 24<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Scharlau, E.A., Bynum, B.H., Hoffman, B.J., & Gentry, W.A. (2009). Gender and Measurement Equivalence of Managerial Performance Ratings. Paper presented at the 24<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Baranik, L. E., Scharlau, E. A., Eby, L. T., & Hoffman, B. J. (2008). Feeling supported at work: Perceived organizational support and mentoring. Paper presented at the Southern Management Association Conference.
- Hoffman, B.J., Williams, A., & Piccolo, R. (2008). Elucidating the transformational effect: Person-organization and person-supervisor fit. Paper presented at the 32<sup>nd</sup> annual meeting of the Academy of Management, Anaheim, CA.
- Bynum, B.H., Hoffman, B.J., & Gentry, W.A. (2008). A comparison of across-source and within-source measurement equivalence. In B.J. Hoffman (Chair), *Examining the Psychometric Soundness of Multisource Ratings*. Symposium presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Lance, C.E., Hoffman, B.J., Bynum, B.H., & Gentry, W.A. (2008). *Trait, Level, and Rater Effects in Multisource Ratings: Redux*. In B.J. Hoffman (Chair), *Examining the Psychometric Soundness of Multisource Ratings*. Symposium presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Hoffman, B.J. & Woehr, D.J. (2008). Expanding the Nomological Network of MSR Source Factors.

- In B.J. Hoffman (Chair), *Examining the Psychometric Soundness of Multisource Ratings*. Symposium presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Hoffman, B.J. (2008). Individual Difference Correlates of Assessment Center Dimension and Exercise *Effects*. In B.J. Hoffman (Chair), *Reexamining Assessment Centers: Alternate Approaches*. Symposium presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Hoffman, B.J. & Meade, A.W. (2007). Invariance tests as Assessment Center Construct Validity Evidence. In B.J. Hoffman and C.E. Lance (Chairs), *The Assessment Center Validity Paradox: Alternative Analytic and Design Methodologies*. Symposium presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Meriac, J.P., Hoffman, B.J., Fleischer, D.J., & Woehr, D.J. (2007). Expanding the nomological network surrounding assessment center dimensions: A meta-analysis. In B.J. Hoffman and C.E. Lance (Chairs), *The Assessment Center Validity Paradox: Alternative Analytic and Design Methodologies*. Symposium presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Baldwin, S., Smith, S., & Hoffman, B.J. (2007). Leadership and work group effectiveness: The neglected role of leader vision. Poster presented at the 30<sup>th</sup> Annual Convention of the Behavioral Sciences, Athens, GA.
- Blair, C., Hoffman, B.J., & Helland, K. (2006). Narcissism and manager effectiveness: An empirical examination of the dark side. Paper presented as an interactive poster at the 30th annual conference for the Academy of Management Atlanta, GA.
- Hoffman, B.J., Blair, C., Meriac, J., & Woehr, D.J. (2006). Expanding the criterion domain? A meta-analysis of the OCB literature. Paper presented as an *All Conference Top Poster* at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX. This paper was recognized as a finalist for the 2006 *John C. Flanagan Award*.
- Lyons, B., Hoffman, B.J., & Michel, J. (2006). Not much more than g? An investigation of the impact of intelligence on NFL performance. Paper presented at the 21st annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Hoffman, B.J., Oliver, J., & Woehr, D.J. (2005). Transformational leadership and work-related outcomes: A quantitative review and update. Paper presented at the 30th annual conference for the Academy of Management, Honolulu, HI.
- Hoffman, B.J., Blair, C., & Helland, K. (2005). Transformational leadership in the eye of the beholder? Attribution versus observation. Paper presented at the 20<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Hoffman, B.J., Oliver, J., & Woehr, D.J. (2005). A quantitative review of the structural validity of the MLQ. Paper presented at the 20<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA. This paper was recognized as a finalist for the 2005 *John C. Flanagan Award*.
- Lyons, B., Michel, J., & Hoffman, B.J. (2005). A preliminary investigation of the Wonderlic and NFL performance. Paper presented at the 20<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Hoffman, B.J. & Woehr, D.J. (2004). A quantitative review of person-organization value congruence and outcomes. Symposium conducted at the 15th annual conference for the International Society for the Study of Work Values, New Orleans, LA.

- Hoffman, B.J. & Woehr, D.J. (2004). Great Man or Great Myth? A meta-analytic investigation of the relationship between leader traits and leader effectiveness. Symposium conducted at the 15th annual conference for the International Society for the Study of Work Values, New Orleans, LA.
- Hoffman, B.J. & Woehr, D.J. (2004). A quantitative review of person-organization value congruence and outcomes. *15th Annual International Society for the Study of Work Values Proceedings*.
- Hoffman, B.J. & Woehr, D.J. (2004). Great man or Great Myth? A meta-analytic investigation of the relationship between leader traits and leader effectiveness. *15th Annual International Society for the Study of Work Values Proceedings*.
- Hoffman, B.J., Rush, M.C., & Smith, E. (2004). Multiple intelligences of transformational leaders: An empirical examination. Paper presented as part of an Interactive Poster session at the 19<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Hoffman, B.J. & Woehr, D.J. (2004). Examining the relationship between person-organization fit and outcomes: A quantitative review. Paper presented at the 19<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Woehr, D.J. & Hoffman, B.J. (2004). Correlated versus uncorrelated exercises in assessment center construct validity research: A Monte Carlo examination of competing assessment center models. In D.J. Woehr, *New Frontiers in Assessment Center Construct Validity Research*. Symposium conducted at the 19<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Helland, K., Hoffman, B.J., & Smith, E. (2004). Why can't we all just agree? Evidence for the meaningfulness of disagreement in multisource ratings. Paper presented at the 19<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Atchley, K., Smith, E., & Hoffman, B.J. (2003). Feedback acceptance and leader development: Individual and feedback method characteristics. In J. Kudisch (chair), *Manager Feedback Acceptance: Evidence from Assessment Center-Based Interventions*. Symposium conducted at the 18<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Hoffman, B.J., Smith, E., & Atchley, K. (2003). Examining the relationship between assessment center dimensions and multi-source feedback: Implications for executive development. Paper presented at the 30th annual International Congress on the Assessment Center Method, Atlanta, GA.
- Atchley, K., Smith, E., & Hoffman, B.J. (2003). A longitudinal investigation of the precursors of assessment center feedback acceptance. Paper presented at the 30th annual International Congress on the Assessment Center Method, Atlanta, GA.
- Hoffman, B.J. & Kudisch, J. (2002). Expanding the nomological network of assessment center dimensions using external measures of cognitive ability and personality. Paper presented at the 29th annual International Congress on the Assessment Center Method, Minneapolis, MN.
- Kudisch, J. & Hoffman, B.J. (2002). Expanding the nomological network of assessment center dimensions using external measures of cognitive ability and personality. In J.D. Kudisch, *Assessment center construct validity research: New methods for examining an old problem*. Symposium conducted at the 17<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

## **Research Coverage in the Popular Press**

*Richmond Times Dispatch*, Opinions differ on mental test: Doctoral paper reveals that popular NFL quiz isn't be-all and end-all. (April 21, 2005).

*Canadian Business*, Leadership: Big ego, big office. (December 8, 2008).

*Atlanta Journal Constitution*, New generation brings values to work (March 3, 2010).

*Atlanta Journal Constitution*, NFL's success using Wonderlic test open to interpretation. (March 6, 2010)

*Yahoo.com: Front Page*, Big generational gaps in work attitudes revealed. (March 10, 2010). Top 5 most e-mailed stories of the day on yahoo.com.

*Atlanta Journal Constitution*, Experts challenge usefulness of NFL combine. (March 6, 2011)

## ***PROFESSIONAL ACTIVITIES AND SERVICE***

### **Courses Taught**

Measurement (undergraduate)

Introduction to Organizational Behavior (undergraduate)

Seminar in Work Performance (graduate)

Seminar in Work Attitudes (graduate)

Seminar in Organizational Leadership (graduate)

Assessment Center Training (graduate)

### **Graduate Committees**

\* Denotes served as committee chair

#### Masters Committees

Sean Baldwin\*

Ashley Williams\*

Lauren Wood\*

Ben Overstreet\*

Julia Sauer

Stefine Beck

Elizabeth Monahan

Sara Curtis

Liz Scharlau

Mia Tran

Taylor Sparks

Lindsay Johnson

Hannah Burk

#### Doctoral Committees

Sean Baldwin\*

Taylor Sparks

Ashley Williams\*

Elizabeth Monahan\*

Beth Bynum\*

Sara Curtis

Chad Lakey

Sarah Strang

Brian Roote

Lisa Baranik

Kelly Sorensen

Liz Scharlau

## **Professional Associations**

### **Society for Industrial and Organizational Psychology**

Member (1999-Present)

### **Academy of Management**

Member (2004-present)

### **American Psychological Association**

Member (2005-present)

## **Selected Professional Activities**

Ad hoc reviewer for *Human Performance*, *Human Relations*, *Journal of Applied Psychology*, *Journal of Occupational Health Psychology*, *Journal of Business and Psychology*, *Journal of Personality*, *Journal of Vocational Behavior*, *Journal of Occupational and Organizational Psychology*, *Organizational Research Methods*, *Personnel Psychology*, and *Personality and Social Psychology Review*.

Editorial Board of the *Journal of Personnel Psychology*, *Journal of Management*, and *Journal of Organizational Behavior*.

## **AWARDS AND HONORS**

### **All-Conference Feature Poster**

25th Annual Meeting of the Society for Industrial and Organizational Psychology (2012)

### **John C. Flanagan Award Finalist for Outstanding Contribution by a Student**

25th Annual Meeting of the Society for Industrial and Organizational Psychology (2012)

### **Douglas W Bray and Ann Howard Research Grant (2011)**

Society of Industrial and Organizational Psychology

### **All-Conference Feature Poster**

23rd Annual Meeting of the Society for Industrial and Organizational Psychology (2010)

### **Journal of Vocational Behavior's Hottest Articles of the First Quarter of 2007**

Journal of Vocational Behavior (2007)

### **Chancellor's Award for Outstanding Professional Promise**

University of Tennessee, Knoxville (2006)

### **Society for Human Resource Management/Academy of Management HR Division Dissertation Grant Award**

SHRM/Academy of Management (2006)

### **All-Conference Feature Poster**

21st Annual Meeting of the Society for Industrial and Organizational Psychology (2006)

### **John C. Flanagan Award Finalist for Outstanding Contribution by a Student**

21st Annual Meeting of the Society for Industrial and Organizational Psychology (2006)

### **John C. Flanagan Award Finalist for Outstanding Contribution by a Student**

20th Annual Meeting of the Society for Industrial and Organizational Psychology (2005)

### **Scholarly Research Grant Program**

College of Business Administration, The University of Tennessee (2003)

### **Summa Cum Laude**

The University of Southern Mississippi (2001)

### **Departmental Honors Award**

Psychology Department, The University of Southern Mississippi (2001)

### **Sigma Alpha Epsilon Academic Excellence Scholarship**

The University of Southern Mississippi (2000 & 2001)

### **University Honors College**

The University of Southern Mississippi (1999-2001)

### **University Leadership Scholarship**

The University of Southern Mississippi (1999-2001)

### **Honors College Scholarship**

The University of Southern Mississippi (1999-2001)

**Golden Key National Honors Society**  
The University of Southern Mississippi (1999-2001)