

Brian J. Hoffman, Ph.D.

Associate Professor and Chair
Industrial/Organizational Psychology Program
Department of Psychology
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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. In addition, my research focuses on narcissism in organizational settings and the application of management principles and processes to athletic contexts.

PROFESSIONAL HISTORY

- 8/13-Present: Chair, Industrial-Organizational Psychology Program, The University of Georgia, Athens, GA
- 8/12-present: Associate Professor of Psychology, The University of Georgia, Athens, GA.
- 1/11-present: Managing Partner, Organizational Research and Development, Athens, GA.
- 8/06-8/12: Assistant Professor of Psychology, The University of Georgia, Athens, GA.
- 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)

2. Jackson, D. R., Lance, C. E., & Hoffman, B. J. (Eds.). (2012). *The psychology of assessment centers*. New York, NY: Routledge.
1. Thornton, G., Rupp, D., & Hoffman, B.J. (under contract for publication in summer 2014). *Assessment Center Methods: Alternatives for Strategic Talent Management*. New York, NY: Routledge.

Book Chapters

5. Christiansen, N., Hoffman, B. J., Lievens, F., & Speer, A. (2013). Personality and Assessment Centers. In R. Tett and N. Christiansen (Eds.), *The Handbook Of Personality at Work* (pp. 477-497). New York, NY: Routledge.
4. Hoffman, B. J. (2012). Exercises, dimensions, and the great battle of Lilliput: Evidence for a mixed model interpretation of AC performance. In D. R. Jackson, C. E. Lance, & B. J. Hoffman (Eds.), *The psychology of assessment centers* (pp. 281-306). New York, NY: Routledge.
3. Jackson, D. R., Lance, C. E., & Hoffman, B. J. (2012). *The psychology of assessment centers*. New York, NY: Routledge.
2. Hoffman, B. J., & Bandwin, S. (2012). Modern managerial assessment: A comparison of assessment centers and multisource feedback. In G. Thornton & N. Povah (Eds.), *Modern Approaches to Assessment Centers*. Burlington, VT: Gower Publishing.
1. Hoffman, B. J., & Dilchert, S. (2012). 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* (pp. 543-569). New York, NY: Oxford University Press.

Refereed Publications

34. Hoffman, B. J., Overstreet, B., & LoPilato, A. (in press). Outcomes of Maximal, Typical, and Variability in Performance: A Team-Level Analysis. *Journal of Business and Psychology*.
33. Monahan, E., Hoffman, B. J., Lance, C. E., Jackson, D., & Foster, M. (2013). Now you see them, now you don't: The influence of indicator-factor ratio on support for assessment center dimensions. *Personnel Psychology*, 66(4), 1009-1047.
32. Hoffman, B., Goffin, R., & George, K. (2013). Reevaluating the structure of organizational citizenship behaviors. *Military Psychology*.
31. Meriac, J. P., Woehr, D. J., & Hoffman, B. J. (2013). Broad Constructs and Assessment Centers: Further Support for a General Framework. *Journal of Management*.
30. Gentile, B., Miller, J. D., Hoffman, B. J., Reidy, D. E., Zeichner, A., & Campbell, W. (2013). A Test of Two Brief Measures of Grandiose Narcissism: The Narcissistic Personality Inventory–13 and the Narcissistic Personality Inventory–16. *Psychological Assessment*.
29. Maples, J., Miller, J. D., Hoffman, B. J., & Johnson, S. L. (2013). A Test of the Empirical Network Surrounding Affective Instability and the Degree to Which It Is Independent From Neuroticism. *Personality Disorders: Theory, Research, And Treatment*.

28. Putka, D., & Hoffman, B. J. (2013). A closer look at reliable and unreliable sources of variance in assessment center ratings. *Journal of Applied Psychology, 98*, 114-133.
27. Sutton, A.W., Baldwin, S., Wood, L., & Hoffman, B. J. (2013). A meta-analysis of the influence of rater affect on performance ratings. *Human Performance*.
26. Eby, L., Allen, T. D., Hoffman, B. J., Baranik, L. E., Sauer, J. B., Baldwin, S., & ... Evans, S. C. (2013). An Interdisciplinary Meta-Analysis of the Potential Antecedents, Correlates, and Consequences of Protege Perceptions of Mentoring. *Psychological Bulletin, 139*(2), 441-476.
25. Bynum, B., Hoffman, B., Meade, A., & Gentry, W. (n.d). Reconsidering the Equivalence of Multisource Performance Ratings: Evidence for the Importance and Meaning of Rater Factors. *Journal Of Business And Psychology, 28*(2), 203-219.
24. Hoffman, B. J., Strang, S., Kuhnert, K., Campbell, K., Kennedy, K., & Lopilato, A. (2012). Leader narcissism and ethical context: Effects on ethical Leadership and leader effectiveness. *Journal of Leadership and Organizational Studies, 20*(1), 25-37.
- * Submission invited to Special Issue on Current Trends in Leadership Research
23. Hoffman, B. J., Gorman, A., Atchley, E. K., Blair, C., Meriac, J., & Overstreet, B. (2012). Evidence for the effectiveness of an alternate multi-source feedback measurement methodology. *Personnel Psychology, 65*(3), 531-563.
22. Hoffman, B. J., & Meade, A. (2012). Alternate Approaches to Understanding the Psychometric Properties of Assessment Centers: An analysis of the structure and equivalence of exercise ratings. *International Journal Of Selection & Assessment, 20*(1), 82-97.
21. Miller, J., Hoffman, B., Gaughan, E., Gentile, B., Maples, J., & Keith Campbell, W. (2011). Grandiose and vulnerable narcissism: a nomological network analysis. *Journal Of Personality, 79*(5), 1013-1042.
20. 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.
19. 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.
- * Submission invited to Special Issue on Personality in Human Resource Management
18. 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
17. 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, 6* (2), 351-395.
16. Hoffman, B. J., Woehr, D. J., Maldagen-Youngjohn, R., & Lyons, B. D. (2011). Great man or great myth? A quantitative review of the relationship between individual differences and leader effectiveness. *Journal Of Occupational & Organizational Psychology, 84*(2), 347-381.
15. Lance, C. E., Dawson, B., Birkelbach, D., & Hoffman, B. J. (2010). Method Effects, Measurement Error, and Substantive Conclusions. *Organizational Research Methods, 13*(3), 435-455.
- * This paper was a finalist for *Organizational Research Methods* 2010 Paper of the Year.

14. Twenge, J. M., Campbell, S. M., Hoffman, B. J., & Lance, C. E. (2010). Generational Differences in Work Values: Leisure and Extrinsic Values Increasing, Social and Intrinsic Values Decreasing. *Journal Of Management*, 36(5), 1117-1142.
13. Hoffman, B. J., Lance, C., Bynum, B., & Gentry, B. (2010). Rater source effects are alive and well after all. *Personnel Psychology*, 63, 119-151.
12. Hoffman, B. J., & Woehr, D. J. (2009). Disentangling the meaning of multisource performance rating source and dimension factors. *Personnel Psychology*, 62(4), 735-765.
11. Lyons, B. D., Hoffman, B. J., & Michel, J. W. (2009). Not Much More Than g? An Examination of the Impact of Intelligence on NFL Performance. *Human Performance*, 22(3), 225-245.
10. 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.
9. 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(2), 223-239.
8. Blair, C., Hoffman, B. J., & Helland, K. (2008). Narcissism and manager effectiveness: An empirical examination of the dark side. *Human Performance*, 21, 254-276.
7. 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.
6. 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.
5. 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.
4. 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.
3. 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.
2. 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.
1. Hoffman, B. J. & Frost, B. C. (2006). Multiple intelligences of transformational leaders: An empirical examination. *International Journal of Manpower*, 27, 37-51.

Manuscripts Under Review for Publication

3. Hoffman, B.J., Monahan, E., Lance, C.E., & Sutton, A. (revise and resubmit status). A meta-analysis of the validity and nomological network of assessment center exercises. *Journal of Applied Psychology*.
2. 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*.
1. Wood, L.A. & Hoffman, B.J. (revise and resubmit status). Empirical evidence for the changing nature of work: A

cross-temporal meta-analysis of the job characteristics model. *Personnel Psychology*.

RESEARCH PRESENTATIONS

Invited Colloquia

8. Hoffman, B. (2013). Three Successful Academic-Practitioner Collaborations. Masters Collaboration presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
7. Hoffman, B. J. (2013). Expanding the criterion domain to include employee off duty deviance. Presentation delivered to the 18th Annual Personnel and Human Resources Research Group, Pittsburgh, PA.
6. Hoffman, B. J. & Frost, B. C. (2013). Why can't we be friends? I-O Research and Practice. Masters Collaboration presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
5. Hoffman, B. J. (2013). Multifaceted interpretations of assessment center performance and their implications for practice. Key Note Address to be presented at the International Congress on Assessment Center Methods, Stellenbosh, South Africa.
4. Hoffman, B. J. (2013). Assessment Centers, 360° Feedback, and the future of manager skill development. Workshop to be presented at the International Congress on Assessment Center Methods, Stellenbosh, South Africa.
3. Hoffman, B. J. (2013). Managerial skills and leadership: An Overview. Invited Colloquium to be presented at the University of Johannesburg, Johannesburg, South Africa.
2. Hoffman, B. J. (2011). Panel discussion on research methods. Panel discussion present to the Society for Industrial-Organizational Psychology Doctoral Consortium, Chicago, IL. Symposium presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
1. Hoffman, B. J. (2009). Assessment centers vs. 360-Feedback: A tale of two methods. Invited Colloquium presented at Universität Zürich, Zurich, Switzerland.

Chaired Symposia

13. Lance, C., Carter, N., LoPilato, A., & Hoffman, B., (2013). "It Depends": More Nuanced Approaches to Understanding Assessment Center Validity. Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
12. Hoffman, B., & Monahan, E. (2013). Topography of Performance: Maximum, Typical, and Dynamic Performance. Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
11. LoPilato, A., Hoffman, B., & Overstreet, B. (2013). From Scorelines to Bottom Lines: Sports Data and Management Theory. Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
10. Eby, L. & Hoffman, B. J. (2012). Beyond Task Performance: New Research Directions on OCB and CWB. Symposium presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
9. Jackson, D. & Hoffman, B. J. (2012). Dimension, Task, and Mixed-Model Perspectives on Assessment Centers.

Symposium presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

8. 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.
7. Hoffman, B. J. & Meriac, J. P. (Chairs; 2010). Moderators and boundary conditions of assessment center validity. Symposium presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
6. Jackson, D. & Hoffman, B. J. (Chairs; 2010). The meaning and interpretation of assessment center exercise effects. Symposium presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
5. Hoffman, B. J. (Chair) & Lance, C.E. (Co-Chair; 2009). Unanswered questions: examining the psychometric properties of assessment centers. Symposium presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
4. Hoffman, B. J. (Moderator; 2008). Assessment Center Validity: Where do we go from here? Panel discussion presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
3. Hoffman, B. J. (Chair; 2008). Reexamining Assessment Centers: Alternate Approaches. Symposium at the 33rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
2. Hoffman, B. J. (Chair; 2008). Examining the Psychometric Soundness of Multisource Ratings: New Approaches to Addressing Some Old Questions. Symposium presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
1. Hoffman, B. J. (Chair) & Lance, C. E. (Co-chair; 2007). *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.

Conference Presentations

58. Hoffman, B. (2013). Forecasting Profitability: Strong, Positive Climate for OCB Pays off. Poster presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
57. Hoffman, B. (2013). *A Large-Scale, Longitudinal Investigation of Performance Improvement Following Multisource Feedback*. Poster presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
56. Kuhnert, K. & Hoffman, B. (2013). The Impact of Ethical Versus Abusive Leadership on Follower Well-Being. Poster presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
55. Baldwin, S. P. & Hoffman, B. J. (2012). The influence of transformational leaders' relationship orientation on performance ratings. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
54. Hoffman, B. J., Baldwin, S., Guenole, N., & Cockerell, T. (2012). Invariance constraints support a mixed model interpretation of assessment centers. Symposium presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

53. LoPilato, A., Kennedy, C., Hoffman, B. J., & Frost, B.C. (2012). Models of task performance, OCB, and CWB. Symposium presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
52. Lyons, B., Bommer, W., & Hoffman, B. J. (2012). Intelligence and Prior Deviance Predicts Off-Duty Deviance. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
51. Kinkade, K., Morelli, N., Downey, S., Eby, L., & Hoffman, B. J. (2012). What if They Don't Leave? Prolonged Turnover Intentions and CWB. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
50. Meriac, J., Hoffman, B. J., and Fisher, J. (2012). The overall assessment rating: A meta-analysis of validity and moderators. Symposium presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
49. Putka, D. & Hoffman, B. J. (2012). Retest effects in assessment centers. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
48. Sauer, J., Beck, S., Siminovsky, A., Sparks, T., Eby, L., & Hoffman, B. (2012). Don't Let Me Down: Negative Mentoring and Protégé Performance. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
47. Wood, L., Hoffman, B. H., & Twenge, J. (2012). Job Characteristics: The Times, They Are A-Changin'. Poster presented as an All-Conference Top Poster at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
This
- * This paper was recognized as a finalist for the 2012 *John C. Flanagan Award* and as a *Top Poster* at SIOP 2012.
46. Baldwin, S. P. & Hoffman, B. J. (2011). Applying IRT to estimate dimension activation in AC exercises. Poster presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
45. 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.
44. 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 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
43. 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 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
42. Wood, L. A., Hoffman, B. J., & Kuhnert, K. (2011). Managing change perceptions: Manager behavior and organizational change. Interactive poster presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
41. 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 34th annual meeting of the Academy of Management, Montreal, BC.

40. 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 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
* This paper was recognized as a Top Poster at SIOP 2010.
39. Hoffman, B. J., Melchers, K., & Kleinmann, M. (2010). Disentangling assessment center exercise from raters effects. Paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
38. Hoffman, B. J., Baldwin, S., & Smith, S. (2010). Understanding the validity of assessment centers: The neglected role of leader vision. Paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
37. Baldwin, S. & Hoffman, B. J. (2010). Psychometric characteristics of transformational bosses' evaluations of follower performance. Paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
36. George, K., Patel, P., & Hoffman, B. J. (2010). Judicial references to performance appraisal evidence in racial discrimination cases. Paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
35. Meriac, J. P. & Hoffman, B. J., & Fischer, J. (2010). An updated meta-analysis of the validity of assessment centers. Paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
34. 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 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
33. Wood, L. & Hoffman, B. J. (2010). The changing nature of work: A meta-analysis. Paper presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
32. Hoffman, B. J., Melchers, K., Blair, C., Kleinmann, M., & Ladd, R. T. (2009). Exercises and Dimensions are the Currency of Assessment Centers. Paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
31. Blair, C., Hoffman, B. J., & Ladd, R. T. (2009). SJTs vs. ACs: Comparing high and low fidelity predictors. Symposium presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
30. 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 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
29. 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.
28. Hoffman, B. J., Williams, A., & Piccolo, R. (2008). Elucidating the transformational effect: Person-organization and person-supervisor fit. Paper presented at the 32nd annual meeting of the Academy of Management, Anaheim, CA.

27. 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 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
 26. 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 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
 25. 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 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
 24. 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 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
 23. 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.
 22. Meriac, J. P., Hoffman, B. J., Fleischer, M. S., & 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.
 21. Baldwin, S., Smith, S., & Hoffman, B. J. (2007). Leadership and work group effectiveness: The neglected role of leader vision. Poster presented at the 30th Annual Convention of the Behavioral Sciences, Athens, GA.
 20. 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.
 19. 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 and as a Top Poster at SIOP 2006.
18. 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.
 17. 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.
 16. Hoffman, B. J., Blair, C., & Helland, K. (2005). Transformational leadership in the eye of the beholder? Attribution versus observation. Paper presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
 15. Hoffman, B. J., Oliver, J., & Woehr, D. J. (2005). *A quantitative review of the structural validity of the*

MLQ. Paper presented at the 20th 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*

14. Lyons, B., Michel, J., & Hoffman, B. J. (2005). *A preliminary investigation of the Wonderlic and NFL performance*. Paper presented at the 20th annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
13. 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.
12. 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.
11. Hoffman, B. J. & Woehr, D. J. (2004). A quantitative review of person-organization value congruence and outcomes. Paper presented at the 15th annual conference of the International Society for the Study of Work & Organizational Values, New Orleans, LA.
10. 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. Paper presented at the 15th annual conference of the International Society for the Study of Work & Organizational Values, New Orleans, LA.
9. 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 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
8. Hoffman, B. J. & Woehr, D. J. (2004). Examining the relationship between person-organization fit and outcomes: A quantitative review. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
7. 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 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
6. 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 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
5. 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 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
4. 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.
3. 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.
2. 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.

1. 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 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Research Coverage in the Popular Press

* Denotes interviewed for the article.

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).

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

* *Austin Chronicle*, Wonderlickin' Bad: Investigating the Wonderlic Testing Policies, (April 5, 2012)

* *Deadspin.com*, The Wonderlic Test Proves The NFL Is Stupid (April 6, 2012)

SportsCenter, (April 3, 2012).

ESPN.com, Morris Claiborne scored 4 out of 50, (April 2, 2012)

CBS Sports Network, Interview on leadership project with University of Georgia football team (to be aired August, 2012).

PROFESSIONAL ACTIVITIES AND SERVICE

Courses Taught

Tests and 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

Stefanie 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*
Lauren Wood*
Sara Curtis
Chad Lakey
Sarah Strang
Brian Roote
Lisa Baranik
Kelly Sorensen
Liz Scharlau
Taylor Sparks

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 *Applied Psychology: An International Review*, *Human Performance*, *Human Relations*, *Journal of Applied Psychology*, *Journal of Occupational Health 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 Business and Psychology*, *Journal of Personnel Psychology*, *Journal of Management*, and *Journal of Organizational Behavior*.

AWARDS AND HONORS

Keynote Address

37th International Congress on Assessment Center Methods (2013)

Research Advisory Committee

University of Johannesburg (2012)

All-Conference Feature Poster

27th Annual Meeting of the Society for Industrial and Organizational Psychology (2012)

John C. Flanagan Award Finalist for Outstanding Contribution by a Student
27th Annual Meeting of the Society for Industrial and Organizational Psychology (2012)

Douglas W Bray and Ann Howard Research Grant
Society for Industrial and Organizational Psychology (2011)

Faculty Organizational Citizenship Behavior Award
I/O Psychology Student Association, University of Georgia (2011)

All-Conference Feature Poster
23rd Annual Meeting of the Society for Industrial and Organizational Psychology (2010)

Paper of the Year Finalist
Organizational Research Methods (2009)

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)