

Nathan T. Carter, Ph.D.

Department of Psychology

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Academic Positions

2012-present Assistant Professor
Department of Psychology
University of Georgia
Athens, GA

2010-2012 Assistant Professor
Department of Psychology
University of Central Florida
Orlando, FL

Academic Degrees

2011 Doctor of Philosophy, Industrial and Organizational Psychology
Department of Psychology
Bowling Green State University
Advisor: Michael J. Zickar, Ph.D.

2006 Master of Arts, Industrial and Organizational Psychology
Department of Psychology
Western Kentucky University

2004 Bachelor of Arts, Psychology
Department of Psychology
Western Kentucky University

Research Interests

Psychometric Theory and Application
Personality and Individual Differences
History of Applied Psychology

Honors and Awards

- Selected to serve as **SIOP Historian** (2016-present)
- Recipient of the 2016 **I-O Excellence in Teaching Award** by UGA IO Psychology Student Association
- **One of twenty experts in personality measurement invited to attend and bring a graduate student researcher to the two-day Expert Meeting: *New Approaches to Measurement of Personality: Translational Thoughts Towards Applied and Clinical Settings*, September 2016, Oostduinkerke, Belgium.**
- Recipient of the 2015 **Hogan Award for Personality and Work Performance** in recognition of the best paper or chapter that demonstrates innovation in applied personality research in the field of industrial and organizational psychology during the past full year (2013). \$1,500 cash prize.
- Recipient of the 2015 **Jeanneret Award for Excellence in the Study of Individual or Group Assessment** in recognition of the best referred journal article or other publication that furthers public and professional understanding of individual or group assessment in the field of industrial-organizational psychology during the past full year (2013). \$1,500 cash prize.
- Two **SIOP Top Poster Awards**, Society for Industrial and Organizational Psychology, 2015.
- Recipient of the 2015 **Richard L. Marsh Mentoring Award** by UGA Psychology
- Recipient of the 2015 **I-O Excellence in Teaching Award** by UGA IO Psychology Student Association
- Recipient of the 2015 **Organizational Citizen Award** by the UGA I-O Psychology Student Association
- Recipient of the 2015 **Departmental Graduate Teaching Award** by the UGA Psychology Graduate Students
- Named **Senior Research Associate** at the University of Johannesburg, 2014
- Recipient of the 2014 **Organizational Citizen Award** by the UGA I-O Psychology Student Association
- Selected as **Statistical Advisor** to the Asia Foundation for the conduct of the **Survey of the Afghan People** 2014.
- **SIOP Top Poster Award**, Society for Industrial and Organizational Psychology, 2013.
- Recipient of the 2009-2010 **Bowling Green State University Dissertation Fellowship** stipend of \$16,000 for an academic year; selection based on research productivity and degree progress.
- Selected as BGSU representative to attend the 2009 **Lee Hakel Doctoral Consortium** at SIOP in New Orleans, LA.
- Recipient of the 2009-2010 **Bonnie Sandman Award** for the top 4th-year graduate student in I-O psychology at BGSU (Award: \$2,500).
- Selected for the 2008 **Summer Internship Program** at Human Resources Research Organization.

Peer Reviewed Publications (+ indicates a student author)

36. Carter, N.T., Dalal, D.K., Guan, L.+, LoPilato, A.C.+, & Withrow, S.A. (in press). Item response theory scoring and the detection of curvilinear relationships. *Psychological Methods*.
35. Twenge, J., Carter, N.T., & Campbell, W.K. (in press). Age, time period, and birth cohort differences in self-esteem: Reexamining a cohort-sequential longitudinal study. *Journal of Personality and Social Psychology*.
34. Clark, M.A., Mitchell, M.E.+, & Carter, N.T. (in press). You spin me right round: A multilevel examination of affect spin and voluntary work behavior. *Journal of Management*.
33. Beiler-May, A.+, Williamson, R.L.+, Clark, M.A., & Carter, N.T. (in press). Gender bias in the measurement of workaholism. *Journal of Personality Assessment*.
32. Miller, J.D., Hyatt, C.+, Maples, J.L.+, Carter, N.T., & Lynam, D.R. (in press). Psychopathy and Machiavellianism: A distinction without a difference? *Journal of Personality*.
31. Wegman, L.A.+, Hoffman, B.J., Carter, N.T., Guenole, N., & Twenge, J. (in press). The changing nature of jobs: A meta-analytic investigation. *Journal of Management*.
30. Carter, N.T., Carter, D.R., & DeChurch, L.A. (in press). Implications of observability for the theory and measurement of emergent team phenomena. *Journal of Management*.
29. Crowe, M.+, Carter, N.T., Campbell, W.K., & Miller, J.D. (in press). Validation of the narcissistic grandiosity scale and creation of abbreviated versions. *Psychological Assessment*.
28. Gray, C.J.+, Carter, N.T., & Sears, K. (in press). The UWBIQ-I: An adaptation and validation of a measure of instigated incivility. *Journal of Business and Psychology*.
27. Lance, C.E., Beck, S.S.+, Fan, Y.+, & Carter, N.T. (2016). A taxonomy of path-related goodness-of-fit indices and proposed cut-off values. *Psychological Methods*, 21, 388-404.
26. Carter, N.T., Guan, L.+, Maples, J.L.+, Williamson, R.L.+, & Miller, J.D. (2016). The downsides of extreme conscientiousness for psychological well-being: The role of obsessive-compulsive tendencies. *Journal of Personality*, 84, 510-522.
25. Nolan, K.P., Carter, N.T., & Dalal, D.K. (2016). Threat of technological unemployment: Are hiring managers discounted for using standardized employee selection practices? *Personnel Assessment and Decisions*, 2, 30-47.

24. Harris, A.M., Siedor, L.E., Fan, Y., Listyg, B., & Carter, N.T. (2016). In defense of the situation: An interactionist explanation for performance on situational judgment tests. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 29-34.
23. Donnelly, K., Twenge, J., Clark, M.A., Shaikh, S.K., Beiler, A., & Carter, N.T. (2016). Change over time in Americans' attitudes towards women's work and family roles, 1976-2012. *Psychology of Women Quarterly*, 40, 41-54.
22. Maples, J.L., Carter, N.T., Few, L.R., Williamson, R.L., Griffin, S., Samuel, D., Lynam, D.R., & Miller, J.D. (2015). Testing whether the DSM-V personality disorder trait model can be measured with a reduced set of items: An item response theory investigation of the personality inventory for DSM-5. *Psychological Assessment*, 27, 1195-1210.
21. Twenge, J., Carter, N.T., & Campbell, W.K. (2015). Time period, age, and cohort differences in tolerance for controversial beliefs and lifestyles in the United States, 1972-2012. *Social Forces*, 94, 379-399.
20. Dalal, D.K., & Carter, N.T. (2015). Consequences of ignoring ideal point items for criterion-related validity estimates. *Journal of Business and Psychology*, 30, 483-498.
19. LoPilato, A.C., Carter, N.T., & Wang, M. (2015). Updating generalizability theory in management research: Bayesian estimation of variance components. *Journal of Management*, 41, 692-717.
18. Twenge, J., Campbell, W.K., & Carter, N.T. (2014). Declines in trust in others and confidence in institutions among American adults and late adolescents, 1972-2012. *Psychological Science*, 25, 1914-1923.
17. Carter, N.T., Dalal, D.K., Boyce, A.S., O'Connell, M.S., Kung, M-C., & Delgado, K. (2014). Uncovering curvilinear relationships between conscientiousness and job performance: How theoretically appropriate measurement makes an empirical difference. *Journal of Applied Psychology*, 99, 564-586.
- **Note.** The above paper was the recipient of the 2015 Society for Industrial and Organizational Psychology (SIOP) Hogan Award for Personality and Work Performance (Best paper of the year in the area of personality and performance).
 - **Note.** The above paper was the recipient of the 2015 Society for Industrial and Organizational Psychology Jeanneret Award for Excellence in the Study of Individual or Group Assessment (Best paper of the year in the area of assessment).
16. Maples, J., Guan, L., Carter, N.T., & Miller, J.D. (2014). A test of the International Personality Item Pool representation of the Revised NEO Personality Inventory and development of a 120-item IPIP-based measure of the five-factor model. *Psychological Assessment*, 26, 1070-1084.

15. Dalal, D.K., Carter, N.T., & Lake, C.J. (2014). Middle response scale options are inappropriate for ideal point scales. *Journal of Business and Psychology*, 29, 463-478.
14. Carter, N.T., Kotrba, L.M., & Lake, C.J. (2014). Null results in assessing survey score comparability: Illustrating measurement invariance using item response theory. *Journal of Business and Psychology*, 29, 205-220.
13. Putka, D.J., Hoffman, B.J., & Carter, N.T. (2014). Correcting the correction: When individual raters offer distinct but valid perspectives. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 546-551.
12. Carter, N.T., Daniels, M.A., & Zickar, M.J. (2013). Projective testing: Historical foundations and uses in human resource management. *Human Resource Management Review*, 23, 205-218.
11. Carter, N.T., Kotrba, L., Diab, D.L., Lin, B.C., Pui, S.-Y., Lake, C.J., Gillespie, M.A., Zickar M.J., & Chao, A. (2012). A comparison of a subjective and statistical method for establishing score comparability in an organizational culture survey. *Journal of Business and Psychology*. 27, 451-466.
10. Carter, N.T., & Zickar, M.J. (2011). A comparison of the LR and DFIT frameworks of differential functioning applied to the generalized graded unfolding model. *Applied Psychological Measurement*, 35, 623-642.
9. Carter, N.T., & Zickar, M.J. (2011). The influence of dimensionality on parameter estimation accuracy in the generalized graded unfolding model. *Educational and Psychological Measurement*, 71, 765-788.
8. Carter, N.T., Dalal, D.K., Lake, C.J., Lin, B.C., & Zickar, M.J. (2011). Using mixed-model item response theory to analyze organizational survey responses: An illustration using the job descriptive index. *Organizational Research Methods*, 14, 116-146.
7. Scharfstein, L.A. +, Beidel, D.C., Finnell, L.R., Distler, A., & Carter, N.T. (2011). Do pharmacological and behavioral interventions differentially affect treatment outcome for children with social phobia? *Behavior Modification*, 35, 451-467.
6. Carter, N.T., Lake, C.J., & Zickar, M.J. (2010). Toward understanding the psychology of unfolding. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 511-514.
5. Carter, N.T., & Dalal, D.K. (2010). An ideal point account of the JDI work satisfaction scale. *Personality and Individual Differences*, 49, 743-748.
4. Zickar, M.J., & Carter, N.T. (2010). Reconnecting with the spirit of workplace ethnography: A historical review. *Organizational Research Methods*, 13, 304-319.

3. Baran, B.E., Allen, J.A., Rogelberg, S.G., Spitzmüller, C., DiGiacomo, N., Best, J.L., Carter, N.T., Clark, O.L., Teeter, L., & Walker, A.G. (2009). Shelter employees and euthanasia-related strain: Advocated coping strategies. *Journal of the American Veterinary Medical Association*, 235, 83-88.
2. Rogelberg, S.G., DiGiacomo, N., Reeve, C.L., Spitzmüller, C., Clark, O., Teeter, L., Walker, A.G., Starling, P.G., & Carter, N.T. (2007). What shelters can do about euthanasia-related stress: An examination of recommendations from those on the front line. *Journal of Applied Animal Welfare Science*, 10, 331-347.
1. Rogelberg, S.G., Reeve, C.L., Spitzmüller, C., DiGiacomo, N., Clark, O., Schultz, L., Walker, A., Starling, P.G., & Carter, N.T. (2007). Animal shelter worker turnover: The impact of euthanasia rates, euthanasia practices, and human resource practices. *Journal of the American Veterinary Medical Association*, 230, 713-719.

Book Chapters

4. Zickar, M.J., Cortina, J., & Carter, N.T. (forthcoming). Choosing a psychological assessment: Reliability, validity, and more. In J.L. Farr & N.T. Tippins, *Handbook of Employee Selection* (vol. 2). New York: Taylor & Francis.
3. Dalal, D.K., & Carter, N.T. (2014). Negatively-worded items negatively impact survey research. In R. Vandenberg & C.E. Lance (Eds.), *More Statistical and Methodological Myths and Urban Legends*. New York: Taylor & Francis.
2. Carter, N.T., & Highhouse, S. (2013). The social identity concerns of job applicants. In D. Cable & K.Y.T. Yu (Eds.), *The Oxford handbook of recruitment*. New York: Oxford University Press.
1. Zickar, M.J., Cortina, J., & Carter, N.T. (2010). Evaluation of measures: Sources of sufficiency, error, and contamination. In J.L. Farr & N.T. Tippins, *Handbook of Employee Selection* (pp. 399-416). New York: Psychology Press (Taylor & Francis Group).

Manuscripts Under Review

4. Zickar, M.J., Carter, N.T., & Whorton, R.P. (revise and resubmit). Industrial psychologists' response to the Great Depression. *History of Psychology*.
3. Williamson, R.L., Harris, A., Maupin, C.K., King, R.T., & Carter, N.T. (revise and resubmit). Understanding job satisfaction in the causal attitude network model. *Journal of Applied Psychology*.
2. Carter, N.T., Williamson, R.L., LoPilato, A.C., & Guan, L. (under review). The development of a hierarchical ideal point measure of conscientiousness.

1. Williamson, R.L., & Carter, N.T. (under review). Form, structure, situation: Integrating three theoretical perspectives to elucidate the relation between extraversion and extra-role performance.

Conference Presentations

Chaired Symposia and Discussant Roles

11. Panelist (April, 2016). In D.L. Whetzel, *Personality computer adaptive testing (CAT): A meow or a roar?* Panel Discussion conducted at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.
10. Carter, N.T., & Guan, L. (Chairs, April, 2016). *Measurement equivalence of psychological measures: Gender, culture, and sampling sources*. Symposium presented at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.
9. Carter, N.T., Williamson, R.L., & King, R.T. (Chairs, April, 2016). *Exciting new adventures in Thurstonian measurement for self-report data*. Symposium presented at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.
8. Carter, N.T., Williamson, R.L., LaPalme, M.L., & Wang, W. (Chairs, April, 2015). *Adventures in unfolding measurement modeling: Applications to important work-related constructs*. Symposium presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.
7. Wang, W., & Carter, N.T. (Chairs, April, 2015). *Ideal point IRT modeling: Recent breakthroughs for non-cognitive measurement*. Symposium presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.
6. Carter, N.T. (Chair, April, 2013). *New perspectives on personality test faking and employee selection*. Discussant: R.P. Tett. Symposium presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
5. McAbee, S.T., & Carter, N.T. (Chairs, April, 2013). *A long, hard look at short measures*. Panel Discussion presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
4. Carter, N.T., Carter, D.R., DeChurch, L.A., Jimenez, M., & Doty, D. (August, 2012). IRT-based evidence of team construct measurement quality and emergence. In N.T. Carter, D.R. Carter, & L.A. DeChurch (Chairs), *Aligning team measurement practice with theory through novel analytic applications*. Symposium presented at the 72nd Annual Meeting of the Academy of Management: Boston, MA.

3. Carter, N.T., & Mead, A.D. (Chairs, April, 2012). *Recent developments in personality measurement invariance: Time, culture, and forms*. Discussant: Michael J. Zickar. Symposium presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology: San Diego, CA.
2. Curran, P.G., & Carter, N.T. (Chairs, April, 2012). *Invalid data in surveys: Antecedents, detection, and consequences*. Discussant: F.L. Oswald. Symposium presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology: San Diego, CA.
1. Carter, N.T. (Discussant, August, 2012). *New methods of data collection and analysis*. Discussant. Symposium presented at the 72nd Annual Meeting of the Academy of Management: Boston, MA.

Presentations and Posters

66. Weiss, B.+, Crowe, M.+, Lamkin, J.+, Sleep, C.+, Harris, A.M.+, Carter, N.T., Lynam, D., & Miller, J.D. (October, 2016). *Assessing the relevance of fearless dominance to the construct of psychopathy through testing its curvilinear relations to externalizing behavior*. Poster presented at the 30th Annual Meeting of the Society for Research in Psychopathology. Baltimore, MD.
65. Hyatt, C.S.+, Maples-Keller, J., Carter, N.T., Lynam, D., & Miller, J.D. (October, 2016). *Psychopathy and Machiavellianism: A distinction without a difference*. Poster presented at the 30th Annual Meeting of the Society for Research in Psychopathology. Baltimore, MD.
64. Crowe, M.+, Carter, N.T., Campbell, W.K., & Miller, J.D. (October, 2016). *Validation of the Narcissistic Grandiosity Scale and creation of abbreviated versions*. Poster presented at the 30th Annual Meeting of the Society for Research in Psychopathology. Baltimore, MD.
63. Harris, A.M.+, Carter, N.T., Boyce, A.S., & Tocci, M.C. (August, 2016). *Revisiting and refining interactions: The effect of a personality-general mental ability interaction on job performance*. Poster presented at the International Personnel Assessment Council: Sacramento, CA.
62. Guan, L.+, & Carter, N.T. (August, 2016). *What do we miss from our nested data? An evaluation of three multilevel models*. Poster presented at the International Personnel Assessment Council: Sacramento, CA.
61. Williamson, R.L.+, Beiler-May, A.A., Clark, M.A., & Carter, N.T. (April, 2016). *Gender bias in the measurement of workaholism*. Poster presented at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.

60. Conley, K.M., Vande Griek, O.H., Williamson, R.L., Harris, A., & Carter, N.T. (April, 2016). *Disposition or ability? Using IRT to solve the mindfulness mystery*. Poster presented at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.
59. Guan, L., & Carter, N.T. (April, 2016). Does faking shift the response process? A comparison across testing formats. In J. Seybert and L. Guan (Chairs), *Recent advances in forced choice personality assessment*. Symposium presented at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.
58. LoPilato, A.C., Hoffman, B.J., & Carter, N.T. (April, 2016). A simulation and application of the age, period, cohort model. In L.A. Wegman and B.J. Hoffman (Chairs), *The changing nature of work: Evidence and implications*. Symposium presented at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.
57. Maupin, C.K., Clauson, M., Carter, N.T., & Carter, D.R. (April, 2016). *Too soon to say: Measuring emergent constructs for nascent teams*. Poster presented at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.
56. Siedor, L.E., Lynch, B., & Carter, N.T. (April, 2016). *Understanding the NPI using item response theory*. Poster presented at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.
55. Siedor, L., Williamson, R.L., Harris, A., & Carter, N.T. (April, 2016). Gender bias in measurement of the narcissistic personality inventory. In N.T. Carter and L. Guan (Chairs), *Measurement equivalence of psychological measures: Gender, culture, and sampling sources*. Symposium presented at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.
54. Williamson, R.L., & Carter, N.T. (April, 2016). The development of an ideal point measure of extraversion facets. In N.T. Carter, R.L. Williamson, and R.T. King (Chairs), *Exciting new adventures in Thurstonian measurement for self-report data*. Symposium presented at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.
53. Williamson, R.L., Harris, A., Maupin, C.K., King, R.T., & Carter, N.T. (April, 2016). *Network psychometrics and the analysis of organizational surveys*. Poster presented at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.
52. Carter, N.T., Williamson, R.L., Guan, L., & Siedor, L. (July, 2015). *Recent developments in the application of ideal point measurement models for personality assessment*. Presented at the International Personnel Assessment Council: Atlanta, GA.

51. Guan, L., Carter, N.T., Boyce, A., Conway, J., & Mead, A. (July, 2015). *Which testing format should be trusted: Likert or forced-choice?* Presented at the International Personnel Assessment Council: Atlanta, GA.
50. Williamson, R.L., Carter, N.T., & Zickar, M.J. (July, 2015). *Network analysis of psychometric organizational survey data: Using a visualization tool to interpretation and target interventions.* Presented at the International Personnel Assessment Council: Atlanta, GA.
49. Lance, C.E., Beck, S.S., & Carter, N.T. (April, 2015). *A taxonomy of path-related fit indices and cutoff values.* Poster presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.
 ○ **Voted Top Poster 2015**
48. Burch, K.A., Young, A.K., Dalal, D.K., & Carter, N.T. (April, 2015). *A multidimensional item response theory investigation of common method variance.* Poster presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.
 ○ **Voted Top Poster 2015**
47. Carter, N.T., Guan, L., Dalal, D.K., & LoPilato, A.C. (April, 2015). The need for unfolding measurement models in testing for curvilinearity. In N.T. Carter & W. Wang (Chairs), *Ideal-point IRT modeling: Recent breakthroughs for non-cognitive measurement.* Symposium presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.
46. Carter, N.T., Guan, L., & Carter, D.R. (April, 2015). Using multilevel IRT to understand team construct emergence. In A. Mead (Chair), *Innovative IRT models for organizational research and practice.* Symposium presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.
45. Kennedy, C.L., Carter, N.T., & Hoffman, B.J. (April, 2015). Testing for curvilinearity between dark triad and work outcomes. In N.T. Carter, R.L. Williamson, M.L. LaPalme, & W. Wang (Chairs), *Adventures in unfolding measurement modeling: Applications to important work-related constructs.* Symposium presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.
44. Gray, C., Carter, N.T., & Sears, K. (April, 2015). *The UWBI-I: The validation of a measure of instigated incivility.* Poster presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.
43. Guan, L., Carter, N.T., Conway, J., & Boyce, A.S. (April, 2015). Assessing fakability in multidimensional forced choice items using person fit. In P. Curran (Chair), *Invalid responding in the survey process.* Symposium presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.

42. Guan, L.+, Carter, N.T., & Lautenschlager, G.J. (April, 2015). Personality, faking, and ATIC: Can forced-choice format untangle their relationship? In D.K. Dalal & L. Guan (Chairs), *Theoretical and practical advances in latent variable models of personality*. Symposium presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.
41. Lopilato, A.C.+, & Carter, N.T. (April, 2015). *Bayesian multilevel modeling: The introduction of a cross-validation prior*. Poster presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.
40. Williamson, R.L.+, Carter, N.T., Guan, L.+, Shaikh, S.+, Benson, M.L.+, Davidson, A.L.+, Hines,+, & Listyg, B+. (April, 2015). The development of an unfolding hierarchical measure of conscientiousness. In N.T. Carter, R.L. Williamson, M.L. LaPalme, & W. Wang (Chairs), *Adventures in unfolding measurement modeling: Applications to important work-related constructs*. Symposium presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.
39. Carter, N.T., Birkelbach, D. +, Wood, L. +, Lance, C.E., & Hoffman, B.J. (April, 2014). *Sign of the times: Dynamic criteria in the modern workplace*. Poster presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology: Honolulu, HI.
38. Guan, L. +, Carter, N.T., Tryba, B.A., & Griffith, R.L. (April, 2014). *Personality test faking as a shift in response process*. Poster presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology: Honolulu, HI.
37. Guan, L. +, Carter, N.T., Fan, Y. +, Siminovsky, A. +, Hinds, T. +, & Listyg, B. + (April, 2014). The downsides of extreme conscientiousness: Unfolding models provide new insights. In S.T. McAbee & M. Biderman (Chairs), *Theoretical and practical advances in latent variable models of personality*. Symposium presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology: Honolulu, HI.
36. Kennedy, C. +, Hoffman, B.J., Carter, N.T., Lyons, B.D., Campbell, W.K., & Miller, J.D. (April, 2014). *Employee off-duty deviance: Measurement, antecedents, and distinction from CWB*. Poster presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology: Honolulu, HI.
35. Lopilato, A.C. +, & Carter, N.T. (April, 2014). *The unification of Bayesian principles and generalizability theory*. Poster presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology: Honolulu, HI.
34. Lopilato, A.C. +, & Carter, N.T. (April, 2014). *SIMGGUM: A simulation program for generalized graded unfolding model data*. Poster presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology: Honolulu, HI.

33. Sliter, M., Carter, N.T., Boyd, L., Yaun, Z., & McIntire, T. (April, 2014). The use of snowball sampling in organizational research. Poster presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology: Honolulu, HI.
32. Kotrba, L.M., Denison, D., & Carter, N.T. (April, 2014). Respondent versus response screening: Looking beyond the class clowns. In J.L. Huang & M. Liu (Chairs), *Insufficient effort responding to surveys: From impact to solutions*. Symposium presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology: Honolulu, HI.
31. Carter, N.T., Delgado, K., Kung, M-C., & O'Connell, M. (April, 2013). Situational judgment as a Thurstonian item response process. In J. Morrison (Chairs), *Rational judgment and empirical information in IRT and Rasch-based test construction*. Symposium presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
30. Carter, N.T., & Zickar, M.J. (April, 2013). The effects of faking on employee selection at the level of the selection decision. In N.T. Carter (Chair), *New perspectives on personality test faking and employee selection*. Symposium presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
29. Dalal, D.K., & Carter, N.T. (April, 2013). *Consequences of ignoring ideal-point items for criterion-related validity*. Poster presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
 o **Voted Top Poster 2013**
28. Dalal, D.K., Carter, N.T., & Boyce, A. (April, 2013). Uncovering curvilinear personality-performance relationships using ideal point modeling. In D.K. Dalal & C.J. Lake (Chairs), *New uses for ideal-point IRT: Substantive and methodological questions*. Symposium presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
27. Lin, B.C., Fritz, C., Carter, N.T., Cheng, B., & Dalal, D.K. (April, 2013). *Good night, sleep tight! Don't let the work day bite!* Poster presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
26. LoPilato, A. +, Carter, N.T., Lance, C.E., & Hoffman, B.J. (April, 2013). A comparison of latent variable and generalizability theory as models of assessment center ratings. In K.A. Jentsch & D. Jackson (Chairs), *"It depends:" More nuanced approaches to understanding assessment center validity*. Symposium presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
25. Nolan, K.P., Carter, N.T., & Dalal, D.K. (April, 2013). Decision aid use and observer attributions in employee selection. In D.K. Dalal & D.L. Diab (Chairs), *New findings in JDM-I-O research: Improving decision quality*. Symposium presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.

24. Carter, N.T., Carter, D.R., DeChurch, L.A., Jimenez, M., & Doty, D. (August, 2012). IRT-based evidence of team construct measurement quality and emergence. In N.T. Carter, D.R. Carter, & L.A. DeChurch (Chairs), *Aligning team measurement practice with theory through novel analytic applications*. Symposium presented at the 72nd Annual Meeting of the Academy of Management: Boston, MA.
23. Zickar, M.J., & Carter, N.T. (July, 2012). Modeling the effects of faking on personality tests. In P.J. Ferrando & V. Ponsoda (Chairs), *Fighting against response bias in personality measurement*. Symposium presented at the 5th Annual European Congress of Methodology: Santiago de Compostela, Spain.
22. Wildman, J.L., Salazar, M.R., Qureshi, R., Carter, N.T., & Salas, E. (June, 2012). *The impact of fatalism on trust and distrust in a collaborative work context*. Paper presented at the Abu Dhabi University Annual Research Conference: Abu Dhabi, United Arab Emirates.
21. Carter, N.T., Griffith, R.P., Feitosa, J. +, Moukarzel, R. , Kung, M-C., Lawrence, A.D., & O'Connell, M. (April, 2012). Predicting non-invariance across cultures using cultural uncertainty avoidance. In N.T. Carter & A.D. Mead (Chairs), *Recent developments in personality measurement invariance: Time, culture, and forms*. Symposium presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology: San Diego, CA.
20. Carter, N.T., Whorton, R., & Withrow, S. (April, 2012). Individual differences and the use of unfolding response processes. In P.G. Curran & N.T. Carter (Chairs), *Invalid data in surveys: Antecedents, detection, and consequences*. Symposium presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology: San Diego, CA.
19. Carlson, J.L. +, Carter, N.T., Griffith, R.P., Lawrence, A.D., Kung, M-C., & O'Connell, M. (April, 2012). *Location, location, location? Chosen testing location and differential test performance*. Poster presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology: San Diego, CA.
18. Dalal, D.K., Lake, C.J., & Carter, N.T. (April, 2012). *A comparison of odd-and even-numbered response scales in ideal point measures*. Poster presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology.
17. Thayer, A.L. +, Grossman, R. +, Kramer, W.S. +, Benishek, L.E. +, Carter, N.T., Burke, S., & Salas, E. (April, 2012). *Psychological collectivism, team process, and viability: A multilevel perspective*. Poster presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology: San Diego, CA.
16. Young, B.L. +, Koenig, N.C. +, Carter, N.T., & Garcia, C.M. + (April, 2012). Management and supervision's influence on job satisfaction across organizational levels. Poster presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology: San Diego, CA.

15. Coultas, C.W. +, Grossman, R. +, Feitosa, J. +, Salas, E., & Carter, N.T. (April, 2012). *Training for cultural competence: A meta-analysis*. Poster presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology: San Diego, CA.
14. Coultas, C.W. +, Grossman, R. +, Feitosa, J., Salas, E., & Carter, N.T. (2011). *Training for differences: Exploring what works and what doesn't in cross-cultural competence testing*. Poster presented at the 6th Annual INGroup Conference: Minneapolis, MN.
13. Carter, N.T., & Zickar, M.J. (April, 2011). Applying differential functioning methods to the generalized graded unfolding model. In A.D. Mead (Chair), *Practical and methodological considerations for DIF/ME research*. Symposium presented at the 26th Annual Meeting of the Society for Industrial and Organizational Psychology.
12. Carter, N.T., & Dalal, D.K. (April, 2010). *An ideal point account of responses to the work satisfaction scale*. Paper presented at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology: Atlanta, GA.
11. Carter, N.T. (April, 2010). *Verification of a procedure for evaluating unidimensionality in unfolding responses*. Paper presented at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology: Atlanta, GA.
10. Carter, N.T., Kotrba, L., Gillespie, M., Zickar, M.J., Diab, D., Pui, S.Y., & Lin, B.C. (October, 2009). *A comparison of subjective and statistical item bias detection methods*. Poster presented at the Michigan State University Symposium on Multicultural Psychology: East Lansing, MI.
9. Adams, J.E., Carter, N.T., Wolford, K., Highhouse, S., & Zickar, M.J. (April, 2009). *The job descriptive index: A reliability generalization study*. Paper presented at the 24th Annual Meeting of the Society for Industrial and Organizational Psychology: New Orleans, LA.
8. Carter, N.T., Zickar, M.J., Dalal, D., & Adams, J.E. (April, 2009). *Do vague quantifiers induce unfolding in personality items?* Paper presented at the 24th Annual Meeting of the Society for Industrial and Organizational Psychology: New Orleans, LA.
7. Lin, B.C., Carter, N.T., Zickar, M.J., Dalal, D.K., Adams, J., & Wolford, K. (April, 2009). *Unfolding item response theory: Analysis of employment drug testing attitudes*. Paper presented at the 24th Annual Meeting of the Society for Industrial and Organizational Psychology: New Orleans, LA.
6. Baran, B. E., Allen, J. A., Rogelberg, S. G., Spitzmüller, C., Reeve, C. L., DiGiacomo, N., Carter, N.T., Clark, O., Teeter, L., Starling, P., & Walker, A. (April, 2008). *Dirty work and animal shelters: Euthanasia-related strain and coping strategies*. Poster session presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

5. Carter, N.T. (April, 2008). *Interrater discussion and the interpretation of agreement statistics*. Paper presented at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology: San Francisco, CA.
4. Carter, N.T., Kotrba, L., Gillespie, M., Zickar, M.J., Diab, D., Pui, S.Y., & Lin, B.C. (April, 2008). Substantive vs. quantitative determination of comparability in organizational culture surveys. In A. Guidroz & M. Gillespie (Chairs), *Organizational culture survey norming, validation, and feedback in a global environment*. Symposium presented at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology: San Francisco, CA.
3. Lin, B.C., Carter, N.T., & Fritz, C. (April, 2008). *Comparing translations of the OLBI: Toward informed occupational health measurement*. Paper presented at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology: San Francisco, CA.
2. Powers, S.E., Jaquess, D.L., Allison, J., & Carter, N.T. (April, 2008). *An examination of the function and treatment of crying during feeding therapy*. Poster presented at the National Conference in Child Health Psychology: Miami, FL.
1. Carter, N.T., & Brown, R.D. (April, 2007). *Will the CRT-A work for people aware it measures aggression?* Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology: New York, NY.

Funding Activity

Funded:

1. Principal Investigator, *Clarifying the Functional Form of the Personality-Performance Relationship Using More Appropriate Measurement*. National Science Foundation. \$214,347 (2016).
2. Principal Investigator, *The Development of an Open-Source Unfolding Personality Scale*. University of Georgia Provost's Summer Research Grant. \$5,000 (2015).
3. Principal Investigator, *Item Response Theory Analysis of the Success Drivers Scale*. Procter & Gamble. \$20,000 (2015).
4. Principal Investigator, *Item Writing for Unfolding Personality Measurement*. Procter & Gamble. \$34,000 (2013)

Under Review:

1. Co-Principal Investigator, *Supervision & Program Climate as Predictors of Patient Perceptions of Health Service Delivery*. National Institutes of Health. (Under Review). Proposed Budget: \$3,597,477.

Editorial and Grant Review Activity

Editorial Board Member:

1. *Journal of Applied Psychology*
2. *Organizational Research Methods*
3. *Journal of Business and Psychology*
4. *Personnel Assessment and Decision*

Ad Hoc Reviewer

1. *Journal of Organizational Behavior*
2. *Journal of Personality*
3. *Assessment*
4. *Applied Psychological Measurement*
5. *Multivariate Behavioral Research*
6. *Journal of Occupational and Organizational Psychology*
7. *Human Resource Management Review*
8. *European Journal of Work and Organizational Psychology*
9. *International Journal of Testing*
10. *European Journal of Psychological Assessment*
11. *Journal of Anxiety Disorders*
12. *Peace and Conflict: The Journal of Peace Psychology*
13. *Field Methods*
14. *Sage Open*

National and International Panel Review Activities:

National Science Foundation reviewer (Science of Organizations program), 2014-2016

Research Program – Flanders (Fonds Wetenschappelijk Onderzoek - Vlaanderen, FWO), Belgium, 2014-2016

Conference Reviewer

2010-present Society for Industrial and Organizational Psychology

2011-present Academy of Management, Research Methods and Organizational Behavior Divisions

2012-present Academy of Management, Emergency Reviewer, Research Methods and Organizational Behavior Divisions

Departmental Service

Chair, I/O Program Student Admissions Committee	2013-present
Chair, I/O Speaker Series	2012-2014
Member, Department Long Range Planning Committee	2013-present
Member, I/O Program Admissions Committee	2012-2013
Member, I/O Faculty Search Committee	2013

Member, I/O Faculty Search Committee

2015

Service on Graduate Committees:

* Denotes served as major professor

Thesis Committees

1. Li Guan * (2015)
2. Yi Fan * (2015)
3. Rachel Williamson * (2015)
5. Alex LoPilato (2014)
6. Allison Siminovsky (2014)
7. Alexandra Harris * (on-going)
8. Olivia Vande Griek (on-going)
9. Katelyn Conley * (on-going)

Doctoral Qualifying Committees

1. Cavan Gray (2014)
2. Allison Siminovsky (2014)
3. Katie Kincade (2015)
4. Colby Kennedy (2014)
5. Alex LoPilato (2015)
6. Angela Bieler (2015)
7. Lauren Zimmerman (2015)
8. Lindsey Brown (2015)
9. Li Guan * (2016)
10. Rachel Williamson * (2016)
11. Yi Fan * (2016)
12. Laura Provolt (2016)
13. Megan Lowery * (on-going)

Dissertation Committees

1. Stefanie Beck (2013)
2. David Birkelbach (2013)
3. Ashley Sutton (2015)
4. Julie Sauer (2014)
5. Allison Siminovsky * (on-going)
6. Jessica Maples (2015)
7. Alexander Lopilato * (2015)
8. Cavan Gray (on-going)
9. Lauren Zimmerman (2015)
10. Colby Kennedy (on-going)
11. Rachel L. Williamson * (on-going)
12. Li Guan * (on-going)
13. Yi Fan * (on-going)
14. Michael Crowe (on-going)
15. Chelsea Sleep (on-going)

Research Featured in the News

The Atlantic

<http://www.citylab.com/work/2015/07/americans-support-working-mothers-more-than-ever-but-policies-dont/398231/>

Forbes

<http://www.forbes.com/sites/kateashford/2015/06/30/working-mother/>

The Economist

<http://www.economist.com/blogs/democracynamerica/2015/03/tolerance-america>

Communicate Asia

<http://communicateasia.asia/2014/09/06/americas-public-trust-has-dwindled-with-rise-in-income-inequality>

Headlines & Global News

<http://www.hngn.com/articles/41551/20140905/americans-trust-in-each-other-has-declined-over-the-last-40-years.htm>

Science Daily Featured Research

<http://www.sciencedaily.com/releases/2014/09/140904131650.htm> (1)

<http://www.sciencedaily.com/releases/2015/03/150316092957.htm> (2)

Times of San Diego

<http://timesofsandiego.com/education/2014/09/04/who-to-trust-very-few-according-to-sdsu-authors-new-study/>

Association for Psychological Science website:

<http://www.psychologicalscience.org/index.php/news/releases/public-trust-has-dwindled-with-rise-in-income-inequality.html>

Courses Taught

• **PSYCH 3990 – Research Analysis in Psychology**

University of Georgia

• **PSYCH 6250 – Psychometrics**

University of Georgia

• **PSYCH 8990 – Seminar in Psychometrics: Confirmatory Factor Analysis**

University of Georgia

• **PSYCH 6820 – Organizational Research Methods**

University of Georgia, Professional Master's Class

• **PSYCH 8990 – Seminar in Psychometrics: Item Response Theory**

University of Georgia

• **PSYCH 3980 – Research Design in Psychology**

University of Georgia

• **PSYCH 4210 – Psychological Testing**

University of Georgia

• **PSY 7315 – Psychometric Theory & Practice**

University of Central Florida

• **PSY 3204 – Statistical Methods in Psychology**

University of Central Florida

• **PSY 6072 – Applied Research Methods in I/O Psychology**

University of Central Florida

- **PSY 7933 –Issues in Multilevel Phenomena and Analysis**
University of Central Florida
- **PSY 6217 – Advanced Research Methods II**
University of Central Florida
- **PSY 6216 – Advanced Research Methods I**
University of Central Florida
- **PSY 7505 – Current Theory and Research in Industrial-Organizational Psychology**
University of Central Florida
- **PSYC 460 – Introduction to Psychological Testing**
Bowling Green State University
- **PSYC 358 – Laboratory in I-O Psychology: Personnel Selection & Measurement**
Bowling Green State University

Invited Talks

- **Hofstra University, 2016** – *How Extreme Personalities Can Harm Organizations.* Hempstead, NY.
- **Expert Meeting on Personality Measurement, 2016** – *Adventures in Unfolding Personality Data.* Oostduinkerke, Belgium.
- **University of London, 2016** – *Developments in the Application of Ideal Point Models for Personality Assessment.* Presented to the UL Organizational Psychology Department
- **University of Connecticut, 2014** – *The Need for Unfolding Scoring and Test Design, and the Unfolding Project.* Presented as part of the University of Connecticut Brownbag Series. Storrs, CT.
- **University of Johannesburg, 2014** – *Personality Test Scoring: How a Different Approach Leads to Better Results.* Johannesburg, South Africa.
- **Assessment Center Study Group, 2014** – *Integrating Personality into Assessment Centers in South Africa.* Stellenbosch, South Africa.
- **Georgia Institute of Technology, 2012** – *Using Item Response Models to Understand the Function of Psychological Measures at Work.* Presented as part of GT Quantitative Psychology Brownbag. Atlanta, GA.
- **River Cities in Industrial-Organizational Psychology Conference, 2012** – Panelist: *Steps for Success in Graduate School and Beyond.* Chattanooga, TN.
- **River Cities in Industrial-Organizational Psychology Conference, 2012** – *Personality Test Faking: Past Perspectives and Why it Matters.* Chattanooga, TN.
- **National Institute of the Teaching of Psychology, 2012** – *Teaching Industrial-Organizational Psychology as the Psychology of Work.* St. Petersburg, FL.
- **Institute for Simulation and Training, 2011** – *Multilevel modeling using HLM6.0.* Part of a Summer Methods Seminar Workshop Series for UCF Psychology Graduate Students: Orlando, FL.
- **Institute for Simulation and Training, 2011** – *Meta-Analysis Using the Hunter-Schmidt Programs.* Part of a Summer Methods Workshop Series for UCF Psychology Graduate Students: Orlando, FL.

- **Institute for Simulation and Training, 2011** – *The LISREL Model and Its Applications*. Part of a Summer Methods Workshop Series for UCF Psychology Graduate Students: Orlando, FL.
- **University of South Florida, 2011** – *Exploring Reasons for Unfolding Items: Triumphs and Tribulations*, Presented as part of the USF brownbag: Tampa, FL.
- **University of Central Florida, 2011** – *Adventures in Understanding Organizational Surveys*. Presented as part of the UCF Psychology colloquium: Orlando, FL.
- **University of Central Florida, 2010** – *Individual Differences and the Use of Unfolding Response Processes*, Presented as part of the UCF brownbag: Orlando, FL.
- **Radford University, 2010** – *Adventures in Unfolding Item Response Theory*, Presented as part of the Radford University I-O brownbag: Radford, VA.
- **Bowling Green State University, 2010** – *Modern Test Theory and its Relationship to Survey Norming*, Presented at a meeting of the Job Descriptive Index Research Group, BGSU: Bowling Green, OH.
- **Wayne State University, 2009** – *Adventures in Unfolding Item Response Theory*. Presented as part of the weekly WSU I-O Brownbag: Detroit, MI.
- **Bowling Green State University, 2009** – *The Latent Class Structure of the JDI and a Consideration of Ideal Point Models*, Presented as part of the weekly BGSU I-O Brownbag: Bowling Green, OH.
- **Bowling Green State University, 2008** – *My Experience at Human Resources Research Organization*, Presented as part of the weekly BGSU I-O Brownbag: Bowling Green, OH.
- **Bowling Green State University, 2007 to 2009** – *Psychometric Applications at Bowling Green State University*, Presented to recruits for BGSU's I-O psychology doctoral program: Bowling Green, OH.
- **Bowling Green State University, 2007** – *Examining the Violation of Assumptions and Psychometric Properties of the Conditional Reasoning Test of Aggression*, Presented as part of the weekly BGSU I/O Brownbag: Bowling Green, OH.
- **River Cities in Industrial-Organizational Psychology Conference, 2006** – *Doctoral Study in I-O Psychology at Bowling Green State University*, Presented to undergraduate and M.A/S.-level students interested in doctoral graduate study at Northern Kentucky University: Newport, KY.

Technical Reports

10. Williamson, R.L., Guan, L., Conley, K., Seidor, L., & Carter, N.T. (2015). *Item parameter calibration and equating of the Procter & Gamble Success Driver item pool for computerized adaptive personality testing*. Athens, GA: University of Georgia, Department of Psychology, Applied Psychometric Laboratory.
9. Carter, N.T., Williamson, R.L., & Shaikh, S.K. (2013). *Development of unfolding item content for Procter & Gamble Success Drivers*. Athens, GA: University of Georgia, Department of Psychology, Applied Psychometric Laboratory.

8. Carter, N.T., & LoPilato, A.C.+ (2013). *A method for scoring according to the generalized graded unfolding model in small samples based on prior large-sample calibration*. Athens, GA: University of Georgia, Department of Psychology, Applied Psychometric Laboratory.
7. Carter, N.T. (2013). *A guide for using the generalized graded unfolding model to scale personality predictors and considerations in employee selection applications*. Athens, GA: University of Georgia, Department of Psychology, Applied Psychometric Laboratory.
6. Carter, N.T. (2010). *A brief report on disability type and school suspension incidents in St. Louis County*. Author.
5. Carter, N.T., Alexander, K.N., & Wolford, K.A. (2009). *The development of an equivalent set of alternate forms of Life Insurance and Marketing Research Association's Performance Skills Index*. Bowling Green, OH: Bowling Green State University, Department of Psychology, Institute for Psychological Research Application.
4. Carter, N.T. (2008). *An Examination of the practical implications of differential functioning in the Denison Organizational Culture Survey*. Bowling Green, OH: Bowling Green State University, Department of Psychology.
3. Carter, N.T., Diab, D., Lin, B.C., Pui, S., & Zickar, M.J. (2007). *Measurement equivalence of the Denison Organizational Consulting Services Survey across language adaptations*. Bowling Green, OH: Bowling Green State University, Department of Psychology, Institute for Psychological Research Application.
2. Gillespie, J.Z., Adams, J.E., Adelman, M., Anderson, R.D., Barger, P.B., Broadfoot, A.A., Carter, N.T., Click, S.E., Colatat, M.C., De La Rosa, G. M., Diab, D.L., Hoover, K.S.F., McInroe, J.A., Pui, S.Y., Yankelevich, M., Yugo, J.E., & Zarubin, A. (2007). *Toledo Zoo culture assessment: Final report*. Bowling Green, OH: Bowling Green State University, Department of Psychology.
1. Carter, N.T., Mackey, H.N., & Windhorst, S. (2005). *The development of a training program for the activity of sheet metal estimation at Lyons Company, Inc*. Bowling Green, KY: Western Kentucky University, Department of Psychology.