

# **Nathan T. Carter, Ph.D.**

Department of Psychology

University of Georgia

323 Psychology Building

Athens, GA 30602

Phone: 270.993.9887

E-mail: [carternt1981@gmail.com](mailto:carternt1981@gmail.com)

Web: <http://psychology.uga.edu/directory/nathan-t-carter>

## **Academic Positions**

- 2017-present Associate Professor  
Department of Psychology  
University of Georgia  
Athens, GA
- 2012-2017 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**

Personality and Individual Differences  
Psychometric Theory and Applications  
History of Applied Psychology  
Judgment and Decision-Making in Employee Attraction and Selection

## **Funding Activity**

### Funded:

1. Co-Investigator, *Promoting Victim Safety in Immigrant Communities: Virtual Case Simulation Training for Religious Leaders*. U.S. Department of Justice. \$449,889 (2018), PI, J. Choi.
2. Principal Investigator, *Measuring Customer Trust in Groupon Services: Measure Development and Validation*, Groupon, Inc. \$26,325. (2018).
3. Principal Investigator, *Clarifying the Functional Form of the Personality-Performance Relationship Using More Appropriate Measurement*. National Science Foundation. \$214,347 (2016).
4. Co-Principal Investigator, *Uncompensated Overtime Workers' Motivation to Work: Physical and Psychological Health Outcomes*. USF/NIOSH Educational Resource Center Sunshine Dissertation Improvement Grant. \$4,000 (2016). PI, R.L. Williamson.
5. Principal Investigator, *Item development for Southwest Airlines*. Biddle Consulting. \$7,500 (2016).
6. Principal Investigator, *The Development of an Open-Source Unfolding Personality Scale*. University of Georgia Provost's Summer Research Grant. \$5,000 (2015).
7. Principal Investigator, *Item Response Theory Analysis of the Success Drivers Scale*. Procter & Gamble. \$20,000 (2015).
8. Principal Investigator, *Item Writing for Unfolding Personality Measurement*. Procter & Gamble. \$34,000 (2013)

### Under review:

1. Co-Principal Investigator, *Measurement of Negative Mentoring in Undergraduate Research*. PI, Erin L. Dolan. National Science Foundation. \$300,000.
2. Co-Investigator, *Prodromal Inventory for Negative Symptoms (PINS): A Development and Validation Study*. PI, Gregory Strauss. National Institute of Mental Health (R01). \$3,720,045.

## Honors and Awards

- Recipient of the University of Georgia's Creative Research Medal (2019)
- Distinguished Speaker, Hogan Assessments Distinguished Speaker Series (2019)
- Association for Psychological Science (APS) – Invited Speaker (2018)
- Elected Member of the Personnel and Human Resources Research Group (PHRRG) (2017)
- Fellow, Owens Institute for Behavioral Research, University of Georgia (2017)
- Selected to serve as SIOP Historian (2016-2018)
- 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).
- 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).
- 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 4<sup>th</sup>-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)

46. Hyatt, C.S.+ , Owens, M.M.+ , Gray, J.C., Carter, N.T., MacKillop, J., Sweet, L.H., & Miller, J.D. (2019). Personality shares overlapping neuroanatomical correlates with internalizing and externalizing psychopathology. *Journal of Abnormal Psychology*.
45. Harris, A.M.+ , Williamson, R.L.+ , & Carter, N.T. (2019). A conditional threshold hypothesis for creative achievement: On the interaction between intelligence and openness. *Psychology of Aesthetics, Creativity, and the Arts*.
44. Maples-Keller, J. L.+ , Williamson, R. L.+ , Sleep, C. E.+ , Carter, N. T., Campbell, W. K. & Miller, J. D. (in press). Using item response theory to develop a 60-item version representation of the NEO-Five Factor Inventory using the International Personality Item Pool: Development of the IPIP-FFI. *Journal of Personality Assessment*.
43. Melson-Silimon+, A.T., Harris, A.M.+ , Shoenfelt, E.L., Miller, J.D., & Carter, N.T. (2019). Personality testing and the Americans with Disabilities Act: Cause for concern as normal and abnormal models are integrated. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12.
42. Carter, N.T., Miller, J.D., & Widiger, T.A. (2018). Extreme personalities at work and in life. *Current Directions in Psychological Science*, 27, 429-436.
41. Hyatt, C.S.+ , Weiss, B.M.+ , Carter, N.T., Zeichner, A., & Miller, J.D. (2018). The relation between narcissism and laboratory aggression is not contingent on environmental cues of competition. *Personality Disorders: Theory, Research, and Treatment*, 9, 543-552.
40. Clark, M.A., Robertson, M.E.+ , & Carter, N.T. (2018). You spin me right round: A multilevel examination of affect spin and voluntary work behavior. *Journal of Management*, 44, 3176-3199.
39. Miller, J.D., Gentile, B.+ , Carter, N.T., Crowe, M.+ , Hoffman, B.J., & Campbell, W.K. (2018). A comparison of the nomological networks associated with forced-choice and Likert formats of the narcissistic personality inventory. *Journal of Personality Assessment*, 100, 259-267.
38. Carter, N.T., Carter, D.R., & DeChurch, L.A. (2018). Implications of observability for the theory and measurement of emergent team phenomena. *Journal of Management*, 44, 1398-1425.
37. Crowe, M.+ , Sleep, C.E.+ , Carter, N.T., Campbell, W.K., & Miller, J.D. (2018). Self- esteem and narcissism: An item response theory analysis of curvilinearity. *Personality and Individual Differences*, 128, 16-20.

36. Shinaprayoon, T., Goodie, A.S., & Carter, N.T. (2018). The modified gambling motivation scale: Confirmatory factor analysis and links with problem gambling. *Journal of Gambling Issues*, 37.
35. Wegman, L.A., Hoffman, B.J., Carter, N.T., Guenole, N., & Twenge, J. (2018). Placing job characteristics in context: Cross-temporal meta-analysis of changes in job characteristics since 1975. *Journal of Management*, 44, 352-386.
34. Miller, J.D., Hyatt, C., Maples, J.L., Carter, N.T., & Lynam, D.R. (2017). Psychopathy and Machiavellianism: A distinction without a difference? *Journal of Personality*, 85, 439-453.
33. Twenge, J., Carter, N.T., & Campbell, W.K. (2017). Age, time period, and birth cohort differences in self-esteem: Reexamining a cohort-sequential longitudinal study. *Journal of Personality and Social Psychology*, 112, 9-17.
32. Carter, N.T., Dalal, D.K., Guan, L., LoPilato, A.C., & Withrow, S.A. (2017). Item response theory scoring and the detection of curvilinear relationships. *Psychological Methods*, 22, 191-203.
31. Gray, C.J., Carter, N.T., & Sears, K. (2017). The UWBQ-I: An adaptation and validation of a measure of instigated incivility. *Journal of Business and Psychology*, 32, 21-39.
30. Beiler-May, A., Williamson, R.L., Clark, M.A., & Carter, N.T. (2017). Gender bias in the measurement of workaholism. *Journal of Personality Assessment*, 99, 104-100.
29. Campbell, W.K., Twenge, J., & Carter, N.T. (2017). Support for marijuana (cannabis) legalization: Untangling age, period, and cohort effects. *Collabra: Psychology*, 3, 2.
28. Crowe, M., Carter, N.T., Campbell, W.K., & Miller, J.D. (2016). Validation of the narcissistic grandiosity scale and creation of abbreviated versions. *Psychological Assessment*, 28, 1550-1560.
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 and Editor-Reviewed Publications**

9. Melson-Silimon, A.T.+ & Carter, N.T. (2019). Employment law under Supreme Court Justice Brett Kavanaugh. *The Industrial-Organizational Psychologist*.
8. Carter, N.T. (2019). The high society: How to write a review that lets everyone know how awesome you are. *The Industrial-Organizational Psychologist*.
7. Carter, N.T. (2018). The high society: Is your data “big” enough? *The Industrial-Organizational Psychologist*.
6. Carter, N.T., & Daniels, M.A. (2017). The history corner: Reflections on the SIOP 2017 Living History Series with Sheldon Zedeck. *The Industrial-Organizational Psychologist*, 57.
5. Zickar, M.J., Cortina, J., & Carter, N.T. (2017). 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.
4. Carter, N.T., Lowery, M.+ & Siedor, L.E.+ (2016). The history corner: Digital humanities and the psychology of work. *The Industrial-Organizational Psychologist*, 55.  
<http://www.siop.org/tip/jan17/hc.aspx>
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

11. Melson-Silimon, A.T., & Carter, N.T. (revise and resubmit). LGBTQI Rights and Industrial-Organizational Psychology. *American Psychologist*.
10. Hess, R. A., Listyg, B., & Carter, N. T. (under review). Revisiting the genetic correlation of job satisfaction and personality. *Journal of Research in Personality*.
9. Lowery, M.R., Clark, M.A., & Carter, N.T. (under review). The balancing act of performance: Person-centric networks and the causal interplay of organizational citizenship and counterproductive work behaviors.
8. Williamson, R.L., Kim, Y-J., & Carter, N.T. (under review). Work engagement can increase work interfering with family through citizenship behavior from work and from home: Considering workaholism as an accelerant to resource expenditure.
7. Harris, A.M., McMillan, J., & Carter, N.T. (revise and resubmit). Applicant reactions to ideal point measures of personality. *Journal of Business and Psychology*.
6. Harris, A.M., Guenole, N., Kung, M-C., O'Connell, M., Weekley, J., Tocci, M., & Carter, N.T. (revise and resubmit). The interaction between conscientiousness and general mental ability: Support for a compensatory mechanism in explaining task performance. *Journal of Applied Psychology*.
5. Zickar, M.J., Carter, N.T., & Whorton, R.P. (revise and resubmit). Industrial psychologists' response to the Great Depression. *History of Psychology*.
4. Carter, N.T., Lowery, M.E., Williamson, R.L., Harris, A.M., Lystig, B., Conley, K.M., Maupin, C.K., & King, R.T. (revise and resubmit). Understanding job satisfaction in the causal attitude network model. *Journal of Applied Psychology*.
3. Carter, N.T., Williamson, R.L., LoPilato, A.C., & Guan, L. (revise and resubmit). The development of a hierarchical ideal point measure of conscientiousness. *Journal of Personality Assessment*.
2. Williamson, R.L., & Carter, N.T. (revise and resubmit). Form, structure, situation: Integrating three theoretical perspectives to elucidate the relation between extraversion and extra-role performance. *Journal of Business and Psychology*.
1. Guan, L., Harris, A.M., Melson-Silimon, A., McMillan, J., & Carter, N.T. (revise and resubmit). Buridan's ass and multidimensional forced-choice personality testing: A

critical examination of a purported solution to the faking problem. *Journal of Applied Psychology*.

## Conference Presentations

### Chair, Panelist, and Discussant Roles

15. Panelist (April, 2018). In S. Zhu & K. Impelman (Chairs), *Implications of curvilinear relationships in personality assessment*. Presented at the 33<sup>rd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Chicago, IL.
14. Carter, N.T. (Chair, April 2018). *The SIOP Living History Series Presents: Nancy Tippins*. Presented at the 33<sup>rd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Chicago, IL.
13. Carter, N.T., Daniels, M.A., Harris, A.M., & Nolan, K.P. (Chairs, April 2017). *The SIOP Living History Series Presents: Sheldon Zedeck*. Presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.
12. Panelist (April, 2017). In C.M. Castille, R.L. Williamson, & A.M. Harris (Chairs), *Practical guidance for developing and implementing ideal point measurement models*. Panel Discussion conducted at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.
11. Panelist (April, 2016). In D.L. Whetzel (Chair), *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 31<sup>st</sup> Annual 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 30<sup>th</sup> 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 30<sup>th</sup> 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 28<sup>th</sup> 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 28<sup>th</sup> 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 72<sup>nd</sup> 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 27<sup>th</sup> 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 27<sup>th</sup> 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 72<sup>nd</sup> Annual Meeting of the Academy of Management: Boston, MA.

### Presentations and Posters

93. Hess, R. A., & Carter, N. T. (2019, April). *Revisiting the genetic correlation of job satisfaction and personality*. Poster to be presented at the Society for Industrial and Organizational Psychology Annual Conference, Washington, D.C.
92. Hess, R. A., Landau, M. J., & Carter, N. T. (2019, April). Conscientiousness and performance: Regulatory focus as a moderator of curvilinearity. In Xiaoyuan (Susan) Zhu (Chair), *Understanding Curvilinear Relationships in Selection Research and Practice*. Symposium to be conducted at the Society for Industrial and Organizational Psychology Annual Conference, Washington, D.C.
91. Guan, L., & Carter, N. T. (April, 2019). *A Comprehensive Evaluation of Fit Statistics to Identify the Correct Item Response Process*. In Drasgow, F. (Chair) & Sun, T. (Co-Chair), *Item Response Theory II: New Developments in Research and Applications*. Symposium to be presented for the 34<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP): Washington, DC.

90. Harris, A.M., McMillan, J., Matzen, L., & Carter, N.T. (April, 2019). *The Sandia matrices: Psychometric review of free intelligence item sets*. Poster presented at the 34<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology Conference: National Harbor, MD.
89. Smith, R. W., Kim, Y.-J., Carter, N. T. (April, 2019). *The relationship between work engagement and work interfering with family*. Society for Industrial and Organizational Psychology Conference: National Harbor, MD.
88. Carter, N., Carter, D.R., Carter, N.T., Opitz, R., & Barnes, A. (December, 2018). *Cash crops and snake kings: Integrating archaeology, epigraphy, and network analysis in the southern Maya mountains*. Talk presented at The Connected Past: People, Networks, and Complexity in Archaeology and History: Oxford University.
87. Listyg, B., & Carter, N.T. (May, 2018). *Projected personality and artistic performance in the hip-hop music industry*. Poster presented at the 30<sup>th</sup> Annual Convention for the Association for Psychological Science: San Francisco, CA.
86. Harris, A. M., Guenole, N., Tocci, M. C., & Carter, N. T. (May, 2018). *The interaction between conscientiousness and general mental ability: Support for a compensatory role of personality in task performance*. Poster presented at the 30<sup>th</sup> Annual Convention for the Association for Psychological Science: San Francisco, CA.
85. Lowery, M., Carter, N. T., & Clark, M. (May, 2018). *The balancing act of performance: Person-centric networks and the causal interplay organizational citizenship and counterproductive work behaviors*. Poster presented at the 30<sup>th</sup> Annual Convention for the Association for Psychological Science: San Francisco, CA.
84. Conley, K.M., & Carter, N.T. (May, 2018). *The family-friendly advantage: Evaluating the effects of instrumental and symbolic organizational attributes on efforts to attract the emerging workforce*. Poster presented at the 30<sup>th</sup> Annual Convention for the Association for Psychological Science: San Francisco, CA.
83. Harris, A.M., & Carter, N.T. (April, 2018). *Reinserting (and removing) situations in situational judgment tests*. In A.M. Harris & M. Hughes (Chairs), *Situations and responses: Unpacking the elements of situational judgement tests*. Symposium presented at the 33<sup>rd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Chicago, IL.
82. Melson-Silimon, A., Harris, A.M., & Carter, N.T. (April, 2018). *Personality testing and the ADA*. Poster presented at the 33<sup>rd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Chicago, IL.
81. Lowery, M., & Carter, N.T. (April, 2018). *The psychological well-being networks of employed and unemployed individuals*. Poster presented at the 33<sup>rd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Chicago, IL.

80. Williamson, R.L.+, & Carter, N.T. (April, 2018). *The relation between engagement and work interference with family: A meta-analysis*. Poster presented at the 33<sup>rd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Chicago, IL.
79. Lowery, M.+, Harris, A.+, & Carter, N.T. (July, 2017). *Ideal point processes in IRT: Comparing the GGUM and Normal PDF Model*. Poster presented at the Annual Meeting of the Psychometric Society: Zurich, Switzerland.
78. Williamson, R. L.+, & Carter, N. T. (June, 2017). *Does grandiose narcissism moderate the curvilinear relationship between extraversion and life satisfaction?* Poster to be presented at the annual Association for Research in Personality (ARP) Conference: Sacramento, CA.
77. Lowery, M.+, & Carter, N.T. (June, 2017). *The influence of personality on attributional complexity across situations*. Poster accepted for presentation at the Biennial Association for Research in Personality Conference: Sacramento, CA.
76. Williamson, R. L.+, & Carter, N. T. (May, 2017). *Form, structure, situation: Integrating three theoretical perspectives to elucidate the relation between extraversion and extrarole performance*. Paper to be presented at the bi-annual EAWOP conference: Dublin, Ireland.
75. Williamson, R. L.+, & Carter, N. T. (May, 2017). *Uncompensated overtime workers' motivation to work: Physical and psychological health outcomes*. Paper presented at the bi-annual EAWOP conference: Dublin, IE.
74. Guan, L.+, & Carter, N.T. (April, 2017). *Is the forced-choice testing format truly faking resistant?* In C.A. Gorman & J.P. Meriac, *Does the format matter: Recent advancements in rating format research*. Symposium presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.
73. Lowery, M.R.+, Williamson, R.L.+, & Carter, N.T. (April, 2017). *Job satisfaction, tenure, and the causal attitude network model*. Poster presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.
72. Gentry, W.A., Hetrick, A.L.+, Hoffman, B.J., & Carter, N.T. (April, 2017). *Leader behavior and outcomes: Age, period, and generation changes*. In B.J. Hoffman & L.A. Wegman (Chairs), *The changing nature of work: Empirical trends and organizational responses*. Symposium presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.
71. Harris, A.M.+, Williamson, R.L.+, & Carter, N.T. (April, 2017). *Investigating curvilinearity with an ideal point measure of openness*. In R.L. Williamson, C.M. Castille, & A.M. Harris (Chairs), *Ideal point IRT modeling: Advances in personality assessment*.

Symposium presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.

70. Harris, A.M.+, Carter, N.T., & Tocci, M.C. (April, 2017). Revisiting the personality-GMA interaction for job performance. In N. Guenole (Chair), *Discoveries in the measurement and function of personality at work*. Symposium presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.
69. Fan, Y.+, Guan, L.+, & Carter, N.T. (April, 2017). A method for assessing the unidimensionality of unfolding response data. In D.K. Dalal & C.J. Gray (Chairs), *Continuing to broaden the scope of IRT in organizational research*. Symposium presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.
68. Gray, C.J., Lautenschlager, G.J., & Carter, N.T. (April, 2017). Improving measurement precision in organizational research: A case for multidimensional item response theory. In D.K. Dalal & C.J. Gray (Chairs), *Continuing to broaden the scope of IRT in organizational research*. Symposium presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.
67. Shotwell, J.J.+, Carter, N.T., & Goodie, A.S. (November, 2016). *Examination of the gamblers' beliefs questionnaire*. Poster presented at the Meeting of the Society for Judgement and Decision Making Research: Boston, MA.
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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Philadelphia, PA.
44. Gray, C., Carter, N.T., & Sears, K. (April, 2015). *The UWBIQ-I: The validation of a measure of instigated incivility*. Poster presented at the 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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, T.+, & 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 30<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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 28<sup>th</sup> 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 28<sup>th</sup> 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 28<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: Houston, TX.
    - ***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 28<sup>th</sup> 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 28<sup>th</sup> 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 28<sup>th</sup> 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 28<sup>th</sup> 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 72<sup>nd</sup> 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 5<sup>th</sup> 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 27<sup>th</sup> 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 27<sup>th</sup> 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 27<sup>th</sup> 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 27<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology: San Diego, CA.
  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 27<sup>th</sup> 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 27<sup>th</sup> 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 27<sup>th</sup> 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 26<sup>th</sup> 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 25<sup>th</sup> 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 25<sup>th</sup> 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 24<sup>th</sup> 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 24<sup>th</sup> 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 24<sup>th</sup> 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 23<sup>rd</sup> 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 23<sup>rd</sup> 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 23<sup>rd</sup> 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 23<sup>rd</sup> 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 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology: New York, NY.

### **Editorial and Grant Review Activity**

#### Guest Editor

1. Carter, N.T., & De Fruyt, F. (Eds.). Special Issue, *Journal of Research in Personality: The Role of Personality in the Experience of Working and in the Workplace.*

#### Associate Editor:

1. *Journal of Research in Personality* (2018-present)
2. *Personnel Assessment and Decision* (2018-present)

#### Editorial Board Member:

1. *Journal of Applied Psychology* (2015-present)
2. *Organizational Research Methods* (2013-present)
3. *Journal of Business and Psychology* (2014-present)
4. *Personnel Assessment and Decision* (2015-2018)

5. *International Journal of Testing* (2017-present)

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*
15. *Journal of Personality and Social Psychology*
16. *Personality and Individual Differences*

Professional Memberships

- Personnel/Human Resources Research Group (PHRRG) (Elected Member)
- Society for Industrial-Organizational Psychology (SIOP) (Member)
- Association for Psychological Science (APS) (Member)
- Association for Research in Personality (ARP) (Member)
- International Personnel Assessment Council (IPAC) (Member)

National and International Panel Review Activities:

National Science Foundation Panelist (Science of Organizations program), 2017-present

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
- 2011-2015 Academy of Management, Research Methods and Organizational Behavior Divisions
- 2012-2015 Academy of Management, Emergency Reviewer, Research Methods and Organizational Behavior Divisions

**University Service**

Member, Educational Psychology Quantitative Methods Faculty Search Committee 2016-2017  
 Member, Educational Psychology Tenure Committee 2018-2019

**Departmental Service**

Member, Faculty Search Committee, Psychology 2018  
 Member, Promotion & Tenure Review Committee, Psychology 2018  
 Member, Departmental Personnel Advisory Council 2017-present  
 Chair, I/O Psychology Graduate Student Handbook Committee 2015-2017  
 Chair, I/O Program Student Admissions Committee 2013-present  
 Chair, I/O Speaker Series 2012-present  
 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 to Professional Organizations**

Chair, Innovations in Assessment Award, International Personnel Assessment Council, 2018-  
 Member, SIOP at APS Committee, 2018-2019

**Graduate Student Placements and Major Achievements**

Megan E. Lowery, Senior Research Scientist, Strategic Management Decisions (2019)  
 Arturia Melson-Silimon, UGA Osborne Fellowship, 2018-2019  
 Rachel L. Williamson, Louisiana State University, Assistant Professor of Psychology, 2018-  
 present  
 Li Guan, Data Scientist, Aon, 2017-present  
 Alexandra Harris, Fellow, National Science Foundation Graduate Research Fellowship (NSF  
 GRFP, 2017-2020)  
 Katelyn M. Conley, Intern, Russel Reynolds Associates, 2017  
 Alexandra M. Harris, Intern, Human Resources Research Organization (HumRRO), 2017  
 Megan E. Lowery, Participant, Procter & Gamble Graduate Student Seminar, 2017  
 Yi Fan, People Analyst, Facebook, 2016-present  
 Li Guan, Intern, Uber Technologies, Inc., 2017  
 Li Guan, Intern, Development Dimensions International (DDI), 2016-2017

**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 \* (2017)

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)

8. Olivia Vande Griek (2018)
9. Katelyn Conley \* (2018)
10. Riley Hess \* (on-going)
11. Arturia Melson-Silimon \* (on-going)

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. Michael Crowe (Clinical, 2016)
14. Cynthia Maupin (2017)
15. Lane Siedor (2017)
16. Jeremiah McMillan (2018)
17. Megan Lowery \* (2018)
18. Katelyn Conley\* (2018)
19. Chelsea Sleep (Clinical, 2018)
20. Olivia Vande Griek (2018)
21. Alexandra Harris \* (2018)

Dissertation Committees

1. Stefanie Beck (2013)
2. David Birkelbach (2013)
3. Ashley Sutton (2015)
4. Julie Sauer (2014)
5. Allison Siminovsky \* (2017)
6. Jessica Maples (2015)
7. Alexander Lopilato \* (2015)
8. Cavan Gray (2017)
9. Lauren Zimmerman (2015)
10. Colby Kennedy (2016)
11. Rachel L. Williamson \* (2018)
12. Li Guan \* (2018)
13. Yi Fan \* (on-going)
14. Michael Crowe (2018)
15. Megan Lowery\* (on-going)
16. Katelyn Conley\* (on-going)

**Research Featured in the News (Selected)**

*The New York Times*

<http://www.nytimes.com/2016/11/15/opinion/when-reportage-turns-to-cynicism.html>

*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/democracyinamerica/2015/03/tolerance-america>

*Science Daily* Featured Research

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

## **Courses Taught**

- **PSYCH 5100/8100 – Seminar in Psychology: Advanced Personality Psychology**  
University of Georgia
- **PSYCH 8990 – Seminar in Psychometrics: Latent Variable Models**  
University of Georgia
- **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

- **Association for Psychological Science, 2018** (Invited Speaker) – *Extreme Personalities at Work and in Life*. San Francisco, CA.
- **Georgia Institute of Technology, 2017** – *Extreme Personalities at Work and in Life*. Atlanta, GA.
- **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.

### Technical Reports

9. Harris, A.M.+, Vande Griek, O.H.+, & Carter, N.T. (2016). *Living and working the Southwest way: Test item development*. Athens, GA: University of Georgia, Department of Psychology, Applied Psychometric Laboratory.
8. 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.
7. 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.
6. 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.
5. 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.
4. Carter, N.T. (2010). *A brief report on disability type and school suspension incidents in St. Louis County*. Author.
3. 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.

2. 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.
1. 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.