
Nathan T. Carter, Ph.D.

Department of Psychology
University of Georgia
323 Psychology Building
Athens, GA 30602
Phone: 270.993.9887

Web: http://psychology.uga.edu/people/bios/faculty/Nathan_T_Carter.php

E-mail: carternt1981@gmail.com

Academic Positions Held

- 05/12-present University of Georgia
Assistant Professor of Psychology
Athens, GA
- 08/11-05/12 University of Central Florida
Assistant Professor of Psychology
Orlando, FL
- 08/10-05/11 University of Central Florida
Visiting Assistant Professor of Psychology
Orlando, FL

Academic Degrees

Bowling Green State University: Doctor of Philosophy, Industrial and Organizational Psychology, 2011
Western Kentucky University: Master of Arts, Industrial and Organizational Psychology, 2006
Western Kentucky University: Bachelor of Arts, Psychology, 2004

Research Areas

Understanding the Use of Organizational Test and Survey Scores
Simulations Evaluating Measurement Models
Decision-Making in Selection and Attraction
History of Applied Psychology

Honors and Awards

- Selected for the 2008 Summer Internship Program at Human Resources Research Organization.
- 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).
- Top Ten Poster Award, Society for Industrial and Organizational Psychology, 2013.
- 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.

Editorial Board Service

Journal of Applied Psychology, Editorial Board Member (September 2014-present)
Organizational Research Methods, Editorial Board Member (July 2013-present)
Personnel Assessment and Decision, Editorial Board Member (January 2014-present)
Journal of Business and Psychology, Editorial Board Member (June 2014-present)

Ad Hoc Reviewer: *Journal of Applied Psychology*, *Journal of Personality*, *Applied Psychological Measurement*, *European Journal of Work and Organizational Psychology*, *International Journal of Testing*, *European Journal of Psychological Assessment*, *Multivariate Behavioral Research*, *Journal of Anxiety Disorders*, *Peace and Conflict: The Journal of Peace Psychology*, *Human Resource Management Review*

Professional Affiliations

The Society for Industrial and Organizational Psychology (APA Division 14), Member
 Association for Psychological Science, Member
 Psychometric Society, Member
 Academy of Management, Member
 American Psychological Association, Member (Evaluation, Measurement, and Statistics, Division 5)

Peer-Reviewed Journal Publications (* Denotes student authors)

Twenge, J., Campbell, W.K., & **Carter, N.T.** (in press). Declines in trust in others and confidence in institutions among American adults and late adolescents, 1972-2012. *Psychological Science*.

Putka, D.J., Hoffman, B.J., & **Carter, N.T.** (in press). Correcting the correction: When individual raters offer distinct but valid perspectives. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Dalal, D.K., & **Carter, N.T.** (in press). Consequences of ignoring ideal point items for criterion-related validity estimates. *Journal of Business and Psychology*.

LoPilato, A.C. *, **Carter, N.T.**, & Wang, M. (in press). Updating generalizability theory in management research: Bayesian estimation of variance components. *Journal of Management*.

Maples, J. *, Guan, L. *, **Carter, N.T.**, & Miller, J.D. (in press). 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*.

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.

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.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- Carter, N.T.**, & Dalal, D.K. (2010). An ideal point account of the JDI work satisfaction scale. *Personality and Individual Differences*, 49, 743-748.
- Zickar, M.J., & **Carter, N.T.** (2010). Reconnecting with the spirit of workplace ethnography: A historical review. *Organizational Research Methods*, 13, 304-319.
- 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.
- 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.

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

Dalal, D.K., & **Carter, N.T.** (forthcoming). Negatively-worded items negatively impact survey research. In R. Vandenberg & C.E. Lance (Eds.), *Statistical and Methodological Myths and Urban Legends: Doctrine, Verity and Fable in Organizational and Social Sciences Volume 2*.

Carter, N.T., & Highhouse, S. (2013). The social identity concerns of job applicants. In D. Cable and K.Y.T. Yu (Eds.), *The Oxford handbook of recruitment*. New York: Oxford University Press.

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).

Conference Presentations

Lance, C.E., Beck, S.S., & **Carter, N.T.** (Under review). 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.

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.

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.

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.

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.

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.

Lopilato, A.C. *, & **Carter, N.T.** (April, 2014). *SIMGGUM: A simulation program for generalized graded unfolding model data*. Poster under review for the 29th Annual Meeting of the Society for Industrial and Organizational Psychology: Honolulu, HI.

- 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.
- 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 under review for the 29th Annual Meeting of the Society for Industrial and Organizational Psychology: Honolulu, HI.
- 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.
- 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.
- 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.
- 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.
- **Voted Top Ten Poster 2013**
- 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.
- 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.
- 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.
- 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.

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.

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.

Carter, N.T., Carter, D.R., & DeChurch, L.A. (Chairs, August, 2012). *Aligning team measurement practice with theory through novel analytic applications*. Symposium presented at the 72nd Annual Meeting of the Academy of Management: Boston, MA.

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.

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.

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.

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.

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.

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.

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.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.

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.

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.

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.

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.

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.

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.

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.

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.

Work Under Review and In Progress

Carter, N.T., Carter, D.R., & DeChurch, L.A. (encouraged revision). The observability of emergent team phenomena: Adding specificity to theoretical models of emergence. *Journal of Management.*

Carter, N.T., Guan, L. *, Maples, J.L. *, Williamson, R.L. *, & Miller, J.D. (revise and resubmit). The downsides of extreme conscientiousness: A facet-level examination. *Journal of Personality.*

Zickar, M.J., **Carter, N.T.**, & Whorton, R.P. (revise and resubmit). Industrial psychologists' response to the Great Depression. *History of Psychology.*

LoPilato, A.C. *, & **Carter, N.T.** (revise and resubmit). SIMGUM, Version 1.0: A R package for simulating item responses under the generalized graded unfolding model [software exchange]. *Applied Psychological Measurement.*

Carter, N.T., Guan, L. *, Griffith, R. & Tryba, B. (under review). Personality test faking as a shift in response process.

Carter, N.T., Zickar, M.J., & Bialko, C.J. (under review). Faking matters no matter what: Effects of faking on decision accuracy in selection.

Twenge, J., Campbell, W.K., & **Carter, N.T.** (under review). Time period, age, and cohort differences in tolerance for controversial beliefs and lifestyles in the United States, 1972-2012.

Nolan, K.P., **Carter, N.T.**, & Dalal, D.K. (under review). Threat of technological unemployment: Observer attributions and use of standardized employee selection procedures.

Donnelly, K., Twenge, J., Clark, M.A., Shaikh, S.K. *, Beiler, A. *, & **Carter, N.T.** (under review). Change over time in Americans' attitudes towards women's work and family roles, 1976-2012.

Maples, J.L. *, **Carter, N.T.**, Few, L.R., Williamson, R.L. *, Griffin, S., Samuel, D., Lynam, D.R., & Miller, J.D. (under review). 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.

Grant Activity and Grant Support Roles

Principal Investigator. *CAREER: The Unfolding Project (UP)*. National Science Foundation. \$690,225. (Under Review).

Principal Investigator. *CAREER: The Unfolding Personality Project*. National Science Foundation. \$550,185. (Not Funded).

Principal Investigator, *The Development of an Open-Source Unfolding Personality Scale*. University of Georgia Provost's Summer Research Grant. \$5,000.00 (Funded).

Co-Principal Investigator. *Supervision & Program Climate as Predictors of Patient Tx Satisfaction & Outcomes*. National Institute for Health. With L. Eby (PI), & T. Laschober (Co-PI), \$3,550,502.00 (Not Funded).

Statistical Consultant. *Transdiagnostic Psychiatric Symptoms Related to Visual Processing Abnormalities*. Bedwell, J. (PI). National Institute for Health. \$292,019.00. (Funded).

Statistical Consultant. *Cognition and Collaboration in Network Centric Operations: Understanding & Measuring Macrocognition in Teams*. Office of Naval Research. Salas, E. (PI), \$1,034,149.38. (Funded).

Statistical Consultant. *IH: Knowledge Innovation in Scientific Teams*. University of Central Florida Office of Research & Commercialization. DeChurch, L.A. (PI). \$7,500. (Funded).

Principal Investigator. *A Technique for Assessing Unidimensionality in Unfolding Response Data*. Under review at the National Science Foundation. \$48,506. (Not Funded).

Co-Principal Investigator. *The Effect of Quality Supervision on Patient Alliance, Treatment Engagement and Outcomes*. National Institute for Health. With L. Eby (PI), & T. Laschober (Co-PI), \$3,375,659 (Not Funded).

Co-Principal Investigator, *Replicating the Minority Achievement Retention and Success (MARS) Program at the University of Georgia*. Under review at US Department of Education. With T. Gratham (PI), K. Thomas (Co-PI), & L. Castenell (Co-PI). \$1,266,107. (Not Funded).

Applied Experience

- **Procter & Gamble – Cincinnati, OH (September 2013-January 2014)**

Developed content for P&G personality assessments.

- **Select International – Pittsburgh, PA (June 2013)**

Delivered a methodological solution, software program, and technical report concerning the use of the GGUM and the software program GGUM2004 for parameter estimation in employee selection applications.

- **Select International – Pittsburgh, PA (December 2012)**

Delivered a technical report concerning the use of the GGUM and the software program GGUM2004 for parameter estimation in employee selection applications.

- **St. Louis County School District – St. Louis, MO (February 2010)**

Conducted pro bono statistical analyses of schools' suspension incident rates for certain student disability types. Deliverable was a short report on the analyses.

- **Institute for Psychological Research and Application – Bowling Green, OH (May 2009 – January 2010)**

Conducted research concerning the Behaviorally Anchored Ratings Scales (BARS) performance evaluation system for the Bowling Green Police Department. Further analyses concerning job satisfaction were requested. I conducted analyses and brief written reports to the faculty advisor, Dr. Jennifer Z. Gillespie, who reported results to BGPD.

- **Institute for Psychological Research and Application – Bowling Green, OH (March 2009 – August 2009)**

Through the Institute secured a contract with Life Insurance Marketing and Research Association (LIMRA) to develop alternate forms of an examination used to screen job applicants who are unlikely to pass the professional credentialing exam if hired. The result was two forms of quantitative and verbal scales for the Performance Skills Index. The deliverables was a technical report with relevant psychometric and test content information, and suggestions for use.

- **Denison Consulting – Ann Arbor, MI (August 2008)**

I served as an independent consultant in determining the practical effects of item and test bias across language translations of the Denison Organizational Culture Survey.

- **HumRRO (Human Resources Research Organization) Internship – Louisville, KY (May 2008 – August 2008)**

I assisted in the preparation of statewide educational assessments including IRT analyses, calibration, scaling, equating, and DIF analyses under the direction of Dr. Matthew Trippe. Additionally, I conducted research concerning interrater reliability and measurement error, and design of alternate forms of a cognitive ability test under the direction of Dr. Rodney McCloy.

- **Institute for Psychological Research and Application – Bowling Green, OH (Feb. 2007 – August 2007)**

Through the Institute for Psychological Research and Application and Dr. Michael J. Zickar, secured a contract with Denison Organizational Consulting to conduct psychometric analyses of a survey measure of a large pharmaceutical corporation's organizational culture, examining the survey's measurement equivalence across more than thirty language adaptations to determine the feasibility of score

comparisons using differential item functioning and structural equivalence techniques. A technical report summarizing the results of the investigation was supplied and presented to Denison Consulting.

- **Toledo Zoo – Toledo, OH (Jan. 2007 – August 2007)**

Under Dr. Jennifer Gillespie conducted an organization-wide culture survey administration and provided a technical report. A general guide line for developing action plans based on the results was also provided.

- **United Methodist Church – Bardstown, KY (January 2006)**

Under Dr. Elizabeth Shoenfelt served as a facilitator for a critical incidents workshop for the Kentucky Conference of Methodist Ministers. Led a group of ministers and laity in generating critical incidents to be used in the development of behaviorally anchored rating scales (BARS) resulting in a performance appraisal system for the position of Methodist minister.

- **Lyons Company, Inc. – Glasgow, KY (August 2005 – November 2005)**

Under Dr. Anthony Paquin conducted interviews and compiled information to develop a training program for the activity of “Sheet Metal Estimation.” Client was supplied with a trainer’s guide and a technical report explaining the development of the program.

- **Housing Authority of Bowling Green – Bowling Green, KY (September 2005)**

Under Dr. Elizabeth Shoenfelt served as a facilitator for a critical incidents workshop for the Housing Authority of Bowling Green, KY. I led a group of after-school program supervisors in generating critical incidents to be used in the development of a pre- and post-test for children entering and exiting the program used in program evaluation.

- **Personnel Board of Jefferson County – Birmingham, AL (July 2005/Nov. 2006)**

I aided as an assessor in a large-scale hiring process to fill various government positions. Assessments were determined from structured interviews, applicant role play scenarios, and an in-box/out-box activity.

- **Mercer Human Resource Consulting Internship – Louisville, KY (June 2005 – August 2005)**

I served under the title of Compensation Survey Analyst. Activities included data solicitation, entry, and analysis. In addition to these tasks I maintained client contact to ensure participation in survey studies. Changes to Mercer’s data-analytic software (TREbase) were made as a result of my suggestions concerning the aggregation of benefits data.

Technical Reports

Carter, N.T. Williamson, R.L.*, & Shaikh, S.K.* (2013). *Development of unfolding item content for Procter & Gamble Success Drivers*. Prepared for use by Procter & Gamble.

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*. Prepared for use by Select International, Inc.

Carter, N.T. (2013). *A guide for using the generalized graded unfolding model to scale personality predictors and considerations in employee selection applications*. Prepared for use by Select International, Inc.

Carter, N.T. (2010). *A brief report on disability type and school suspension incidents in St. Louis County*. Independent pro-bono consulting for the St Louis County, MO school system.

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.

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.

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.

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.

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.

Courses Taught

- **PSYCH 8990 – Seminar in Psychometrics: Confirmatory Factor Analysis**
University of Georgia
- **PSYCH6820 – 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 – Doctoral Seminar: 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

- **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.

Professional and Departmental Service

- **GradSTEP Department Leader**, Organized and facilitated orientation activities and services for incoming graduate students in the psychology department at BGSU, 2007.
- **SIOP Conference Reviewer**, 2009-present.
- **Academy of Management Conference Reviewer**, 2011-present.
- **Chair of PhD Student Admissions Committee**, University of Central Florida, 2011.
- **SIOP Subcommittee Member**, *Education and Training*, 2011-2012.
- **I/O Speaker Series**, Co-founded with Dr. Barbara Fritzsche, University of Central Florida, 2011.
- **Head of I/O Speaker Series Committee**, University of Central Florida 2011-present.
- **Chair of the Wayne E. Burroughs Graduate Student Research Grant Committee**, University of Central Florida, 2011.
- **Chair**, I-O Speaker Series Committee, University of Georgia 2013-present.
- **Member**, Long Range Planning Committee, Department of Psychology, University of Georgia 2012-present.
- **Chair**, Graduate Student Selection Committee, University of Georgia 2013-present.

Thesis Chairing

- Li Guan (Co-Chair; Successful Proposal Spring 2014)
- Rachel L. Williamson (Chair; Proposal expected Fall 2014)
- Samia K. Shaikh (Chair; Proposal expected Fall 2014)
- Yi Fan (Chair; Proposal expected Spring 2015)

Student Committee Service

- Dissertation Committee, Sallie Weaver (PhD, I/O Psychology, UCF, 2011)
- Dissertation Committee, Cecily McCoy (PhD, I/O Psychology, UCF, 2011)
- Thesis Committee, Joe Zaragosa (MS, I/O Psychology, UCF, 2011)
- Dissertation Committee, Stefanie Beck (I/O Psychology, UGA, expected 2013)
- Dissertation Committee, David Berkelbach (I/O Psychology, UGA, 2013)
- Thesis Committee, Allison Siminovsky (I/O Psychology, UGA, 2013)
- Dissertation Committee, Ashley Sutton (I/O Psychology, UGA, 2013)
- Dissertation Committee, Stefanie Beck (I/O Psychology, UGA, 2013)
- Thesis Co-Supervisor (with G. Lautenschlager), Li Guan (I/O Psychology UGA, expected 2014)
- Preliminary Examination Committee, Allison Siminovsky (I/O Psychology, UGA, 2013).
- Preliminary Examination Committee, Katie Kincade (I/O Psychology, UGA, 2013).
- Dissertation Committee, Julia Sauer (I/O Psychology, UGA, 2014).
- Preliminary Examination Committee, Colby Kennedy (I/O Psychology, UGA, 2014).
- Dissertation Committee, Allison Siminovsky (I/O Psychology, UGA, expected 2015).
- Thesis Committee, Alex C. LoPilato (I/O Psychology, UGA, 2014).
- Preliminary Examination Committee, Alex C. LoPilato (I/O Psychology, UGA, 2014).
- Preliminary Examination Committee, Cavan Gray (I/O Psychology, UGA, 2014).