

## A Matter of Time: Exploring Survival Analysis through Cybersecurity

Presenters: Rachel Whitman, M.S.; Ana Kriletic; Daniel Svyantek, Ph.D.

Despite the impact of employee behavior on organizational security, the topic of cybersecurity historically remains the responsibility of Information Security Management researchers and Information Technology professionals. However, the exponential increase in the prevalence and repercussions of cyber-related incidents invites collaboration between the fields of I-O Psychology and cybersecurity. The proposed presentation discusses the potential for I-O Psychology to contribute to cybersecurity efforts while demonstrating the fundamentals and applicability of survival analysis.

The presentation's dual focus—statistical tutorial and topic review—stands to benefit both I-O researchers interested in expanding their analytic toolbox and I-O practitioners concerned with understanding a particularly critical facet of employee behavior. The presentation identifies the dichotomy at the heart of cybersecurity, discussing organizational attempts to address the most prevalent threats to securing information. Key research is reviewed, and sample data on cyber-breaches provided as an example for conducting survival analysis.

The analytic portion of the presentation is a tutorial insofar as it covers the conditions and assumptions of implementing survival analysis, the structure of survival datasets, and samples of the packages and code used to conduct the analysis in R. Emphasis is placed upon the real-world application of the analytic technique—identifying its utility not only in predicting organizational breaches, but numerous other organizational outcomes such as employee turnover, advancement, and deviance. Ultimately, the presentation aims to use survival analysis as a means of sparking interest in cybersecurity-related issues—issues that are predicted to only grow in importance for organizations, their customers, and their employees.

## Rachel L. Whitman

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### EDUCATION

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Fall 2017—Present

#### **AUBURN UNIVERSITY—Ph.D. in Industrial-Organizational Psychology**

- Initiating General Doctoral Exam Spring 2020
- Research interests: ability/motivation interactions, responses to organizational change, attitudes and consequences of technological determinism, interview coaching

Fall 2017—May 2019

#### **AUBURN UNIVERSITY—M.S. in Industrial-Organizational Psychology**

- Master's Thesis: *Time to Quit with Grit? Expanding the Academic Persistence Framework*
- GPA: 4.0

Fall 2015—May 2017

#### **UNIVERSITY OF GEORGIA—B.S. in Psychology** *Summa Cum Laude*

- Neuroscience Concentration
- **Overall GPA: 3.97**
- Cumulative GPA: 3.96
- Member of the Psi Chi International Honor Society in Psychology
- Member of the National Society of Collegiate Scholars
- Dean's List, Summer 2016
  - Awarded to students enrolled in at least six credit hours who obtain a GPA greater than or equal to 3.50
- Recipient, Zell B. Miller Academic Scholarship
  - Full tuition scholarship awarded to students who maintain a 3.30 cumulative GPA or higher

Fall 2013—Spring 2015

#### **KENNESAW STATE UNIVERSITY—Core Curriculum**

- Dual-Enrollment Honors Student, Fall 2013, Spring 2014
  - Program allowing high school students to attend college courses for both college and high school credit
- President's List Fall 2014, Spring 2015
  - Awarded to students enrolled in at least nine credit hours who obtain a GPA of 4.0

### PRESENTATIONS

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- Ritterbush, E., Smith, A., **Whitman, R.**, Svyantek, D. (2019, April). *Predicting cooperative decision-making in workplaces: Person-situation interactions*. Poster session presented at Society for Industrial-Organizational Psychology annual meeting. National Harbor, MD.
- Ritterbush, E., Smith, A., **Whitman, R.**, Svyantek, D. (2018, March). *Predicting cooperative behavior in the workplace: The mediating role of affective commitment*. This Is Research Student Symposium, Auburn University, Auburn, AL.
- Smith, A., Ritterbush, E., **Whitman, R.**, Svyantek, D. (2018, March). *Predicting subordinate decisions using an integrative model of personality, leader behavior, and leader-member exchange*. This Is Research Student Symposium, Auburn University, Auburn, AL.
- Smith, A. M., **Whitman, R.**, Slife, S., & Ritterbush, E. (2017, October) *Employees that want to stay: How relationships with leader and organization interact to predict affective commitment*. Poster session presented at River Cities Industrial and Organizational Psychology conference, Chattanooga, TN.
- Smith, A. M., Slife, S., Ritterbush, E., & **Whitman, R.** (2017, October) *Organizational perceptions of I-O interventions: Construction of a diagnostic measure*. Poster session presented at River Cities Industrial and Organizational Psychology conference, Chattanooga, TN
- Whitman, R.** (2016, October). *Brain Betrayal: A Neuropsychological Categorization of Insider Attacks*. Poster presented at the Conference on Cybersecurity Education, Research and Practice, Kennesaw, GA.
- Named Best Undergraduate Presentation
  - 2016 NSF-sponsored student scholarship recipient

## ACADEMIC EXPERIENCE

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May 2019

**INVITED ATTENDEE, “Psybersecurity” Workshop**  
*Washington, D.C.*

Coordinators: Dr. Reeshad Dalal, Daniel Shore

- Invited to connect with leading researchers in the fields of Cybersecurity, Industrial-Organizational Psychology, and government researchers to discuss potential research collaborations, publishing/funding opportunities, and the future of cyber research

September 2018—  
 December 2018

**STUDENT TRAINING CONSULTANT, Auburn University**  
**College of Veterinary Medicine**  
*Auburn, AL.*

Coordinators: Dr. Daniel Svyantek, Megan Haynes

- Managed team of I/O students to create digital and video tutorials for transition to VetView information management system

July 2018

**INVITED ATTENDEE, Organizational Science and Cybersecurity Workshop**

*George Mason University*

Coordinators: Dr. Reeshad Dalal, Daniel Shore

- Invited to connect with leading researchers in the fields of Information Security, Industrial-Organizational Psychology, and government researchers to discuss potential research avenues and the impact of interdisciplinary study

March 2018—  
December 2018

**STUDENT HIRING CONSULTANT, Our Home Pharmacy**

*Auburn, AL.*

Project Coordinator: Dr. Jinyan Fan

- Worked with a team of I/O students to diagnose and address hiring and retention issues faced by local pharmacy
- Tasks included: organized and performed job analysis, conducted exit interviews with former employees, and developed training agenda for standard job interview protocol

August 2017—  
Present

**GRADUATE RESEARCH ASSISTANT, Systems, CHaos, LEadership, and Performance Lab**

*Auburn University*

Director: Dr. Daniel Svyantek

- Graduate student member assisting in the generation and production of research surrounding various organizational subjects
- Current projects include data collection for validation of a nursing CRT, historical review of the role of technological determinism in organizational failure, and investigation into applicant advice industry

November 2016—  
May 2017

**UNDERGRADUATE RESEARCH ASSISTANT, Leadership and Performance Dynamics Lab**

*University of Georgia*

Director: Dr. Brian Hoffman

- Coder for a meta-analysis examining the interplay of various workplace variables
- Tasks include: examining articles for relevant information, collecting qualitative data for analysis, and assisting with the work of other research assistants to ensure timely completion of assignments

Spring 2015

**COMMUNICATIONS LIAISON, Southeast Collegiate Cyber Defense Competition**

*Kennesaw State University*

Supervisor: Dr. Herbert Mattord

- Facilitated communication between Operations Staff and Team Commanders during regional competition event
- Tasks included: running errands, fielding questions, and enforcing chain of command to ensure competition managers remained unencumbered by menial concerns

August 2013—July 2015

**ANCILLARY TEXTBOOK EDITOR, Security Professors LLC.**  
*Kennesaw State University*  
 Supervisor: Dr. Herbert Mattord

- Reviewed and corrected student resources for fifth edition of *Principles of Information Security* as well as *Management of Information Security* textbooks
- Worked on an independent schedule to transcribe audio lectures for captioning
- Welcomed attendees of the 2014 InfoSec Curriculum Development Conference, ensuring smooth completion of registration

## TEACHING EXPERIENCE

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Summer 2019—  
 Present

**INSTRUCTOR OF RECORD, Auburn University**  
*Analytics for Social and Behavioral Sciences* [Online and In-Person]

- Primary instructor responsible for building course, lecturing, designing activities, writing quizzes and exams, and working with a Graduate Teaching Assistant to ensure timely grading of above.

Fall 2018—Spring 2019

**GRADUATE TEACHING ASSISTANT, Auburn University**  
*Experimental Design in Psychology* [Graduate]—Professors: Dr. Jennifer Robinson, Dr. Jesse Michel

- Graded student assignments/exams, held laboratory sessions, and fielded student questions regarding statistical analyses
- Developed and produced hands-on laboratory activities integrating lecture topics with statistical programs such as SPSS and R.

Summer 2018

**GRADUATE TEACHING ASSISTANT, Auburn University**  
*Social Psychology*—Instructor: Ryan Bird, M.A.

- Graded discussion posts/exam essays, fielded student questions, and sourced additional research for curious students.

*Research Analytics*—Instructor: Adam Smith, M.A.

- Graded student lab assignments, fielded student questions, and served as a troubleshooter for Microsoft Excel

Spring 2017

**UNDERGRADUATE TEACHING ASSISTANT, University of Georgia**

Instructor: Dr. Andrea Hetrick

- Assisted with the teaching of an upper-level class: Psychology of the Workplace
- Tasks included: guest lecturing, proctoring student exams, and leaving commentary on student papers

**PROFESSIONAL MEMBERSHIPS**

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January 2018—  
Present

**STUDENT MEMBER, Society for Industrial-Organizational Psychology (SIOP)**

**OTHER EXPERIENCE**

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August 2015—May  
2017

**SALES ASSOCIATE, Follett University Bookstore**  
*Athens, GA.*

Manager: Debbi Shaw

- Assisted hundreds of customers with purchases, directions, and game day information for UGA home football games
- Assisted with shipping and receiving operations by: accepting deliveries, ensuring accuracy of received shipment, and preparing merchandise for display and purchase

November 2013—  
Present

**FOUNDING COUNCILMEMBER, Marvel's Ultimate Mentor Leadership Council**

Coordinator: Elaine Wilder

Currently working with nine other girls as part of a long-term, Marvel-sponsored initiative to encourage female participation in STEM fields by:

- Interviewing female professionals in Science, Technology, Engineering, and Math to gain inside view of STEM jobs
- Curating interviews and other relevant articles on the Council website: [stemwomenonfire.weebly.com](http://stemwomenonfire.weebly.com)
- Representing the Council, Marvel Studios, and the National Academies at the 2014 National Science and Engineering Festival in Washington, D.C.
- Connecting with other councilmembers and sponsoring mentors via quarterly conference calls
- Researching, preparing, and successfully pitching "Mentor Map" project to Council sponsors (Under development)



# Ana Kriletic

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## EDUCATION

### Auburn University

Ph.D. in Industrial-Organizational Psychology

Expected graduation: **08/2023**

### Houston Baptist University

Bachelor of Arts in Psychology

Graduated: **05/2019**

- GPA: 4.0 (Summa Cum Laude)
- Google Cloud Academic All-American (CoSIDA Award)
- HBU Outstanding Student in Psychology Award
- Varsity Athlete Academic Award
- Southland Conference All-Academic Honoree
- Southland Conference Commissioner's Honor Roll
- HBU Dean's List

**Spring 2019**

**Spring 2019**

**Spring 2018, 2019**

**Spring 2017, 2018, 2019**

**Spring 2016, 2017, 2018, 2019**

**2016, 2017, 2018, 2019**

## WORK EXPERIENCE

- **Student-athlete** **January 2016 - May 2019**
  - NCAA division I heptathlete on track and field scholarship at HBU
  - Excellent time management skills and commitment. Balanced 20+ hours of practice, competition, travel schedule with academics. Participated in community service.
- **UNICEF Fundraising** **July - August 2017**
  - Great communication and presenting skills. Presented UNICEF global and national campaigns at various locations in Split, Croatia in order to encourage people to donate and help children in need.

## VOLUNTEER EXPERIENCE

- **Croatian School of Houston** **September 2017 – May 2019**
  - Help children improve their verbal, listening and written skills in Croatian language; create an adequate curriculum for each individual; introduce children to Croatian culture and mores
- **Catholic Charismatic Center Hurricane Relief** **September 2017**
  - Served the community through taking an inventory of needed food and hygiene items in the affected neighborhoods, so the items could be delivered; help flooded households with disposing of furniture
- **Higher Dimension Church Hurricane Relief** **August 2017**
  - Served as a student leader in providing community service during the storm recovery. Provided the affected individuals in the church shelter with needed food and clothing items

## RESEARCH EXPERIENCE

- Senior Capstone Research on Work Values among Millennials
- CITI certified (Research Ethics Certification)

## TECHNICAL SKILLS

- Proficient in Microsoft Office including Excel and PowerPoint
- Intermediate in Adobe Suite
- Intermediate in SPSS

## AWARDS AND ACTIVITIES

- Student Member of American Psychological Association (APA)
- Student Member of Society for Industrial and Organizational Psychology (SIOP)
- Member of Alpha Chi Honor Society
- Member of Chi Alpha Sigma Honor Society
- Member of the HBU chapter of Psi Chi
- Attended Houston Association for I-O Psychology (HAIOP) 2017 Banquet **May 2017**
- Track and Field athlete for the Croatian Junior National Team **2011 - 2015**

**DANIEL J. SVYANTEK**

**Master Vita**

September 27, 2019

Office: Department of Psychology                      Home: 2526 Wildwood Dr  
Auburn University    Auburn, AL 36832  
226 Thach Hall    (334) 821-1349  
Auburn, AL 36849-5214  
W: (334) 844-6478  
FAX: (334) 844-4447  
E-Mail: svyandj@auburn.edu

Current Rank: Professor of Industrial/Organizational Psychology  
Professor of Management (Joint Appointment)  
Date of First Appointment: August 16, 2003 Auburn University

**A. Education**

Ph.D., Industrial/ Organizational Psychology, University of Houston, 1987  
M.A., Experimental Psychology, Ball State University, 1981  
B.A., Psychology, Indiana University, 1978

**B. Professional Employment**

Professor, Auburn University, October, 2007- Present  
Chair, Department of Psychology  
(August 16, 2008- August 31, 2014)  
Interim Chair, Department of Economics  
(August 26, 2009-December 1, 2009)  
Associate Chair, Department of Psychology  
(October, 2007-August 15, 2008)  
Director, Industrial/ Organizational Psychology Ph.D. Program  
(August 16, 2003- August 15, 2008; May, 2010- August, 2012; August  
2014- Present)  
Auburn University Senate Chair (July 1, 2017 to June 30, 2018)  
Auburn University Faculty Representative, Auburn University Board of  
Trustees (July 1, 2018 to June 30, 2019)  
Associate Professor, Auburn University, August 16, 2003- October, 2007  
Director, Industrial/Organizational Psychology Ph.D. Program  
(August, 2003- August, 2008)  
Associate Professor, The University of Akron, August 1993 - August, 2003  
Industrial/ Organizational Psychology & Industrial Gerontology  
Assistant Professor The University of Akron, August 1987 - August, 1993  
Industrial/ Organizational Psychology & Industrial Gerontology

## **C. Teaching**

### Auburn University

Psych 2140	Research Methods in Psychology
University 2087	Honors Lyceum: The Evil that Men Do
University 2777	Honors Lyceum: Why Things Fail: The Human Decision-Maker
Psych 3500	History of Ideas in Psychology
Psych 3590	Industrial/Organizational Psychology
Psych 3600	Training and Supervision
Psych 3970	The Dark Side: Negative Behaviors in Humans
Psych 4970	Organizational Diagnosis
Psych 4970	Conflict in Organizations
Psych 7130	Research Seminar in Psychology
Psych 7180	Social Psychology
Psych 8710	Advanced Organizational Psychology
Psych 8740	Leadership and Motivation
Psych 8750	Professional Issues in I/O Psychology
Psych 8970	Organizational Diagnosis
Psych 8970	Research Methods for Organizations
Psych 8970	Organizational Culture: Causes and Consequences
Psych 8970	Complex Systems: Development and Change Processes
Psych 8970	Ethics in I/O Psychology
Psych 8970	Individual Differences in Social Systems

### The University of Akron

3750: 443/543	Human Resource Management
3750: 444/544	Organizational Theory
3750: 480	Senior Seminar in Organizational Change and Development
3750: 480	Senior Seminar in Work Compensation
3750: 610	Core I: Industrial/ Organizational and Social Psychology
3750: 751	Organizational Psychology
3750: 755	Research Methods and Computer Applications in Psychology
3750: 761	Organizational Change and Transformation
3750: 780	Organizational Consulting Skills
3750: 780	Doctoral Seminar: Psychology of Strategic Decision-making
3750: 780	Doctoral Seminar: Macro-Organizational Psychology
3750: 780	External Funding: Grant Writing in I/O Psychology

## Supervision of Thesis and Dissertations (Completed)

<u>Auburn University/The University of Akron</u>		<u>Total</u>
Major Advisor- Dissertation	15/13	28
Committee Member	12/66	78
Major Advisor-Thesis	9/26	35
Committee Member	7/37	43
Senior Honor's Thesis:	0/8	<u>08</u>
		<b>192</b>

## **D. Publications**

### Refereed Publications

1. Pence, S., & Svyantek (2016). Person-Organization Fit and Autism in the Workplace. *Journal of Business and Management*, 22 (1), 117- 133.
2. Haynie, J.J., Svyantek, D.J., Mazzei, M.J., & Varma, V. (2016). Job insecurity and compensation evaluations: The role of overall justice, *Management Decision*, 54, 630-645.
3. Haynie, J.J., Cullen, K.L., Lester, H.F., Winter, & Svyantek, D.J. (2014). Differentiated Leader-Member Exchange, Justice Climate, and Performance: Main and Interactive Effects. *The Leadership Quarterly*, 25(5), 912-922.
4. Perdomo, B.L., Jones-Farmer, L. A., Edwards, B.D., and Svyantek, D. (2014) The Robustness of ME/I Evaluations to Among-Group Dependence. *Structural Equation Modeling: A Multidisciplinary Journal*, 21: 40-53. DOI:10.1080/10705511.2014.856695
5. Mahoney, K.T., Buboltz, W., Levin, I.P., Doverspike, D. & Svyantek, D.J. (2011). Individual Differences in a Within-Subjects Risky Choice Framing Study. *Personality and Individual Differences*, 51, 248-257.
6. Hague, D., Alexander, T., Jenda, O., Sollie, D., Smith, A. Svyantek, D. & Wooten, M. (2010). Human voice: Theatre as a Means of Celebrating Diversity and Creating Community. *The International Journal of Diversity in Organisations, Communities, and Nation*, 10,
7. Svyantek, Daniel J. & Bott, Jennifer P. (2004). Received Wisdom and the Relationship between Diversity and Organizational Performance. *Organizational Analysis*, 12, 295-318.
8. Keeney, M.J., Snell, A.F., Robison, S.J., Svyantek, D.J., & Bott, J.P. (2004). Personality and Situational Differences across Three Work Groups: A Comparative Examination of Worker Personality and Organizational Climate Using Three Pattern-Extraction Analyses. *Organizational Analysis*, 12, 183-204.
9. Bowen, M.G., Burke, R., Castrogiovanni, G.J., Dulebohn, J.H., Li, M., & Svyantek, D.J. (2004). Developments and New Directions at Organizational Analysis. *Organizational Analysis*, 12, 1-4.
10. Svyantek, D.J. (2003). Emotional intelligence and organizational behavior-II. *The International Journal of Organizational Analysis* 11, 167-170.

11. Svyantek, D.J. (2003). Some thoughts on transitions and *The International Journal of Organizational Analysis*. *The International Journal of Organizational Analysis*, 11, 1-2.
12. Pogson, C.E., & Svyantek, D.J. (2003). The evaluation of fit between teams and organizational context. In M.A. Rahim, R.T. Golembiewski, & K.D. MacKenzie (Eds), *Current Topics in Management*, 8, 43-67.
13. Bott, J.P., Svyantek, D.J., Goodman, S.A., & Bernal, D.S. (2003). Expanding the performance domain: Who says nice guys finish last? *The International Journal of Organizational Analysis*, 11, 137-152 .
14. Hoffman, J.L., Grefe, B.A., Hogue, M., Svyantek, D.J., & DeLamarter, W. (2003). The effects of job stereotype, applicant gender, and communication style on ratings in screening interviews. *The International Journal of Organizational Analysis*, 11, 67-84.
15. Svyantek, D.J. & Rahim, M.A. (2002). Links between emotional intelligence and behavior in organizations: Findings from empirical studies. *The International Journal of Organizational Analysis*, 10, 299-301.
16. Svyantek, D.J., Mahoney, K.T., & Brown, L.L. (2002). Diversity and effectiveness in the Roman and Persian empires. *The International Journal of Organizational Analysis*, 10, 1-25.
17. Brown, L.L. & Svyantek, D.J. (2001). Complex systems, time and graphical analysis of organizational behavior. *The International Journal of Organizational Analysis*, 9, 354-368.
18. Svyantek, D.J. & Brown, L.L. (2001). Stability in the American automobile industry : Insights from alternate representations. *Emergence*, 3, 42-57.
19. Svyantek, D. J. & Ekeberg, S.E. (2001). Defining practical significance through academic and practitioner collaboration. *Current Topics in Management*, 6, 25-50.
20. Luecke, S.B. & Svyantek, D.J. (2000). Organizational socialization in the host country: The missing link in reducing expatriate turnover. *International Journal of Organizational Analysis*, 8, 380-400.
21. Keeney, M.J. & Svyantek, D. J. (2000). A review of psychological contract theory and research: Promise nothing and they may still get angry. *Current Topics in Management*, 5, 65-94.
22. Svyantek, D.J. & Brown, L.L. (2000). Complex Systems and the Measurement of Organizational Change. *Current Topics in Management*, 5, 41-62.
23. Svyantek, D.J. & Brown, L.L. (2000). A complex systems approach to organizations. *Current Directions in Psychological Science*, 9(2), 69-74.
24. Svyantek, D. J. (1999). Make haste slowly: Augustus Caesar's Transformation of the Roman World. *Journal of Management History*, 5(6), 292-306.
25. Svyantek, D. J., Goodman, S. A., Benz, L., & Gard, J. A. (1999). The relationship between organizational characteristics and team building success. *Journal of Business and Psychology*, 14, 263-281.
26. Goodman, S. A., & Svyantek, D. J. (1999). Person-organization fit and contextual performance: Do shared values matter? *Journal of Vocational Behavior*, 55, 254-275.
27. Svyantek, D.J. (1999). Evolving perspectives on organizations. *American Psychologist*, 54, 779-780.
28. Horvath, William L. II & Svyantek, D. J. (1998). Participative management in union settings. *Advances in Industrial and Labor Relations*, 8, 119-138.

29. Furlong, M.A. & Svyantek, D.J. (1998). The relationship between organizational climate and personality: A contextualist perspective. *Journal of Psychology and Behavioral Sciences*, 12, 43-53.
30. Svyantek, F.L.H., Svyantek, D.J. & Hakel, M.D. (1998). The influence of management and supervision in organizational transformation efforts. *Journal of Psychology and Behavioral Sciences*, 12, 54-59.
31. Svyantek, D. J. (1997). Order out of chaos: Non-linear systems and organizational change. *Current Topics in Management*, 2, 167-188.
32. Svyantek, D. J. & Kolz, A.R. (1996). The effects of organizational frames and problem ambiguity on decision-making. *Journal of Business and Psychology*, 11(2), 131-150.
33. Svyantek, D. J., Ekeberg, S. E., Figueroa, R. F. & Marinis, M. E. (1996). A comparison of methods for the evaluation of significance of organizational change interventions. *Applied Behavioral Science Review*, 4, 23-37.
34. Svyantek, D. J. & Ekeberg, S. E. (1995). Strong hypothesis testing in organizations: Alternative approaches to the evaluation of practical significance. *International Journal of Organizational Analysis*, 3, 361-374.
35. Svyantek, D. J. & Ekeberg, S. E. (1995). The earth is round... So we probably can get there from here. *American Psychologist*, 50, 943.
36. Winter, J. L., Healy, M. C., & Svyantek, D. J. (1995). North America's top I/O psychology doctoral programs: *U.S. News and World Report* Revisited. *The Industrial-Organizational Psychologist*, 33(1), 54-58.
37. Lees, C. & Svyantek, D. J. (1994). Leadership in student organizations: An investigation of leader behavior and group performance. *Journal of Psychology and the Behavioral Sciences*, 8, 1-13.
38. McLucas, J. L. & Svyantek, D. J. (1994). The influence of conflicting decision frames on decision-making under uncertainty. *Journal of Psychology and the Behavioral Sciences*, 8, 149-158.
39. Svyantek, D. J. & DeShon, R. P. (1993). Organizational attractors: A Chaos Theory explanation of why cultural change efforts often don't. *Public Administration Quarterly*, 17, 339-355.
40. Goodman, S. A. & Svyantek, D. J. (1993). Individual performance and causal attribution within a group context. *Journal of Psychology and Behavioral Sciences*, 7, 88-93.
41. Svyantek, D. J., Ekeberg, S. E., Marinis, M. E. & Figueroa, R. F. (1993). A Bayesian approach to the definition of practical significance in field settings. *Best Papers Proceedings of the 50th Annual Meetings of the Academy of Management*, 53, 196-200.
42. Svyantek, D. J., O'Connell, M. S & Baumgardner, T. L. (1992). Applications of Bayesian Methods to OD evaluation and decisionmaking. *Human Relations*, 45, 621-636.
43. Svyantek, D. J., O'Connell, M. S. & Baumgardner, T. L. (1992). Bayesian methods and the development of a cumulative knowledge base for OD practice and research. *Research in Organizational Change and Development*, 6, 235-266.
44. Svyantek, D. J. & DeShon, R. P. (1992). *Leaders and organizational outcomes in established industries: An analysis of Lee Iaccoca and the American automobile industry*. In K. Clark, M. Clark & D. Campbell (Eds.), *The Impact of Leadership of Performance*. Center for Creative Leadership Press: Greensboro, NC: 293-303.
45. Svyantek, D. J., Jones, A. P., Rozelle, R. M. (1991). The influence of organizational frames on decision quality, *Advances in Information Processing in Organizations*, 4, 127-146.

46. Svyantek, D. J., DeShon, R. P. & Siler, M. T. (1991). The illusion of certainty: A catastrophe theory explanation of decision framing. *Current Psychology: Research and Reviews*, 10, 199-210.
47. O'Connell, M. S., Svyantek, D. J. & Baumgardner, T. L. (1990). Possible applications of Bayesian Methods to OD evaluation and decision-making. *Best Papers Proceedings of the 50th Annual Meetings of the Academy of Management*, 50, 258-262.
48. Bullock, R. J. & Svyantek, D. J. (1987). The impossibility of using random strategies to study the organization development process. *Journal of Applied Behavioral Science*, 23, 255-262.
49. Svyantek, D.J. (1987). The influence of organizational climate on management decision making styles. *Dissertation Abstracts International*, 48 (4-B), 1178.
50. Bullock, R. J. & Svyantek, D. J. (1985). Analyzing meta-analysis: Potential problems, a replication and evaluation criteria. *Journal of Applied Psychology*, 70, 108 - 115.
51. Bullock, R. J. & Svyantek, D. J. (1983). Positive-findings bias in positive findings bias research. *Proceedings of the 43rd Annual Meetings of the Academy of Management*, 43, 221-224.

### Book Chapters

1. Svyantek, D. J. (2017). *Sports and Understanding Organizations: Using an Old Metaphor in New Ways to Understand Organizations*. In D.J. Svyantek (Ed.), *Sports and Understanding Organizations*. (pp. 1-6). Charlotte, NC: Information Age Publishing.
2. Svyantek, D.J., Connelly, B., O'Neill, S., Boudreaux, M., Struempfer, B., and Teeter, L. (2017). Academic Clustering among College Athletes: Using Person Analysis to Inform Education and Training Practices. In D.J. Svyantek (Ed.), *Sports and Understanding Organizations*. (pp. 283-298). Charlotte, NC: Information Age Publishing.
3. Svyantek, D. J. (2017). Gainsharing/ Profitsharing. In S. Rogelberg (Ed.), *The Encyclopedia of Industrial and Organizational Psychology* (2<sup>nd</sup> Ed.). (pp. 521-524). Thousand Oaks, CA: Sage.
4. Svyantek, D.J., Cullen, K.C., and Doerr, A. (2015). Person-Organization Fit and its Implications for Human Resource Management Practices. In W.I. Sauser & R.R. Sims (Eds.), *Legal and Regulatory Issues in Human Resource Management*. (pp. 315-340). Charlotte, NC: Information Age Publishing.
5. Mahoney, K.T., & Svyantek, D.J. (2014). Organizational Processes and Received Wisdom: A Continuing Look at New Ideas. In D.J. Svyantek & K.T. Mahoney (Eds.), *(Organizational Processes and Received Wisdom* (pp vii-xiii). Charlotte, NC: Information Age Publishing.
6. Lees-Hotton, Carolyn A., Cullen, Kristin L., & Svyantek, D.J. (2014). Pygmalion Expectations, Leader Gender, and Subordinate Gender Influence on Performance. In D.J. Svyantek & K.T. Mahoney (Eds.), *Organizational Processes and Received Wisdom* (pp. 101-126. Charlotte, NC: Information Age Publishing.
7. Hetzler, J.M., Cullen, K.L., Jones-Farmer, L. Allison, & Svyantek, D.J. (2014). A Longitudinal Study of the Predictors of Contextual Performance. In D.J. Svyantek & K.T. Mahoney (Eds.), *Organizational Processes and Received Wisdom* (pp. 213-240). Charlotte, NC: Information Age Publishing.
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9. Mahoney, K.T., & Svyantek, D.J. (2013). Received Wisdom, Kernels of Truth, and Boundary Conditions in Organizational Studies: Developing Organizational Science Through Questions. In D.J. Svyantek & K.T. Mahoney (Eds.), *Received Wisdom, Kernels of Truth, and Boundary Conditions in Organizational Studies* (pp. 1-8). Charlotte, NC: Information Age Publishing.
  10. Svyantek, D.J., Cullen, K.L., & Svyantek, F.L.H. (2012). Millennial Work Expectations and Organizational Incentive Systems: “Carrots” for the New Millennium. In W.I. Sauser & R.R. Sims (Eds.), *Managing Human Resources From the Millennial Generation* (pp. 53-75). Charlotte, NC: Information Age Publishing.
  11. Alexander, T., D. Sollie, V. Brown, D. Hague, O. Jenda, A. Smith, D.J. Svyantek, and M. Wooten. (2011). “Mentoring Pathways: A Small-Wins Approach to Fostering Faculty Development,” In K. Karakstis, B.L. Gourley, M. Rossi, and L.L. Wright (Eds) , *Mentoring Strategies to Facilitate the Advancement of Women Faculty*, American Chemical Society Symposium Series. Washington, D.C.: American Chemical Society.
  12. Perdomo, B, Cullen, K.L., & Svyantek, D.J. (2007). New voices and new perspectives on familiar constructs. In D. Svyantek & E. McCrystal (Eds.), *Refining familiar constructs: New Research in OB, HR and I/O* (pp. 123-128). Charlotte, NC: Information Age Publishing.
  13. Svyantek, D.J., Mahoney, K.M., & Cullen, K.L. (2007). Technological Determinism, Sociotechnical Systems and Classical Warfare: Social Innovation during a Period of Technological Stasis. In D. Svyantek & E. McCrystal (Eds.), *Refining familiar constructs: New Research in OB, HR and I/O* (pp. 261-290). Charlotte, NC: Information Age Publishing.
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  16. Svyantek, D.J. & Bott, J.P. (2006). Organizational Climate, Personality Interactions and Organizational Behavior. In J.C. Thomas & D.L. Segal (Eds.), *Comprehensive Handbook of Personality and Psychopathology, Volume One: Personality and Everyday Functioning* (pp. 412-431). Hoboken, NJ: John Wiley & Sons.
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20. Bullock, R. J. & Svyantek, D. J. (1989). The impossibility of using random strategies to study the organization development process. In French, W.L., Bell, C.H. Jr., Zawacki, R.A. (1989). *Organization Development: Theory, Practice and Research*. (3rd ed.), pp. 634-640.
21. Bullock, R. J. & Svyantek, D. J. (1986). Analyzing meta-analysis: Potential problems, a replication and evaluation criteria. In Cordray, D.S. & Lipsey, M.W. (1986), *Evaluation Studies Review Annual*, 11, 749-756.

### Books

1. D.J. Svyantek (Ed.) (2017). *Sports and Understanding Organizations*. Charlotte, NC: Information Age Publishing.
2. D.J. Svyantek & K.T. Mahoney (Eds.) (2014). *Organizational Processes and Received Wisdom*. Charlotte, NC: Information Age Publishing.
3. D.J. Svyantek & K.T. Mahoney (Eds.) (2013). *Received Wisdom, Kernels of Truth, and Boundary Conditions in Organizational Studies*. Charlotte, NC: Information Age Publishing.
4. D. J. Svyantek & Elizabeth McChrystal (Eds.) (2007). *Refining familiar constructs: New Research in OB, HR and I/O*. Charlotte, NC: Information Age Publishing.

### Proceedings

1. Carter, Min Z., Jones-Farmer, A., Armenakis, A.A., Feild, Hubert S., & Svyantek, D.J. (2009). Transformational Leadership and Followers' Performance. *Proceedings of the Best Conference Papers at the 2009 Annual Meetings of the Academy of Management*, 94.
2. Naidoo, L. J. & Svyantek, D.J. (2002). Climate variability: A new approach to conceptualizing organizational climate. *Proceedings of the Ninth Annual International Conference on Advances in Management*, 9, 71.
3. Mahoney, K. & Svyantek, D.J. (2002). Administration of the military in northern Sung China (960-1179 CE). *Proceedings of the Ninth Annual International Conference on Advances in Management*, 9, 68.
4. Svyantek, D.J. & Mahoney, K. (2002). Technological determinism, sociotechnical systems, and classical warfare: Social innovation during a period of stasis. *Proceedings of the Ninth Annual International Conference on Advances in Management*, 9, 45.
5. Svyantek, D. J. & Ekeberg, S.E. (2000). Defining practical significance through collaboration. *Proceedings of the Seventh Annual International Conference on Advances in Management*, 7, 7.
6. Keeney, M.J. & Svyantek, D. J. (1999). A review of psychological contract theory and research: Promise nothing and they may still get angry. *Proceedings of the Sixth Annual International Conference on Advances in Management*, 6, 25-26.
7. Svyantek, D. J. (1997). Stasis and punctuations in organizational evolution: An investigation of stability in the American automobile industry. *Proceedings of the Fourth Annual International Conference on Advances in Management*, 4, 20.
8. Svyantek, D. J., & Snell, A. (1997). Non-linearity and organizational research. *Proceedings of the Fourth Annual International Conference of Advances in Management*, 4, 58.

9. Svyantek, D. J. (1996). Order out of chaos: Non-linear systems and organizational change. *Proceedings of the Third Biennial Conferences on Advances in Management*, 3, 21.
10. Svyantek, D. J., Ekeberg, S. E., Marinis, M. E. & Figueroa, R. F. (1994). A Bayesian approach to the definition of practical significance in field settings. *Academy of Management Organizational Development and Change Division Newsletter*, Summer, 6-8. \*\*\* Electronic reprint available at [www.aom.pace.edu/odc/newsletters/SUM94.htm](http://www.aom.pace.edu/odc/newsletters/SUM94.htm)
11. O'Connell, M. S., Svyantek, D. J. & Baumgardner, T. L. (1993). Possible applications of Bayesian Methods to OD evaluation and decision-making. *Academy of Management Organizational Development and Change Division Newsletter*, Summer, 8-10. \*\*\*Electronic reprint available at <http://www.aom.pace.edu/odc/newsletters/SUM93.htm>
12. Kolz, A. & Svyantek, D. J. (1991). Contextual influences of decision making strategy choice. *Proceedings of the National Association of Management Meetings, Vol I.*, 88-92.
13. Stevens, S., Svyantek, D. J. & Kolz, A. (1991). Antecedents and moderators of organizational commitment. *Proceedings of the National Association of Management Meetings, Vol I.*, 93- 97.
14. Svyantek, D. J. & DeShon, R. P. (1991). Leaders and organizational outcomes: An analysis of Lee Iaccoca and the American automobile industry. *Proceedings of the 1991 Research Conference on the Impact of Leadership of Performance, Vol II.*
15. Svyantek, D. J. & Hendrick, H. L. (1988). The nature of change: An extension of new developments in evolutionary theory to the study of organizational systems. *Proceedings of the 1988 Annual Meetings of the Association of Human Resource and Organizational Behavior, Vol I.*

### Book Reviews

1. Svyantek, D..J. (2004). *Psychopathology in the workplace: Recognition and Adaptation.* Edited by Jay C. Thomas & Michel Herson. *Organizational Analysis*, 12, 337-338.
2. Svyantek, D.J. (1995). *The Control Theory Manager: Combining the Control Theory of William Glasser with the Wisdom of W.Edwards Deming to Explain Both What Quality is and What Lead-Managers do to Achieve it.* *The International Journal of Organizational Analysis*, 3, 217.
3. Svyantek, D. J. (1994). *New Challenges to Understanding Organizations* by Karlene H. Roberts. *The International Journal of Organizational Analysis*, 2, 15-17.

### Technical Reports

1. Svyantek, D. J. & Svyantek, F. L. H. (1995). *An analysis of the organization's culture and morale.* Knoechel Heating.
2. Svyantek, D. J. & Ekeberg, S. (1989). *The role of organizational culture in organizational performance.* BP-America.
3. Svyantek, D. J. & Perlow, R. (1987). *Guidelines for aiding the transfer of training to the workplace.* Dow Chemical.
4. Svyantek, D. J. (1986). *Developing objectives and evaluation systems for training programs.* Dow Chemical.
5. Svyantek, D. J., Fite, P. & Champion, J. E. (1985). *The performance progress interview.* Arco Petroleum Products.

6. Svyantek, D. J., Fite, P. & Champion, J. E. (1985). *Development of qualification tests for assessing trainee's progress in the refinery mechanic training program: The refinery mechanic milepost performance test series.* Arco Petroleum.
7. Svyantek, D. J., Fite, P. & Champion J. E. (1985). *Development of a selection module for assessing candidate's qualifications for the electrician training program.* Arco Petroleum.
8. Svyantek, D. J. & Bullock, R. J. (1982). *Technology and gainsharing.* Johnson & Johnson Products.
9. Svyantek, D. J. & Bullock, R. J. (1982). *An assessment of technology at Johnson & Johnson Products in Sherman, Texas.*
10. Svyantek, D. J. & Bullock, R. J. (1982). *Incentive plans at Johnson & Johnson Products in Sherman, Texas.*

## **E. Honors, Awards and Grants**

### Honors and Awards

- 1990 Best Paper Award for Organization Development Division, National Academy of Management Meeting, San Francisco, CA.

O'Connell, M. S., Svyantek, D. J. & Baumgardner, T. L. *Possible applications of Bayesian methods to OD evaluation and decision-making.*

- 1993 Best Paper Award for Organization Change and Development Division, National Academy of Management Meeting, Atlanta, GA.

Svyantek, D. J., Ekeberg, S. E., Marinis, M. E. & Figueroa, R. F. *A Bayesian approach to the definition of practical significance in field settings.*

- 2002 Leadership Service Award for The International Conference on Advances in Management, Needham, MA.

### Research Grants

- 2006 National Science Foundation ADVANCE PAID Grant \$435,000.00

Title: ADVANCE Auburn: SEM Transformation using "Small Wins"

Role: Co-Principal Investigator

- 1999 University of Akron Faculty Research Grant \$3065.40

Title: "Defining Organizational Attractors: An investigation of stability and change in related American industries"

- 1989 Ohio Board of Regents Research Challenge Grant \$10,400.00

Title: "Organizational framing and risky decision-making: The role of contextual variables in the control of management choice"

1988 University of Akron Faculty Research Grant \$1707.00

Title: "An investigation of the relationship between organizational culture and employee satisfaction and organizational performance"

## **F. Presentations**

### Workshops

1. Svyantek, D. J. (September 12, 1996). *Understanding the organization development process: Diagnosis, intervention and evaluation*. Presented to the Gateway Industrial/Organizational Psychology Conference on Preparing for the Changing World of Work, St. Louis, MO.
2. Svyantek, D. J. & Ekeberg, S. E. (August 12, 1994). *Assessing practical significance in the field: A Bayesian approach to evaluation*. Presented August 13, 1994 for the Organization Development and Change Division at the Academy of Management Meetings, Dallas, TX.

### Session Chair/ Facilitator

1. Svyantek, D.J. (2009). Chair, Session on "Random Walks Down Memory Lane: Career Paths in I-O Psychology." National Society of Industrial & Organizational Psychology Meeting, New Orleans, LA, April 3, 2009.
2. Svyantek, D.J. (2005). Chair, Session on "Human Capital Due Diligence for Venture Capital Decisions". National Society of Industrial & Organizational Psychology Meeting, Los Angeles, CA, April 15.
3. Svyantek, D. J. (2002). Chair, Session on "The Challenge of Entrepreneurship". Ninth Annual International Conference on Advances in Management, Needham, MA.
4. Svyantek, D. J. (2002). Chair, Session on "Comparative perspectives on governance and intervention. Seventh Annual International Conference on Advances in Management, Colorado Springs, CO.
5. Svyantek, D.J. (2001). Facilitator, Management history and principles of thought. Academy of Management Meetings, August 6. Washington, D.C.
6. Svyantek, D. J. (2000). Chair, Session on "Comparative perspectives on governance and intervention. Seventh Annual International Conference on Advances in Management, Colorado Springs, CO.
7. Svyantek, D. J. (April 26, 1998). Chair, Session on "Practical significance: Are academics and practioners speaking the same language?", Society for Industrial and Organizational Psychology Meeting, Dallas, Tx.
8. Svyantek, D. J. (August 12-14, 1996). Chair, Session on "Entering the transformative present", National Academy of Management Meeting, Cincinnati, OH.

9. Svyantek, D. J. (August 11-14, 1991). Chair, Session on "Contrasting Approaches to Learning from Interventions", National Academy of Management Meeting, Miami, FL.
10. Connolly, T. C., Svyantek, D. J. Deshon, R. P. & Bukszar, E. (August 10-12, 1989). Leaders for roundtable discussion on "Behavioral Decision Approaches", Working Conference on Managerial Thought and Cognition, Washington, DC.

### Discussant

1. Svyantek, D.J. (2005). Discussant, Session on "Management History and Entrepreneurship: Firm- and Industry-Level Issues". National Academy of Management Meeting, New Orleans, LA, August 10.
2. Svyantek, D. J. (August 9, 2000). Discussant, Session on "Putting management thoughts into practice: The early pioneers", National Academy of Management Meeting, Toronto, Canada.
3. Svyantek, D. J. (August 11, 1998). Discussant, Session on "Radical change (Revolution), Strategic Renewal and Landmarks of Change", National Academy of Management Meeting, San Diego, CA.

### Paper Presentations

1. Smith, A.M., Ritterbush, E.A., Whitman, R., & Svyantek, D.J. (2019). Predicting Cooperative Decision Making in Workplaces: Person-Situation Interactions. Paper Presented at the 34<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC/ National Harbor, MD.
2. Doerr, A.J., & Svyantek, D.J. (2018). A Conditional Reasoning Test for Risk and Incident Propensity (CRT-RIP). Paper Presented at the 33<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
3. Ritterbush, E., Edmunds, E., & Svyantek, D.J. (2018). Predicting Ethical Decision Making in Organizations and Social Contexts. Paper Presented at the 33<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
4. Ritterbush, E., Smith, A. M., & Svyantek, D. J. (2017, May). *Ethical decisions and the conscientious Machiavellian: Context-specific predictions based on dark personalities*. Association for Psychological Science, Boston, MA.
5. Haynie, J., Varma, V., Field, J.R., Bergiel, B., & Svyantek, D.J. (2015). Job Insecurity in Compensation Evaluations: Is My Organization Treating Me Fairly? Paper presented at the 2015 Southern Management Association Meeting, St. Petersburg, FL.
6. Doerr, A.J., Clark, M.A., & Svyantek, D.J. (2015). Spreading like Wildfire: Impact of Communication Channel on Emotional Contagion. Paper Presented at the 30<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
7. Johnson, B.A., Franco-Watkins, A, Jones-Farmer, A., & Svyantek, D.J. (2015). Mitigating the Impact of Counterproductive Work Behavior with an Apology. Paper Presented at the 30<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
8. Cullen, K. L., Svyantek, D. J., Jones-Farmer, L. A., & Edwards, B. D. (2012, August). Performance Ratings in co-located and virtual teams. Paper presented at 71st Annual Meeting of the Academy of Management, Boston, MA.

9. Cullen, K. L., Lester, H. F., Svyantek, D. J., & Winter, J. (2012, April). Examination of Reciprocity and General Tendencies in Leader-member Exchange (LMX). Poster Presented at 27<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
10. Svyantek, D. J., Alexander, T. A., Brown, V., Cullen, K., Hague, D. A., Jenda, O. M., Smith, A.E., & Sollie, D.L. (2011). Graphical methods and balancing intervention cost, benefit, and times. Poster presented at the 23rd Annual Convention of the Association for Psychological Science, Washington, DC.
11. Johnson, V., Franco-Watkins, A., Jones-Farmer, A., Lewis, P., & Svyantek, D.J. (2011). Individual differences and the situation in risky choice decision-making. Poster presented at the 23rd Annual Convention of the Association for Psychological Science, Washington, DC.
12. Lester, H. F., Cullen, K. L., Franco-Watkins, A. M., & Svyantek, D. J. (2010, November). Decision making consequences of the paradoxical flip. Poster presented at the 31st Annual Convention of the Society for Judgment and Decision Making, St. Louis, MO.
13. Carter, Min Z., Jones-Farmer, A., Armenakis, A.A., Feild, Hubert S., & Svyantek, D.J. (August 10, 2009). Transformational Leadership and Followers' Performance. Presentation to the Annual Meeting of the Academy of Management, Chicago, IL.
14. Svyantek, D.J. (2009). Making Fun of Administrators... And How I Became One! National Society of Industrial & Organizational Psychology Meeting, New Orleans, LA, April 3, 2009.
15. Cullen, K. L., Lester, H. F., Franco-Watkins, A. M., & Svyantek, D. J. (2008, November). *March Madness... or is it? It's all about confidence*. Poster presented at the 29<sup>th</sup> Annual Convention of the Society for Judgment and Decision Making, Chicago, IL.
16. Cullen, K. L., Lester, H. F., & Svyantek, D. J. (2008, May). *Individual differences in stable motivational qualities and skill acquisition*. Poster presented at the 20<sup>th</sup> Annual Convention of the Association for Psychological Science, Philadelphia, PA.
17. Cullen, K.L., Hetzler, J., Svyantek, D.J., & Goodman, S. (2008). Effects of supervisor and subordinate gender on contextual performance evaluations. Presentation to the National Society of Industrial & Organizational Psychology Meeting, San Francisco, CA, April 11.
18. Hetzler, J.M., Cullen, K.L., & Svyantek, D.J. (August 7, 2007). Predictors of contextual performance across time. Presentation to the Annual Meeting of the Academy of Management, Philadelphia, PA.
19. Hetzler, J.M., Cullen, K.L., & Svyantek, D.J. (August 7, 2007). Dimensionality and stability of contextual performance across time. Presentation to the Annual Meeting of the Academy of Management, Philadelphia, PA.
20. Hetzler, J.M., Cullen, K.L., & Svyantek, D.J. (May 25, 2007). Predicting contextual performance across genders. Presentation to the Association of Psychological Science 19<sup>th</sup> Annual Convention, Washington, D.C.
21. Mahoney, K.T., Svyantek, D.J., & Doverspike, D. (May 25, 2007). A within-subject framing and risky choice study. Presentation to the Association of Psychological Science 19<sup>th</sup> Annual Convention, Washington, D.C.
22. Perdomo, B.L., Cullen, K.L., Svyantek, D.J., Goodman, S.A. (2006). Dispositional and Organizational Characteristics as Predictors of Job Satisfaction and Turnover.

- Presentation to the National Association for Psychological Science Meeting, New York, NY.
23. Svyantek, D.J. (2006). Decreasing human resource costs in acquisition: Person-organization fit and mergers. Presentation to the National Society of Industrial & Organizational Psychology Meeting, Dallas, TX, May 6.
  24. Thomas, A., Vaughn, D., & Svyantek, D.J. (2006). The validity of IAT of attitudes towards individuals with disabilities. Presentation to the National Society of Industrial & Organizational Psychology Meeting, Dallas, TX, May 6.
  25. Keeney, M.J. & Svyantek, D.J. (2005). Job performance may not provide warning of psychological contract violation. Presentation to the National Society of Industrial & Organizational Psychology Meeting, Los Angeles, CA, April 16.
  26. Svyantek, D.J. & Bott, J.P. (2004). Received doctrine and the relationship between diversity and organizational performance. Presentation to the National Society of Industrial & Organizational Psychology Meeting, Chicago, IL, April 3.
  27. Haworth, C.L., Snell, A.F., Svyantek, D.J., & Kustis, Gary A. (2003). Evaluating the etiology of climate: Building understanding from multiple levels. Presentation to the National Society of Industrial & Organizational Psychology Meeting, Orlando, FL, April 11-13.
  28. Svyantek, D.J. (2003). Consulting Reality Check: The Politics of the Internal Consultant. Presentation to the 24<sup>th</sup> Annual Industrial/ Organizational Psychology and Organizational Behavior Graduate Student Conference Meeting, Akron, OH, March 7-9.
  29. Svyantek, D. J. (2002). What do the *IJOA* and *Current Topics* want?: An editor's perspective. Presentation to the Ninth Annual International Conference on Advances in Management, Needham, MA.
  30. Naidoo, L. J. & Svyantek, D.J. (2002). Climate variability: A new approach to conceptualizing organizational climate. Presentation to the Ninth Annual International Conference on Advances in Management, Needham, MA.
  31. Mahoney, K. & Svyantek, D.J. (2002). Administration of the military in northern Sung China (960-1179 CE). Presentation to the Ninth Annual International Conference on Advances in Management, Needham, MA.
  32. Svyantek, D.J. & Mahoney, K. (2002). Technological determinism, sociotechnical systems, and classical warfare: Social innovation during a period of stasis. Presentation to the Ninth Annual International Conference on Advances in Management, Needham, MA.
  33. Lees-Hotton, C.A. & Svyantek, D.J. (2002). The influence of gender and the pygmalion effect on group performance. Presentation to the National Society of Industrial & Organizational Psychology Meeting, Toronto, Canada, April 11-14.
  34. Philips, J.L., Winter, J.L., & Svyantek, D.J. (2002). Situational and personality influences on contextual performance in organizations. Presentation to the National Society of Industrial & Organizational Psychology Meeting, Toronto, Canada, April 11-14.
  35. Svyantek, D.J. & Philips, J. (April 2001). A cognitive-affective processing approach to organizational citizenship. Presentation to the National American Psychological Society Meeting, Toronto, Ontario.
  36. Svyantek, D.J., Brown, L.L., & Mahoney, K.T. (2000). Diversity and effectiveness in the Roman and Persian empires. Presentation to the National Academy of Management Meeting, Toronto, Canada.

37. Cober, R., Blumenthal, A. & Svyantek, D.J. (2000). Financial incentives and the performance of professional basketball players and teams. Paper presented to the 108<sup>th</sup> Annual American Psychological Association Meetings, Washington, D.C.
38. Svyantek, D. J. (2000). Defining practical significance through collaboration. Presentation to the Seventh Annual International Conference on Advances in Management, Colorado Springs, CO.
39. Haworth, C.L., Svyantek, D.J., & Goodman, S.A. (2000). Quiet cooperators or smooth operators. Presentation to the Society of Industrial & Organizational Psychology Meeting, New Orleans, LA.
40. Svyantek, D.J. (July 9, 1999). The implications of chaos theory for the measurement of organizational change. Presentation to the Sixth Annual International Conference on Advances in Management, Baton Rouge, LA.
41. Monaghan, D.M. & Svyantek, D.J. (July, 1999). An investigation of the antecedents and consequences of altruistic organizational behavior. Presentation to the Sixth Annual International Conference on Advances in Management, Baton Rouge, LA.
42. Keeney, M.J. & Svyantek, D. J. (July 7, 1999). A review of psychological contract theory and research: Promise nothing and they may still get angry. Presentation to the Sixth Annual International Conference on Advances in Management, Baton Rouge, LA.
43. Bishop, N.B., Barrett, G.V., Doverspike, D., Hall, R.J., & Svyantek, D.J. (May 1, 1999). Big Five and selection: Factors impacting responses and validities. Presentation to the Society of Industrial & Organizational Psychology Meeting, Atlanta, GA.
44. Keeney, M.J., Svyantek, D.J., Snell, A.F. & Robison, S.J. (April 29, 1999). CART and Neural Network tests of Schneider's (1987) homogeneity hypothesis. Presentation to the Society of Industrial & Organizational Psychology Meeting, Atlanta, GA.
45. Bernal, D. S., Snell, A.F., Svyantek, D.J. & Haworth, C.L. (April 30, 1999). Faking out the fakers: A new technique of scale construction. Presentation to the Society of Industrial & Organizational Psychology Meeting, Atlanta, GA.
46. Cober, R.T., Blumenthal, A.J., & Svyantek, D.J. (1999). NBA player performance as a function of salary. Presentation to the I/O & OB meetings.
47. Svyantek, D. J. (August, 10, 1998). Make haste slowly: Augustus Caesar's Transformation of the Roman Word. Presentation to the National Academy of Management Meeting, San Diego, CA.
48. Svyantek, D.J. (May 23, 1998). Attractors in human social systems: Chaos theory and modes of change. Presentation to the American Psychological Society Meeting, Washington, D.C.
49. Svyantek, D. J. (April 26, 1998). Client-Based Hypothesis Testing: New perspectives on an old friend. Presentation to Society for Industrial and Organizational Psychology Meeting, Dallas, Tx.
50. Horvath, W.L. II & Svyantek, D. J. (January, 12, 1998) Participative management in union settings: Lessons from Saturn. Presentation to Industrial Relations Research Association, Chicago, IL.
51. Svyantek, D. J. (July 10, 1997). Stasis and punctuations in organizational evolution: An investigation of stability in the American automobile industry. Presentation to the Fourth Annual International Conference on Advances in Management, Rexdale, Ontario.
52. Svyantek, D. J., & Snell, A. (July 11, 1997). Non-linearity and organizational research. Presentation to the Fourth Annual International Conference on Advances in Management, Rexdale, Ontario.

53. Goodman, S. A., & Svyantek, D. J. (April 11, 1997). *Person-organization fit and contextual performance: Do shared values matter?* Paper presented at the Twelfth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
54. Goodman, S. A., & Svyantek, D. J. (April 12, 1997). *Expanding the performance domain: Who says nice guys finish last?* Paper presented at the Twelfth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
55. Hoffmann, J. A., DeLamarter, W. A., & Svyantek, D. J. (1997). *The effects of job stereotype, applicant sex, and communication style on interview ratings.* Paper presented at the Twelfth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, Mo.
56. Svyantek, D. J. (September 13, 1996). *Chaos Theory and organizations.* Paper presented at The University of Missouri-St. Louis Psychology Department Colloquium Series, St. Louis, MO.
57. Svyantek, D. J., Ekeberg, S. E., Casey, M. & Marinis, M. E. (August 12-14, 1996). *Knowledge out of chaos: Using Phase Spaces of the qualitative evaluation of organizational change.* Presentation to the National Academy of Management Meeting, Cincinnati, OH.
58. Svyantek, D. J. (June 26-29, 1996). *Order out of chaos: Non-linear systems and organizational change.* Presentation to the Third Biennial Conferences on *Advances in Management*, Boston, MA.
59. Kolz, A. R. & Svyantek, D. J. (April 26, 1996). *The effects of progress rate and goal discrepancies on escalation of commitment.* Paper presented at the Eleventh Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
60. Kuthy, J. E. & Svyantek, D. J. (April 26, 1996). *Probability versus statistical significance terminology when making business decisions.* Paper presented at the Eleventh Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
61. Svyantek, D. J. (May 21, 1995). *Chaos, complex adaptive systems and organizational change.* Paper presented at the Tenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando FL.
62. Goodman, S. A. & Svyantek, D. J. (August 16, 1994). *Organizational characteristics and team building success.* Paper presented at the 1994 Academy of Management Meetings, Dallas, TX.
63. Svyantek, D. J., Ekeberg, S. E., Marinis, M. E. & Figueroa, R. F. (August 7 -11, 1993). *A Bayesian approach to the definition of practical significance in field settings.* Paper presented at the 1993 Academy of Management Meetings, Atlanta, GA.
64. Svyantek, D. J. & Roach, J. M. (June 25-27, 1993). *Expert and novice performance differences in an uncertain, unstructured decision making environment.* Paper presented at the 1993 American Psychological Society Meetings, Chicago, IL.
65. Winter, J. L., Healy, M. C., Svyantek, D. J. & Axton, T. R. (April 30-May 2, 1993). *A Re-examination of research productivity in Industrial/ Organizational Psychology.* Paper presented at the Eighth Annual Society of Industrial/ Organizational Psychology Meetings, San Fransisco, CA.
66. Svyantek, D. J., O'Connell, M., Baumgardner, T. L. (August 9-12, 1992). *Bayesian approach to the evaluation of organization development efforts.* Presentation to National Academy of Management Meeting, Las Vegas, NV.

67. Goodman, S. A. & Svyantek, D. J. (August 14-18, 1992). *Individual performance and causal attribution within a group context*. Paper presented to the American Psychological Society Convention, Washington, DC.
68. Svyantek, D. J. & DeShon, R. P. (August 11-14, 1991). *Organizational attractors: A Chaos Theory explanation of why cultural change efforts don't*. Paper presented to the National Academy of Management Meeting, Miami, FL.
69. Svyantek, D. J. & Thomas, J. C. (August 16-20, 1991). *Nonperformance cues and football ratings*. Paper presented to the 99th Annual American Psychological Association Meetings, San Francisco, CA.
70. Kolz, A. & Svyantek, D. J. (August 9-11, 1991). *Contextual influences of decision making strategy choice*. Paper presented to the National Association of Management Meetings, Atlantic City, NJ.
71. Stevens, S., Svyantek, D. J., Kolz, A. (August 9-11, 1991). *Antecedents and moderators of organizational commitment*. Paper presented to the National Association of Management Meetings, Atlantic City, NJ.
72. Svyantek, D. J. & DeShon, R. P. (July 28-31, 1991). *Leaders and organizational outcomes: An analysis of Lee Iaccoca and the American automobile industry*. Paper presented to the 1991 Research Conference on the Impact of Leadership of Performance, Colorado Springs, CO.
73. Svyantek, F. L., Svyantek, D. J. & Hakel, M. D. (June 14-15, 1991). *The influence of management behavior on organizational transformation efforts*. Paper presented to 1991 American Psychological Society Meetings, Washington, DC.
74. O'Connell, M. S., Svyantek, D. J. & Baumgardner, T. L. (August 13, 1990). *Possible applications of Bayesian methods to OD evaluation and decision-making*. Presentation to the National Academy of Management Meeting, San Francisco, CA.
75. Svyantek, D. J. & DeShon, R. P. (August 6-9, 1990). *The illusion of certainty: A catastrophe theory explanation of decision-making in threatening environments*. Presentation to the Third Annual National Association of Management Meeting, Lake Buena Vista, FL.
76. Svyantek, D. J., O'Connell, M. S. & Baumgardner, T. L. (August 6-9, 1990). *The utilization of the OD knowledge base: A preliminary method for predicting intervention success*. Presentation to the Third Annual National Association of Management Meeting, Lake Buena Vista, FL.
77. Svyantek, D. J., Ekeberg, S. E. & Bartow, V. (August 6-9, 1990) *Gainsharing and productivity measurement: A new methodology for the construction and utilization of gainsharing formulas*. Presentation to the Third Annual National Association of Management Meeting, Lake Buena Vista, FL.
78. Svyantek, D. J., DeShon, R. P., Siler, M. T. & Cicerelli, G. (June 7-10, 1990). *The illusion of certainty: A catastrophe theory model of decision framing*. Presentation to the Second Annual Convention of the American Psychological Society.
79. Svyantek, D. J., Jones, A. J. & Rozelle, R. M. (1990). *Consistency in implicit theories of organizations*. Presentation to the 1990 Society of Industrial-Organizational Psychologists Meetings, Miami, FL.
80. Svyantek, D. J., Jones, A. J. & Rozelle, R. M. (1989). *Organizational framing: The role of decision climates in organizations*. Presentation to the 1989 Society of Industrial-Organizational Psychologists Meetings, Boston, MA.

81. Svyantek, D. J. & Hendrick, H. L. (1988). *The nature of change: An extension of new developments in evolutionary theory to the study of organizational systems*. Paper presented to the 1988 Annual Meeting of the Association of Human Resource Management and Organizational Behavior, Long Beach, CA.
82. Svyantek, D. J., Jones, A. P. & Rozelle, R. M. (June 9, 1988). *The influence of organizational frames on decision quality*. Presentation to the Second Conference on Decision Making and Information Processing: Contextual Influences.
83. Svyantek, D. J. (May, 1988). *The role of organizational culture and climate in the transfer of training*. Presentation to the Northeast Ohio Chapter of ASTD.
84. Bullock, R. J. & Svyantek, D. J. (August, 1983). *Positive-findings bias in positive findings bias research*. Paper presented to the 43rd Annual Meeting of the Academy of Management.
85. Svyantek, D. J., Fischer, R. B. & Wheeler, A. (April 11, 1980). *Exploration, locomotion and response to conspecific odors in an open-field in the degu (Octodon degus)*. Presentation to the Midwestern Animal Behavior Society.

## **G. Professional activities**

### Professional Organizations

Academy of Management, 1983-Present  
 American Psychological Association, 1988-1991  
 American Psychological Society, 1989-Present  
 Association of Management, 1987-1992  
 Society of Industrial and Organizational Psychology, 1989-Present

### Program Chair

Organizational Behavior Track Chair (2002) for the Ninth Annual International Conference on Advances in Management, Needham, MA.

### Editorships

Assistant Editor	<i>International Journal of Organizational Analysis</i> , 2000-2001
Associate Editor	<i>International Journal of Organizational Analysis</i> , 2002
Guest Editor	Special Edition on Emotional Intelligence. <i>International Journal of Organizational Analysis</i> , 2002
Editor	<i>International Journal of Organizational Analysis</i> , 2003
Associate Editor	<i>Management Decision</i> , May, 2014- 2015
Editorial Board	<i>Management Decision</i> , May, 2016-present
Editor	<i>Organizational Analysis</i> , 2004-2006
Editor	<i>Research in Organizational Science</i> , 2005-present

### Editorial Reviewer

Reviewer: American Psychological Society Meetings

Reviewer: Academy of Management Meetings (Organization Development Division and History Divisions) 1994-Present  
Reviewer: Best Paper Award Decision Panel (Organizational Development and Change Division), 1994  
Reviewer: All-Academy Symposia Submissions, 1994  
Reviewer: Society of Industrial and Organizational Psychologists Meetings- 1992-present  
Ad hoc Reviewer: *Academy of Management Review*, 1993  
Ad hoc Reviewer: *Group and Organization Management*, 1995  
Ad hoc Reviewer: *Journal of Applied Psychology*, 1990-92.  
Ad hoc Reviewer: *Organizational Research Methods*, 1997.  
Ad hoc Reviewer: *Human Relations*, 1997  
Ad hoc Reviewer: *Journal of Vocational Behavior*, 1998-present  
Ad hoc Reviewer: *International Journal of Organizational Analysis*, 1999-2004  
Ad hoc Reviewer: *Journal of Organizational and Occupational Psychology*, 2003-present.  
Ad hoc Reviewer: *Sex Roles*, 2011-present.  
Ad hoc Reviewer: *Human Resource Management Review*, 2015-Present

### University Committees- Auburn University

University Senate Chair Elect 2016  
University Senate Executive Committee 2016  
University Senate Steering Committee 2016  
University Rules Committee 2016  
University Space Management Committee 2016  
Committee on Intercollegiate Athletics 2005- 2008; 2011-2014  
    Chair, Compliance Sub-committee  
NCAA Self-Study Group 2005-2008  
Faculty Senate 2006-2008; 2012-2015  
IGP Review Committee 2016

### College Committees- Auburn University

Chairs and Heads Committee 2008-Present  
College of Liberal Arts Budget Committee 2010- Present  
College of Business Distinguished Chair Committee- 2010-11  
College of Liberal Arts Faculty Incentive and IDCR Committee 2011-Present  
College of Liberal Arts Search Committee (Director of Faculty Initiatives) 2012

### Departmental Committees- Auburn University

Executive Committee 2003-present  
Space Committee 2008-present  
Planning & Analysis Committee 2005-present  
Graduate Committee 2003-present  
SCOPE Mentor 2016

### University Committees- University of Akron

Secretary, The University of Akron Sigma Xi chapter  
Buchtel College Council (Alternate) 1988  
Buchtel College Council (Representative) 1996-1999; 2002-2003  
Buchtel College Council Service Award Committee- Spring, 1998

### Departmental Committees- University of Akron

Admissions Committee 1988-1998  
Colloquia Committee 1987-1990  
Core Committee 1988-1993; 1997-98  
Graduate Faculty Committee 1996-1998  
    Chair, Graduate Faculty Committee 1996-98  
I/O Committee 1987-Present  
Library Committee 1987-Present  
Merit Evaluation System Committee, 1999-2001

Journal Rankings Committee, 1999-2001  
Student Evaluation Committee 1991-Present  
Tenure and Retention Committee 1993-Present  
    Chair, Tenure Committee 1994, 1999  
    Chair, Retention Committee 1997

Professional Consulting

Arco Petroleum Products, Houston, Texas, 1984 - 1985.  
D. Brown & Associates, Cleveland, OH 1999  
Conoco Oil, Houston, Texas, 1986.  
Dow Chemical, Freeport, Texas, 1986 - 1987.  
Johnson & Johnson Products, Sherman, Texas, 1982.  
Johnson & Johnson Products, Racine, WI, 1997  
Knoechel Heating, Zoenople, PA, 1995  
NUS Corporation, Houston, Texas, 1982 - 1984.  
O'Brien, Passen & Associates 2002  
Prudential Insurance, Houston, Texas, 1985.  
Sherwin Williams, Cleveland, Ohio, 1990

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