

CURRICULUM VITAE

Michael A. Champion

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Education

1980-1982	North Carolina State University Raleigh, NC	Ph.D. Degree Major: Industrial/Organizational Psychology Minor: Ergonomics
1975-1978	University of Akron Akron, OH	M.A. Degree Major: Industrial/Organizational Psychology Minor: Statistics
1971-1975	University of Minnesota Minneapolis, MN	B.A. Degree Major: Psychology Minor: Sciences

Fields of Specialization

Human Resource Management

- Selection & staffing, job analysis, equal employment opportunity, performance evaluation, training & development, promotion & turnover, compensation, auditing and benchmarking, records management, and general personnel research.

Organizational Development

- Organizational consulting, diagnosis, attitude surveys, morale management, facilitation and negotiation, and the design of jobs, work teams, and organizational structures.

Interdisciplinary Research

- Artificial Intelligence, Employment Law, Human Factors, Ergonomics, and Industrial Engineering.

Employment

1986-present Purdue University, West Lafayette, IN
Herman C. Krannert Distinguished Professor of Management
 (2020-present)
Herman C. Krannert Chaired Professor of Management (2009-2020)
Professor of Management (1993-2009)
Director of the M.S. in Human Resources Program (1988-1993)
Associate Professor of Management (1988-1993)
Assistant Professor of Management (1986-1988)
Professor of Psychological Sciences (ongoing courtesy
 appointment)

Duties: Conducting research for publication and guiding student research. Teaching in the Organizational Behavior and Human Resource Management Program at the undergraduate, M.S., executive, and Ph.D. levels. Directing academic programs. Consulting with industry on human resource problems and programs.

- 1988-present Campion Services, Inc.
 DBA: Campion Consulting Services (1988-present) - consulting practice that has conducted over 1400 projects for nearly 180 private and public sector organizations on nearly all human resources topics.
<http://www.campion-services.com/consulting.html>
 DBA: Campion Recruiting Services (1997-2015) - recruiting services that placed more than 100 I/O Psychologists at over 90 organizations.
- 1983-1986 IBM Corporation, Santa Clara, CA
Project Manager (1986)
 Duties: Planned and implemented the first opinion survey in the ROLM Corporation, a telecommunications subsidiary of IBM with 11,000 employees. Being the first survey, extensive strategy planning and consulting with senior ROLM and IBM corporate management was necessary beyond the usual survey activities (see below). Staff consisted of a programmer and an exempt administrator.
- IBM Corporation, Research Triangle Park, NC
College/Professional Recruiting Manager (1985-1986)
 Duties: Managed a department responsible for all aspects of recruiting and hiring college and experienced full time professional employees, and co-op, summer, and part-time professional employees for a site of 10,000. This assignment also had the special mission of improving the operating efficiency and effectiveness of the unit. The department had seven exempt employees and a yearly budget of 1 million.
- IBM Corporation, Research Triangle Park, NC
Personnel Research Manager (1984-1985)
Personnel Research Specialist (1983-1984)
 Duties: Managed a periodic opinion survey for a site of 10,000 employees. Responsibilities included planning, administration, management feedback, training, site action planning, organizational development activities, communications programs and consulting with senior management. The department was also responsible for conducting research on morale, management development, and human resource practices. Staff consisted of another industrial/organizational psychologist and an administrative analyst.
- 1978-1982 Weyerhaeuser Company, Plymouth, NC
Human Resource Analyst (1978-1980 full time; 1980-1982 part time & supported educational leave of absence)
 Duties: Developed, analyzed, and documented human resource systems, including job analysis programs, structured interviews, cognitive aptitude tests, physical ability tests, promotion & placement procedures, performance evaluation

programs, equal employment opportunity monitoring systems, and affirmative action plans.

1975-1978 University of Akron, OH
 Teaching Assistant (1977-1978)
 Research Assistant (1975-1977)
 Duties: Conducted research on motivation, employment interviewing, management development, and perceptual/motor processes involved in automobile driving. Assisted in faculty consulting projects in personnel selection. Taught undergraduate algebra and introductory calculus.

Teaching

a. Courses taught at Purdue University

1. Staffing Systems (now Talent Acquisition): This as a two-part course. The first part focuses on staffing methods and tools and includes topics such as job analysis, reliability and validity, equal employment laws, selection techniques, and hiring decisions. This second part focuses on staffing processes and issues such as planning, recruiting, promotion and transfer, interviewing, staffing teams, and turnover. This course is oriented to the professional human resource manager and it taught at the graduate level.
2. Organizational Development: OD refers to the application of behavioral sciences knowledge and techniques to improve organizational effectiveness (e.g., productivity, quality, service, employee satisfaction). The focus is on how to diagnose an organization and then create an intervention to improve it. The course will describe the many theories of organizational development, techniques for diagnosing organizations, and interventions for improving organizations. Specific interventions will be examined in detail including structural interventions (e.g., organizational design, job design), interpersonal process interventions (e.g., process consultation, team building), and human resource interventions (e.g., performance management, career development). The course attempts to both build knowledge and provide practice in the various techniques.
3. Managing Your Workforce for High Performance: The course focuses on the high performance workforce management practices that are used by today's best organizations. These state-of-the-art practices include such topics as advanced staffing techniques, the latest training approaches, how to recruit to get the best employees, how to develop the careers of top talent, how to use compensation and benefits to motivate high performance, how to create an organizational culture that reinforces high performance, and other topics. The course is intended to address the needs of the general management audience.
4. Human Resource Systems: This course provides an extensive analysis of the components of human resource management, including systems for making decisions about people assets of the organization (e.g., selection, promotion, compensation), developing those assets (e.g., training, performance evaluation), and supervising the relationships between those assets and the organization (e.g., labor relations, job design, morale). The course is oriented to the professional human resource manager and is taught at the graduate level.

5. Human Resource Management: The focus of this course is the same as the above, except it is oriented to line management's human resource responsibilities and the interface between line management and the human resource staff. This course is taught at both the graduate and undergraduate levels.
 6. Research Methods for Human Resource Management: This course focuses on the logic and techniques of the research process, especially as it relates to human resource decisions and activities in business organizations. The course is analytical and includes conducting research projects. It is oriented to the professional human resource manager and is taught at the graduate level.
 7. Research Seminar in Human Resource Management: This is a Ph.D. seminar focusing on research methods, theories, and issues in human resources. It is designed for individuals aspiring to a research and teaching career in human resources or organizational behavior.
- b. Ph.D. Committees:
- Dr. Chi-Sum Wong (1989) -- chair
 - Dr. Laurence S. Fink (1990) -- committee member
 - Dr. John R. Cook (1991) -- committee member (School of Industrial Engineering)
 - Dr. Barbara K. Brown (1992) -- chair
 - Dr. Stephan K. Markham (1992) -- committee member
 - Dr. Michael J. Stevens (1993) -- chair
 - Dr. Gina J. Medsker (1993) -- committee member
 - Dr. Talya N. Bauer (1994) -- committee member
 - Dr. Christi A. Douglas (1994) -- committee member
 - Dr. Stanley B. Malos (1995) -- chair
 - Dr. Vincent Duffy (1996) -- committee member (School of Industrial Engineering)
 - Dr. Byungcho Kim (1996) -- committee member
 - Dr. Lynda Aiman-Smith (1996) -- committee member
 - Dr. Susan Kichuk (1997) -- external examiner (McMaster University, School of Business, Ontario, Canada)
 - Dr. David K. Palmer (1997) -- committee member
 - Dr. Frederick P. Morgeson (1998) -- co-chair
 - Dr. Carl P. Maertz (1998) -- chair
 - Dr. Richard A. Posthuma (1999) -- committee member
 - Dr. Laura L. Paglis (1999) -- committee member
 - Dr. Sheryl L. Shivers (1999) -- committee member
 - Dr. Shoshana Magazine (2001) -- committee member
 - Dr. Troy V. Mumford (2002) -- chair
 - Dr. Julia Levashina (2005) -- chair
 - Dr. Rebecca A. Bull (2008) -- committee member
 - Dr. Rustin D. Meyer (2009) -- committee member
 - Dr. Jeremy P. Fyke (2011) -- committee member
 - Dr. Michael Baysinger (2011) -- committee member
 - Dr. Patrick Bruning (2014) -- chair
 - Dr. Kelly T. Scherer (2014) -- committee member
 - Dr. Christopher Hartwell (2015) -- chair
 - Dr. Louis Hickman (2021) -- committee member
 - Dr. Benjamin Falls (Claremont Graduate School) -- outside member

Editorship

Journal Editor

Personnel Psychology (1990 to 1996)

Special Issue Journal Editor

Personnel Psychology special issue editor (2021) on "Artificial Intelligence and Machine Learning Applications in Personnel Selection/Staffing" (with Emily D. Champion)

Memberships on Editorial Boards

Personnel Psychology (1984 to present)

Editors: P. R. Sackett, J. R. Hollenbeck, A.M. Ryan, M. J. Burke, F. P. Morgeson, B. S. Bell, M. L. Kraimer, B. Erdogan, and Z. Zhang.

Journal of Applied Psychology (1989 to 2013)

Editors: N. Schmitt, P. Bobko, K. R. Murphy, S. Zedeck, and S. W. J. Kozlowski

Journal of Management (1990-1992; 2008-2011)

Editors: R. W. Griffin and T. N. Bauer

Guest Reviewer

Academy of Management Journal

Academy of Management Review

Organizational Behavior and Human Decision Processes

Psychological Bulletin

Journal of Organizational Behavior

Human Relations

Journal of Management Studies

Journal of Human Resource Management

Elected or Appointed Positions

Elected President of the Society for Industrial and Organizational Psychology (President Elect: 1994-1995; President: 1995-1996; Past President: 1996-1997).

Elected to the Council of Representatives of the American Psychological Association (1994-1997).

Elected Member-at-Large of the Executive Committee of the Society for Industrial and Organizational Psychology (1991-1994).

Member of the Fellowship Committee of the Society for Industrial and Organizational Psychology (numerous years).

Chair of the Program Committee for the 1991 meeting of the Society for Industrial and Organizational Psychology.

Chair of the Program Committee for the 1990 meeting of the American Psychological Association.

Elected Member of the Executive Committee of the Personnel/Human Resources Division of the Academy of Management (1989-1992).

Chair of the 1989 Meeting of the Personnel/Human Resources Research Group.

Member of the Awards Committee for the 2001 and 2002 meetings of the Society for Industrial and Organizational Psychology. Chair: T. A. Judge

Member of the Program Committee for the 1988 and 1989 meetings of the Society for Industrial and Organizational Psychology. Chairs: J. A. Breough (1988) and E. D. Pulakos (1989).

Member of the Program Committee for the 1988 to 1992 meetings of the Personnel/Human Resources Division of the Academy of Management. Chairs: K. N. Wexley (1988), A. S. DeNisi (1989), R. A. Alexander (1990), D. L. Stone (1991), and M. S. Taylor (1992).

Member of the Scientific Affairs Committee (1984-1988) of the Society of Industrial and Organizational Psychology. Chairs: R. S. Billings (1984-1985), P. R. Sackett (1985-1986), N. Schmitt (1986-1987), and R. G. Lord (1987-1988).

Awards and Honors

2023 Distinguished Profession Contribution Award by the Society for Industrial and Organizational Psychology. This is best described as the lifetime professional contribution award, and it is the second most prestigious award given by SIOP, right behind the Scientific Contribution Award that I won in 2010 (see below). It is not an award for doing practice, but instead it recognizes contributions to the improvement of practices in the field, which can be through research or applied work or both.

2022 Zedeck-Jacobs Adverse Impact Reduction Research Grant by the Society of Industrial and Organizational Psychology - Campion, E. D., Campion, M. A., Johnson, J., Carretta, T. R., Romy, S., Dirr, B., Deregla, A., & Mouton, A. Using advanced text analysis to increase prediction and reduce subgroup differences in personnel selection decisions.

2020 Ranked 22340 of top 100,000 (top 22%) most cited authors across all scientific fields in the world - Based on Ioannidis, J. P., Baas, J., Klavans, R., & Boyack, K. W. (2019). A standardized citation metrics author database annotated for scientific field. *PLoS biology*, 17(8), e3000384. This is the most cited on this list of all Krannert faculty both past and present.

2020 Herman C. Krannert "Distinguished" Professorship. This is a promotion and honorific title given by Purdue University for contributions and productivity in scientific research.

2020 Top 20 most downloaded articles in Compensation and Benefits Review since 2017 - For "Best practices in incentive compensation bonus administration based on research and professional advice."

2019 Scientist-Practitioner Presidential Recognition from the Society for Industrial and Organizational Psychology.

2019 2nd Most Cited Author (of 9,744) in Textbooks in Human Resource Management - Based on Aguinis, H., Ramani, R. S., Alabduljader, N.,

- Bailey, J. R., & Lee, J. (2019). A pluralist conceptualization of scholarly impact in management education: Students as stakeholders. Academy of Management Learning and Education, 18, 11-42.
- 2018 Finalist (Top 3) for Personnel Psychology's 2016 Best Article Award - For "Internal and external networking differentially predict turnover through job embeddedness and job offers."
- 2018 2nd Most Cited Author (of 8,603) in Textbooks in Industrial and Organizational Psychology - Based on Aguinis, H., Ramani, R. S., Campbell, P. K., Bernal-Turnes, P., Drewry, J. M., & Edgerton, B. T. (2017). Most frequently cited sources, articles, and authors in industrial-organizational psychology textbooks: Implications for the science-practice divide, scholarly impact, and the future of the field. Industrial and Organizational Psychology, 10(4), 507-557.
- 2016 Most Highly Cited Article in Personnel Psychology in 2014 Issue - for "The structured employment interview: Narrative and quantitative review of the research literature."
- 2016 High Cited Designation by Thomson Reuters - Enough citations to be in the top 1% in the field of Business and Economics for "A high performance work practices taxonomy: Integrating the literature and directing future research" (Journal of Management, 2013).
- 2014 Emerald Citations of Excellence Award - For having one of the top 35 most cited articles in the management, business, and economics in 2005-2009 for "Reconsidering the use of personality tests in personnel selection contexts" (Personnel Psychology, 2007).
- 2014 Scholarly Impact Award in one of the most cited articles in the Journal of Management for Posthuma & Campion (2009), "Age stereotypes: Common stereotypes, moderators, and future research directions."
- 2012 Top cited article from 2007-2011 in Leadership Quarterly for "The leadership skills strataplex: Leadership skill requirements across organizational levels."
- 2012 Cited in the Federal Register by the Equal Employment Opportunity Commission in their ruling on "Disparate Impact and Reasonable Factors Other Than Age Under the Age Discrimination in Employment Act" for the article by Posthuma & Campion (2009).
- 2011 Emerald Citations of Excellence Award - For having one of the top 50 most cited articles in the top 300 management publications worldwide since its publication date for "Reconsidering the use of personality tests in personnel selection contexts" (Personnel Psychology, 2007).
- 2010 Distinguished Scientific Contribution Award by the Society for Industrial and Organizational Psychology. This is best described as a lifetime scientific contribution award, and it is the most prestigious award given by SIOP.
- 2009 Herman C. Krannert Chaired Professorship. This is a promotion and honorific distinction given by the School of Management at Purdue

University for contributions and productivity in scientific research.

- 2009 Testimony to the Commissioners of the Equal Employment Opportunity Commission (EEOC) on research on age stereotypes in employment.
- 2009 Certificate of Recognition for Top Posters at the Conference of the Society for Industrial and Organizational Psychology for McCarthy, Van Iddekinge, & Campion. (2009)
- 2008 Faculty Fellow Award given by the Krannert School of Management at Purdue University for outstanding research contributions.
- 2007 Runner up for the Outstanding Publication in Organizational Behavior Award given annually by the Academy of Management for Morgeson, Johnson, Campion, Medsker, & Mumford. (2006).
- 2007 Best Paper Proceedings in the Personnel/Human Resources Division Program of the Academy of Management for Mumford, Van Iddekinge, Campion, & Morgeson (2007).
- 2003 Best Paper Proceedings in the Personnel/Human Resources Division Program of the Academy of Management for Levashina and Campion (2003).
- 2003 Best Paper Proceedings in the Personnel/Human Resources Division Program of the Academy of Management for Mumford, Morgeson, and Campion (2003).
- Tied for 5th most published author in the Journal of Applied Psychology and Personnel Psychology in the 1990s [Ones, D. S., & Viswesvaran, C. (2000). Most published authors in Journal of Applied Psychology and Personnel Psychology. The Industrial-Organizational Psychologist, 37(4), 26-31.]
- 6th most published author in the Journal of Applied Psychology and Personnel Psychology in the 1980s and 1990s combined. (Same reference.)
- 2001 Certificate of Appreciation. U. S. Department of State.
- 1999 Certificate of Appreciation. U. S. Department of State.
- 1995 Chaired a dissertation that won the Dissertation Award of the Academy of Management, Human Resources Division (M. J. Stevens).
- 1994 Elected President of the Society for Industrial and Organizational Psychology.
- 1993 Elected to the Council of Representatives of the American Psychological Association.
- 1991 Elected Member-at-Large of the Executive Committee of the Society for Industrial and Organizational Psychology.
- 1991 Appointed Editor of Personnel Psychology, a scientific research journal (term 1991-1996).

- 1991 Fellow to the Society for Industrial and Organizational Psychology, the American Psychological Association, and the American Psychological Society.
- 1991 Certificate of Recognition for Serving as Program Chair for the Conference of the Society of Industrial and Organizational Psychology.
- 1989 Best Paper Proceedings in the Personnel/Human Resources Division Program of the Academy of Management for Campion & Stevens (1989).
- 1988 Best Paper Proceedings in the Personnel/Human Resources Division Program of the Academy of Management for Campion & Berger (1988). (This paper was selected as the best paper submitted that year.)
- 1987 Jay N. Ross Young Faculty Scholar Award presented by the Krannert School of Management, Purdue University, and the Arthur Andersen & Co., Chicago, Illinois.
- 1987 One of Eight Best Papers of the Personnel/Human Resources Division Program of the Academy of Management for Campion (1987).
- 1985 IBM Informal Recognition Award.
- 1984 Sigma Xi, The Scientific Research Society (elected).
- 1983 S. Rains Wallace Dissertation Award presented by the Society for Industrial and Organizational Psychology, American Psychological Association, for: Campion, M. A. (1982). Development and field evaluation of an interdisciplinary measure of job design. Dissertation Abstracts International, 43, 4185B.

Membership in Academic, Professional Scholarly Societies

Society for Industrial and Organizational Psychology (elected Fellow in 1991)

American Psychological Association (elected Fellow in 1992)

Academy of Management

Personnel/Human Resources Research Group

American Psychological Society (elected Fellow in 1992)

Research

Refereed Publications

1. Campion, E. D., Campion, M. A., Johnson, J., Carretta, T. R., Romay, S., Dirr, B., Dereglia, A., & Mouton, A. (2024). Using natural language processing to increase prediction and reduce subgroup differences in personnel selection decisions. Journal of Applied Psychology, 109(3), 307-338. <https://doi.org/10.1037/apl0001144>
*Selected as an "Editor's Choice Article"

2. Campion, M. A., & Campion, E. D. (2023). Machine learning applications to personnel selection: Current illustrations, lessons learned, and future research. Personnel Psychology, 76(4), 993-1009.
<https://doi.org/10.1111/peps.12621>
3. Campion, E. D., & Campion, M. A. (in press). Impact of artificial intelligence on personnel selection. Organizational Dynamics.
4. Campion, E. D. & Campion, M. A. (in press). Introducing and maintaining machine learning selection systems. In R. Jacobs & D Reynolds (Eds.), SIOP Book on Science & Practice in Selection. Oxford University Press.
5. Campion, E. D., & Campion, M. A. (in press). Text Analysis Using Artificial Intelligence as a Tool for Job Analysis and Job Design. In Parker, S., Klonek, F., Knight, C., & Zhang, Z (Eds.), SIOP Frontier Series - Transformative Work Design: Synthesis and New Directions. Oxford University Press.
6. Campion, M. C., Campion, E. D., Campion, M. A., & Bauer, T. N. (2023). Cultivating a leadership pipeline: Using a real options lens to understand executives' strategic staffing decisions. Organization Science, 34, 1051-1072. <https://doi.org/10.1287/orsc.2022.1608>
7. Hartwell, C. J., Harrison, J. T., Chauhan, R. S., Levashina, J., & Campion, M. A. (2022). Structuring social media assessments in employee selection. International Journal of Selection and Assessment, 30, 330-343.
8. Posthuma, R. A., Campion, E. D., Campion, M. A & Zhang, H. (2022). Cultural congruence contingencies: How national culture moderates the influence of pay for individual performance on the financial performance of multinational enterprises. Applied Psychology: An International Review, 72, 477-505.
9. Campion, E. D., Campion, M. A., & Campion, M. C. (2022). A human capital-based framework of career, well-being, and social information reasons for managerial lateral job assignment preferences. Human Resource Management, 61(4), 423-447.
10. Campion, M. A., & Campion, E. D. (in press). Alternative strategies to criminal background checks for reducing risk to organizations. In C. Hanvey & A. Alonso (Eds.), Use of criminal history for employment selection. Springer Nature.
11. Bruning, P., & Campion, M. A. (2022). Assessing job crafting competencies to predict tradeoffs between competing outcomes. Human Resource Management, 61(1), 91-116.
12. Campion, E. D., & Campion, M. A. (2021). Descriptive statistics and advanced text analytics. Industrial and Organizational Psychology: Perspectives on Science and Practice, 14, 489-492.
13. Arnold, J., Van Iddekinge, C., Campion, M. C., Bauer, T., & Campion, M. A. (2021). Welcome Back? Job Performance and Turnover of Boomerang Employees Compared to Internal and External Hires. Journal of Management, 47(8), 2198-2225.
14. Morgeson, F. P., & Campion, M. A. (2021). Job and team design. In G. Salvendy & W. Karwowski (Eds.), Handbook of human factors and

- ergonomics (5th ed., pp. 383-413). New York: Wiley.
15. Hartwell, C. J., & Campion, M. A. (2020). Getting social in selection: How social networking website content is perceived and used in hiring. International Journal of Selection and Assessment, 28(1), 1-16.
 16. Campion, E. D., & Campion, M. A. (2020). Using computer-assisted text analysis (CATA) to inform employment decisions: Approaches, software, and findings. Research in Personnel and Human Resources Management, 38, 287-327. <https://doi.org/10.1108/S0742-730120200000038010>
 17. Campion, M. C., Schepker, D., Campion, M. A., & Sanchez, J. I. (2020). Competency modeling: A theoretical and empirical examination of the strategy dissemination process. Human Resource Management, 59, 291-306.
 18. Campion, E. D., Campion, M. C., & Campion, M. A. (2019). Best practices when using 360 feedback for performance appraisal. In D. W. Bracken, J. W. Fleenor, & D. S. Rose (eds.), The handbook of strategic 360 feedback (pp. 19-59). New York: Oxford
 19. Weekley, J., Labrador, J., & Campion, M. A. (2019). Job Analysis Ratings and Criterion-related validity: Are they related and can validity be used as a measure of accuracy? Journal of Occupational and Organizational Psychology, 92, 764-786.
 20. Campion, M. C., Campion, E. D., & Campion, M. A. (2019). Using practice employment tests to improve recruitment and personnel selection outcomes for organizations and job seekers. Journal of Applied Psychology, 104, 1089-1102.
 21. Bruning, P. F., & Campion, M. A. (2019). Diagnosing and responding to the seven ways your employees and coworkers change their jobs. Business Horizons, 62(5), 625-635.
 22. Campion, E. D., Campion, M. C., & Campion, M. A. (2018). Compensating tipped work: Security cameras as a tool for time use measurement. Compensation & Benefits Review, 50(1), 36-54.
 23. McCarthy, J., Bauer, T. N., Truxillo, D. M., Campion, M. C., Van Iddekinge, C. H., & Campion, M. A. (2018). Improving the candidate experience: Tips for developing 'wise' organizational hiring interventions. Organizational Dynamics, 47, 147-154.
 24. Campion, E. D., Campion, M. C., & Campion, M. A. (2018). Best practices in incentive compensation bonus administration based on research and professional advice. Compensation & Benefits Review, 49(3), 123-134.
 25. Campion, M. C., Campion, E. D., & Campion, M. A. (2018). Big data techniques and talent management: Recommendations for organizations and a research agenda for I-O Psychologists. Industrial and Organizational Psychology: Perspectives on Science and Practice, 11(2), 250-257.
 26. Posthuma, R. A., Campion, M. C., & Campion, M. A. (2018). A taxonomic foundation for evidence-based research on employee performance management. European Journal of Work and Organizational Psychology, 27, 168-187.
 27. Bruning, P., & Campion, M. A. (2018). A role-resource approach-avoidance model of job crafting: A multi-method integration and extension

- of job crafting theory. Academy of Management Journal, 61, 499-522.
28. McCarthy, J., Bauer, T. N., Truxillo, D. M., Campion, M. C., Van Iddekinge, C. H., & Campion, M. A. (2017). Using pre-test explanations to improve test-taker reactions: Testing a set of "wise" interventions. Organizational Behavior and Human Decision Processes, 141, 43-56.
 29. Campion, M. C., Ployhart, R. E., & Campion, M. A. (2017). Using recruitment source timing and diagnosticity to enhance applicants' occupation-specific human capital. Journal of Applied Psychology, 102, 764-781.
 30. Campion, M. C., Campion, M. A., Campion, E. D., & Reider, M. H. (2016). Initial investigation into computer scoring of candidate essays for personnel selection. Journal of Applied Psychology, 101, 958-975.
 31. Hartwell, C. J., & Campion, M. A. (2016). Getting on the same page: The effect of normative feedback interventions on structured interview ratings. Journal of Applied Psychology, 101, 757-778.
 32. Porter, C. M., Woo, S. E., & Campion, M. A. (2016). Internal and external networking differentially predict turnover through job embeddedness and job offers. Personnel Psychology, 69, 635-672.
 33. Adler, S., Campion, M., Colquitt, A., Grubb, A., Murphy, K., Rob Ollander-Krane, R., & Pulakos, E. Getting Rid of Performance Ratings: Genius or Folly?--A Debate. (2016). Industrial and Organizational Psychology: Perspectives on Science and Practice, 9, 219-252.
 34. Morgeson, F. P., Spitzmuller, M., Garza, A. S., & Campion, M. A. (2016). Pay attention! The liabilities of respondent experience and carelessness when making job analysis judgments. Journal of Management, 42, 1904-1933.
 35. Flores, G., Posthuma, R. A., & Campion, M. A. (2016). Managing the Risk of Negative Effects of High Performance Work Practices. In N. Ashkanasy, B. Bennett, & M. Martinko (Eds.), Understanding the high performance workplace: The line between motivation and abuse (pp. 15-38). SIOP Frontier Series, Routledge Psychology Press.
 36. Campion, M. C., Campion, E. D., & Campion, M. A. (2015). Improvements in performance management through the use of 360 feedback. Industrial and Organizational Psychology: Perspectives on Science and Practice, 8(1), 85-93.
 37. Meyer, R. D., Mumford, T. V., Burrus, C. J., Campion, M. A., & James, L. R. (2014). Selecting null distributions when calculating r_{wg} : A tutorial and review. Organizational Research Methods, 17(3), 324-345.
 38. Posthuma, R. A., Levashina, J., Lievens, P., Schollaert, E., Tsai, W-C., Wagstaff, M. F., & Campion, M. A. (2014). Comparing employment interviews in Latin America with other countries. Journal of Business Research, 67, 943-951.
 39. Roth, P., Le, H., Ho, I., Van Iddekinge, C., Buster, M., Robbins, S., & Campion, M. (2014). Differential validity for cognitive ability tests in employment and educational settings: Not much more than range restriction? Journal of Applied Psychology, 99, 1-20.

40. Levashina, J., Hartwell, C. J., Morgeson, F. P., & Campion, M. A. (2014). The structured employment interview: Narrative and quantitative review of the research literature. Personnel Psychology, 67, 241-293.
41. McCarthy, J.M., Van Iddekinge, C. H., Lievens, F., Kung, M., Sinar, E.F., & Campion, M. A. (2013). Do candidate reactions relate to job performance or affect criterion-related validity? A multi-study investigation of relations among reactions, selection test scores, and job performance. Journal of Applied Psychology, 98, 701-719.
42. Posthuma, R. A., Campion, M. C., Masimova, M., & Campion, M. A. (2013). A high performance work practices taxonomy: Integrating the literature and directing future research. Journal of Management, 39, 1840-1220.
43. Jimenez-Arevalo, F. R., Posthuma, R. A., & Campion, M. A. (2013). Effective incentive compensation for sales employees during tough economic times. Organizational Dynamics, 42, 267-273.
44. Levashina, J., Morgeson, F. P., & Campion, M. A. (2012). Tell me some more: Exploring how item verifiability and cognitive ability influence responses to biodata questions in a high-stakes selection context. Personnel Psychology, 65, 359-384.
45. Morgeson, F. P., Garza, A., & Campion, M. A. (2012). Work design. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.), Handbook of psychology: Industrial and organizational psychology (2nd ed.). Hoboken, NJ: John Wiley.
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1. Campion, E. D., & Campion, M. A. A review of text analysis contributions to construct identification, theory building, and paradigmatic diversity in the psychology of people at work. Manuscript Submitted for Publication.
2. Campion, E. D., & Campion, M. A. Using practice employment tests to improve diversity in recruitment and selection through equalizing preparation opportunities. Manuscript Submitted for Publication.
3. Baysinger, M. A., LeBreton, J. M., & Campion, M. A. Toxic teams: The effects of team composition and team climate on dysfunctional team outcomes. Manuscript submitted for publication.
4. Hartwell, C. J., Harrison, J. T., & Campion, M. A. Social media profiling: The influence of personal and professional social media content on hiring ratings. Manuscript submitted for publication.

5. Campion, M. C., Patel, P. C., & Campion, M. A. Upping the ante in the competition for jobs: Implications of racioethnic subgroup signaling markets for targeted recruitment. Manuscript under revision.

Other Publications

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8. Truxillo, D. M., Bauer, T. N., & Campion, M.A. (2009). Commentary: Organizational justice interventions: Practicalities, concerns, and potential. Industrial and Organizational Psychology, 2, 211-214.
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Campion, M. A. (1996). Why I'm proud to be an I/O psychologist. The Industrial-Organizational Psychologist, 34(1), 27-29.
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13. Stevens, M. J., & Campion, M. A. (1996). The teamwork KSA test. Chicago: McGraw-Hill/London House/Science Research Associates.
14. Campion, M. A. (1996). A message from your president: How to publish results of applied projects (or how two needles can find each other in a haystack). The Industrial-Organizational Psychologist, 33(3), 9-10.
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21. Campion, M. A. (1992). Job design and productivity. In Proceedings of the Fifth Federal Aviation Administration/Office of Aviation Medicine Meeting on Human Factors in Aviation Maintenance (pp. 135-149). Washington, DC: U. S. Department of Transportation.
22. Campion, M. A. (1991). How are proposals accepted for the SIOP and APA Conferences? The Industrial-Organizational Psychologist, 28(4), 67-68.
23. Campion, M. A. (1991). Report on the 1991 SIOP Conference Program. The Industrial-Organizational Psychologist, 28(4), 23.
24. Campion, M. A. (1988). Book review of "Human resource management in high technology firms" by A. Kleingartner & C. S. Anderson (1987, Lexington Books). Industrial and Labor Relations Review, 41, 477-478.
25. Campion, M. A., Adams, E. F., Morrison, R. F., Spool, M. D., Tornow, W. W., & Wijting, J. P. (1986). I/O psychology research conducted in nonacademic settings and reasons for nonpublication. The Industrial-Organizational Psychologist, 24(1), 44-49.
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Refereed Papers Presented at Professional Society Meetings

1. Campion, E. D., & Campion, M. A. (August 2024). NLP Dictionaries of Competencies and Personality Traits. In E. D. Campion (Chair). Applications of NLP to Human Resource Management: From Word Dictionaries to Large Language Models. Symposium presented meeting of the Academy of

Management, Chicago, IL.

2. Harrison, J. T., Hartwell, C. J., & Campion, M. A. (April, 2024). The influence of personal and professional social media content on hiring ratings. In Mönke, F. W. (Chair), & Levashina, J. How (not) to cybervet: New insights from social media in selection. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
3. Campion, E. D., & Campion, M. A. (August 2024). Impact of Natural Language Processing on Personnel Selection. In K. Lukaszewski & D. Stone (Co-Chairs). The Influence of Artificial Intelligence on Human Resources Management Processes. Symposium presented meeting of the Academy of Management, Chicago, IL.
4. Campion, M. A., Campion, E. D., & Fogel, M. H. (April, 2024). Natural Language Processing Dictionaries of Competencies and Personality Traits for Personnel Selection. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, USA.
5. Campion, M. A. (April, 2024). Panelist. In E. D. Campion (Chair), A Panel on Subgroup Differences in Personnel Selection Machine Learning Models. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL USA.
6. Campion, M. A. (April, 2024). Panelist. In E. D. Campion (Chair), So You've Operationalized an ML model, Now What? A Panel on Model Maintenance. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL USA.
7. Campion, E. D., Campion, M. A., Johnson, J., Carretta, T., Romay, S., Dirr, B., Deregl, A., & Mouton, A. (August 2023). Using Natural Language Processing to Increase Prediction and Reduce Subgroup Differences in Personnel Selection Decisions. In P. M. Tang, & J. Koopman (Co-Chairs). How Intelligent Technologies Affect People and Practices. Symposium presented meeting of the Academy of Management, Boston, MA.
8. Campion, E. D., & Campion, M. A. (April, 2023). Score Differences between Remote and Onsite Assessments. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Boston, MA. USA.
9. Campion, M. C., Campion, E. D. (Co-Chairs), Hernandez, I., Koenig, N., Landers, R., Schmerling, D., Speer, A., Tonidandel, S., Yankov, G., & Zhang, N. (April, 2023). A Realistic Appraisal of Machine Learning's Value to Selection: Opportunities and Potential Gains. Panel discussion presented at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.
10. Campion, E. D., Zhu, X. S., Ptashnik, T., Campion, M. A., & Alonso, A., & Jalil, D. (April, 2023). Effectively Managing Organizational Agility by Effectively Leveraging Human Capital Resources. In Zhu, X. S. & Campion, E. D. (Co-Chairs). Evidence on the Effective Enactment and Benefits of Workforce Agility. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, USA.
11. Campion, M. A. (April, 2023). Discussant. In Song, Q. C. & Tang, C. (Co-Chairs), Multi-Objective Optimization 4.0: Applications in Personnel Selection. Symposium presented at the Society for Industrial and

Organizational Psychology Annual Conference, Boston, MA, USA.

12. Campion, M. A. (April 2023). Panelist. In B. A. Chambers (Chair), Learning from My Mistakes: A Series of Personal Case Studies. Panel presented at the meeting of the Society for Industrial and Organizational Psychology, Boston, MA, USA.
13. Campion, E. D., Campion, M. A., Johnson, J., Carretta, T., Romay, S., Dirr, B., Dereglia, A., & Mouton, A. (April, 2022). Using text analysis to improve validity and reduce subgroup differences in selection. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
14. Levashina, J, Hartwell, C., Campion, M. C., Campion, E. D., & Campion, M. A. (2022). Validity and Gender Differences of Algorithmic and Human Interview Ratings. In J. Levashina and S. Baumgartner (Co-chairs). New Developments in Structured Interviews: From AI to Technical Interviews. Symposium presented at the annual conference of the Society for Industrial & Organizational Psychology, Seattle, WA.
15. Campion, M. A. (April, 2021). Co-Chair. In M. A. Campion & E. D. Campion (Co-Chairs), ML and AI in Personnel Selection: A Call to Practitioners and Academics. Panel presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
16. Campion, M. A. (April, 2021). Discussant. In E. D. Campion (Chair), Using Computer-Assisted Text Analysis (CATA) in Personnel Selection. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
17. Campion, E. D., Zhu, S., & Campion, M. A. (April, 2021). Human Resource Management Agility Practices: A Typology and Test of Effectiveness. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
18. Campion, M. A. (April, 2021). Discussant. In D. Whetzel (Chair), Online Proctored Testing During a Pandemic: Issues to Consider. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
19. Arnold, J., Van Iddekinge, C., Campion, M. C., Bauer, T. & Campion, M. A. (August 2020). Welcome back! Boomerang employee performance and turnover compared to internal and external hires. Paper presented at the meeting of the Academy of Management, Vancouver, BC, Canada.
20. Campion, M. A. (April, 2020). Panelist. In E. D. Campion & M. A. Campion (Co-chairs), The construct validity of computer-assisted text analysis (CATA). Panel presented at the meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
21. Campion, M. A. (April, 2020). Panelist. In B. Chambers (Chair), Learning from my mistakes: A series of personal case studies. Panel presented at the meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Session cancelled due to COVID-19)
22. Campion, M. A. (April, 2020). Panelist. In D. Schmerling (Chair), From black box to glass box. How to build explainable, trustworthy, and fair AI. Panel presented at the meeting of the Society for Industrial and

Organizational Psychology, Austin, TX.

23. Campion, E. D., Campion, M. C., & Campion, M. A. (April, 2019). Attracting and repelling: A framework of managerial job assignment preferences. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
24. Campion, M. A. (April, 2019). Panelist. In S. Reichin & M. C. Frame (Co-chairs), Science, not stamps: Unitarian perspectives on validating situational judgment tests. Panel presented at the meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
25. Campion, M. A. (April, 2019). Panelist. In T. Mitchell & C. Thoroughgood (Co-chairs), SIOP special session on odd-ball interview questions. Panel presented at the meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
26. Campion, M. A. (April, 2019). Panelist. In R. C. Brusso (Chair), I'm not dead yet: Applying ML/NLP Tech to resuscitate and streamline job analysis. Panel presented at the meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
27. Bruning, P. F. & Campion, M. A. (June 2018). An examination of job crafting decision-making competencies. Paper presented at the 2018 Annual Meetings of the European Academy of Management, Reykjavik, Iceland.
28. Campion, M. A. (April, 2018). Discussant. In J. Cowan & A. Carter (Co-chairs), The power of words: New applications of text analytics in I-O Psychology. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
29. Campion, M. A. (April, 2018). Panelist. In A. H. Church (Chair), Strategic 360 feedback: Applications, challenges, and opportunities. Panel presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
30. Posthuma, R. A., Campion, E. D., Campion, M. A & Zhang, H. (April, 2018). Using big data to study the influence of national culture and pay for individual performance on the financial performance of multinational enterprises. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
31. Campion, M. A. (April, 2018). Discussant. In J. Fan (Chair), Examining middle warnings given during personality tests within selection contexts. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
32. Campion, M. A. (April, 2017). Panelist. In D. Whetzel (Chair), Automated essay scoring: Human vs. machine. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
33. Campion, M. A. (April, 2017). Discussant. In R. Thomas (Chair), Putting judging situations back in SJTs: New evidence and innovation. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

34. Campion, M. A. (April, 2017). Discussant. In C. Rosett (Chair), Early wins in machine learning: Practical examples. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
35. Posthuma, R. A., Campion, E. D., & Campion, M. A. (April, 2017). High performance work practices, national culture, and firm performance. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
36. Posthuma, R. A., ... Campion, M. A., et al. (April, 2017). A validated cross-national measure of high performance work practices. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
37. Campion, M. A. (April, 2016). Chair. In M. A. Campion (Chair), Best practices for Content Validation? Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
38. Hartwell, C. J., & Campion, M. A. (April, 2016). Developing a structural framework for social media assessments in hiring. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
39. Levashina, J., Campion, M. A., & Roulin, N. (April, 2016). Tell me more: Using probing in situational and past-behavior interviews. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
40. Campion, M. A. (April, 2016). In D. S. Rose (Chair), 20 years of innovation in 360 feedback: Evolution of devolution? Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
41. Campion, M. (April, 2016). A. In A. J. Illingworth (Chair), Machine learning in I-O Psychology: Introduction, application, and future directions. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
42. Bruning, P., & Campion, M. A. (August, 2015). The development of a generalized seven dimension taxonomy of job crafting. Paper presented at the meeting of the Academy of Management, Vancouver, BC, Canada.
43. McCarthy, J. M., Bauer, T. N., Truxillo, D. M., Campion, M. C., Van Iddekinge, C. H., & Campion, M. A. (April, 2015). Leveraging pre-test explanations to heighten test-taker reactions: Experimentally evaluating a "wise" organizational intervention. In M. B. Harari & C. Viswesvaran (Chairs), Applicant reactions to selection procedures: new developments and prospects. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
44. Campion, M. A. (April, 2015). In S. Adler (Chair), Getting rid of performance ratings: Genius or folly? Debate presented at the meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
45. Campion, M. C., Campion, M. A., Reider, M. H., & Campion, E. D. (April, 2015). Skynet's emergence: Can computers score essays as well as

- raters? Master tutorial presented at the meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
46. Campion, M. A. (April, 2015). Discussant. In N Wiita (Chair), Cows in Canada? Examining the use of non-traditional interview questions. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
 47. Campion, M. A. (May, 2014). Panelist. In J. Levashina (Chair), How to develop valid interview questions and rating scales. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
 48. Hartwell, C. J., & Campion, M. A. (May, 2014). The regulatory effect of normative feedback interventions on interview ratings. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
 49. Campion, M. C., Ployhart, R. E., Posthuma, R. A., & Campion, M. A. (May, 2014). Can we create more ideal applicants? Adding a new dimension to recruitment methods to enhance applicant occupation-specific human capital. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
 50. Campion, M. C., Campion, M. A., & Sanchez, J. I. (May, 2014). Competency Modeling: An Examination of the Strategy Dissemination Process. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
 51. Campion, M. A. (May, 2014). Panelist. In M. C. Campion (Chair), The competency modeling handbook: Adding "context" to competency modeling. Panel discussion at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
 52. Porter, C. M., Woo, S. E., & Campion, M. A. (May, 2014). It's who you know that matters: Relationships between networking and voluntary turnover. In J. I. Hancock & J. Biggane (Co-Chairs), Until withdrawal do us part" Exploring employee withdrawal in organizations. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
 53. Hartwell, C. J., & Campion, M. A. (August, 2013). The effect of normative feedback on interviewers' subsequent structured interview ratings. Paper presented at the Annual Meeting of the Academy of Management, Orlando, FL.
 54. Campion, M. A., & Levashina, J. (April, 2013). Co-chair. In M. A. Campion & J. Levashina (Co-chairs), How to probe successfully to reduce faking in employment interviews. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
 55. Campion, M. C., & Campion, M. A. (April, 2013). Co-chair. In M. C. Campion & M. A. Campion (Co-chairs), Creating synergies: Competency models to develop and integrate HR systems. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

56. Campion, M. A. (April, 2012). Panelist. In R. Miguel (Chair), Implications of Wal-Mart v. Dukes for research in the courtroom. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
57. Levashina, J., Hartwell, C. J., Morgeson, F. P., & Campion, M. A. (April, 2012). Reducing bias through structure: A literature review. K. G. Melchers & M. Kleinmann (Co-chairs), A Social Interaction at their Core: Relevant Issues for Interviews. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
58. Morgeson, F. P., Spitzmuller, M., Garza, A. S., & Campion, M. A. (April, 2012). Exploring convergence in decomposed and holistic job analysis judgments. In E. C. Dierdorff (Chair), Eyes of the Beholder? Rater Effects in Work Analysis. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
59. Kessler, S. R., Reider, M. H., & Campion, M. A. (April, 2012). Finding good help: Using personality tests and SJTs. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
60. Huffcutt, A. I., & Campion, M. A. (April, 2012). Co-chair. In A. I. Huffcutt & M. A. Campion (Co-chairs), Employment Interviews: Best Practices. Community of Interest Session presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
61. Campion, M. A. (April, 2012). Presenter. In A. Krauss (Chair), IGNITE Lightning Round: I-O Psychology's impact on people's working lives. Session presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
62. Levashina, J., Hartwell, C. J., Morgeson, F. P., & Campion, M. A. (April, 2012). Impression management in structured interviews: Review of research and meta-analysis. In J. Levashina & N. Roulin (Co-chairs), New trends on Impression Management, Faking, and Deception in Interviews. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
63. Such, M. J., & Campion, M. A. (April, 2012). Co-chair. In M. J. Such & M. A. Campion (Co-chairs), Lessons from the field: Applications of competency modeling best practices. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
64. Levashina, J., Roulin, N., & Campion, M. A. (April, 2012). Interviewers' perceptions of non-verbal, honest, and deceptive impression management. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
65. Hartwell, C., Levashina, J., Morgeson, F. P., & Campion, M. A. (April, 2012). Deconstructing Structured Interviews: Content Analysis of Recent Research on Structure. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
66. Weekley, J., Labrador, J., Frye, K., & Campion, M. (April, 2012). The accuracy of job analysis ratings in predicting test validities. Paper presented at the meeting of the Society for Industrial and Organizational

Psychology, San Diego, CA.

67. Posthuma, R., Lievens, F., Schollaert, E., Tsai, W-C, Levashina, J., Wagstaff, M. F., & Campion, M. (March, 2012). Comparing employment interviews in Mexico and other countries and cultures. Paper presented at the Business Association of Latin American Studies Conference, Rio de Janeiro.
68. Campion, M. A. (April, 2011). Chair and Panelist. In M. A. Campion (Chair), Downsizing: One of the Dominant Trends of the Decade. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
69. Campion, M. A. (2011, April). Discussant. In K. Mack & D. Truxillo (Co-chairs), Beyond Fairness: Technology and applicant reactions in the 21st Century. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
70. Meyer, R. D., Mumford, T., & Campion, M. A. (2010, August). The practical consequences of null distribution choice when calculating rwg. Paper presented at the Academy of Management Conference, Montreal, QC, Canada.
71. Van Iddekinge, C. H., Morgeson, F. P., Schleicher, D. J., & Campion, M. A. (2010, August). Exploring the effects of retesting on subgroup differences and criterion-related validity. In P. L. Roth (chair), Selection: Methods of assessing candidates and their outcomes. Symposium conducted at the 70th Annual Meeting of the Academy of Management, Montreal, Canada.
72. McCarthy, J., Van Iddekinge, C., & Campion, M. A. (April, 2010). Test perceptions of internal candidates: Anxiety, motivation, justice, and fakability. In G. Giumetti & J. Makiney (Chairs), Internal-external candidate differences in selection/promotion: Insights from research and practice. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
73. Levashina, J., Morgeson, F. P., & Campion, M. A. (April, 2010). Biodata response elaboration: A large-scale field experiment. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
74. McCarthy, J., Van Iddekinge, C., & Campion, M. A. (April, 2009). Birds of a feather: Does demographic similarity influence interview ratings? Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
75. Campion, M. A. (April, 2009). Panelist. In C. Norris-Watts (Chair), Job analysis: Overture, theme, and coda. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
76. Posthuma, R. A., Lievens, F., Schollaert, E., Tsai, W. C., Levashina, J., Garcia, M. F., & Campion, M. A. (2008, August). Comparing employment interviews across countries and cultures. Paper presented at the meeting of the Academy of Management, Anaheim, CA.
77. Levashina, J., Morgeson, F., & Campion, M. A. (2008, April). They don't do it often, but they do it well. In J. Levashina & M. A. Campion (Co-Chairs), That can't be true! Detecting faking using bogus items.

Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

78. Schleicher, D., Van Iddekinge, C., Morgeson, F., & Campion, M. A. (2008, April). Demographic differences in improvement with retesting. In J. Hausknecht (Chair), Recent research on retesting and its implications for selection. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
79. Campion, M. A. (2008, April). Panelist. In J. Arnold & L. Nieminen (Co-Chairs), Validation research strategies: Ensuring situational sufficiency and appropriate professional rigor? Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
80. Campion, M. A. (2008, April). Panelist. In J. Jolton (Chair), I/O war stories: Facing and learning from professional mishaps? Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
81. Mumford, T. V., Van Iddekinge, C. H., & Campion, M. A. (2007 August). The team role test: Development and validation of a team role knowledge situational judgment test. In R. S. Blackburn (Chair), HR and teams. Symposium presented at the meeting of the Academy of Management, Philadelphia, PA.
82. Spitzmuller, M., Morgeson, F. P., & Campion, M. A., (2007, April). Decomposed and holistic job analysis judgments: Experience as a moderator. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
83. Campion, M. A., & Posthuma, R. A. (2007, April). Research on age stereotypes in the workplace. In R. A. Posthuma & M. A. Campion (Co-chairs), Workplace stereotypes and legal defensibility. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
84. Posthuma, R. A., Roehling, M. V., & Campion, M. A., (2007, April). Employee selection procedure legal risks and defensibility factors. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
85. Campion, M. A. (2007, April). Discussant. In A. A. Fink (Chair), Doing competencies well. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
86. Campion, M. A. (2007, April). Panelist. In M. A. Marks (Chair), Is the future of I/O at risk? Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
87. Campion, M. A. (2006, May). Discussant. In F. P. Morgeson & J. D. Nahrgang (Co-chairs), Innovations in work design: Going beyond the usually suspects. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
88. Posthuma, R. A., Tsai, W., Garcia, M. F., & Campion, M. A. (2006, May). Comparing interview structure and constructs across countries and cultures. In U. C. Klehe & K. L. Ferstl (Co-chairs), Structured interviews: Current practices and investigations of scoring issues.

Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

89. Campion, M. A., & Levashina, J. (2006, May). Co-chairs. Impression management and faking in the employment interview. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
90. Levashina, J., & Campion, M. A., (2006, May). Faking behaviors during the structured interview: A function of question type and follow-up questioning. Impression management and faking in the employment interview. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
91. Levashina, J., & Campion, M. A., (2006, May). Construction and validation of the interview faking behaviors scale. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
92. Campion, M. A. (2006, Chair). Chair. That wasn't in the I/O handbook RJP for consulting careers. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
93. Posthuma, R. A., Roehling, M. V., & Campion, M. A. (2005, August). Employment discrimination law exposure for international employers: A risk assessment model. Paper presented at the meeting of the Academy of Management, Honolulu, Hawaii.
94. Posthuma, R. A., Roehling, M. V., & Campion, M. A. (2005, July). When are Multinational Employers Exposed to the Risk of Employment Discrimination Lawsuits? Paper presented at the Academy of International Business annual meeting, Quebec City, Canada.
95. Campion, M. A. (2005, April). Panelist. In D. H. Reynolds (Chair), Defining the Internet applicant: Current guidance and issues. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
96. Schleicher, D., Venkataramani, V., Morgeson, F., & Campion, M. (2005, April). So you didn't get the job: Candidate fairness perceptions after rejection. In Byrne, Z. (Chair), What is organizational justice? Augmenting and consolidating the justice construct. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
97. Bauer, T. N., Truxillo, D. M., Sommers, J., Wathers, V., Bertolino, M., & Campion, M. A. (2005, April). Justice perceptions during initial online screening: The role of online information privacy concerns in applicant reactions. In M. A. Marks & C. M. Harold (Co-Chairs), Enhancing recruitment utility: A stage perspective. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
98. Campion, M. A. (2004, April). Panelist. In M. Hakel (Chair), The University of Michigan court cases: Promises and problems. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

99. Campion, M. A. (2004, April). Discussant. In D. K. Ford & R. E. Ployhart (C-Chairs), Individual and subgroup differences in job analysis and competency ratings. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
100. Campion, M. A. (2004, April). Panelist. In F. P. Morgeson (Chair), Won't get fooled again? Editors discuss faking in personality testing. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
101. Posthuma, R. A., Roehling, M. V., & Campion, M. A. (2004, April). Applying U.S. employment discrimination laws to multinational enterprises. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
102. Johnson, M., Morgeson, F. P., Medsker, G. J., Campion, M. A., & Mumford, T. V. (2004, April). When teams are more effective than workgroups. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
103. Posthuma, R. A., Campion, M. A., & Curtis, M. J. (2004, April). Structured interviews and multiple dimensions of performance. In C. V. Iddekinge & R. A. Posthuma (Co-Chairs), Using structured employment interviews to predict multiple dimensions of performance. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
104. Sommers, J. A., Bauer, T. N., Truxillo, D. M., & Campion, M. A. (2004, April). Applicant reactions to online screening. In M. Ingerick & J. M. Cortina (Chairs), Understanding the consequences of applicant reactions. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
105. Bauer, T. N., Truxillo, D. M., Paronto, M., Weekley, J.A., & Campion, M. A. (2003). Applicant reactions and legal intentions. In Derous, E. (Symposium Chair), Applicant Reactions to Recruitment and Selection. Symposium presented at the 11th Annual European Congress of Work and Organizational Psychology, Lisbon, Portugal.
106. Mumford, T. V., Campion, M. A., & Morgeson, F. P. (2003, August). A leadership skills strataplex: Leadership skill requirements across organizational levels. Best Paper Proceedings. 62nd Annual Meeting of the Academy of Management, Seattle, WA.
107. Truxillo, D. M., Bauer, T. N., Campion, M.A., & Paronto, M. E. (2003, August). Big Five Personality and Applicant Reactions: A Field Study. Paper presented at the meeting of the Academy of Management, Seattle, WA.
108. Levashina, J., & Campion, M. A. (2003, August). Faking in the employment interview. Best Paper Proceedings. 62nd Annual Meeting of the Academy of Management, Seattle, WA.
109. Bauer, T. N., Truxillo, D. M., Paronto, M., Weekley, J., & Campion, M. A. (2003). Applicant reactions and legal intentions. In E. Derous (Chair), Applicant Reactions to Recruitment and Selection. Symposium presented at the 11th Annual European Congress of Work and Organizational Psychology, Lisbon, Portugal.

110. Paronto, M. E. Bauer, T. N., Truxillo, D. M., Campion, M. A., & Weekley, J. A. (2003, April). Differential reactions to computer adaptive testing. In M. E. Paronto & T. N. Bauer (Co-Chairs), Applicant reactions to high-tech recruitment and selection methods. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
111. Campion, M. A. (2003, April). Chair. In M. A. Campion (Chair), Assessing personality in structured interviews. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
112. Campion, M. A. (2003, April). Discussant. In P. L. Roth (Chair), Multiple dimensions of structured interview effectiveness. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
113. Morgeson, F. P., Bauer, T. N., Truxillo, D. M., Campion, M. A. (2003, April). Assessing situational judgment with a structured interview: Construct validity and adverse impact. In F. L. Oswald (Chair), Advances and construct validity issues in situational judgment tests. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
114. Campion, M. A. (2003, April). Discussant. In Chapman, D. S. (Chair), Recruiting and applicant attraction processes across the recruitment cycle. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
115. Posthuma, R., & Campion, M. A. (2003, April). The comparative validity of general mental ability, social skills, personality, and emotional intelligence tests in English and Spanish samples from the U.S. and Mexico. In R. A. Posthuma (Chair), Multiple dimensions of effective global employee selection procedures. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
116. Posthuma, R. A., & Campion, M. A. (2003, April). Procedural justice to willingness to recruit for your employer. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
117. Campion, M. A. (2002, April). Chair. What I/Os need to know about the skills standards movement. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
118. Shin, S. J., Morgeson, F. P., & Campion, M. A. (2002, April). Expatriate assignments: How the requirements of international jobs differ from domestic jobs and how cultural values impact work behavior. In M. Erez (Chair), HRM across cultures: From selection, through adaptation, to performance appraisal. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
119. Morgeson, F. P., Reider, M. H., & Campion, M. A. (2002, April). Selecting individuals in team settings: Comparing a structured interview, personality test, and teamwork ability test. In F. P. Morgeson (Chair), Selecting for teams: A tale of five approaches. Symposium presented at the meeting of the Society for Industrial and

Organizational Psychology, Toronto, Canada.

120. Mumford, T. V., Morgeson, F. P., & Campion, M. A. (2002, April). Research answers to common questions in implementing 360-degree feedback programs. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
121. Campion, M. A. (2002, April). Discussant. In J. M. Cortina, M. Ingerick, & D. L. Margalit (Co-Chairs), Understanding the nature, antecedents, and moderators of test-related perceptions. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
122. Morgeson, F. P., Reider, M. H., & Campion, M. A. (2002, April). Using a scored background questionnaire for selection: Construct and criterion-related validity. In M. R. Redmond (Chair), Work experience measures – most used, least validated, often overlooked. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
123. Campion, M. A. (2002, April). Discussant. In M. R. Redmond (Chair), Work experience measures – most used, least validated, often overlooked. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
124. Shin, S. J., Morgeson, F. P., & Campion, M. A. (2001, August). Expatriate managers: Understanding skill requirements and cultural influences on work. Paper presented at the meeting of the Academy of Management, Washington, DC.
125. Toh, S. M., Morgeson, F. P., & Campion, M. A. (2001, April). Understanding why firms adopt certain human resource practices. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
126. Reider, M. H., Morgeson, F. P., & Campion, M. A. (2001, April). Selecting individuals for teams: The role of teamwork and personality. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
127. Campion, M. A. (2001, April). Panelist. In F. P. Morgeson (Chair), Developing human resource systems in legally contentious environments. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
128. Campion, M. A. (2001, April). Discussant. In N. W. Martineau (Chair), Is there a role for strategic evaluation in I/O Psychology? Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
129. Campion, M. A. (2001, April). Chair. What are the constructs tapped by Situational Judgment Tests? Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
130. Campion, M. A. (2001, April). Co-host. In L. M. Keeping (Chair), Did I miss something in graduate school? Discussing applied issues. Roundtable discussion presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

131. Campion, M. A. (2000, April). Debater. In J. R. Hollenbeck (Chair), Shootout at the I/O corral: Debating the accuracy of job analysis. Debate presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
132. Campion, M. A. (2000, April). Co-chair. In M. A. Campion & S. B. Morris (Co-chairs), Sources of inaccuracy in SME judgments. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
133. Campion, M. A. (2000, April). Panelist. In D. Baker (Chair), Measuring teamwork in the International Life Skills Survey. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
134. Campion, M. A. (2000, April). Co-chair. In M. A. Campion & D. S. Rose (Co-chairs), Entrepreneurship in I/O Psychology: The good, bad, and ugly of going out on your own. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
135. Mosley, D. C., Maertz, C. P., Bauer, T. N., Posthuma, R., & Campion, M. A. (1999, August). Procedural justice perceptions and self-efficacy in an employment testing context: A replication with extensions. In C. Pinder (Chair), Justice: Domestic and international perspectives. Paper session presented at the meeting of the Academy of Management, Chicago, IL.
136. Campion, M. A. (1999, April). Discussant. In T. Maurer (Chair), Coaching interviewees for structured employment interviews: Scientific and practical perspectives. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
137. Campion, M. A. (1999, April). Panelist. In L. L. Foster, D. W. Dorsey, D. L. Riddle, & R. J. Klimoski (Chairs), Getting a job: Words of wisdom from those who know. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
138. Campion, M. A. (1999, April). Discussant. In A. M. Ryan & M. E. Mullins (Chairs), Issues in team selection: Individual differences and team composition. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
139. Campion, M. A. (1999, April). Discussant. In S. J. Zaccaro (Chair), Team development interventions: What's appropriate and when? Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
140. Morgeson, F. P., Mayfield, M. A., Ferrara, P., & Campion, M. A. (1999, April). Examining differences in job analysis responses. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
141. Campion, M. A., & Morgeson, F. P. (1998, April). Chairs. Job analysis inaccuracy: Cracks in the foundation of HR management? Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

142. Posthuma, R. A., Morgeson, F. P., & Campion, M. A. (1998, April). Review of the employment interview: Findings, trends, and future directions. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
143. Mayfield, M. S., & Campion, M. A. (1998, April). Relationships between work teams and "complementary" HR practices. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
144. Morgeson, F. P., & Campion, M. A. (1998, April). Work reinvention: Redesigning jobs to improve satisfaction and efficiency. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
145. Posthuma, R. A., Morgeson, F. P., & Campion, M. A. (1998, April). Research on the employment interview: Current trends and future directions. In P. Roth (Chair), Interviewing: What are we measuring? Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
146. Maertz, C. P., Morgeson, F. P., & Campion, M. A. (1998, April). The effects of a compensation system implementation on pay satisfaction. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
147. Bauer, T. N., Truxillo, D., Craig, J., Sanchez, R., Ferrara, P., & Campion, M. A. (1998, April). In N. Schmitt & D. Chan (Chairs), Longitudinal effects of ten procedural justice roles on organizational outcomes: Current issues in applicant reactions research. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
148. Morgeson, F. P., & Campion, M. A. (1998, April). Framework of social and cognitive sources of potential job analysis inaccuracy. In M. A. Campion & F. P. Morgeson (Chairs), Job analysis inaccuracy: Cracks in the foundation of HR management? Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
149. Campion, M. A. (1998, April). Chair. The controversy over score banding in personnel selection. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
150. Campion, M. A., & Morgeson, F. P. (1998, April). Designing teams from the task up. In J. Mathieu & S. Mohammed (Chairs), Team intervention and team effectiveness: Conceptual models and empirical tests. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
151. Arad, S., & Campion, M. A. (1998, April). Chairs. Team research: Methodology and measurement challenges. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
152. Campion, M. A. (1998, April). Panelist. In S. Mohammed (Chair), The craft of reviewing from a 360 degree perspective: The author, the reviewer, and the editor. Panel discussion presented at the meeting of

the Society for Industrial and Organizational Psychology, Dallas, TX.

153. Campion, M. A. (1998, April). Panelist. In D. P. Baker & E. Salas (Chairs), Job analysis for teams: Fitting square pegs into round holes? Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
154. Bauer, T. N., Campion, M. A., Dolen, M., Maertz, C. P., & Young, A. (1997). (1997, August). The influence of job type on applicant reactions to selection. In T. N. Bauer (chair), Applicant reactions to selection: Do differences play a role? Symposium presented at the meeting of the Academy of Management, Boston, MA.
155. Campion, M. A. (1997, April). Chair. Challenges to structured interviewing. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology. St. Louis, MO.
156. Campion, M. A. (1997, April). Discussant. In P. E. Tesluk & J. E. Mathieu (chairs), Work teams and their environments: Exploring the dynamic team-context relationship. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology. St. Louis, MO.
157. McDaniel, M. A., Finnegan, E. B., Morgeson, F. P., Campion, M. A., & Braverman, E. P. (1997, April). Predicting job performance from common sense. Paper presented at the meeting of the Society for Industrial and Organizational Psychology. St. Louis, MO.
158. Campion, M. A. (1997, April). Chair. Linking legal reasoning with industrial/organizational psychology. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology. St. Louis, MO.
159. Stevens, M. J., & Campion, M. A. (1997, April). Personnel selection for whole team composition. In R. J. Klimoski (chair), Suppose we took the staffing of work teams seriously? Symposium presented at the meeting of the Society for Industrial and Organizational Psychology. St. Louis, MO.
160. Bauer, T. N., Dolen, M. R., Maertz, C. P., Campion, M. A., & Young, A. L. (1997, April). A longitudinal assessment of applicant reactions to the selection process. Paper presented at the meeting of the Society for Industrial and Organizational Psychology. St. Louis, MO.
161. Medsker, G. M., & Campion, M. A. (1997, April). Methodological issues in and examples of the measurement of team performance and effectiveness. In C. Viswesvaran & D. Z. Ones (chairs), Assessing productivity and improving job performance: Individual, group, and organizational linkages. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology. St. Louis, MO.
162. Maertz, C. P., Stevens, M. J., Campion, M. A. & Fernandez, A. (1996, August). Worker turnover in Mexican factories: A qualitative investigation and model development. Paper presented at the meeting of the Academy of Management, Cincinnati, OH.
163. Campion, M. A., Stevens, M. J., & Medsker, G. J. (1996, April). An input-process-output (IPO) model of work team effectiveness. Paper presented at the meeting of the Society for Industrial and Organizational Psychology. San Diego, CA.

164. Morgeson, F. P., & Campion, M. A. (1996, April). Potential sources of inaccuracy and error in job analysis measurement. Paper presented at the meeting of the Society for Industrial and Organizational Psychology. San Diego, CA.
165. Campion, M. A., Palmer, D. K., & Campion, J. E. (1996, April). A review of structure in the selection interview. Paper presented at the meeting of the Society for Industrial and Organizational Psychology. San Diego, CA.
166. Campion, M. A. (1996, April). Panelist. In D. A. Johnson (chair), Team models and organizational outcomes. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology. San Diego, CA.
167. Campion, M. A. (1996, April). Chair. New research on group effectiveness and adverse impact in selection. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology. San Diego, CA.
168. Campion, M. A. (1996, April). Chair. Describing occupations and their requirements: A quest for common language. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology. San Diego, CA.
169. Campion, M. A. (1996, April). Chair. The occupational information network: Reinventing the Dictionary of Occupational Titles. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology. San Diego, CA.
170. Campion, M. A. (1995, May). Chair. Taking stock of structure in the employment interview. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
171. Campion, M. A., Papper, E. M., & Medsker, E. J. (1995, May). Relations between work team characteristics and effectiveness: Replication and extension. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
172. Campion, M. A. (1995, May). Discussant. In J. Hogan (Chair), Beyond technical requirements for job performance. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
173. Campion, M. A. (1995, May). Panelist. In P. Y. Chen (Chair), Trained to be a competent reviewer: A neglected but critical issue. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
174. Stevens, M. J., & Campion, M. A. (1994, April). Staffing teams: Development and validation of the teamwork-KSA test. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.
175. Campion, M. A., Campion, J. E., & Hudson, J. P. (1994, April). Cutting the edge in personnel selection with structured interviews. In M. L. Tenopir (Chair), Cutting edge developments in selection. Symposium presented at the meeting of the Society for Industrial and Organizational

Psychology, Nashville, TN.

176. Stevens, M. J., & Campion, M. A. (1994, April). Predicting the individual-level team behaviors through the KSAs required for teamwork. In K. J. Nilan (Chair), Understanding teams and the nature of teamwork. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.
177. Campion, M. A. (1994, April). Discussant. In F. Drasgow (Chair), Work group empowerment: Conceptual and practical issues. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.
178. Campion, M. A. (1993, May). Discussant. In D. L. Denning (Chair), Psychometric analysis of the structured interview. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, San Francisco.
179. Campion, M. A., Cheraskin, L., & Stevens, M. J. (1993, May). The role of job rotation for training and development. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Francisco.
180. Brown, B. K., & Campion, M. A. (1993, May). Biodata phenomenology: Recruiters' perceptions and use of biographical information. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Francisco.
181. Fink, L. S., Bauer, T., & Campion, M. A. (1992, August). A longitudinal study of the job search/choice process: What is the influence of the site visit on applicant decision making? Paper presented at the Meeting of the Academy of Management, Las Vegas.
182. Campion, M. A., & Medsker, G. J. (1992, May). Delineation and validation of design dimensions related to work group effectiveness. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Montreal.
183. Campion, M. A., & McClelland, C. L. (1992, May). Follow-up and extension of the interdisciplinary costs and benefits of enlarged jobs. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Montreal.
184. Campion, M. A. (1992, May). Discussant. In J. J. McHenry (Chair), Selecting members for work teams. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Montreal.
185. Campion, M. A., Cheraskin, L., & Stevens, M. J. (1991, August). The rewards and costs of job rotation as a means of preparing personnel for promotion. In C. J. Berger (Chair), Motivation and reward aspects of promotion. Symposium presented at the Meeting of the Academy of Management, Miami, FL.
186. Campion, M. A., & Stevens, M. J. (1989, August). A laboratory investigation of how people design jobs: Naive predispositions and the influence of training. Paper presented at the meeting of the Academy of Management, Washington, DC.

187. Campion, M. A. (1989, April). Chair. Alternatives in structured interviewing: Examples from diverse organizations. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Boston.
188. Campion, M. A., & McClelland, C. L. (1989, April). Job redesign quasi-experiment: Interdisciplinary examination of costs and benefits. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Boston.
189. Campion, M. A. (1989, April). Roundtable discussion co-host. In M. J. Avedon (Chair), Initiatives for enhancing scientist/practitioner interface: Feasibility, implementation, action plans. Roundtable discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Boston.
190. Campion, M. A. (1989, April). Chair. Master tutorial: A practitioner's approach to job analysis (C. H. Lawshe, Presenter). Tutorial presented at the meeting of the Society for Industrial and Organizational Psychology, Boston.
191. Campion, M. A., & Berger, C. J. (1988, August). Conceptual and empirical integration of job design and job evaluation. Paper presented at the meeting of the Academy of Management, Anaheim, CA.
192. Campion, M. A., Kosiak, P. L., & Langford, B. A. (1988, August). Convergent and discriminant validity of the Multimethod Job Design Questionnaire. Paper presented at the meeting of the American Psychological Association, Atlanta.
193. Campion, M. A. (1988, April). Chair and presenter. New directions in job design: Expanding predictors, criteria, and theory. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas.
194. Campion, M. A. (1988, April). Chair and presenter. Structured interviewing: Improving the reliability, validity, and relevance of the selection interview. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas.
195. Campion, M. A. (1987, August). Interdisciplinary approaches to job design: A replication with methodological extensions. Paper presented at the meeting of the Academy of Management, New Orleans.
196. Campion, M. A. (1987, August). Ability requirement implications of job design: An interdisciplinary perspective. Paper presented at the meeting of the American Psychological Association, New York.
197. Campion, M. A. (1987, April). Panelist. In A. S. DeNisi (Chair), From manager to academician and academician to manager: A look at transitions. Panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta.
198. Campion, M. A. (1987, April). Roundtable session host. In M. A. Campion (Chair), Link-up: An opportunity for SIOP members in search of research collaborations to find each other. Roundtable discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta.

199. Campion, M. A., & Campion, J. E. (1986, August). Interviewee skills training: A natural field experiment with four levels of evaluation. Paper presented at the meeting of the American Psychological Association, Washington, DC.
200. Campion, M. A. (1985, August). Human resource implications of robotics: A survey study at IBM. In L. M. Saari (Chair), The impact of computers in the work place. Symposium conducted at the meeting of the Academy of Management, San Diego.
201. Campion, M. A., & Mitchell, M. M. (1984, August). Management turnover: Experiential differences between former and current managers. Paper presented at the meeting of the American Psychological Association, Toronto.
202. Campion, M. A. (1983, August). Development and field evaluation of an interdisciplinary measure of job design. Invited address presented at the meeting of the American Psychological Association, Anaheim, CA.
203. Campion, M. A., & Pursell, E. D. (1980, August). Adverse impact, validity, expected job performance, and the determination of cut scores. Paper presented at the meeting of the American Psychological Association, Montreal.
204. Campion, M. A. (1978, May). Identification of variables most influential in determining interviewers' evaluations of applicants in a college placement center. Paper presented at the meeting of the Midwestern Psychological Association, Chicago.

Other Presentations

1. Guest on Amazon's "Directionally Correct" Podcast on the topics of artificial intelligence, research in Industrial and Organizational Psychology, and the publication process in the profession (July, 2023).
2. Campion, M. A., & Campion, E. D. (June 2023). Guest speaker at a training program for Industrial and Organizational Psychologists at Infoscitech Corporation (a research and development company in Dayton, Ohio, serving the U.S. Department of Defense). Topic: Text Analysis for Personnel Selection.
3. Campion, M. A. (April, 2023). Distinguished Professional Contributions Award: Stories of Discovery in the Pursuit of Practice. Invited address at the meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
4. Podcast for Rocket-Hire (a hiring assessment consulting firm in New Orleans, LA) (December, 2022). Topic: Artificial Intelligence Tools for Hiring.
5. Invited address at the University of Iowa Tippie College of Business (October 21, 2022). Topic: Choices Among Opportunities in a Successful Academic Career.
6. Workshop at the Society for Industrial and Organizational Psychology (SIOP) Conference, Virtual (April, 2022). Topic: Bringing Artificial Intelligence into Your Organization: Practical Steps. (with E. D. Campion)

and R Gibby).

7. Workshop at the Society for Industrial and Organizational Psychology (SIOP) Conference, Virtual (April, 2021). Topic: The past and future of natural language processing and machine learning. Applied NLP Methods for Organizational Research (with E. D. Campion).
8. Workshop at the Society for Industrial and Organizational Psychology Conference, National Harbor, MD (April, 2019). Topic: Structured employment interviewing: The philosophy, the art, and the engineering (with P. C. Green & G. P. Latham).
9. Campion, M. A. (April, 2011). Distinguished Scientific Contributions Award: How to Publish Like Heck (and Maybe Even Enjoy It). Invited address at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
10. Campion, M. A. (April, 2011). Co-host. In C. Norris-Watts (Chair), The employment interview: Best practices and potential pitfalls. Community of interest session at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
11. Workshop at the Society for Industrial and Organizational Psychology Convention, San Francisco, CA (April, 2008). Topic: Doing competencies well in applied settings (with A. A. Fink & B. J. Ruggeberg).
12. Keynote address at the Meeting of the Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Indianapolis, IN (2007, March). Topic: A Not-Too-Serious Set of Lessons on How to Be Successful in IOOB.
13. Campion, M. A. (2005, November). The role of faking in non-cognitive assessment. Invited presentation on "Current Challenges in Educational Testing." Sponsored by American College Testing and the University of Iowa's Center for Advanced Studies in Measurement and Assessment in Iowa City, IA.
14. Presentation at the University of Texas at El Paso program on Building Value through People (2004, November). Topic: Employment: Yesterday, Today, and Tomorrow.
15. Campion, M. A., & Mumford, M. D. (2003, April). How to use O*NET to do a job analysis. Special session presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
16. Keynote address at the Meeting of the Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Akron, OH (2003, March). Topic: A Not-Too-Serious Set of Lessons on How to Be Successful in IOOB.
17. Campion, M. A. (2003, February). Future research on selection for team environments. Invited paper presented at a workshop on new directions in selection and classification. Sponsored by the U.S. Army Research Institute for the Behavioral and Social Sciences, and hosted by the Human Resource Research Organization in Washington, DC.
18. Interview with Dr. Michael A. Campion in the Early Careers column by Riddle, D.L., & Foster Thompson, L. (2002). The Industrial-Organizational

Psychologist, 39, 71-78.

19. Presentation at the Doctoral Student Consortium, Society for Industrial and Organizational Psychology, San Diego, CA (2001, April). Topic: How to start your own consulting business.
20. Roundtable discussion at the Doctoral Student Consortium, Society for Industrial and Organizational Psychology, San Diego, CA (2001, April). Topic: How to be a scientist in a practical world (or using your science to promote your practice and using your practice to promote your science).
21. Presentation at the Ohio Psychological Association Annual Convention, Columbus, OH (1999, October). Topic: Staffing work teams to maximize effectiveness.
22. Presentation at the Human Resources Doctoral Student Consortium, Academy of Management, Chicago, IL (1999, August). Topic: Creating research opportunities.
23. Presentation at the Meeting of the Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Washington, DC (1999, March). Topic: Take this job and push it.
24. Presentation at the Meeting of the Gateway Industrial and Organizational Psychologists, St. Louis, MO (1998, December). Topic: Designing teams for the new millennium.
25. Presentation at the Meeting of the Houston Association of Industrial and Organizational Psychology, Houston, TX (1997, September). Topic: An approach to designing jobs and teams.
26. Presentation at the University of Houston, Department of Psychology, Houston, TX (1997, September). Topic: Potential sources of inaccuracy in job analysis: Cracks in the foundation of HR management?
27. Presentation at Jeanneret & Associates, Houston, TX (1997, September). Topic: Practical applications of teams in the work place.
28. Workshop at the Society for Industrial and Organizational Psychology Convention, St. Louis, MO (1997, April). Topic: Jobs, teams, and organizations: Fads or effective innovations? (with C. Higgs).
29. Presentation at the Personnel and Human Resources Doctoral Student and Junior Faculty Consortium, Academy of Management, Cincinnati, OH (1996, August). Topic: Panel of journal editors.
30. Presentation at the 1996 Conference of the International Personnel Management Association Assessment Council, Boston, MA (1996, June). Topic: Taking stock of structure in the employment interview.
31. Presentation at the Summer Conference of the Center for the Study of Work Teams, University of North Texas, Dallas, TX (1996, May). Topic: Implementing work teams: Recommendations from organizational behavior and development theories.
32. Presentation at the Meeting of the Greater Chicago Association of Industrial and Organizational Psychologists, Chicago, IL (1996, May).

Topics: Structured interviewing: How far should we go? and Trends in I/O research and practice.

33. Presidential Address delivered at the Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA (1996, April). Topic: Reinventing work: A new area of I/O research and practice.
34. Presentation at the Meeting of the Gateway Industrial and Organizational Psychologists, St. Louis, MO (1996, March). Topics: Structured interviewing: How far should we go? and Trends in I/O research and practice.
35. Presentation at the Tippecanoe Area Personnel Association, Lafayette, IN (1995, September). Topic: Employee selection.
36. Presentation at Wayne State University, Department of Psychology, Detroit, MI (1995, March). Topic: Research on work teams.
37. Workshops at the Spring Conference of the Center for the Study of Work Teams, University of North Texas, Dallas, TX (1995, February). Topics: Designing, staffing, and evaluating work teams to enhance productivity and satisfaction.
38. Workshops at the Fall Conference of the Center for the Study of Work Teams, University of North Texas, Dallas, TX (1994, September). Topics: Designing, staffing, and evaluating work teams to enhance productivity and satisfaction.
39. Presentation at the Personnel and Human Resources Doctoral Student and Junior Faculty Consortium, Academy of Management, Dallas, TX (1994, August). Topic: Panel of journal editors.
40. Presentation at the meeting of the Personnel/Human Resources Research Group, Iowa City, IA (1994, June). Topic: Rules for reference citations in research articles.
41. Presentation at the Doctoral Student Consortium, Society for Industrial and Organizational Psychology, Nashville, TN (1994, April). Topic: Luncheon speaker on the journal publication process.
42. Workshops at the Spring Conference of the Center for the Study of Work Teams, University of North Texas, Dallas, TX (1994, March). Topics: Evaluating team interventions and Designing and staffing teams to enhance productivity and satisfaction.
43. Presentation at the Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Chicago, IL (1994, March). Topic: Discovering corporate consciousness.
44. Presentation at the Kosciusko County Personnel Association, Warsaw, IN (1993, September). Topic: Work teams.
45. Presentation in the Organizational Behavior Junior Faculty Consortium, Academy of Management, Atlanta, GA (1993, August). Topics: Making a difference through research and teaching, case discussion, and managing competing demands.

46. Presentation at the Personnel and Human Resources Doctoral Student and Junior Faculty Consortium, Academy of Management, Atlanta, GA (1993, August). Topic: Panel of journal editors.
47. Presentation at Texas A & M University, Department of Management, College Station, TX (1992, November). Topic: Research on job and work group design.
48. Presentation at the American Psychological Association Workshop on the Revision of the Dictionary of Occupational Titles, Washington, DC (1992, September). Topic: Job analysis for the proposed revision of the Dictionary of Occupational Titles.
49. Presentation at the Personnel and Human Resources Doctoral Student and Junior Faculty Consortium, Academy of Management, Las Vegas, NV (1992, August). Topics: Panel of journal editors, and career session.
50. Presentation at the U. S. Army Research Institute Conference on Selection and Classification, Washington, DC (1992, May). Topic: Job analysis for the future.
51. Presentation at the Doctoral Student Consortium, Society for Industrial and Organizational Psychology, Montreal (1992, May). Topic: Luncheon speaker on journal editorship.
52. Presentation at the Metropolitan New York Association for Applied Psychology, New York (1991, December). Topic: Designing effective work groups.
53. Presentation at the Personnel and Human Resources Doctoral Student and Junior Faculty Consortium, Academy of Management, Miami, FL (1991, August). Topics: Panel of journal editors, and careers session.
54. Presentation at the Fifth Federal Aviation Administration/Office of Aviation Medicine Meeting on Human Factors in Aviation Maintenance and Inspection, Atlanta, GA (1991, June). Topic: Job design and productivity.
55. Presentation as part of the Human Factors Interdisciplinary Seminar Series, Department of Industrial Engineering, Purdue University (1991, March). Topic: Interdisciplinary research on job design.
56. Presentation at the meeting of the Personnel/Human Resources Research Group, Washington, DC (1990, June). Topic: A model of job rotation for training and development.
57. Workshop at the Society for Industrial and Organizational Psychology Convention, Miami, FL (1990, April). Topic: Interdisciplinary research on job design.
58. Presentation at the University of Minnesota, Industrial Relations Center, Minneapolis, MN (1990, January). Topic: Interdisciplinary research on job design.
59. Presentation at the University of Kansas, School of Business, Lawrence, KS (1989, December). Topic: Interdisciplinary research on job design.
60. Presentation at Purdue University, Krannert School of Management, West Lafayette, IN (1989, February). Topic: A laboratory investigation of

how people design jobs: Naive predispositions and the influence of training.

61. Presentation at the I/O and O/B Doctoral Student Consortium at the meeting of the American Psychological Association, Atlanta, GA (1988, August). Topic: Interdisciplinary approaches to job design.
62. Discussant in a symposium presented at the meeting of the Academy of Management, Anaheim, CA (1988, August). Topic: Personnel training and development.
63. Presentation at the meeting of the Personnel/Human Resources Research Group, Denver, CO (1988, June). Topic: How a staunch field researcher goes about conducting a lab study: Dilemmas in job design research.
64. Presentation at the meeting of the Personnel/Human Resources Research Group, Chicago, IL (1987, June). Topic: Interdisciplinary job design research.
65. Presentation at Purdue University, Department of Psychology, West Lafayette, IN (1986, October). Topic: Future interdisciplinary research on job design.
66. Presentation at the University of Nebraska, College of Business Administration, Lincoln, NE (1986, April). Topics: Future interdisciplinary research on job design, Employment decision making at IBM, and Applied research in attitude measurement and climate.
67. Presentation at the North Carolina State University, Department of Psychology, Raleigh, NC (1984, November). Topic: Development and field evaluation of an interdisciplinary measure of job design.
68. Presentation at the University of North Carolina, Graduate School of Business Administration, Chapel Hill, NC (1984, February). Topic: Development and field evaluation of an interdisciplinary measure of job design.
69. Presentation at the East Carolina University, Department of Psychology, Greenville, NC (1979, March). Topic: Motivating tree planters through schedules of reinforcement.

Grants

- 2016 Social Sciences and Humanities Research Council Insight Development Grant. *Developing Innovation through Job Crafting: A Scale Development and Intervention.* Research Team: Bruning, P. F. (Principal Applicant), Bruning, N. S., & Campion, M. A. (\$63,107).
- 2004 Center for International Business Education and Research Grant (\$11,700)
- 2000 Dauch Center for the Management of Manufacturing Enterprises Grant (\$10000)
- 1997 Center for the Management of Manufacturing Enterprises Grant (\$8000)
- 1990 Center for the Management of Manufacturing Enterprises Grant (\$1420)

1988 Summer Faculty XL Grant (\$3900)

1988 Center for the Management of Manufacturing Enterprises Grant (\$7585)

Licenses

1985-present Practicing Psychologist License, State of North Carolina
(License No. 1069, permanent)

Technical Expert Reviewer or Panel Member

National Assessment of Educational Progress (NAEP) (2013-2014):
Framework Evaluation Technical Advisory Panel.

U. S. Department of State (1996-present): Technical adviser for the
Board of Examiners, which involved the development and oversight of
hiring systems for Foreign Service Officers.

U. S. Department of the Navy (2004-2005): SkillsNet Technical Advisory
Board.

Department of Education, Educational Statistics Services Institute.
(1998-1999): Member of technical panel for the International Life
Skills Survey.

National Skills Standards Board (1998-1999): Member of technical panel
for the development of employability skills standards and measurements.

Manufacturing Skills Standards Council (1998): Member of technical
panel for the development of skills standards.

U. S. Department of Labor (1994-1998): Technical adviser for the
development of the Occupational Information Network (O*Net).

Federal Bureau of Investigation (1992-1994): Technical Review panel for
the development of the latent fingerprint examiner selection system.

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