

CURRICULUM VITA

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EDUCATION

- Ph.D. The University of Tennessee, Knoxville, TN. December, 1996.
Industrial/Organizational Psychology
Dissertation: Factors related to participants' acceptance of developmental assessment center feedback.
Dissertation Chair: Robert T. Ladd
- M.S. University of Central Florida, Orlando, FL. August, 1989.
Industrial/Organizational Psychology
Thesis: A factor-analytic examination of managerial credibility.
Thesis Chair: Wayne A. Burroughs
- B.S. University of Florida, Gainesville, FL. December, 1986.
Major: Psychology

TEACHING EXPERIENCE

Graduate Courses (incl. MBA & EMBA* Seminars)

- ❖ Managing Human Capital/Human Resource Mgt
- ❖ Executive Power & Negotiation
- ❖ Leadership
- ❖ Performance Appraisal
- ❖ Personnel Selection
- ❖ Assessment Centers
- ❖ Work Teams
- ❖ Promoting Collaboration by Actively Managing Conflict
- ❖ Survey of Industrial/Organizational Psychology
- ❖ Ethics and Professional Issues in I/O Psychology

Undergraduate Courses

- ❖ Advanced Human Resource Management
- ❖ Implementation and Evaluation of Personnel Programs
- ❖ Testing and Assessment
- ❖ Principles of General and Operations Management
- ❖ Human Resource Management
- ❖ Introduction to Industrial/Organizational Psychology

**Including teaching HRM and Negotiations abroad in Zurich, Switzerland & Łódź, Poland*

HONORS

Allen J. Krowe/Legg Mason Teaching Excellence Award (awarded 2005-2006)
Team Teaching Award, Graduate School of Business Administration (GSBA) Zurich, Switzerland, HRM-EMBA block (awarded Fall 2005, Fall 2006, Fall 2007)
Robert H. Smith Top 15 % Award Recipient, Category 3 (awarded 2004-2008)
Robert H. Smith Krowe Teaching Award Finalist (nominated Spring 2004 & Spring 2005)
USM Faculty Excellence in Teaching Award (nominated 2001)
Beta Gamma Sigma Honor Society (initiated 1997)
USM Instructional Resources Learning Improvement Grant (awarded 1997)
UTK College Business Administration Teaching Award (nominated 1991-93)
UTK National Alumni Association Graduate Fellowship (awarded 1991-92)
UTK Hilton A. Smith Fellowship (awarded 1989-90)
Phi Kappa Phi Honor Society (initiated 1989)
Psi Chi National Honor Society
Presidential Recognition Award
Savant UF Leadership Honorary

PROFESSIONAL EXPERIENCE (ACADEMIC)

- 2/2009 – present **Associate Department Chair**
Department of Management and Organization
Robert H. Smith School of Business
University of Maryland, College Park, MD
- Major responsibilities include managing graduate and undergraduate course scheduling (including coordinating with full-time and adjunct teaching resources, Masters Program Office personnel, etc. to ensure staffing meets curriculum needs), leading teaching enhancement efforts (e.g., enhancing consistency and integration of M&O courses within and between departments; coaching and developing instructors and addressing performance management issues; leading the Teaching Enhancement Committee; managing annual MBA Graduate Assistant selection process); working with Department Chair to allocate and monitor Departmental and College service assignments; and participating in various support services to enhance department operations (e.g., hiring issues, branding efforts, etc.).
- 8/2002 – present **Distinguished Tyser Teaching Fellow**
Senior Executive Education Fellow
Department of Management and Organization
Robert H. Smith School of Business
University of Maryland, College Park, MD
- Teaching full- time, part-time, and Executive MBA courses (Managing Human Capital; Leadership & Teamwork; Executive Power and Negotiation) and mastery courses (Collaboration & Conflict; Legal Issues in HRM) and undergraduate courses (Human Resource Management; Advanced Human Resource Management); advising MBA consulting group field projects; advising undergraduates and graduates; and serving on departmental, College and university committees. Served as guest lecturer at Smith partner universities around the world, including the Graduate School of Business Administration in Zurich and the Polish-American Management Center at the University of Łódz.
- 9/05 – 2/09 **Professor, Dual Degree Global Executive MBA Faculty**
Graduate School of Business Administration (GSBA)
Zurich, Switzerland
- Co-teaching a two-week HRM MBA block as part of the international part-time degree program for decision makers (executives) from middle and upper management levels across Germany, Switzerland, and surrounding European communities; participating as an invited guest speaker/workshop presenter at the annual GSBA Congress.
- 8/96 – 8/2002 **Assistant Professor**
5/98 – 8/2002 **Director, Industrial/Organizational Psychology Program**
Director, Center for Applied Organizational Studies
Department of Psychology
University of Southern Mississippi, Hattiesburg, MS
- Coordinating doctoral-level I/O training (including course/program development); directing USM's Center for Applied Organizational Studies (including generating extramural funding); teaching undergraduate and graduate courses; supervising graduate student dissertations, theses and undergraduate senior honors theses; advising undergraduates and graduates; and serving on departmental and university committees.
- 1/93 - 5/93 **Graduate Teaching Associate**
Department of Management, The University of Tennessee, Knoxville, TN
- Teaching Management 432: Implementation and Evaluation of Personnel Programs (*Advanced undergraduate-level HRM course*)
- 1/92 - 12/92 **Graduate Research Assistant**
Department of Management, The University of Tennessee, Knoxville, TN
- Assisting in the development of a computer simulation model for the U.S. Air Force to assess the overall organizational utility of personnel selection and classification decisions; designing an instructional guide and providing training to USAF personnel.
- 7/90 - 8/91 **Graduate Teaching Associate**
Department of Management, The University of Tennessee, Knoxville, TN

- Teaching Management 301: Principles of General and Operations Management

5/90 - 12/90

Project Researcher

Department of Management, The University of Tennessee, Knoxville, TN

- Assisting with a statewide training needs assessment for the State of Tennessee Department of Personnel. Specific team responsibilities included: reviewing State literature/materials; designing structured interview forms; conducting individual and group interviews with State employees; developing training needs assessment survey; analyzing and interpreting data; compiling a technical report.

8/89 - 5/90

Graduate Research Assistant

Department of Management, The University of Tennessee, Knoxville, TN

- Conducting statistical analyses; developing survey scales; facilitating the revision/refinement of the I/O Program's admissions/selection process.

8/89 - 5/90

Graduate Teaching/Research Assistant

Department of Psychology, The University of Central Florida, Orlando, FL

- Assisting with General Psychology undergraduate course, including administering and grading exams and leading review sessions.

PROFESSIONAL EXPERIENCE (CONSULTING)

2/94 - present

Principal Partner

Personnel Assessment Systems, Inc.

- Specializing in executive and management assessments for administrative (e.g., selection, promotion) and developmental (e.g., training needs identification, career planning) purposes. Leadership assessment programs include job simulations, assessment centers, 360-degree feedback, as well as a variety of psychological paper and pencil instruments. Capabilities also include executive coaching, job analysis, performance appraisal, training design and validation, test development and validation, survey research (e.g., employee attitudes, organizational climate surveys), competency modeling and strategic planning. Clients have included both public- and private-sector organizations. Highlights: Conducted assessments and individual feedback/coaching sessions for top executives in the Home Depot's Advanced Leadership Development Program, assessment and executive coaching for top leaders worldwide in McCormick & Company's Inc.'s succession planning pool (Hunt Valley, MD), assessment and coaching for entry-level MBAs in Black & Decker's Financial Development Program (3-year rotational program for leaders; Towson, MD), and management and non-management participants in the Office of Personnel Management's OPM's Leadership Assessment Program (Oak Ridge, TN); managed numerous assessment centers for promotional purposes, including assessing the top three management levels of Home Depot's Corporate Advertising Department (Atlanta, GA).

5/03 - present

Senior Executive Education Fellow & Academic Director

Robert H. Smith School of Business, Office of Executive Education

- Design, develop and deliver various training and leadership development programs for business leaders (360-degree feedback, performance management and developing others, strategic planning, succession planning, negotiation and organizational influence, teambuilding, conflict management) as needed to assist with various clientele (including Lockheed Martin's Executive Leadership Strategies Program; McCormick and Company, Inc.'s Senior Leadership Development Program; Black & Decker's FDP Training Program; Force 3's Leadership Program; Smith-Clark School's Certification in Innovation Management Program; Anne Arundel Hospital System's Leadership Institute; Nextel's Maximum Impact Program; Maryland MVA's Strategic Planning).

5/03 - present

**Director, Smith EMBA Assessment Center
EMBA Executive Coach**

Robert H. Smith School of Business, Office of Executive Education

- Serve as director of assessment center operations and senior-level executive coach in the EMBA Leadership Development & Executive Coaching Program since the program's inception; collaborate with the Program Director to identify ways to continually enhance program effectiveness; work with clients to identify leadership strengths, proficiencies, areas for improvement, and executive derailers; help clients integrate and synthesize data from a variety of sources, including psychological instruments and multi-source feedback; guide clients in the design of actionable, individualized development plans requisite for

moving beyond enhanced self-awareness to positive change (behavioral, attitudinal, and/or identity) and leadership success.

7/98 – 5/00

Management Consultant

USM Gulf Coast, Division of Continuing Education

- Designed, developed and delivered various training workshops (strategic planning, succession planning, competency modeling, training, organizational development) and consulting services to top-level executives and managers at Litton Ship Systems (including Litton-Ingalls Shipbuilding and Litton Full Service Center, Pascagoula, MS, and Litton-Avondale Industry, New Orleans, LA).

9/97 – 11/98

Management Consultant

University of Southern Mississippi

- Designed, developed and facilitated training workshops for managers and executives across campus. Topics include team-building/interpersonal skills, effective problem-solving, and upward feedback; conducted needs assessments. Highlights: Managed a university-wide project examining the feasibility of an upward feedback system for staff members, including focus groups and survey stages.

11/93 - 8/96

Research & Development Specialist

Team Leader, Workforce Utilization

Corporate Human Resources, Tennessee Valley Authority, Knoxville, TN

- Developing, administering and evaluating selection and assessment systems (e.g., simulations, psychological tests, structured interviews); facilitating individual feedback sessions (including executive coaching); conducting educational workshops (e.g., legal issues regarding personnel selection, guidelines for developing and conducting job-related interviews); serving as a subject matter expert in legal cases; assisting in the design, development, and implementation of performance management systems; developing and delivering training systems; conducting surveys (e.g., job analysis, needs assessments, customer feedback); writing job descriptions; managing corporate recruitment function (e.g., system redesign, applicant data processing, staff supervision); leading large-scale projects involving multidisciplinary, cross-functional teams; facilitating focus group sessions (e.g., strategic planning, organizational change); transferring technology via presentations and publications; interacting with diverse groups of individuals from all levels within and outside TVA (e.g., executives, line managers, specialist and unionized employees, vendors, private institutions, scientific and academic communities). Highlights: Assisted with a \$2 million project involving the development, implementation, and evaluation of a large scale, TVA-wide 360-degree feedback system; conducted assessments and individual feedback/coaching sessions for management and non-management participants in TVA's Leadership Assessment Programs; managed numerous assessment centers for promotional purposes, including assessing the top two levels of TVA's Information Services Division.

10/92 - 11/93

Management Consultant

Resource Group, Tennessee Valley Authority, Knoxville, TN

- Providing consultation to President during restructuring efforts (e.g., assisting in the design, delivery, and evaluation of executive recruitment and selection systems).

6/92 - 6/93

Management Consultant

Client: Alliant Health Systems, Louisville, KY

- Designing and implementing executive assessment centers for selection and developmental purposes, and providing one-on-one feedback.

11/89 - 11/93

Project Consultant

Tennessee Assessment Center, Knoxville, TN

- Developing exercises, assessing supervisory and managerial candidates (including interviewing, role-playing), and generating written feedback reports.

5/91 - 1/92

Supervised Internship

Office of the Inspector General, Tennessee Valley Authority, Knoxville, TN

- Conducting organization-wide job analyses to facilitate the development of a progressive performance appraisal system; developing performance standards; designing and implementing selection systems (e.g., situational interviews, work simulations); developing

and analyzing organizational surveys; assisting with the development of a skill-based pay system; designing and delivering interpersonal skills training for self-directed work-teams.

8/90 - 5/91

Assessment Center Director

UTK Masters of Business Administration (MBA) Assessment Center

- Supervising, coordinating, and administering a developmental assessment center; training MBA and I/O and doctoral students in assessment center methodology; assessing MBA students' managerial skills and abilities; writing individualized feedback reports.

5/90 - 8/91

Management Consultant

Client: Executive Seminar Center, Oak Ridge, TN

- Designing and developing a pre-training, needs assessment tool for federal government participants who attend the ESC training seminars; analyzing and reporting trends; serving as case study facilitator during Seminars for New Managers.

2/88 - 8/89

Certified Assessor

Assessment Designs, International (ADI; *now the Wilson Learning Corporation*), Longwood, FL

- Rating candidates' performance on various behavioral/skill dimensions, generating exercise and final developmental assessment center reports for various clients.

2/88 - 8/89

Project Consultant

Burroughs, Wooten, & Associates, Oviedo, FL

- Role playing and assisting with police and fire department assessment centers; writing literature reviews and research proposals; and conducting job analyses to facilitate the development of a county-wide performance appraisal program.

8/88 - 8/89

Supervised Internship

Assessment Designs, International, Longwood, FL

ADI Supervisor: Wayne A. Burroughs, Ph.D., Director of Research and Development

- Assisting in the development and evaluation of the "Managerial Credibility Index" and corresponding training modules; analyzing data; conducting literature reviews to facilitate client projects; conducting job analysis interviews; delivering formal research and marketing presentations to sales representatives and clients in order to facilitate in-house projects and ventures; and assisting in the development of a turnover analysis system.

PUBLICATIONS

International Task Force on Assessment Center Guidelines (2009). Guidelines and ethical considerations for assessment center operations. *International Journal of Selection and Assessment*, (accepted for publication, pending).

Kudisch, J. D., Fortunato, V. J., & Smith, A. F. R. (2006). Contextual and individual difference factors predicting individuals' desire to provide upward feedback. *Group and Organization Management*, 31, 503-529.

Thibodeaux, H. F., & Kudisch, J. D. (2003). The relationship between applicant reactions, the likelihood of complaints and organization attractiveness. *Journal of Business and Psychology*, 18, 247-257.

Van Iddekinge, C. H., Eidson Jr., C. E., Kudisch, J. D., & Goldblatt, A. M. (2003). A biodata inventory administered via interactive voice response (IVR) technology: Predictive validity, utility, and subgroup differences. *Journal of Business and Psychology*, 18, 145-156.

Avis, J., Kudisch, J. D., & Fortunato, V. J. (2002). Examining the Incremental Validity and Adverse Impact of Cognitive Ability and Conscientiousness on Job Performance. *Journal of Business and Psychology*, 17, 87-105.

Fallon, J.D., Avis, J.M., Kudisch, J.D., Gornet, T.P., & Frost, A. (2000). Conscientiousness as a predictor of productive and counterproductive behaviors. *Journal of Business and Psychology*, 15, 339-349.

International Task Force on Assessment Center Guidelines (2000). Guidelines and ethical considerations for assessment center operations. *Public Personnel Management*, 29, 315-331.

Kudisch, J. D., & Ladd, R. T. (1997). New evidence on the construct validity of diagnostic assessment centers: The findings may not be so troubling after all. In R.E. Riggio & B.T. Mayes (Eds.), *Assessment centers: Research and applications*. [Special issue]. *Journal of Social Behavior and Personality*, 12, 129-144.

- Kudisch, J., Cartor, R., & Bounds, G. (1996). The Alliant Health System journey to total quality. In G. M. Bounds (Ed.), *Cases in quality*. Chicago: Irwin.
- Rotolo, C. T., & Kudisch, J. D. (1996, September). Important considerations in developing and implementing a successful multi-source assessment system. *IPMA News*, 14, 16, 18-19.
- Kudisch, J. D., Poteet, M. L., Dobbins, G. H., Rush, M. C., & Russell, J. E. A. (1995). Expert power, referent power, and charisma: Toward the resolution of a theoretical debate. *Journal of Business and Psychology*, 10, 177-195.
- Facteau, J. D., Dobbins, G. H., Russell, J. E. A., Ladd, R. T., & Kudisch, J. D. (1995). The influence of general perceptions of the training environment on pretraining motivation and perceived training transfer. *Journal of Management*, 21, 1-25.
- Bernardin, H. J., Russell, J. E. A., & Kudisch, J. D. (1993). *Instructor's manual to accompany Human resource management: An experiential approach*. New York: McGraw-Hill.
- Kudisch, J. D. (1992). Developing and distributing a task analysis questionnaire (TAQ). In H.J. Bernardin & J.E. A. Russell (Eds.), *Human resource management: An experiential approach*. New York: McGraw-Hill.
- Kudisch, J. D., Myers, S., & Russell, J. E. A. (1992). Conducting a needs assessment. In H.J. Bernardin & J.E. A. Russell (Eds.), *Human resource management: An experiential approach*. New York: McGraw-Hill.
- Kudisch, J. D., Poteet, M. L., Dobbins, G. H., Rush, M. C., & Russell, J. E. A. (1992). The relationship of leaders' charisma, expert, and referent power to subordinates' attitudes: A structural equations analysis. In M. Schnake (Ed.), *Southern Management Association Proceedings* (pp. 110-113). Valdosta, GA: Southern Management Association.
- Kudisch, J. D. (1991). Looking back at the 6th annual I/O-OB doctoral student consortium: Participant perceptions. *The Industrial-Organizational Psychologist*, 29 (1), 77-79.

MANUSCRIPTS/RESEARCH IN PROGRESS

- Kudisch, J. D., and Lundquist, C., & Fortunato, V. J. (in progress). *Person-environment fit: Assessing validity, adverse impact, and test-taker reactions*.
- Wouters, K., Tesluk, P., Kudisch, J., & Edinger, S. (in progress). *The impact of executive coaching on the development of leadership skills*.

PRESENTATIONS/SYMPOSIA

- Kudisch, J. D., & Sheehan, R. (2009, October). *Assessment center accelerates development of leaders for challenging times*. Paper to be presented at the Executive MBA Council Conference, San Diego, California.
- Kudisch, J. D. (2009, June). Session Chair and Moderator, *Use of Assessments in Executive Coaching*. Symposium presented at the 1st annual conference Executive Coaching Conference - Bridging the Science and Practice of Executive Coaching: A Playbook for Unleashing Leadership Talent, College Park, Maryland.
- Poteet, M. L., & Kudisch, J. D. (2009, June). Characteristics, behaviors, and methods of successful coaches: The client's perspective. In P. Teluk (Chair), *Current research directions and progress*. Paper presented at the 1st annual conference Executive Coaching Conference - Bridging the Science and Practice of Executive Coaching: A Playbook for Unleashing Leadership Talent, College Park, Maryland.
- Gettman, H., Edinger, S., Wouters, K., Kudisch, J., Russell, J., & Tesluk, P. (April, 2009). *The impact of contracting behavior on the coaching relationship*. Paper presented as part of symposium: *The Client-Coach Relationship: Examining a Critical Component of Successful Coaching*. Gina Hernez-Broome & Lisa Boyce (Chairs). Society of Industrial and Organizational Psychology Conference, New Orleans, Louisiana.
- Poteet, M. L., & Kudisch, J. D. (2008, September). *Using executive coaching to leverage assessment center feedback: Tips for success*. Paper presented at the 34th annual meeting of the International Congress on Assessment Center Methods, Washington, DC.

- Wouters, K., Tesluk, P., Kudisch, J., & Edinger, S. (April, 2008). *The impact of executive coaching on the development of leadership skills*. In Gina Hernez-Broome & Lisa Boyce (Chairs), *Leadership coaching effectiveness: Incorporating evaluation methodologies in practice and research*. Paper presented at the 23rd annual conference of the Society of Industrial and Organizational Psychology, San Francisco, California.
- Poteet, M. L., & Kudisch, J. D. (2007, April). The voice of the coachee: What makes for an effective coaching relationship? In J. E. A. Russell (Chair), *Enhancing the effectiveness of executive coaching through research with clients*. Paper presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, New York.
- Kudisch, J. D. (2007, April). Discussant, *The assessment center validity paradox: Alternative analytic and design methodologies*. Symposium presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, New York.
- Fortunato, V. J., Goldblatt, A.M., Hunter, S. T., Baker, K. M., & Kudisch, J. D. (2004, April). *Multisample examination of goal-orientation profiles using cluster analysis*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Kudisch, J. D., Al-Bedah, E. A., & Lundquist, C. (2004, October). *Accepting and applying developmental assessment center feedback: A view from the Middle East*. Presentation conducted at the 32nd annual meeting of the International Congress on Assessment Center Methods, Las Vegas, Nevada.
- Lundquist, C., Kudisch, J. D., Fleming, K. L., & Fortunato, V. J. (2004, April). *Person-environment fit: Assessing validity, adverse impact, and test-taker reactions*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Lundquist, C., Kudisch, J. D., & Fortunato, V. J. (2004, April). *Influence of perceptions of fairness on performance appraisal effectiveness*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Rose, M., Eidson, C. E., Steffensmeier, J. H., & Kudisch, J. D. (2004, April). *Factors affecting assessment center feedback acceptance: An expanded view*. Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Avis, J.M., Thibodeaux, III, H.F., & Kudisch, J.D. (2003, April). *The influence of the Big Five on test taker reactions*. Paper presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Kudisch, J. D. (2003, April). Chair, *Accepting and applying assessment center feedback: Advancing practice through science*. Practitioner forum presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Poteet, M. L., & Kudisch, J. D. (2003, September). Straight from the horse's mouth: Strategies for increasing feedback acceptance. In T. Maurer (Chair), *Where do we go from here? Accepting and applying assessment center feedback*. General session presented at the 31st annual meeting of the International Congress on Assessment Center Methods, Atlanta, GA.
- Kudisch, J. D., Hoffman, B. J. (2002, October). *The search for assessment center construct validity continues: Examining the relationship between AC final dimension ratings and external measures of cognitive ability and personality*. Paper presented at the 30th annual meeting of the International Congress on Assessment Center Methods, Pittsburgh, Pennsylvania.
- Kudisch, J. D., Lundquist, C., & Smith, A.F.R. (2002, October). *Reactions to "dual-purpose" assessment center feedback: What does it take to get participants to buy into and actually do something with their feedback?* Paper presented at the 30th annual meeting of the International Congress on Assessment Center Methods, Pittsburgh, Pennsylvania.
- Kudisch, J. D. (2002, April). Chair, *Alternate approaches to examining assessment center construct validity*. Symposium presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Kudisch, J. D., & Hoffman, B. J. (2002, April). Examining the relationship between assessment center final dimension ratings and external measures of cognitive ability and personality. In J. D. Kudisch (Chair),

Alternate approaches to examining assessment center construct validity. Paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

- Post, J., Hyers, L., & Kudisch, J. D. (2002, April). *Sex differences in self-efficacy: Effects of training delivery context.* Paper presented at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Kudisch, J. D., Lundquist, C., & Smith, A.F.R. (2001, September). *Reactions to "dual-purpose" assessment center feedback: What does it take to get participants to buy into and actually do something with their feedback?* Paper presented at the 29th annual meeting of the International Congress on Assessment Center Methods, Frankfurt, Germany.
- Kudisch, J.D., Avis, J.M., Fallon, J.D., Thibodeaux, III, H.F., Roberts, F.E., Rollier, T.J., & Rotolo, C.T. (2001, April). A survey of assessment center practices in organizations worldwide: Maximizing innovations or business as usual? In G. C. Thornton (Chair), *Surviving a mid-life crisis: Innovations in assessment centers.* Practitioner forum conducted at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Fallon, J. D., & Kudisch, J. D. (2001, April). The impact of assessing demographic data on applicant reactions to online selection procedures. In S. R. Klein (Chair), *User reactions and stereotype threat in online and traditional assessments.* Symposium conducted at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Fetzer, M. S, Fortunato, V. J., Kudisch, J. D., & Eidsen, C. E. Jr. (2001, April). *Predictive and incremental validity in a customer service setting.* Paper presented at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Thibodeaux, III, H. F., Kudisch, J. D., & Gornet, T. P. (2001, April). The relationship between applicant reactions, the likelihood of complaints and organization attractiveness. In S. R. Klein (Chair), *User reactions and stereotype threat in online and traditional assessments.* Symposium conducted at the 16th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Fallon, J.D., Kudisch, J. D., Fortunato, V. J. (2000, April). *Using conscientiousness to predict productive and counterproductive work behaviors.* Paper presented at the 15th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Avis, J.M., & Kudisch, J.D. (2000, March). *Factors influencing subordinates' willingness to participate in an upward feedback system.* Paper presented at the 21st Annual Industrial & Organizational/Organizational Behavior Graduate Conference, Knoxville, TN.
- Avis, J. M., Kudisch, J. D., Fortunato, V. J. (2000, April). *Combining cognitive ability and integrity testing: Economic and social advantages.* Paper presented at the 15th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Fetzer, M. S., Eidson, C. E., Jr., Kudisch, J. D., & Van Iddekinge, C. H. (2000, April). *Incremental validity of multiple selection instruments: The next "step".* Paper presented at the 15th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Fleming, K. L., & Kudisch, J.D. (2000, March). *Assessing person-job and person-organizational fit: A means for enhancing personnel selection.* Paper presented at the 21st Annual Industrial & Organizational/Organizational Behavior Graduate Conference, Knoxville, TN.
- Roberts, F. E., & Kudisch, J.D., & Fortunato, V. J. (2000, March). *Examining group differences and the mediating effect of performance on face validity in reactions toward a computerized selection test battery.* Paper presented at the 21st Annual Industrial & Organizational/Organizational Behavior Graduate Conference, Knoxville, TN.
- Thibodeaux, III, H. F., & Kudisch, J. D. (2000). *The effects of source attributes on feedback inquiry: A field study.* Paper presented at the 15th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Van Iddekinge, C. H., Eidson, C. E., Jr., Goldblatt, A., & Kudisch, J. D. (2000, April). *The predictive validity of a biodata instrument delivered via interactive voice response (IVR) technology.* Paper presented at the 15th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- Smith, A. F. R., Kudisch, J. D., & Thibodeaux, H. F. (2000, April). *Factors associated with willingness to participate in upward feedback*. Paper presented at the 15th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Thibodeaux, III, H. F., Roberts, F. E., Kudisch, J. D., Gornet, T. P., & Frost, A. (2000, March). *Individual differences in reactions toward a computerized test battery*. Paper presented at the 46th annual meeting of the Southeastern Psychological Association, New Orleans, LA.
- Hale, B., Kudisch, J., & MacDonald, D. (1999, June). *How to set up and run an assessment center*. Panel discussion conducted at the 27th annual meeting of the International Congress on Assessment Center Methods, Orlando, FL.
- Kudisch, J.D. (1999, June). *How flexible are assessment centers?* Roundtable discussion conducted at the 27th annual meeting of the International Congress on Assessment Center Methods, Orlando, FL.
- Kudisch, J.D., Avis, J.M., Fallon, J.D., Thibodeaux, III, H.F., Roberts, F.E., Rollier, T.J., & Rotolo, C.T. (1999, June). *Benchmarking for success: A look at today's assessment center practices worldwide*. Paper presented at the 27th annual meeting of the International Congress on Assessment Center Methods, Orlando, FL.
- Fallon, J.D., Avis, J.M., Kudisch, J.D., Gornet, T.P., & Frost, A. (1998, April). *Conscientiousness as a predictor of productive and counterproductive behaviors*. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Kudisch, J.D., Rotolo, C.T., Avis, J.M., Fallon, J.D., Roberts, F.E., Rollier, T.J., & Thibodeaux, III, H.F. (1998, May). *A preliminary look at assessment center practices world-wide: What's hot and what's not*. Paper presented at the 26th annual meeting of the International Congress on Assessment Center Methods, Pittsburgh, PA.
- Kudisch, J. D., & Ladd, R. T. (1998, May). *Strategies for enhancing receptivity to developmental assessment center feedback: Changing skeptics into believers*. Paper presented at the 26th annual meeting of the International Congress on Assessment Center Methods, Pittsburgh, PA.
- Kudisch, J. D., & Ladd, R. T. (1997, April). *Factors related to participants' acceptance of developmental assessment center feedback*. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Kudisch, J. D., Poole, T. G., Ladd, R. T., & Dobbins, G. H. (1996, May). *Comparing assessment centers to video-based, personality, and cognitive tests: A look at applicant (aka "customer") reactions*. Paper presented at the 24th annual meeting of the International Congress on the Assessment Center Method, Washington, DC.
- Rotolo, C. T., & Kudisch, J. D. (1996, May). *User preferences toward popular individual development tools: How do traditional assessment centers fare against other assessment instruments?* Paper presented at the 24th annual meeting of the International Congress on the Assessment Center Method, Washington, DC.
- Poteet, M. L., Facticeau, C. L., Allen, T. D., & Kudisch, J. D. (1995, November). *A field study of managerial and environmental influences on employees' expectations of managerial responses to upward feedback*. Paper presented at the annual meeting of the Southern Management Association, Orlando, Florida.
- Kudisch, J. D., Poole, T. G., Dobbins, G. H., & Ladd, R. T. (1994, August). *Beyond validity: Alternative criteria for assessing the effectiveness of selection procedures*. Paper presented at the annual meeting of the Academy of Management, Human Resources Division, Dallas, Texas.
- Kudisch, J. D., & Ladd, R. T. (1993, August). *Developmental assessment centers: Construct evidence isn't that troubling after all*. Paper presented at the annual meeting of the Academy of Management, Human Resources Division, Atlanta, Georgia.
- Kudisch, J. D., Poteet, M. L., Dobbins, G. H., Rush, M. C., & Russell, J. E. A. (1992, November). *The relationship of leaders' charisma, expert, and referent power to subordinates' attitudes: A structural equations analysis*. Paper presented at the annual meeting of the Southern Management Association, New Orleans, Louisiana.
- Facticeau, J. D., Dobbins, G. H., Russell, J. E. A., Ladd, R. T., & Kudisch, J. D. (1992, May). *Noe's model of training effectiveness: A structural equations analysis*. Paper presented at the Seventh Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Quebec.

Myers, S. A., Ladd, R. T., & Kudisch, J. D. (1992, August). *Inflation of self-ratings and feedback acceptance in developmental assessment centers*. Paper presented at the annual meeting of the Academy of Management, Personnel/Human Resources Division, Las Vegas, NE.

Kudisch, J. D., & Burroughs, W. A. (1990, April). *Measuring managerial credibility*. Paper presented at the 36th Annual Meeting of the Southeastern Psychological Association, Atlanta, GA.

LOCAL/REGIONAL/INTERNATIONAL PRESENTATIONS & WORKSHOPS

Kudisch, J.D. (2009, August). *Teaching well in Smith MBA programs and enjoying it! – When a dozen C's lead to an A in the classroom*. Presentation delivered as part of the Smith New Faculty Orientation program, College Park, Maryland.

Stevens, C. K., & Kudisch, J. D. (2009, June). *Setting up & operating an executive coaching practice*. Pre-conference workshop conducted at the 1st annual conference Executive Coaching Conference - Bridging the Science and Practice of Executive Coaching: A Playbook for Unleashing Leadership Talent, College Park, Maryland.

Kudisch, J. D. (2009, February). *Claiming value: Tips for negotiation success*. Invited workshop conducted for top managers and executives attending the Graduate School of Business Administration's (GSBA) 19th Congress, Zurich, Switzerland.

Kudisch, J. D. (2008, July). *Succession planning: Making your company a talent factory*. Workshops conducted for top managers and executives in the Lockheed Martin Executive Leadership Strategies Program, Bethesda, MD.

Kudisch, J. D. (2008, February). *World executives: Needs and skills for success*. Invited speaker in H. G. Tschopp (Moderator), *international panel discussion* presented for top managers and executives attending the Graduate School of Business Administration's (GSBA) 17th Congress, Zurich, Switzerland.

Kudisch, J. D. (2008, February). *Claiming value: Tips for negotiation success*. Invited workshop conducted for top managers and executives attending the Graduate School of Business Administration's (GSBA) 17th Congress, Zurich, Switzerland.

Kudisch, J. D. (2008, February). *Looking to the future: Visioning a vibrant MBA Advisory Council (MAC)*. Invited strategic planning workshop conducted for alumni officers in coordination with the Smith School's Office of Professional Programs & Services, Washington, DC.

Kudisch, J. D. (2007, October). *Coaching, mentoring, and managing people*. Workshop presented to Imre Communications top managers and executives as part of the Smith School's Essentials of Management Workshop series, Towson, MD.

Kudisch, J. D. (2007, July & October). *Succession planning: Making your company a talent factory*. Workshops conducted for top managers and executives in the Lockheed Martin Executive Leadership Strategies Program, Bethesda, MD.

Kudisch, J. D. (2007, June). *Basics of negotiation: A leadership primer*. Invited Special Topics in Management Course delivered to the students of the X Cohort of the Executive MBA Program, offered by the University of Maryland's Smith School of Business and the University of Łódź, Faculty of Management (Polish-American Management Center), Łódź, Poland.

Kudisch, J. D. (2007, March). *Claiming value: Tips for negotiation success*. Invited workshop conducted for top managers and executives attending the Graduate School of Business Administration's (GSBA) 16th Congress, Zurich, Switzerland.

Kudisch, J. D., & Tesluk, P. (2007, March). *Building a collaborative culture*. Workshop conducted for top managers and executives in the Anne Arundel Health System Leadership Institute, Annapolis, MD.

Kudisch, J. D. (2007, January). *Making the most of your 360-degree feedback*. Workshop conducted for top managers and executives in the Anne Arundel Health System Leadership Institute, Annapolis, MD.

Kudisch, J.D. (2006, December). *Using meaningful feedback to build organizational talent*. Invited workshop presentation to the 2006 Hillel International Professional Staff Conference, Baltimore, MD.

- Kudisch, J. D. (2006, July & October). *Succession planning: Developing and strengthening your leadership pipeline*. Workshops conducted for top managers and executives in the Lockheed Martin Executive Leadership Strategies Program, Bethesda, MD.
- Kudisch, J. D. (2006, June). *Developing others and performance management*. Workshop conducted for top managers and executives in the Anne Arundel Health System Leadership Institute, Annapolis, MD.
- Kudisch, J. D. (2006, May). *The hunt for talent: Strategies for fielding a winning team*. Keynote address presented to QUEST MeetingPoint, R.H. Smith School of Business, University of Maryland, College Park, MD.
- Kudisch, J. D. (2006, February). *Using focus groups and surveys to assess workplace effectiveness*. Presentation to the QUEST Honors Program as part of the Individual Study in Business and Management: Practicum in Team Management, R.H. Smith School of Business, University of Maryland, College Park, MD.
- Kudisch, J. D., & Williamson, I. O. (2006, February). *Teaching HRM to non-HRM MBAs: Challenges and tips for success*. Workshop presented to the IRHR Doctoral Program, School of Management and Labor Relations, Rutgers University, Piscataway, NJ.
- Kudisch, J. D. (2005, November). *Beyond the boxes: Towards a well-designed structure for doing business and creating value*. Workshop conducted for the Professional Programs and Services department, R.H. Smith School of Business, University of Maryland, College Park, MD.
- Kudisch, J. D. (2005, March & April). *Win-Win negotiation: Key elements and Negotiation & organizational influence*. Workshops conducted for Nextel's Maximum Impact Leadership Training, Torrance, CA.
- Kudisch, J. D. (2005, February). *Continuing the strategic planning journey: Determining core ideology and an envisioned future*. Workshop conducted for E.K. Fox & Associates top managers and executives, Fairfax, VA.
- Kudisch, J. D. (2004, November). *Strategic planning: Charting a course for the future*. Workshop conducted for E.K. Fox & Associates top managers and executives, Fairfax, VA.
- Stevens, C., & Kudisch, J. D. (2004, November). *Creating a vision of MVA's future*. Workshop conducted for McCormick and Company, Inc. senior leaders, Smith Office of Executive Education, College Park, MD.
- Kudisch, J. D. (2004, October). *Managing worklife balance*. Presentation to the Smith Consulting Forum, Robert H. Smith School of Business, College Park, MD.
- Kudisch, J. D. (2004, April). *McCormick SLDP 360-degree feedback workshop*. Workshop conducted for McCormick and Company, Inc. senior leaders, Smith Office of Executive Education, College Park, MD.
- Kudisch, J. D. (2004, April). *McCormick SLDP assessment center orientation*. Workshop conducted for McCormick and Company, Inc. senior leaders, Smith Office of Executive Education, College Park, MD.
- Kudisch, J. D. (2004, April). *Scoring high on performance appraisals*. Presentation to Maryland Day participants, Robert H. Smith School of Business, College Park, MD.
- Kudisch, J. D. (2003, April). *Scoring high on performance appraisals*. Presentation to Maryland Day participants, Robert H. Smith School of Business, College Park, MD.
- Kudisch, J. D. (2001, July). *College recruitment in the new millennia: Innovative ways to assess business survival skills*. Presentation to the Mississippi Association of Colleges and Employers, Hattiesburg, MS.
- Kudisch, J. D. (2000, May). *Strategic planning for the new millennium: Charting a course for the future*. Workshop conducted for Litton Ship Systems Full Service executive council, Pascagoula, MS.
- Kudisch, J. D. (1999, November). *Strategic planning for the new millennium: Charting a course for the future*. Workshop conducted for Litton-Avondale Industry top managers and executives, New Orleans, LA.
- Kudisch, J. D. (1998, January). *Upward feedback: A tool for increasing individual and organizational effectiveness*. Presentation to the University of Southern Mississippi President's Cabinet, Hattiesburg, MS.

- Kudisch, J. D., & Burr, R. L. (1998, September). *Succession planning 2000: Identifying & developing the leaders of tomorrow*. Training workshops conducted for Ingalls Shipbuilding management and executive council, Pascagoula, MS.
- Kudisch, J. D. (1997, June). *A model to identify strengths and weaknesses of employees*. Presentation to the Pine Grove Leadership Education Group, Hattiesburg, MS.
- Kudisch, J. D. (1997, July). *Prescriptions for conducting effective performance appraisals*. Presentation to the Pine Grove Leadership Education Group, Hattiesburg, MS.
- Kudisch, J. D. (1997, July). *Designing and implementing successful performance appraisal systems*. Roundtable presentation to the Southern Mississippi Society for Human Resource Management, Hattiesburg, MS.

TECHNICAL REPORTS

- Fleming, K. L., Lundquist, C. L., & Kudisch, J. D. (2002). *Development of a person-fit measure for selecting store associates at Hudson Salvage Incorporated* (Final Validation Report). Hattiesburg: The University of Southern Mississippi, Center for Applied Organizational Studies, Department of Psychology, College of Education and Psychology.
- Avis, J. M., Smith, A., & Kudisch, J. D. (2001). *Design and validation of an alternative selection battery for clerical employees for the State of Mississippi* (Technical Report). Hattiesburg: The University of Southern Mississippi, Center for Applied Organizational Studies, Department of Psychology, College of Education and Psychology.
- Fleming, K. L. & Kudisch, J. D. (2001). *Development of a person-fit measure for use in selection at Hudson Salvage Incorporated* (Preliminary Technical Report). Hattiesburg: The University of Southern Mississippi, Center for Applied Organizational Studies, Department of Psychology, College of Education and Psychology.
- Thibodeaux, H. F., Kudisch, J. D., & Fallon, J. D. (1998). *Upward feedback at the University of Southern Mississippi: Discovery phase results*. Hattiesburg, MS: USM, Department of Psychology.
- Dobbins, G. H., Russell, J. E. A., Kudisch, J. D., & Facticeau, J. D. (1990). *Tennessee training in the 1990's: Designing a curriculum for managerial and supervisory excellence* (Technical Report). Knoxville: The University of Tennessee, Department of Management, College of Business Administration.
- Burroughs, W. A., & Kudisch, J. D. (1989). *Systematically assessing organizational turnover* (Research Report). Oviedo, FL: Burroughs, Wooten & Associates.
- Kudisch, J. D. (1989). *College recruitment: Practices, concerns, and business implications* (Technical Report). Longwood, FL: Assessment Designs, International.
- McCullum, A., Prue, K., & Kudisch, J. D. (1989). *Identifying the requisite skills for successful organizational entry: An executive summary report* (Research Report). Oviedo, FL: Burroughs, Wooten & Associates.
- Kudisch, J. D. (1988). *Recruitment of automotive dealership personnel* (Technical Report). Maitland, FL: Assessment Designs, International.
- Kudisch, J. D. (1988). *Skill-to-skill validity of assessment centers* (Research Report). Maitland, FL: Assessment Designs, International.

EXTRAMURAL FUNDING

- Co-Project Director
Title: Development, implementation, and evaluation of an organization-wide employee attitude surveys.
Clients: Litton Ingalls Shipbuilding, P.O. Box 149, Pascagoula, MS 39568-0149
 Litton Ship Systems Full Service Center, P.O. Box 149, Pascagoula, MS 39568-0149
 Contract amounts: \$50,543.00; \$3,600.00; \$18,150.00
- Project Director

Title: Design and development of job- and organizational-fit inventories for bank tellers and licensed insurance representatives.

Client: Employment Technologies Corporation, 225 South Westmonte Drive, Suite 1110, Altamonte Springs, FL 32714

Contract amount: \$9,278.75

- Project Director

Title: Development and validation of a customized person-fit inventory for selecting store associates.

Client: Hudson Salvage, Inc., 6892 US Highway 49 North, P.O. Box 711, Hattiesburg, MS 39403-0711.

Contract amounts: \$16,232.00; \$8,960.00

- Project Director
Title: Development of an entry-level clerical typing/abilities test for the MSPB's secretarial series.
Client: Mississippi State Personnel Board, 301 North Lamar Street, Jackson, MS 39201.
Contract amount: \$17,197.00
- Project Director
Title: Feasibility of developing an upward feedback system for USM's staff council.
Client: University of Southern Mississippi, Hattiesburg, MS 39406.
Contract amount: \$6,000.00

PROFESSIONAL SERVICE

- Ad hoc reviewer, *Journal of Occupational and Organizational Psychology*
- Ad hoc reviewer, *Group and Organizational Management*
- Ad hoc reviewer, *Journal of Social Behavior and Personality (an international journal)*
- 1996, 1998-2001, 2004, 2006, 2008 International Congress on Assessment Center Methods Planning Committee
- Member, 2000 International Task Force on Assessment Center Guidelines

PROFESSIONAL AFFILIATIONS

Academy of Management
Society of Industrial/Organizational Psychology
American Psychological Association