

# SCOTT HIGHHOUSE

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## BIOGRAPHICAL PROFILE

Scott Highhouse is Distinguished Research Professor and Ohio Eminent Scholar in the Department of Psychology, Bowling Green State University. He has been named a fellow of the American Psychological Association (APA), the Association for Psychological Science (APS), and the Society for Industrial Organizational Psychology (SIOP). He currently serves as Research and Science Officer on SIOP's executive board.

Scott is founding editor of the journal *Personnel Assessment and Decisions* and is book series editor for *Essentials of Industrial and Organizational Psychology*. He served as Associate Editor of *Organizational Behavior and Human Decision Processes* (OBHDP), and of *Journal of Occupational and Organizational Psychology*. He was co-editor (with Neal Schmitt) of the IO psychology volume of the *Handbook of Psychology*.

Scott formerly worked in organizational development at Anheuser Busch Companies in St. Louis, MO. His primary areas of expertise are assessment/selection for employment, and judgment/decision making at work. His work has been featured in many outlets, including the *Washington Post*, *Wall Street Journal*, *The Guardian*, and *The Boston Globe*, and *MarketWatch*.

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## ACADEMIC POSITIONS HELD

1996-Present	<b>Bowling Green State University</b> Distinguished Research Professor (2021) Ohio Board of Regents Eminent Scholar (2009) Full Professor of Psychology (2004) Associate Professor of Psychology (1998) Assistant Professor of Psychology (1996)
1992-1996	<b>Indiana University Indianapolis</b> Assistant Professor of Psychology
1989-1992	<b>University of Missouri</b> Instructor, School of Business Administration, Department of Psychology

## VISITING APPOINTMENTS

2004-2012	<b>Singapore Management University</b> Visiting Research Fellow (2012) Visiting Research Scholar (2004, 2008)
2013	<b>Stockholm University, Sweden</b>

## NON-ACADEMIC POSITIONS

1990-1992	<b>Anheuser-Busch Companies</b> Corporate Organization Development
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## ACADEMIC DEGREES

Ph.D., 1992	<b>University of Missouri</b> Industrial-Organizational Psychology Dissertation: <i>Framing Threats and Opportunities</i>
M.A., 1989	<b>University of Missouri</b> Industrial-Organizational Psychology Thesis: <i>The Measurement of Assessment Center Situations</i>
B.A., 1987	<b>University of Akron</b>

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## ELECTED/APPOINTED POSITIONS

- Advisory Board, *Human Performance*
- Research and Science Officer for SIOP Executive Board
- Editor-in-Chief, *Personnel Assessment and Decisions*
- Book Series Editor, *Essentials of Industrial and Organizational Psychology*
- The Association of State and Provincial Psychology Boards Examination Committee
- Former Associate Editor, *Organizational Behavior and Human Decision Processes, Journal of Occupational and Organizational Psychology*
- Co-Editor of the industrial and organizational psychology volume of *Handbook of Psychology*
- Former SIOP Publications Officer
- Former IPAC Board of Directors
- Fellow, Association for Psychological Science, American Psychological Association, Society for Industrial and Organizational Psychology

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## AUTHORED/EDITED BOOKS

Highhouse, S., Doverspike, D., & Guion, R. (2016). *Essentials of Personnel Assessment and Selection* (2<sup>nd</sup> Edition). New York: Routledge.

Highhouse, S., Dalal, R., & Salas, E. (2014). *Judgment and Decision Making at Work* (SIOP Frontiers Series). New York: Routledge.

Schmitt, N., & Highhouse, S. (2013). *Handbook of Psychology* (Volume 12: Industrial and Organizational). Wiley.

Guion, R., & Highhouse, S. (2006). *Essentials of Personnel Assessment and Selection*. Lawrence Erlbaum and Associates (also Korean translation).

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## CHAPTERS IN EDITED BOOKS

Highhouse, S. (2021). The Dubious Legacy of Early “O”-Side Interventions. In L. Koppes Bryan (Ed.), *Historical perspectives in industrial and organizational psychology* (2<sup>nd</sup> ed., pp. 184-202). Routledge/Taylor and Francis Group.

Highhouse, S. (2021). Forward. In V. Sessa and N. Bowling (Eds.), *Essentials of Job Attitudes and Other Workplace Psychological Constructs*. Routledge/Taylor and Francis Group.

Zhang, D., & Highhouse, S. (2017). Judgment and Decision Making in the Workplace. In N. Anderson, D.S. Ones, H.K. Sinangil, & C. Viswesvaran (eds.), *Handbook of Industrial, Work and Organizational Psychology* (2<sup>nd</sup> edition).

Highhouse, S., & Brooks, M.E. (2017). Straight talk about selecting for upper-management. In D.G. Collings, K. Mellahi, and W.F. Cascio (Eds.) *The Oxford Handbook of Talent Management*. DOI:10.1093/oxfordhb/9780198758273.013.24

Nesnidol, S. & Highhouse, S. (2017). Personality and intelligence in employee selection. In B. J. Carducci (Editor-in-Chief) & J. S. Mio & R. E. Riggio (Vol. Eds.), *Wiley-Blackwell encyclopedia of personality and individual differences: Vol. IV. Clinical, applied, and cross-cultural research*. Hoboken, NJ: John Wiley & Sons.

Carter, N.T., & Highhouse, S. (2014). You will be known by the company you keep: Understanding the social identity concerns of job seekers. In K. Y. T. Yu & D. Cable (Eds.), *The Oxford Handbook of Recruitment*. Oxford University Press.

Highhouse, S., Dalal, R., & Salas, E. (2014). Introduction to Judgment and Decision Making. In S. Highhouse, R. Dalal, & E. Salas (Eds.), *Judgment and Decision Making at Work*. New York: Routledge.

Lake, C.J., & Highhouse, S. (2014). Assessing decision-making competence in managers. In S. Highhouse, R. Dalal, & E. Salas (Eds.), *Judgment and Decision Making at Work*. New York: Routledge.

Highhouse, S., & Kostek, J.A. (2013). Holistic assessment for selection and placement. *APA Handbook of Testing and Assessment in Psychology*. Washington, D.C., American Psychological Association.

Highhouse, S., & Schmitt, N. (2013). A snapshot in time: Industrial and organizational psychology today. In N. Schmitt & S. Highhouse (Eds.), *Handbook of Psychology* (Volume 12: Industrial and Organizational). Wiley.

Highhouse, S., & Nolan, K.P. (2012). One history of the assessment center (pp. 25-44). In D.J.R. Jackson, C.E. Lance, & B.J. Hoffman (Eds.). *The psychology of assessment centers*. New York: Routledge.

Highhouse, S., & Gillespie, J.Z. (2010). Do samples really matter that much? In C.E. Lance & R.J. Vandenberg (Eds.), *Statistical and methodological myths and urban legends: Doctrine, verity and fable in the organizational and social sciences* (pp. 249-268). New York: Routledge.

Highhouse, S. (2007). Applications of organizational psychology: Learning from failure or failure to learn? In L. Koppes (ed.), *Historical perspectives in industrial and organizational psychology*. Lawrence Erlbaum and Associates.

Brooks, M.E., & Highhouse, S. (2006). Can good judgment be measured? In J.A. Weekley & R.E. Ployhart, *Situational judgment tests*. Lawrence Erlbaum and Associates.

Highhouse, S. (2001). Judgment and decision making research: Relevance to industrial and organizational psychology. In N. Anderson, D.S. Ones, H.K. Sinangil, & C. Viswesvaran (eds.), *Handbook of Industrial, Work and Organizational Psychology* (pp. 314-332). Sage Publications.

Highhouse, S., & Hoffman, J.R. (2001). Organizational attraction and job choice. In C.L. Cooper & I.T. Robertson (eds.), *International Review of Industrial and Organizational Psychology* (Vol. 16, pp. 37-64). Wiley.

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## JOURNAL PUBLICATIONS

1. Highhouse, S., & Brooks, M.E. (2023). Interpreting the Magnitude of Predictor Effect Sizes: It is Time for More Sensible Benchmarks. *Industrial and Organizational Psychology*, 16, 332-335.
2. Samo, A., & Highhouse, S. (2023). Artificial Intelligence & Art: Identifying the Aesthetic Judgment Factors that Distinguish Human- and Machine-Generated Artwork. *Psychology of Aesthetics, Creativity, and the Arts*.
3. Highhouse, S., & Brooks, M.E. (2023). Improving Workplace Judgments by Reducing Noise: Lessons Learned from a Century of Selection Research. *Annual Review of Organizational Psychology and Organizational Behavior*, 10, 519-533.

4. Wang, L.Y., Highhouse, S., & Brooks, M.E. (2022). Culture versus other sources of variance in risk and benefit perceptions: A comparison of Japan and the United States. *Journal of Behavioral Decision Making*, 35, 1-19.
5. Highhouse, S., Wang, L.Y., & Zhang, D. (2022). Is risk propensity unique from the Big Five factors of personality? A meta-analytic investigation. *Journal of Research in Personality*, 98, 104206.
6. Highhouse, S. (2022, Spring). Most Important IO Articles for Research/Practice in the Last Five (or so) Years. *The Industrial-Organizational Psychologist*, 59. <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5691>.
7. Highhouse S., Freier, L.M., Stevenor, B., Shea, M.A., Childers, M. & Melick, S.R. (2022). Failure to replicate the basic dilution effect in performance prediction. *International Journal of Selection and Assessment*, 30, 195-201.
8. Childers, M., Highhouse, S., & Brooks, M.E. (2022). Apples, oranges, and ironing boards: Comparative effect sizes influence lay impressions of test validity. *International Journal of Selection and Assessment*, 30, 230-235.
9. Highhouse, S., & Brooks, M.E. (2021). A Simple Solution to a Complex Problem: Manipulate the Mediator! *Industrial and Organizational Psychology*, 14, 493-496.
10. Albert, M.A., & Highhouse, S. (2021). Perceived autonomy moderates the relation of proactive personality with job crafting. *Journal of Personnel Psychology*, 20, 146-149.
11. Highhouse, S. (2021). Review of Dennis Doverspike and Catalina Flores. *Becoming an Industrial-Organizational Psychologist*. New York: Routledge, 2019, 160 pages, Softcover \$29.95. *Personnel Psychology*.
12. Highhouse, S. (2020). Editorial: Five Years In. *Personnel Assessment and Decisions*, 6, Issue 3.
13. Highhouse, S., Zickar, M., & Melick, S. (2020; Focal Article). Prestige and relevance of the scholarly journals: Impressions of SIOP members. *Industrial and Organizational Psychology*, 13, 273-290.
14. Min, H., Howald, N.R., Pavisic, I., Highhouse, S., & Zickar, M. (2019). A systematic comparison of three sadism measures and their ability to explain workplace mistreatment over and above the dark triad. *Journal of Research in Personality*, 82, 103862.
15. Highhouse, S., Nye, C. D., & Zhang, D. C. (2019). Dark motives and elective use of brainteaser interview questions. *Applied Psychology*, 68(2), 311-340.
16. Zhang, D., Highhouse, S., Brooks, M.E., & Zhang, Y. (2018). Communicating the validity of structured job interviews with graphical visual aids. *International Journal of Selection and Assessment*, 26, 93-108.
17. Nesnidol, S., & Highhouse, S. (2018). Why do public-sector practitioners resist unproctored internet testing? *Personnel Assessment and Decisions*, 4, 17-25.
18. Zhang, D., Highhouse, S., & Nye, C.D. (2018). Development and validation of a brief General Risk Propensity Scale (GRiPS). *Journal of Behavioral Decision Making*, 32, 152-167.
19. Lake, C.J., Highhouse, S., & Shrift, A.G. (2018). Validation of the job-hopping motives scale. *Journal of Career Assessment*, 26, 531-548.
20. Highhouse, S., Brooks, M.E., Nesnidol, S., & Sim, S. (2017). Is a .51 validity coefficient good? Value sensitivity for interview validity. *International Journal of Selection and Assessment*, 25, 383-389.
21. Zickar, M., & Highhouse, S. (2017). Where has all the psychology gone (twenty years later)? *Industrial and Organizational Psychology*, 10, 616-621.

22. Highhouse, S., & Doverspike, D. (2017, June). Creating an Open-Access, Practitioner-Friendly Scientific Journal for IO Psychology: The Case of Personnel Assessment and Decisions (PAD). *The Industrial-Organizational Psychologist*, 51, <http://www.siop.org/tip/july17/pad.aspx>.
23. Highhouse, S., Nye, C.D., & Matthews, R.A. (2017). Finding meaning in the struggle of work: Construct redundancy in work-importance measurement. *Journal of Personnel Psychology*, 16, 137-149.
24. Highhouse, S., Nye, C.D., Zhang, D., & Rada, T.B. (2017). Structure of the DOSPERT: Is there evidence for a general risk factor? *Journal of Behavioral Decision Making*, 30, 400-406.
25. Wang, Y., Highhouse, S., Lake, C.J., Petersen, N.L., & Rada, T.B. (2017). Meta-analytic investigations of the relation between intuition and analysis. *Journal of Behavioral Decision Making*, 30, 15-25.
26. Wang, Y., & Highhouse, S. (2016). Different Consequences of Supplication and Modesty: Self-Effacing Impression Management Behaviors and Supervisory Perceptions of Subordinate Personality. *Human Performance*, 29, 394-407.
27. Highhouse, S., Brooks, M.E., & Wang, Y. (2016). Status seeking and manipulative self-presentation. *International Journal of Selection and Assessment*, 24, 352-361.
28. Highhouse, S., Zickar, M.J., Brooks, M.E., Reeve, C.L., Sarkar-Barney, S.T., & Guion, R.M. (2016). A public-domain personality item bank for use with the Raymark, Schmit, and Guion (1997) PPRF. *Personnel Assessment and Decisions*, 2, 48-56.
29. Zhang, D., Highhouse, S., & Rada, T. (2016). Explaining sex differences on the cognitive reflection test. *Personality and Individual Differences*, 101, 425-427.
30. Diab, D., & Highhouse, S. (2015). Test of an impression formation model: An illustration with two well-known companies. *Corporate Reputation Review*, 18, 156-173.
31. Highhouse, S., & Zhang, D. (2015). The New Fruit Fly for Applied Psychological Research. *Industrial and Organizational Psychology*, 8, 179-183.
32. Highhouse, S. (2015). Editorial: Why a new journal? *Personnel Assessment and Decisions*, 1, 1-2.
33. Highhouse, S., & Rada, T.B. (2015). Different worldviews explain perceived effectiveness of different employment tests. *International Journal of Selection and Assessment*, 23, 109-119.
34. Wood, N., & Highhouse, S. (2014). Do Self-reported decision styles relate with others' impressions of decision quality? *Personality and Individual Differences*, 70, 224-228.
35. Highhouse, S., Wood, N.L., Lake, C.J., & Kirkendall, S.R. (2014). Dispositional and situational moderators of public outrage over outsized executive bonuses. *Corporate Reputation Review*, 17, 290-299.
36. Nolan, K.P., & Highhouse, S. (2014). Need for autonomy and resistance to standardized employee selection practices. *Human Performance*, 27(4), 328-346.
37. Highhouse, S. (2014, January) Do We Need All These Words? The Need for New Publishing Norms in I-O Psychology, *The Industrial Organizational Psychologist*, 51, 83-84.
38. Hakel, M.D., Highhouse, S., and Zickar, M. (2013). Robert M. Guion (1924–2012). *American Psychologist*, 68, 471.
39. Kuncel, N.R., & Highhouse, S. (2011). Complex predictions and assessor mystique. *Industrial and Organizational Psychology*, 4, 302-306.

40. Lodato, M.A., Highhouse, S., & Brooks, M.E. (2011). Predicting professional preferences for intuition-based hiring. *Journal of Managerial Psychology, 26*, 352-365.
41. Diab, D.L., Pui, S.Y., Yankelevich, M., & Highhouse, S. (2011). Lay perceptions of selection decision aids in US and non-US Samples. *International Journal of Selection and Assessment, 19*, 209-216.
42. Dalal, R.S., Bonaccio, S., Highhouse, S., Ilgen, D.R., Mohammed, S., and Slaughter, J.E. (2010; focal article). What if Industrial-Organizational Psychology Decided to Take Workplace Decisions Seriously? *Industrial and Organizational Psychology, 3*, 386-405.
43. Highhouse, S., Zickar, M.J., & Yankelevich, M. (2010). Would you work if you won the lottery? Tracking changes in the American work ethic. *Journal of Applied Psychology, 95*, 349-357.
44. Adams, J.E., Highhouse, S., & Zickar, M.J. (2010). Understanding general distrust of corporations. *Corporate Reputation Review, 13*, 38-51.
45. Highhouse, S., Brooks, M.E., & Greguras, G. (2009). An organizational impression management perspective on the formation of corporate reputations. *Journal of Management, 35*, 1481-1493.
46. Highhouse, S. (2009). Tests don't measure jobs: The meaning of content validity. *Industrial and Organizational Psychology, 2*, 493-496.
47. Highhouse, S., Broadfoot, A., Yugo, J.E., & Devendorf, S.A. (2009). Examining corporate reputation judgments using generalizability theory. *Journal of Applied Psychology, 94*, 782-789.
48. Highhouse, S. (2009). Designing experiments that generalize. *Organizational Research Methods, 12*, 554-566.
49. Salter, N.P., & Highhouse, S. (2009). Assessing managers' common sense using situational judgment tests. *Management Decision, 47*, 392-398.
50. Highhouse, S. (2008; focal article). Stubborn reliance on intuition and subjectivity in employee selection. *Industrial and Organizational Psychology, 1*, 333-342.
51. Highhouse, S. (2008; author response). Facts are stubborn things. *Industrial and Organizational Psychology, 1*, 373-376.
52. Devendorf, S.A., & Highhouse, S. (2008). Applicant-Employee similarity and attraction to an employer. *Journal of Occupational and Organizational Psychology, 81*, 607-617.
53. Diab, D.L., Gillespie, M.A., & Highhouse, S. (2008). Are maximizers really unhappy? The measurement of maximizing tendency. *Judgment and Decision Making, 3*, 364-370.
54. Highhouse, S., Thornbury, E., & Little, I. (2007). Social-identity functions of attraction to organizations. *Organizational Behavior and Human Decision Processes, 103*, 134-146.
55. Highhouse, S. (2006). Commentary—The Continental Divide. *Journal of Occupational and Organizational Psychology, 19*, 203-206.
56. Brooks, M.E. & Highhouse, S. (2006). Familiarity breeds ambivalence. *Corporate Reputation Review, 9*, 105-113.
57. Reeve, C.L., Highhouse, S., & Brooks, M.E. (2006). A closer look at future job seekers' reactions to realistic recruitment messages. *International Journal of Selection and Assessment, 14*, 1-15.
58. Lievens, F., Highhouse, S., & De Corte, W. (2005). The importance of traits and abilities in supervisors' hirability decisions as a function of method of assessment. *Journal of Occupational and Organizational Psychology, 78*, 453-470.

59. Crossley, C., & Highhouse, S. (2005). Relation of job search and choice process with subsequent satisfaction. *Journal of Economic Psychology, 26*, 255-268.
60. Slaughter, J.E., Zickar, M.J., Highhouse, S. & Mohr, D.C. (2004). Personality Trait Inferences About Organizations: Development of a Measure and Assessment of Construct Validity. *Journal of Applied Psychology, 89*, 85-103.
61. Highhouse, S., Stanton, J.M., & Reeve, C.L. (2004). Examining Reactions to Employer Information Using a Simulated Web-Based Job Fair. *Journal of Career Assessment, 12*, 85-96.
62. Thorsteinson, T., & Highhouse, S. (2003). Effects of Goal Framing in Job Advertisements on Organizational Attractiveness. *Journal of Applied Social Psychology, 33*, 2393-2412.
63. Highhouse, S., Lievens, F., & Sinar, E.F. (2003). Measuring attraction to organizations. *Educational and Psychological Measurement, 63*, 986-1001.
64. Brooks, M.E., Highhouse, S., Russell, S., & Mohr, D. (2003). Familiarity, Ambivalence, and Firm Reputation: Is Corporate Fame a Double-Edged Sword? *Journal of Applied Psychology, 90*, 904-914.
65. Lievens, F., Highhouse, S. (2003). The relation of instrumental and symbolic attributes to a company's attractiveness as an employer. *Personnel Psychology, 56*, 75-102.
66. Highhouse, S., Brooks-Laber, M.E., Lin, L., & Spitzmeuller, C. (2003). What makes a salary seem reasonable? Frequency context effects on starting salary expectations. *Journal of Occupational and Organizational Psychology* (Special Issue: The Industrial and Organizational—Cognitive Interface), *75*, 69-81.
67. Slaughter, J., & Highhouse, S. (2003). Does matching up features mess up job choice? Boundary conditions on attribute-salience effects. *Journal of Behavioral Decision Making, 16*, 1-15.
68. Highhouse, S. (2002). A history of the t-group and its early applications in management development. *Group Dynamics: Theory, Research, and Practice, 6*, 277-290.
69. Highhouse, S. (2002). Assessing the candidate as a whole: A historical and critical analysis of individual psychological assessment for personnel decision making. *Personnel Psychology, 55*, 363-396.
70. Highhouse, S., Hoffman, J.R., Greve, E., & Elder, A. (2002). Persuasive impact of organizational value statements in a recruitment context. *Journal of Applied Social Psychology, 32*, 1737-1755.
71. Highhouse, S., Mohammed, S., & Hoffman, J. R. (2002). Temporal discounting of strategic issues: Bold forecasts for opportunities and threats. *Basic and Applied Social Psychology, 24*, 43-56.
72. Highhouse, S. (2001). Review of Daniel Kahneman, Ed Diener, and Norbert Schwarz (Ed.), "Well-Being: The Foundations of Hedonic Psychology," *Personnel Psychology, 54*, 204-206.
73. Butler, A., & Highhouse, S. (2000). Deciding to sell: Effects of prior inaction and offer source. *Journal of Economic Psychology, 21*, 223-232.
74. Slaughter, J., Sinar, E. F., & Highhouse, S. (1999). Decoy effects and attribute-level inferences. *Journal of Applied Psychology, 84*, 823-828.
75. Highhouse, S. (1999). The brief history of personnel counseling in industrial-organizational psychology. *Journal of Vocational Behavior, 55*, 318-336.
76. Highhouse, S., Stierwalt, S., Bachiochi, P., Elder, A., & Fisher, G. (1999). Effects of advertised human resource management practices on attraction of African-American applicants. *Personnel Psychology, 52*, 425-442.

77. Highhouse, S., Zickar, M., Thorsteinson, T., Stierwalt, S., Slaughter, J. (1999). Assessing company employment image: An example in the fast food industry. *Personnel Psychology*, *52*, 151-172.
78. Highhouse, S., Luong, A., & Sarkar, S. (1999). Research design, measurement, and effects of attribute range on job choice: More than meets the eye. *Organizational Research Methods*, *2*, 37-49.
79. Zickar, M., & Highhouse, S. (1998). Looking closer at the effects of framing on risky choice: An Item response theory analysis. *Organizational Behavior and Human Decision Processes*, *75*, 75-91.
80. Yüce, P., & Highhouse, S. (1998). The effects of attribute set-size and pay ambiguity on reactions to "Help Wanted" advertisements. *Journal of Organizational Behavior*, *19*, 337-352.
81. Highhouse, S., Beadle, D., Gallo, A., & Miller, L. (1998). Get'em while they last! Effects of scarcity information in job advertisements. *Journal of Applied Social Psychology*, *28*, 779-795.
82. Beckner, J.D., Highhouse, S., & Hazer, J.T. (1998). Effects of upward accountability and rating purpose on peer-rater inflation and delay: A field experiment. *Journal of Organizational Behavior*, *19*, 209-214.
83. Highhouse, S. (1997). Understanding and improving job-finalist choice: The relevance of behavioral decision research. *Human Resource Management Review*, *7*, 449-470.
84. Waung, M., & Highhouse, S. (1997). Fear of conflict and empathic buffering: Two explanations for the inflation of performance feedback. *Organizational Behavior and Human Decision Processes*, *71*, 37-54.
85. Hazer, J.T., & Highhouse, S. (1997). Factors influencing managers' reactions to utility analysis: Effects of SDy method, information frame, and focal intervention. *Journal of Applied Psychology*, *82*, 104-112.
86. Highhouse, S., & Gallo, A. (1997). Order effects in personnel decision making. *Human Performance*, *10*, 31-46.
87. Highhouse, S., & Johnson, M. (1996). Gain/loss asymmetry and riskless choice: Loss aversion in choices among job finalists. *Organizational Behavior and Human Decision Processes*, *68*, 225-233.
88. Highhouse, S., & Yüce, P. (1996). Perspectives, perceptions, and risk-taking behavior. *Organizational Behavior and Human Decision Processes*, *65*, 159-167.
89. Highhouse, S., Paese, P.W., & Leatherberry, T. (1996). Contrast effects on strategic-issue framing. *Organizational Behavior and Human Decision Processes*, *65*, 95-105.
90. Highhouse, S. (1996). Context-dependent selection: The effects of decoy and phantom job candidates. *Organizational Behavior and Human Decision Processes*, *65*, 68-76.
91. Highhouse, S. (1996). The utility estimate as a communication device: Practical questions and research directions. *Journal of Business and Psychology*, *11*, 152-175.
92. Highhouse, S., & Paese, P.W. (1996). Problem domain and prospect frame: Choice under opportunity versus threat. *Personality and Social Psychology Bulletin*, *22*, 124-132.
93. Highhouse, S., & Bottrill, K. (1995). The influence of social (mis)information on memory for behavior in an employment interview. *Organizational Behavior and Human Decision Processes*, *62*, 220-229.
94. Highhouse, S., & Hause, E. (1995). Missing information in selection: An application of the Einhorn-Hogarth ambiguity model. *Journal of Applied Psychology*, *80*, 86-93.
95. Highhouse, S. (1994). A verbal protocol analysis of choice under ambiguity. *Journal of Economic Psychology*, *15*, 621-636.



96. Macan, T.H., & Highhouse, S. (1994). Communicating the utility of human resource activities: A survey of I/O and HR Professionals. *Journal of Business and Psychology*, 8, 425-436.
97. Highhouse, S., & Becker, A. (1993). Facet measures and global job satisfaction. *Journal of Business and Psychology*, 8, 117-127.
98. Highhouse, S., & Harris, M.M. (1993). The measurement of assessment center situations: Bem's template matching technique for assessing exercise similarity. *Journal of Applied Social Psychology*, 23, 140-155.
99. Highhouse, S. (1992). The leniency scale: Is it really independent of ratee behavior? *Educational and Psychological Measurement*, 52, 781-786.
100. Zalesny, M., and Highhouse, S. (1992). Accuracy in performance evaluations. *Organizational Behavior and Human Decision Processes*, 51, 22-50.
101. Highhouse, S., and Doverspike, D. (1987). The validity of the Learning Style Inventory 1985 as a predictor of cognitive style and occupational preference. *Educational and Psychological Measurement*, 39, 741-744.

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#### OTHER SCHOLARLY PUBLICATIONS

102. Highhouse, S. (2012, July). Horace Secrist's (1933) Theory of Organizational Mediocrity: A Cautionary Tale. *The Industrial Organizational Psychologist*, 50, 102-104.
103. Highhouse, S. (2011, October). The influence of Douglas McGregor. *The Industrial Organizational Psychologist*, 49, 105-109.
104. Highhouse, S., & Gutman, A. (2011, January). Was the addition of sex to Title VII a joke? Two viewpoints. *The Industrial Organizational Psychologist*, 48, 102-110.
105. Highhouse, S. (2010, April). The "My Job" contest at General Motors. *The Industrial Organizational Psychologist*, 47, 71-74.
106. Highhouse, S. (2009, July). More great books relevant to psychology in organizations. *The Industrial Organizational Psychologist*, 47.
107. Highhouse, S. (2009, January). Looking for a good book? *The Industrial Organizational Psychologist*, 46, 45-49.
108. Highhouse, S. (2008, July). The first TIP. *The Industrial Organizational Psychologist*, 46, 60-61.
109. Highhouse, S. (2008, January). History of the S.O.B. *The Industrial Organizational Psychologist*, 45, 49-52.
110. Highhouse, S. (2007, July). Where did this name come from anyway? A brief history of the I-O label. *The Industrial Organizational Psychologist*, 45, 53-56.
111. Brooks, M.E., Grauer, E., Thornbury, E.E., & Highhouse, S. (2003, April). Value differences between scientists and practitioners: A survey of SIOP members. *The Industrial Organizational Psychologist*, 40, 17-24.
112. Zickar, M. J., Highhouse, S. (2001, April). Measuring Prestige of Journals in Industrial-Organizational Psychology. *The Industrial Organizational Psychologist*, 38, 29-36.
113. Highhouse, S., & Zickar, M. (1997, October). Where has all the psychology gone? *The Industrial-Organizational Psychologist*, 35, 82-88.

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#### MANUSCRIPTS SUBMITTED FOR PUBLICATION

- Samo, A. & Highhouse, S. (revised and resubmitted). Examining construct overlap at the conceptual level with content analysis and natural language processing: The case of meaning from work. *Applied Psychology: An International Review*.
- Highhouse, S., Box, M.J., & Yu, S.B. (submitted). Will candidates accept fully-automated interviewing? Interaction of interviewing technology and scoring method. *Applied Psychology: An International Review*.
- Gillespie, M., Highhouse, S., Brooks, M.E., & Stevenor, B. (submitted). Development and validation of a measure of work decision styles. *Personality and Individual Differences*.

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## KEYNOTE ADDRESSES AND INVITED PRESENTATIONS

Only invited, plenary, and keynote addresses are listed here. Regular papers (>100) have been presented at Academy of Management, Personnel and Human Resources Management Research Group (PHRRG), Society for Industrial and Organizational Psychology, Society for Judgment and Decision Making, and other meetings and conferences. These are not listed for space reasons.

Highhouse, S. (2022, June). *Past, Present, and Future of IO Psychology* (Keynote address). Southern Illinois University Edwardsville, I-O Psychology Alumni Reunion.

Highhouse, S. (2022, February). *Risk-Taking Propensity: Relation with Adaptive and Maladaptive Work Behaviors*. Industrial-Organizational Psychology Group, Infocitex.

Highhouse, S. (2022, March). *Risk-Taking Propensity: Relation with Adaptive and Maladaptive Work Behaviors*. Department of Psychology, University of Connecticut.

Highhouse, S. (2021, November). *Context Effects on Interpretation of Validity Coefficients*. Department of Psychology, Louisiana State University.

Highhouse, S. (2020, January). *Debiasing Intuition in Personnel Selection*. Department of Psychology, Michigan State University.

Highhouse, S. (2019, November). *Debiasing Intuition in Personnel Selection*. Department of Psychology, University of Akron.

Highhouse, S. (2019, June). *Debiasing Intuition* (Keynote Address). Personnel Testing Council-Northern California. Sacramento.

Highhouse, S. (2019, February). *Debiasing Intuition*. Department of Psychology, Wayne State University.

Highhouse, S. (2017, Nov.). *Lessons from the Assessment Center*. Space Studies Board, National Academies of Science, Engineering, and Medicine, Irvine, CA.

Highhouse, S. (2017, May). *Dispositional risk taking and maladaptive work behavior*. Association for Psychological Science, Boston, MA.

Highhouse, S. (2017, January). *Measuring trait risk taking and its relation with maladaptive work behavior*. School of Business, Wilfrid Laurier University, Waterloo, Canada.

Highhouse, S. (2015, July). *Introducing Personnel Assessment and Decisions*. International Personnel Assessment Council (IPAC) annual conference, Atlanta, GA.

Highhouse, S. (2014, November). *Addressing common professional misconceptions about assessment*. (Keynote Address). Personnel Testing Council of Metropolitan Washington (PTC-MW) Fall Event. Arlington, VA.

Highhouse, S. (2014, May). *What can the field of judgment and decision making learn from the psychology of work performance?* (Invited Address) Association for Psychological Science, San Francisco.

Highhouse, S. (2014, May). *Manhole covers, Canadian cows, and the dark side of interviewing.* (Keynote Address). Western Region Intergovernmental Personnel Assessment Council (WRIPAC), San Francisco.

Highhouse, S. (2013, December). *Making Data-Based Hiring Decisions.* Stockholm University, Stockholm, Sweden.

Highhouse, S. (2013, November). *Making Data-Based Hiring Decisions.* (Keynote Address) Best Practices in Talent Acquisition Event, Sponsored by Center for Developing Effective Businesses and Organizations (DEBO), Bowling Green State University.

Highhouse, S. (2012, December). *Self-Presentation Motives in Decision Making.* Singapore Management University, Singapore.

Highhouse, S. (2012, November). *Selection Decision Aids and Psychological Resistance to Change.* Indiana University Purdue University Indianapolis.

Highhouse, S. (2012, July). *Selection Decision Aids and Psychological Resistance to Change* (keynote address). International Personnel Testing Council (IPAC) annual conference, Las Vegas, NV.

Highhouse, S. (2011, October). *Looking Backward to Move Forward: Early Origins of Exercises, Dimensions, and Assessment Practices* (Opening Keynote). 36<sup>th</sup> International Congress on Assessment Center Methods. St. Petersburg, FL.

Highhouse, S. (2011, April). *What's Wrong with Data-Driven Decision Making?* SIOP Annual Conference Theme Track: Using Data to Influence Organizational Decisions and Strategy, Chicago, IL.

Highhouse, S. (2011, April). *Is Individual Assessment a Pseudoscience?* Department of Psychology, Wright State University.

Highhouse, S. (2010, November). *Is Individual Assessment a Pseudoscience?* Department of Psychology, University of Missouri-Saint Louis.

Highhouse, S. (2010, July). *A Critical Look at Holistic Assessment* (Closing Keynote). International Personnel Testing Council (IPAC) annual conference, Newport Beach, CA.

Highhouse, S. (2009, November). *Blink Again! The Science Behind Holistic Hiring and Assessment.* College of Arts and Sciences Distinguished Faculty Lecture Series, Bowling Green State University.

Highhouse, S. (2009, October). *Corporate Reputation Formation: A Micro View.* Eller College of Business, University of Arizona.

Highhouse, S. (2009, April). *Cautions on the Use of Holistic Assessment: Don't Shoot the Messenger.* Rethinking Admissions Conference, Wake Forest University.

Highhouse, S. (2009, March). *Implicit Beliefs About Assessment and Selection* (Opening Keynote). Personnel Testing Council of Northern CA. Sacramento.

Highhouse, S. (2009, February). *Corporate Reputation Formation: A Psychological Perspective.* Wayne State University, Detroit, MI.

Highhouse, S. (2008, April). *JOOP.* Junior Faculty Consortium, SIOP, San Francisco, CA.

Highhouse, S. (2008, March). *Implicit Beliefs About Employee Selection.* University of Akron, OH.

- Highhouse, S. (2007, November). *Beating the Odds: Decision-Aid Neglect in Employee Selection*. Michigan State University.
- Highhouse, S. (2007, April). *Ten Do's and Don'ts of Reviewing*. Junior Faculty Consortium, SIOP, New York, NY.
- Highhouse, S. (2007, March). *Explaining User Resistance to Selection Technology* (Keynote Address). IOOB Graduate Student Convention, Indianapolis, IN.
- Highhouse, S. (2004, September). *Future Job Seekers' Images of Well-Known Firms*. Singapore Management University, Singapore.
- Highhouse, S. (2003, November). *Understanding Images of Corporations*. Department of Psychology, Central Michigan University, Mt. Pleasant, MI.
- Highhouse, S. (2003, September). *Understanding Images of Corporations*. Department of Psychology, Wayne State University, Detroit, MI.
- Highhouse, S. (2003, March). *History of the Name Change to "Industrial and Organizational Psychology."* IOOB Graduate Student Conference, Akron, OH.
- Highhouse, S. (2002, March). *What Makes a Salary Seem Reasonable? Context effects on compensation judgment and choice*. Department of Psychology, Purdue University, West Lafayette, IN.
- Highhouse, S. (1999, February). *Context Effects on Tough Choices*. Department of Psychology, University of Minnesota, Minneapolis, MN.
- Highhouse, S. (1999, January). *Context Effects on Tough Choices in Selection*. Department of Psychology, University of Akron, Akron, OH.
- Highhouse, S. (1997, November). *Attribute Range Effects on Job Choice: A Type III Error?* Department of Psychology, Michigan State University, East Lansing, MI.
- Highhouse, S. (1997, October). *Attribute Range Effects on Job Choice: A Type III Error?* Department of Psychology, University of Akron, Akron, OH.
- Highhouse, S. (1995, November). *Preference Reversals in Employee Selection: Decoys and Phantoms*. Department of Psychology, University of Missouri, Saint Louis, MO.

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## PROFESSIONAL ORGANIZATIONS

American Psychological Association (Fellow since 2005)  
Association for Psychological Science (Fellow since 2009)  
International Personnel Assessment Council  
Personnel and Human Resources Research Group (Invited member since 2003)  
Society for Industrial-Organizational Psychologists (Fellow since 2004)  
Society for Judgment and Decision Making

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## EDITORSHIPS

Founder and Editor in Chief:  
*Personnel Assessment and Decisions* (2014-2024)

Associate Editor:  
*Journal of Occupational and Organizational Psychology* (2007-2009)  
*Organizational Behavior and Human Decision Processes* (2001-2007)

Series Editor:

*Essentials of Industrial and Organizational Psychology* (2017-2022)

Co-Editor (with Neal Schmitt): 2013 *Handbook of Psychology* (Volume 12: Industrial and Organizational Psychology)

Advisory Board

*Human Performance*

Editorial Boards (currently):

*International Journal of Selection and Assessment*

*Journal of Applied Testing Technology*

*Journal of Behavioral Decision Making*

Editorial Boards (past):

*Journal of Applied Psychology* (2003-2016)

*Journal of Occupational and Organizational Psychology* (2003-2007)

*Journal of Management* (2008-2014)

*Organizational Behavior and Human Decision Processes* (2001-2014)

*The Industrial-Organizational Psychologist* (2007-2013)

Ad Hoc Reviewer:

*Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Administrative Sciences, American Psychologist, Applied Psychology: An International Review, Basic and Applied Social Psychology, European Journal of Work and Organizational Psychology, Group and Organization Management, Human Performance, Industrial and Organizational Psychology; Intelligence, International Journal of Organizational Analysis, International Journal of Selection and Assessment, Journal of Applied Social Psychology, Journal of Behavioral Decision Making, Journal of Business Research, Journal of Consumer Psychology, Journal of Economic Psychology, Journal of Experimental Psychology: General, Journal of Management and Organization, Journal of Personnel Psychology, Learning and Individual Differences, M@n@gement, Management Science, Military Psychology, Organizational Research Methods, Organization Science, Personality and Social Psychology Bulletin, Personnel Psychology, Psychological Bulletin, Science Advances*

Grant Reviewer:

National Science Foundation

Decision, Risk, and Management Science Division

Innovation and Organization Sciences Division

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## HONORS AND AWARDS

- 2022 Named among the Elsevier top 2% most widely-read and -cited authors in science.
- Keynote Address Southern Illinois University Edwardsville, I-O Psychology Alumni Reunion, 2022.
- Article “Stubborn reliance.....” has an Altmetric attention score of 101, which places it in the top 5% of all research outputs scored by Altmetric.
- Recognized in 2020 as among the list of Scopus' Top 100,000 most influential scientists in the world.
- Top 2.0% Most-Cited Authors in Popular Industrial-Organizational (I-O) Psychology Textbooks 2017.
- Invited Address, Space Studies Board, National Academies of Science, Engineering, and Medicine, 2017.
- One of 40 people invited to attend the Jeanneret Symposium on the Assessment of Leaders of Leaders, 2016.
- Invited member of workshop on *Personnel Selection in Forensic Science: Using Measurement to Hire Pattern Evidence Examiners* at the National Academies of Sciences, Engineering, and Medicine, 2016.
- Inducted into Olmsted Falls High School Alumni Hall of Fame, 2014.
- 2010 finalist for William A. Owens Scholarly Achievement Award in recognition of the best publication in the field of industrial and organizational psychology during the past full year (“Designing Experiments that Generalize”)

- 2010 finalist for best article in *Organizational Research Methods* in 2009 (“Designing Experiments that Generalize”)
- Fellow of American Psychological Society, 2009
- Finalist for Editor-in-Chief of *Journal of Applied Psychology*, 2007; 2013
- Fellow of the American Psychological Association, 2004
- Fellow of the Society for Industrial-Organizational Psychology, 2004
- Invited member of Personnel and Human Resources Research Group (“Frog”), 2003
- Psi Chi *Professor of the Year*, Bowling Green State University, 2002
- Listed as one of the most published authors in *Journal of Applied Psychology* and *Personnel Psychology* during the 1990s: Approximately top 2% of 1,690 authors. Source: Ones, D & Viswesvaran, C. (2000). *T.I.P.*, 37(4), 26-32.
- Psi Chi *Professor of the Year* Bowling Green State University, 1998
- Mentored recipient of 1996 Chancellor’s Scholar award IUPUI
- Mentored recipient of 1994 Undergraduate Research Award from Center for Decision Research, U. of Chicago

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## EXTERNAL FUNDING ACTIVITY

Evaluation of hiring process for correction officers  
Ohio Department of Rehabilitation and Corrections (ODRC)  
Amount of Award \$50,000 (funded)

Personnel Assessment and Decisions  
International Personnel Assessment Council  
Amount of Award \$25,000 (funded)

Police Captain Assessment Center  
Fire Fighters Promotional Exam  
City of Toledo Department of Human Resources  
Amount of Award: \$60,000 (funded)

Examining cross-situational consistency in risk attitude  
National Science Foundation  
Amount of Request: \$204,150 (not funded)

A goal-feature typology of choice trade-offs  
National Science Foundation  
Amount of Request: \$350,000 (not funded)

Understanding context effects and attribute importance at different stages of choice  
National Science Foundation  
Amount of Request: \$121,454 (not funded)

Analysis of engineering essential functions  
Graduate Student Training Grant, Parker Hannifin Corporation  
Amount of Award: \$10,000 (funded)

Development of assessment tools for operator certification  
Graduate Student Training Grant, Brush Wellman Inc.  
Amount of Award: \$43,700 (funded)

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## SERVICE

### *Department*

BGSU

Director of I-O Psychology Graduate Area	98-03, 09-10;12-18, 20-23
Acting dept. chair for Mike Zickar's promotion to full	2010
I-O Graduate Admissions	97-98 (Chair), 02-03, 04-05 (Chair), 07-08; 08-09 (Chair) 09-10 (Co-Chair) 10-11, 13-14, 16-17.
I-O Faculty Search Committee	97, 02, 03 (Chair), 10 (Chair), 14 (Chair), 17 (Chair), 18 (Chair)
I-O External relations	08-09, 09-10, 19-present
Department Executive Committee	99-04
Graduate Committee	00-02, 05-16
IPRA Advisory Committee	00-02
Salary, Promotion, and Tenure	98-99, 99-00 (Chair), 10-11
Library Committee	05-06
IUPUI	
Director of Support for Psychological Undergraduate Research (SPUR) honors program	94-96
I/O psychology search and screen	93, 95, 96
Cognitive psychology search and screen	93
Member of I-O graduate student selection committee,	93-96

***College and University***

BGSU	
Academic Honesty Committee	18-19
Chair Succession Committee	15-16, 19-20 (chair) 23-24 (chair)
Graduate College research misconduct ad hoc committee	15
Member of Distinguished Research Professor selection committee	14-15, 16-17, 17-18, 21-22
College of Arts & Sciences promotion and tenure committee	12-14
Reviewed the Nominees for the Outstanding Young Scholar Award	11
Tenure committee for political science faculty promotion to full professor.	10
Faculty Welfare Committee	09-10
Provost-VPAA Search Committee	07
University Program Review	05-07
Chair, Applied Statistics and Operations	
Research program review	
Chair, Department of Economics program review	
Student Activities Advisory Committee	04-07
Intercollegiate Athletics Committee	99-02, 03-06, 19-20
Public Relations Subcommittee	00-01, 01-02 (Chair)
Student-Athlete Welfare	99-02
Communications Director Search	00
Participating faculty member of interdisciplinary Graduate Program in Institutional Theory and History, Department of Philosophy	97-00
Graduate College Distinguished Dissertation Award Committee	98
Faculty Senate Ad Hoc Committee on Validation and Retention	98 (Co-chair)
Sponsored Programs and Research (SPAR)	
information dissemination panel	97
Equal Opportunity Committee	96-97
IUPUI	
Participant in minority Summer Research Opportunity Program (SROP),	94
Participant in United Negro College Fund Summer Intern Program,	93

**Professional**

<i>The Association of State and Provincial Psychology Boards Examination Committee</i>	18-ongoing
<i>International Personnel Assessment Council</i>	
Elected to the Board of Directors	13-15
Science Committee	17-18
Dissertation Award Committee	16-19
<i>Great Lakes Employee Assessment Network</i>	
Founding steering committee	12-13
<i>Society for Industrial-Organizational Psychologists (Div. 14, APA)</i>	
Research and Science Officer	23-
LEC Topic and Chair SubCommittee	23-25
New Journal Task Force	22-23
Membership Task Force	22
Publications Officer (elected member of the Executive Committee)	09-11
SIOP Historian	07-09
SIOP Early Career Award	04-05, 05-06
Division 14 Program for APA Conference	02-03 (Vice Ch.), 03-04 (Chair)
William A. Owens Scholarly Achievement Award Committee	00-01, 03-04
History Committee	02-03, 03-04, 06-07
Scientific Affairs Committee	02-03, 04-05
Strategic Planning Committee	00-02
Dissertation Award Committee	99-00
Program Committee	94-99, 02-03, 07-17, 18-20

*Tenure/Promotion Reviews:* Auburn University, Central Michigan University, Hofstra University, Kansas State University, King’s College London, Ohio University, Rice University, South Dakota State University, Temple University, University at Albany, SUNY, University of Minnesota-Twin Cities, University of Tulsa, University of Waterloo, Virginia Commonwealth University, Virginia Tech., Washington State University, Wayne State University, Wright State University

**POPULAR PRESS COVERAGE**

*MarketWatch, Boston Globe, Washington Post, Chronicle of Higher Education, Wall Street Journal, Assess (Australia), HRZone, Christian Science Monitor, The Australian Financial Review, The Guardian, Toledo Blade, Business News Daily, Fortune, Harvard Business Review, Freakonomics Radio.*

**CONSULTANTSHIPS**

City of Toledo Department of Human Resources, Brush Wellman, Guardian Glass, Heartland Information Systems, Ohio Board of Corrections, Otterbein Retirement Communities, Owens Corning, Parker-Hannifin, Pirelli Power Cables and Systems, Procter and Gamble, Supplemental Staffing

**DISSERTATIONS DIRECTED**

1. Jennifer Kihm, 1999
2. Anita McClough, 2000
3. Jerel Slaughter, 2000
4. Evan Sinar, 2001
5. Shelba (Devendorf) Lidinsky, 2005
6. Jason Moore, 2006
7. Erin Thornbury, 2006
8. Ashley Guidroz, 2008



9. Michael Lodato, 2008
10. Nick Salter, 2009
11. Maya Yankelevich, 2010
12. Dalia Diab, 2011
13. Kevin Nolan, 2012
14. Ryan Whorton, 2015
15. Michael Daniels, 2015
16. Nicole Wood, 2015
17. Don Zhang, 2016
18. Thaddeus Rada, 2016
19. Yuyan (Zoe) Zhang, 2017
20. Yi (Lala) Wang, 2017
21. Samantha Nesnidol, 2019
22. Sarah Melick, 2021
23. Melissa Albert, 2022
24. Marie Childers, 2023
25. Lexi Hirvo, 2024
26. Susannah Huang, ongoing
27. Sabrina Yu, ongoing
28. Clark Amistad, ongoing

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#### STUDENT PLACEMENTS IN TENURE-TRACK POSITIONS

Edinboro University of Pennsylvania, Hofstra University, Louisiana State University, Radford University, Ramapo College of New Jersey, SIU Edwardsville, University of Arizona, University of British Columbia, Xavier University

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#### TEACHING EXPERIENCES

##### *Undergraduate Courses*

Employee Selection, Lab in I/O Psychology, Quantitative Methods, Quality of Work Life, Personnel Psychology, Organizational Psychology, Social Psychology

##### *Graduate Courses*

Most Important Articles in IO, Developing and Testing Concepts in IO Psychology, Individual Assessment for Hiring and Development; Managerial Decision Making, Organizational Staffing, Human Judgment and Decision Making, Research Methods in I-O Psychology, History of I-O Psychology, Social Environments of Work, Psychological Research and Application, Employment Law, Applicant Attraction, Organization Development, Advanced Selection, Special Topics in Personnel Psychology.