

VITA
Samuel T. McAbee
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Education

Rice University	Ph.D. in Psychology	Aug. 2014
California State University, Long Beach	M.S. in Psychology	May 2011
University of California, Irvine	B.A. in Psychology, Minor in Management Cum Laude	June 2007

Academic Appointments

Bowling Green State University	Associate Professor, Department of Psychology	Aug. 2021 - Present
	Assistant Professor, Department of Psychology	Aug. 2017 - Aug. 2021
Illinois Institute of Technology	Assistant Professor, Department of Psychology	Aug. 2015 – Aug. 2017
	Visiting Assistant Professor, Department of Psychology	Aug. 2014 – Aug. 2015

Research and Teaching Interests

Personnel Selection, Individual Differences, Psychological Measurement, Research Methodology and Design

Honors and Awards

Joyce & Robert Hogan Award for Personality and Work Performance, Best Paper Award (2024)

California State University, Long Beach, College of Liberal Arts, Graduate Dean's List of University Scholars and Artists (2011). Top one percent of graduate students.

California State University, Long Beach Graduate Research Fellowship (2009-2010).
 Competitive research fellowship awarded by the CSULB, Division of Academic Affairs (\$9,000).

Publications - Peer-reviewed

*Graduate student. **Undergraduate student.

Smith, C. E., McAbee, S. T., Freier, L. M., *Huang, S., & Albert, M. A. (in press). Presenteeism pressure: The development of a scale and a nomological network. *Journal of Occupational and Organizational Psychology*. doi:10.1111/JOOP.12542

Ock, J., & McAbee, S. T. (in press). Measurement invariance of the HEXACO-100 across gender groups: A three-sample study. *Assessment*. doi:10.1177/10731911241259306

Wiedenroth, A., Connelly, B. S., McAbee, S. T., & Fang, R. (in press). What defines traits, reputations, and identity? Personality item content in multi-rater judgments. *European Journal of Personality*. doi:10.1177/08902070241236865

Connelly, B. S., & McAbee, S. T. (2024). Reputations at work: Origins and outcomes of shared person perceptions. *Annual Review of Organizational Psychology and Organizational Behavior*, 11, 251-278. doi:10.1146/annurev-orgpsych-110721-022320

Bauer, K. N., McAbee, S. T., & *Jackson, M. L. (2023). From classroom to kitchen: Predictors of training performance and transfer of culinary skills. *Learning and Individual Differences*, 105, 102315. doi:10.1016/j.lindif.2023.102315.

*Childers, M., & McAbee, S. T. (2023). Practitioner and applicant reactions to brainteaser interview questions. *Journal of Personnel Psychology*, 22, 226-232. doi:10.1027/1866-5888/a000322

Connelly, B. S., McAbee, S. T., Oh, I-S., Jung, Y., & Jung, C-W. (2022). A multirater perspective on personality and performance: An empirical examination of the Trait-Reputation-Identity Model. *Journal of Applied Psychology*, 107, 1352-1368. doi:10.1037/apl0000732

*Gallagher, C. M., *Stevenor, B. A., *Samo, A., & McAbee, S. T. (2022). A short measure of the Big Five aspects: Validation of the BFAS-40. *Journal of Personality Assessment*, 105, 719-732. doi:10.1080/00223891.2022.2153690

Keith, M. G., *Stevenor, B. A., & McAbee, S. T. (2022). Scale mean and variance differences in MTurk and non-MTurk samples: A meta-analysis. *Journal of Personnel Psychology*, 22, 1-12. doi:10.1027/1866-5888/a000309

Ellington, J. K., McAbee, S. T., Landis, R. S., & Mead, A. D. (2021). I only have one rater per ratee, so what? The impact of clustered performance rating data on operational validity estimates. *Journal of Business and Psychology*, 36, 33-54. doi:10.1007/s10869-019-09665-4

Ock, J., McAbee, S. T., Ercan, S., Shaw, A., & Oswald, F. L. (2021). Reliability generalization analysis of the Core Self-Evaluations Scale. *Practical Assessment, Research & Evaluation*, 26(6). Available online: <https://scholarworks.umass.edu/pare/vol26/iss1/6/>

*Childers, M., *Johnson, A. C., McAbee, S. T., & Biderman, M. D. (2020). The elusive seventh factor: Evaluative variance in personality questionnaires. *European Journal of Personality*, 34, 513-514. doi:10.1002/per.2284

*Gallagher, C. M., *Samo, A., *Shea, M. A., & McAbee, S. T. (2020). Distinguishing between instruments and constructs in Big Six research. *European Journal of Personality*, 34, 526-527. doi:10.1002/per.2284

Ock, J., McAbee, S. T., *Mulfinger, E., & Oswald, F. L. (2020). The practical effects of measurement invariance: Gender invariance in two Big Five personality measures. *Assessment*, 27, 657-674. doi:10.1177/1073191119885018

- *Shu, F., *Ahmed, S. F., *Pickett, M. L., Ayman, R., & McAbee, S. T. (2020). Social support perceptions, network characteristics, and international student adjustment. *International Journal of Intercultural Relations*, *74*, 136-148. doi:10.1016/j.ijintrel.2019.11.002.
- Biderman, M. D., McAbee, S. T., Hendy, N. T., & Chen, Z. J. (2019). Validity of evaluative factors from Big Five and HEXACO questionnaires. *Journal of Research in Personality*, *80*, 84-96. doi:10.1016/j.jrp.2019.04.010
- McAbee, S. T., Casillas, A., Way, J. D., & *Guo, F. (2019). The HEXACO model in education and work: Current applications and future directions. *Zeitschrift für Psychologie*, *227*, 174-185. doi:10.1027/2151-2604/a000376
- Biderman, M. D., McAbee, S. T., Chen, Z. J., & Hendy, N. T. (2018). Assessing the evaluative content of personality questionnaires using bifactor models. *Journal of Personality Assessment*, *100*, 375-388. doi:10.1080/00223891.2017.1406362
- McAbee, S. T. (2018). Statistical and methodological considerations for research on expertise: Remedies from open science and the reproducibility crisis. *Journal of Expertise*, *1*(3), 136-143.
- McAbee, S. T., Grubbs, J. B., & Zickar, M. J. (2018). Open science is robust science. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *11*, 54-61. doi:10.1017/iop.2017.85
- Connelly, B. S., & McAbee, S. T. (2017). To everything there is a season: Integrating SJTs and ACs with traditional personality assessments. *European Journal of Personality*, *31*, 445-447. doi:10.1002/per.2119
- McAbee, S. T., Landis, R. S., & *Burke, M. I. (2017). Inductive reasoning: The promise of big data. *Human Resource Management Review*, *27*, 277-290. doi:10.1016/j.hrmr.2016.08.005
- Morris, S. B., McAbee, S. T., Landis, R. S., & Bauer, K. N. (2017). Don't get too confident: Uncertainty in SD_p . *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *10*, 467-472.
- *Shu, F., McAbee, S. T., & Ayman, R. (2017). The HEXACO personality traits, cultural intelligence, and international student adjustment. *Personality and Individual Differences*, *106*, 21-25. doi:10.1016/j.paid.2016.10.024
- McAbee, S. T., & Connelly, B. S. (2016). A multi-rater framework for studying personality: The Trait-Reputation-Identity Model. *Psychological Review*, *123*, 569-591. doi:10.1037/rev0000035
- O'Brien, K. R., McAbee, S. T., Hebl, M. R., & Rodgers, J. R. (2016). The impact of interpersonal discrimination and stress on health and performance for early career STEM academicians. *Frontiers in Psychology*, *7*(615), 1-11. doi:10.3389/fpsyg.2016.00615
- Oswald, F. L., Ercan, S., McAbee, S. T., Ock, J., & Shaw, A. (2015). Imperfect corrections or correct imperfections?: Psychometric corrections in meta-analysis. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *7*, e1, 1-4. doi:10.1017/iop.2015.17
- Oswald, F. L., McAbee, S. T., Redick, T. S., & Hambrick, D. Z. (2015). The development of a short domain-general measure of working memory capacity. *Behavior Research Methods*, *47*, 1343-1355. doi:10.3758/s13428-014-0543-2
- McAbee, S. T., Oswald, F. L., & Connelly, B. S. (2014). Bifactor models of personality and college student performance: A broad versus narrow view. *European Journal of Personality*, *28*, 604-619. doi:10.1002/per.1975

McAbee, S. T., Oswald, F. L., King, E. B., Allen, T. D., Stark, S., Converse, P. D., Eby, L. T., Leslie, L. M., Meyer, R. D., Rogelberg, S. G., & Yang, L. (2014). Including science advocacy in Industrial-Organizational curricula. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 61-65. doi:10.1111/iops.12107

McAbee, S. T., & Oswald, F. L. (2013). The criterion-related validity of personality measures for predicting GPA: A meta-analytic validity competition. *Psychological Assessment*, 25, 532-544. doi:10.1037/a0031748

Book Chapters

McAbee, S. T., & Oswald, F. L. (2017). Primer: Statistical methods in the study of expertise. In D. Z. Hambrick, G. Campitelli, & B. Macnamara (Eds.), *The science of expertise: Behavioral, neural, and genetic approaches to complex skill* (pp. 13-30). New York: Routledge

Other Publications – Editorials

McAbee, S. T., & Macnamara, B. N. (2019). Introduction to the special issue on open research practices and reproducibility in expertise research. *Journal of Expertise*, 2(4), 197-198.

Edwards, B. D., Franco-Watkins, A. M., McAbee, S. T., & Faura, L. (2017). The case for working memory in practice. *The Industrial-Organizational Psychologist*, 55 (1). Available at <http://www.siop.org/tip/july17/bridge.aspx>.

Other Publications – Theses

McAbee, S. T. (2014). *Personality, interpersonal skills, and students' job search behaviors* (Doctoral Dissertation). Available at <https://scholarship.rice.edu/handle/1911/88199>.

McAbee, S. T. (2011). *The impact of manipulated fairness perceptions on the measurement of organizational justice* (Master's Thesis). Available from ProQuest Dissertations and Theses database. (UMI No. 1493148).

Other Publications - Technical Reports

Wise, S., Lortie, B., Melick, S., Ron, T., Smith, C., McAbee, S. T., & Zickar, M. (2018). Item development and reaction assessment for plant technician selection test (Internal Report). Cincinnati, OH: Proctor & Gamble.

Oswald, F. L., Ercan, S., McAbee, S. T., Ock, J., & Shaw, A. (2013). *Employee Safety Inventory (ESI) and Mechanical Reasoning Test* (Internal Report). The Woodlands, TX: Saxon Drilling.

Oswald, F., Ghandour, L., McAbee, S., & Ock, J. (2011). *AP English Language and Composition, AP Biology and AP Calculus AB: Relationships with first-year GPA, subject GPA and retention to the second year* (Internal Report). New York: The College Board.

National and International Conference Presentations

*Amistad, C., McAbee, S. T., & Highhouse, S. (2024). Self- and coworker-reported risk propensity and negative work behaviors. In Reeves, K. (Co-Chair) & Zhang, D.C. (Co-Chair). (2024). *Daredevils and trailblazers: Understanding risk-takers at work*. Symposium presented at the 39th annual meeting of the Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- Childers, M., *Yu, S., *Den Houter, K. M., & McAbee, S. T. (April, 2024). *Media Salience Effects on Racial Discrimination in Hiring Decisions*. Poster presented at the 39th annual meeting of the Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- Connelly, B. S. (Chair) & McAbee, S. T. (Discussant). (2024). *Advancing personality assessment: Leveraging classic theories and modern measures*. Symposium presented at the 39th annual meeting of the Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- *Ho, G. B., McAbee, S. T., Zickar, M. J., & Mead, A. D. (2024). *Decoding difficulty: Harnessing automatic item generation for optimal perceptual testing*. Poster presented at the 39th annual meeting of the Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- *Childers, M., & McAbee, S. T. (2023). *Practitioner reactions to brainteaser interview questions*. Poster presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA
- *Johnson, A. C., & McAbee, S. T. (2023). *Latent profiles of HEXACO personality traits and their relation to college student performance*. Poster presented at the 8th biennial meeting of the Association for Research in Personality, Evanston, IL.
- Kell, H. J., Martinez, L. R., McAbee, S. T., Ruggs, E. N., & Song, Q. C. (2023). *Graduate admissions practices: What role can I-O psychologists play?* Panel presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA
- *Levey, Z. J. (Co-Chair), McAbee, S. T. (Co-Chair), Gabriel, A. S., Podsakoff, N. P., Rosen, C. C., & Williams, L. J. (2023). *Common method variance: Looking back and moving forward*. Panel presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA
- *Samo, A., & McAbee, S. T. (2023). *Using multilevel psychometric network analysis to explore hierarchical personality structure*. Poster presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA
- *Samo, A., *Stevenor, B. A., & McAbee, S. T. (2023). *Testing measurement invariance and differential item functioning across gender in the Big Five Aspects*. Poster presented at the 8th biennial meeting of the Association for Research in Personality, Evanston, IL.
- *Shea, M. A., McAbee, S. T., & Highhouse, S. (2023). Discrepancies between self- and coworker-reports of status and employee deviance. In Yankov, G. P. (Chair), & Connelly, B. (Discussant). (2023). *Causes and Outcomes of Self-Other Rating Agreement in 360 Feedback*. Symposium presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA
- *Shea, M. A., McAbee, S. T., Kung, F. Y. H., & *Lapka, S. P. (2023). *Individual difference and social factors related to international student adjustment*. Poster presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
- Wiedenroth, A., Connelly, B. S., McAbee, S. T., & Fang, R. (2022, July). *Defining Traits, Reputations, and Identity: How item content promotes consensus and divergence in self- and other-perceptions of personality*. Paper presented at the 20th biannual European Conference on Personality, Madrid, Spain.
- Foster, J. F., Connelly, B. S., Delgado, K., Chu, C., Priest, L. I., Wood, D., Lahti, K., Ong, X., Stone, T. H., Wiedenroth, A., McAbee, S. T., Fang, R., Greco, A., Hoff, K., Kidder, Q., Moore, C., & Peters, J.

- (2022). *New innovations and advancements in personality assessment*. Session presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
- *Levey, Z. J., *Gallagher, C. M., McAbee, S. T., & Morris, S. B. (2022). *Key determinants of predictive bias in bifactor SEM*. Poster presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
- *Samo, A. & McAbee, S. T. (2022). *Predicting performance feedback reactions and use with HEXACO personality traits*. Poster presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
- *Stevenor, B. A., Keith, M. G., & McAbee, S. T. (2022). *Scale mean and variance differences in MTurk and non-MTurk samples: A meta-analysis*. Poster presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
- *Stevenor, B. A., *Samo, A., *Gallagher, C. M., & McAbee, S. T. (2022). *A short measure of the Big Five Aspects: Validation of the BFAS-40*. Poster presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
- *Smith, C. E., *Huang, S., *Albert, M. A., & McAbee, S. T. (2021, November). *Pushed to attend: Does presenteeism pressure predict presenteeism behavior, work engagement, and extra-role behaviors?* Poster presented at the 14th biennial Work, Stress, and Health Conference [Online].
- *Childers, M., & McAbee, S. T. (2021, April). *Investigating the validity of brainteaser interview questions*. Paper presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- McAbee, S. T., *Guo, F., & *Samo, A. (2021, April). *Teaching big data methods in I-O graduate curriculum 3.0 (Chairs)*. Session presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Ock, J., & McAbee, S. T. (2021, April). *Gender differences in the HEXACO personality traits: To what extent are they real?* Paper presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- *Stevenor, B. A., *Samo, A., Gallagher, C. M., & McAbee, S. T. (2021, April). *Examining the convergence of alternative short for development methods*. Paper presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- *Zhou, S., Kuykendall, L., Chen, G., Pierce, C. A., McAbee, S. T., & Thornton-Lugo, M. A. (2021, April). *When infrastructure and ethics collide: A panel on ethical policy-making in higher ed*. Panel presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- *Albert, M. A., *Huang, S., *Smith, C. E., & McAbee, S. T. (2020, June). Testing a model of presenteeism behavior: The role of presenteeism pressure. In *S. Huang & S. T. McAbee (Chairs), *The many faces of work and well-being: Untangling relations between work and health*. Symposium presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
- *Guo, F., *Nesnidol, S., *Melick, S. R., McAbee, S. T., Zickar, M. J., & Farmer, B. A. (2020, June). *Intersectionality in DIF: Perceptions of sexual harassment by race and gender*. Paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

- McAbee, S. T., *Guo, F., & *Samo, A. (2020, June). *Teaching big data methods in I-O graduate curriculum 3.0* (Chairs) [Session canceled]. Session accepted at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
- McAbee, S. T., Highhouse, S., *Huang, S., & *Albert, M. A. (2020, June). Disinhibition and negative work behaviors: A bifactor model of PID-5 Disinhibition. In C. L. Barratt (Chair), *Naughty by nature: An in-depth look at personality's role in employee deviance*. Symposium presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
- *Huang, S., *Samo, A., Min, H., Gallagher, C. M., Brooks, M. E., Highhouse, S., McAbee, S. T. (2019, November). *Exploring the ambiguity aversion nomological net with IRT*. Paper presented at the 40th Society for Judgment and Decision-Making Annual Conference, Montreal, Canada.
- *Huang, S., *Smith, C. E., *Albert, M. A., & McAbee, S. T. (2019, April). *Development of scales for presenteeism and presenteeism pressure*. Paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
- Ock, J., McAbee, S. T., Ercan, S., Xiao, T. A., & Oswald, F. L. (2019, May). *The theory and measurement of core self-evaluations: A reliability generalization analysis*. Paper presented at the 19th Biennial Congress of the European Association of Work and Organizational Psychology, Turin, Italy.
- Wille, B., & McAbee, S. T. (2019, May). *Big and online data in organizations: The promises and perils of a new methodological frontier* (Chairs). Special alliance session presented at the 19th Biennial Congress of the European Association of Work and Organizational Psychology, Turin, Italy.
- *Wise, S. R., *Lortie, B. C., *Melick, S. R., *Barlow, K., & McAbee, S. T. (2019, April). *Measuring an ambiguous competency: Developing a measure of thriving in ambiguity*. Paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
- *Adams, T. J., *Pickett, M. L., *Discont, S. T., & McAbee, S. T. (2018, April). *Personality and job search behaviors: A context-based meta-analytic review*. Paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ahmed, S., Harvey, J., & McAbee, S. T. (2018, May). *Compulsory OCBs mediate relations between role breadth, role discretion, and employee wellbeing*. Paper presented at the 30th annual meeting of the Association for Psychological Science, San Francisco, CA.
- Biderman, M. D., McAbee, S. T., Hendy, N., & Chen, Z. (2018, April). *Validity of evaluative factors from Big Five and HEXACO questionnaires*. Paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ellington, J. K., McAbee, S. T., Landis, R. S., & Mead, A. D. (2018, April). *The impact of nested performance ratings on operational validity estimates*. Paper presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- McAbee, S. T., *Guo, F., Ali, S. R., & McLeod, A. (2018, May). Domain and facet growth trajectories in behavioral skills among middle school students. In Casillas, A. (Chair), *Personality in action: Behavioral skills important for education and work success*. Symposium presented at the 30th annual meeting of the Association for Psychological Science, San Francisco, CA.
- McAbee, S. T., & Landis, R. S. (2018, April). *Teaching big data methods in I-O graduate curriculum 2.0* (Chairs). Session presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

- *McDonald, J. C., & McAbee, S. T. (2018, April). "A" general factor of employee engagement: Predicting employee turnover. In J. C. McDonald & S. T. McAbee (Chairs), *Revisiting bandwidth-fidelity: Where general factors stand*. Symposium presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- O'Brien, K. R., McAbee, S. T., & Naemi, B. D. (2018, April). *Let's talk about dirty data! Grappling with issues of real-world data*. Community of interest presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- *Samo, A., *Huang, S., *Min, H., Brooks, M. E., Highhouse, S., & McAbee, S. T. (2018, November). *Ambiguity aversion and ambiguity seeking are not opposite ends of the same continuum: A psychometric examination of an Ellsberg-type urn task*. Paper presented at the 39th annual meeting of the Society of Judgment and Decision Making, New Orleans, LA.
- *Jackson, M. L., McAbee, S. T., & Bauer, K. N. (2017, April). Classroom to kitchen: Predicting performance and transfer of culinary skills. In T. McKinniss & J. Way (Chairs), *Increasing workplace success: Identifying, developing, and transferring employable skills*. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- McAbee, S. T. (2017, April). *Teaching big data methods in I-O graduate curriculum: A primer* (Chair). Session presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- McAbee, S. T., Connelly, B. S., Jung, Y., & Oh, I. S. (2017, April). A multi-rater perspective on personality and performance: The Trait-Reputation-Identity Model. In S. T. McAbee (Chair), *Recent advances in personality assessment and validation: Beyond self-reports*. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Shu, F., *Ahmed, S. F., *Pickett, M. L., Ayman, R., McAbee, S. T., & **Tran, D. (2017, April). *Social support, network characteristics and international student adjustment*. Paper presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- McAbee, S. T., Morris, S. B., & *McDonald, J. C. (2016, April). *Structure matters: Common, higher-order and bifactor models of general factors*. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- *Shu, F., McAbee, S. T., & Ayman, R. (2016, April). *The HEXACO personality traits, cultural intelligence, and international student adjustment*. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Biderman, M. D., McAbee, S. T., & Chen, Z. (2015, June). *Assessing the evaluative content of personality questionnaires using bifactor models*. Paper presented at the 4th biennial meeting of the Association for Research in Personality, St. Louis, MO.
- McAbee, S. T., & Young, C. (2015, April). Bifactor models of personality: Predicting career orientation with the HEXACO-PI-R. In I. Zettler & K. Lee (Chairs) *The HEXACO Model at work: New insights and research findings*. Symposium presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Stark, S., McAbee, S. T., Allen, T. D., Eby, L. T., Rogelberg, S. G., & Grand, J. A. (2015, April). *I-O without borders - Our impact in a multidisciplinary world*. Executive board invited session presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Ercan, S. & McAbee, S. T. (2014, June). *Development and initial validation of the Cross-Cultural Work Similarity Scale*. Paper presented at the 13th biennial International Human Resource Management Conference, Kraków, Poland.
- McAbee, S. T., Connelly, B. S., & Oswald, F. L. (2014, May). Self and observer reports: Applying bifactor models to personality traits. In S. T. McAbee, B. S. Connelly, & P. C. Kyllonen (Chairs), *Observer-reports of personality in organizational and educational research*. Symposium presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- McAbee, S. T., Oswald, F. L., & Connelly, B. S. (2014, May). Broad vs. narrow traits: Bifactor models of personality and prediction. In S. T. McAbee & M. D. Biderman (Chairs), *Theoretical and practical advances in latent variable models of personality*. Symposium presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Redick, T. S., McAbee, S. T., Oswald, F. L., & Hambrick, D. Z. (2014, November). *Validation of a short domain-general measure of working memory capacity*. Paper presented at the 44th Annual Meeting of the Society for Computers in Psychology, Long Beach, CA.
- Bachman, K. R. O., McAbee, S. T., & Hebl, M. R. (2013, May). *Social support moderates the negative impact of discrimination on affective work outcomes*. Paper presented at the 25th annual meeting of the Association of Psychological Science, Washington, D.C.
- Ercan, S., & McAbee, S. T. (2013, April). *The Big Five personality traits and expatriate adjustment: A meta-analysis*. Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- McAbee, S. T., Carter, N. T., Credé, M., Gibby, R. E., & Stanton, J. M. (2013, April). *A long, hard look at short measures*. Panel presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Oswald, F. L., McAbee, S. T., Redick, T. S., & Hambrick, D. Z. (2013, November). *The development of a short domain-general measure of working memory capacity*. Paper presented at the 54th annual meeting of the Psychonomic Society, Toronto, ON, Canada.
- McAbee, S. T., Ock, J., & Oswald, F. L. (2012, April). Implications of measurement invariance for the development of short-form measures. In N. T. Carter & A. D. Mead (Chairs), *Recent developments in personality measurement invariance: Time, culture, and forms*. Symposium presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology in San Diego, CA.
- McAbee, S. T., & Warren, C. R. (2011, August). *Investigating the development and measurement of justice in organizations*. Paper presented at the 119th annual meeting of the American Psychological Association, Washington, D.C.

Regional Conference Presentations

- *Freier, L. M., Smith, C. E., *Albert, M. A., *Huang, S., McAbee, S. T., Valigosky, M., & Batten, S. (2022, October). *Pressure to attend work when unwell: Health and safety consequences among nurses*. Paper presented at 23rd Annual University of Cincinnati Pilot Research Project Symposium, Cincinnati, OH.
- *Freier, L. M., *Smith, C. E., *Albert, M. A., *Huang, S., McAbee, S. T., Valigosky, M., & Batten, S. (2021, October). *Pressure to attend work when unwell: Health and safety consequences among nurses*. Poster presented at the 22nd annual University of Cincinnati Pilot Research Project Symposium [Online].

McAbee, S. T., Connelly, B. S., Jung, Y., & Oh, I. S. (2016, October). *A multi-rater perspective on personality and performance: Applying the Trait-Reputation-Identity Model in a military sample*. Paper presented at the 5th annual Ideas in Testing Research Seminar, Chicago, IL.

*McDonald, J. C., & McAbee, S. T. (2016, October). *General factors in employee engagement surveys: Predicting employee turnover*. Paper presented at the 5th annual Ideas in Testing Research Seminar, Chicago, IL.

*Rusakiewicz, S., & McAbee, S. T. (2016, October). *Curvilinear personality-performance relationships: Insights from observer reports*. Paper presented at the 5th annual Ideas in Testing Research Seminar, Chicago, IL.

McAbee, S. T., Biderman, M. D., Chen, Z., & Hendy, N. (2015, November). *Modeling the evaluative content of personality questionnaires: A bifactor application*. Paper presented at the 4th annual Ideas in Testing Research Seminar, Chicago, IL.

Invited Talks and Workshops

McAbee, S. T. (2022, March). *Seeing personality in context: Applying the Trait-Reputation-Identity (TRI) Model across alternative rater sources*. Presentation at I/O Brown Bag Seminar, University at Albany, State University of New York, Albany, NY.

McAbee, S. T. (2018, January). *Self- and observer-reports of personality: Applications of the Trait-Reputation-Identity (TRI) Model in organizational research*. Presentation at I/O Brown Bag seminar, Michigan State University, East Lansing, MI.

McAbee, S. T. (2017, October). *Development and applications of the Trait-Reputation-Identity Model*. Presentation at I/O Brown Bag seminar, Wayne State University, Detroit, MI.

McAbee, S. T., & Connelly, B. S. (2016, March). *A multi-rater framework for studying personality: The Trait-Reputation-Identity Model*. Presentation at I/O Brown Bag seminar, Purdue University, West Lafayette, IN.

McAbee, S. T. (2015, October). *The messy, the missing, and the ugly: Dealing with difficult data in organizational surveys*. Presentation at the 3rd semiannual Analytics in Motion (AIM) Conference, CUNA Mutual Group, Madison, WI.

Teaching Experience

Bowling Green State University

Quantitative Methods II (Undergraduate), Spring 2020, 2022
 Research Methods in I/O Psychology (Graduate), Fall 2017, 2018, 2019, 2020, 2021, 2022, 2023
 Statistical Theory I (Graduate), Spring 2018, 2019, 2020, 2021, 2022, 2023, 2024; Fall 2024
 Psychometrics (Graduate), Spring 2018, 2021, 2023
 Criterion Theory & Development (Graduate), Fall 2018, 2020, 2022
 Organizational Staffing (Graduate), Spring 2019
 Personality Theory (Graduate), Fall 2021
 Structural Equation Modeling (Graduate), Fall 2023

Illinois Institute of Technology

Applied Correlation and Regression (Undergraduate), Spring 2015, 2017
 Industrial and Organizational Psychology (Undergraduate), Fall 2014, Spring 2015
 Individual and Cultural Differences (Graduate), Fall 2014, 2015, 2016
 Psychometric Theory (Graduate), Fall 2015, 2016
 Graduate Statistics II (Graduate), Spring 2016, 2017

Rice University

Industrial and Organizational Psychology (Undergraduate), Summer 2014

Research Methods for Psychology (Undergraduate), Fall 2013

Service**Bowling Green State University**

Cecil M. Freeburne Award Committee (Graduate Student Teaching), Member, 2018-present

Bonnie A. Sandman Scholarship Committee (I/O Student Research), Member, 2018-present

I/O Graduate Student Admissions Committee, 2018-present

Lowell Schipper Memorial Award Committee (Graduate Student Statistics), Member, 2018-present

Center for Undergraduate Research and Scholarship (CURS) Grant Reviewer, Spring 2020-present

I/O Psychology Brown Bag Faculty Supervisor, 2018-present,

Psychology Department Committee on Salary, Promotion, & Tenure (SPAT), Member, Fall 2019

Institutional Review Board, Member, Fall 2021-Summer 2023

Institutional Review Board, Vice Chair, Fall 2023-Spring 2024

Institutional Review Board, Vice Chair, Summer 2024-present

Doctoral Dissertation Committees

Georgi Yankov (IO, Mar. 2019)

Tom Ron (IO, Sept. 2019)

Richard Babb (Communications, Feb. 2021)

Emily Edwards (American Cult. Studies, Jul. 2021)

Melissa Albert (IO, Jun. 2022)

Feng Guo (IO, Apr. 2023)

Joel Engelman (Clinical, May 2023)

Brent Stevenor (IO, May 2023)

Michael Shea (IO, Chair, Mar. 2024)

Grayson Sturgis (IO, Jun. 2024)

Christopher Gallagher (IO, Chair, in progress)

Andrew Samo (IO, Chair, in progress)

Master's Thesis/Equivalence Committees

Rachel Hardy (Clinical, Dec. 2019)

Melissa Albert (IO, Apr. 2020)

Marie Childers (IO, Chair, Sept. 2020)

Andrew Samo (IO, Chair, Jan. 2021)

Michael Shea (IO, Chair, Dec. 2021)

Grayson Sturgis (IO, Sept. 2022)

Alonzo Johnson (IO, Chair, Jan. 2023)

Zachary Levey (IO, Chair, Feb. 2023)

Blake Bennion (IO, Chair, Feb. 2023)

Bao Ho (IO, Feb. 2024)

William Lynch (IO, in progress)

Preliminary Examinations Committees

Christopher Gallagher (IO, Chair, Apr. 2019)

Richard Babb (Communications, Dec. 2019)

Feng Guo (IO, Apr. 2020)

Emily Edwards (American Cult. Studies, Oct. 2020)

Melissa Albert (IO, Nov. 2020)

Marie Childers (IO, Chair, Apr. 2021)

Andrew Samo (IO, Chair, Apr. 2021)

Joel Engelman (Clinical, Oct. 2021)

Brent Stevenor (IO, Apr. 2022)

Michael Shea (IO, Chair, Apr. 2022)

Alonzo Johnson (IO, Chair, Apr. 2023)

Zachary Levey (IO, Chair, Apr. 2023)

Grayson Sturgis (IO, Apr. 2023)

Bao Ho (IO, Apr. 2024)

Master's Thesis Transfers Reviewer

Feng Guo (IO, Oct. 2017)

Brent Stevenor (IO, Oct. 2019)

Pasquale Tosto (IO, Aug. 2022)

Undergraduate Honors Theses

Ashlyn Victoria (Psych, Chair, Jun. 2020)

Illinois Institute of Technology

University Library Committee, 2015-2017

Academic Honesty Committee, 2015-2017 (Chair, 2016-2017)

Psychology University Faculty Council (Alternate), 2016-2017

Psychology Undergraduate Research Day – Poster Competition Judge, 2015-2016

Doctoral Dissertation Committees

Rebecca Roller Daisley (IO, Aug. 2015)

Irina Beyderman (Clinical, Jun. 2016)

Maura Burke (IO, Mar. 2018)

Master's Thesis/Equivalence Committees

Maxwell Porter (IO, Oct. 2015)

Stephanie Taylor (IO, Chair, May 2016)

Kevin Franke (IO, Dec. 2016)

Sarah Rusakiewicz (IO, in progress)

Sara Crouch (IO, Feb. 2017)

Jordan McDonald (IO, Chair, Feb. 2017)

Michelle Jackson (IO, Chair, Oct. 2017)

Undergraduate Capstone Advisor

Tehlyr Kellogg (Dec. 2015)

George Martinez (May 2017)

Professional

Ideas in Testing Research Seminar co-organizer, 2015-2016

APA Division 14 (SIOP) External Relations Committee, Member, 2017-2020

APA Division 14 (SIOP) Student Travel Award Committee, Member, 2017-2020

APA Division 14 (SIOP) Scientific Affairs Committee, Member, 2012-2015

APA Division 14 (SIOP) Program Reviewer, 2014-present

Associate Editor – *Journal of Research in Personality* (2022-present)

Editorial Boards – *Journal of Business and Psychology* (2019-present), *Journal of Expertise* (2017-present), *Journal of Research in Personality* (2018-present), *Personnel Assessment and Decisions* (2020-present)

Co-Editor – McAbee, S. T., & Macnamara, B. N. (2019). Special issue on open research practices and reproducibility in expertise research. *Journal of Expertise*, 2(4), 197-242.

Ad Hoc Reviewer – *Advances in Methods and Practices in Psychological Science*, *Applied Developmental Science*, *Archives of Scientific Psychology*, *Behavior Research Methods*, *European Journal of Personality*, *European Journal of Psychological Assessment*, *Human Performance*, *Industrial and Organizational Psychology*, *Journal of Applied Psychology*, *Journal of Applied Research in Memory and Cognition*, *Journal of Experimental Psychology: General*, *Journal of Management*, *Journal of Organizational Behavior*, *Journal of Personality*, *Journal of Vocational Behavior*, *Learning and Individual Differences*, *Personality and Individual Differences*, *Psychological Bulletin*, *Self and Identity*.

External Contracts and Grants

Co-Investigator – Bowling Green State University, NIOSH Education and Research Center, 2021-2022
Pilot Research Project Grant: Pressure to attend work when unwell: Health and safety consequences among nurses. Principal *Lindsey Freier, BGSU I/O Doctoral Student. (\$7,500)

Principal Investigator – Bowling Green State University, OE Strategies, 2020
Cognitive ability assessment pilot data collection and item analysis. (\$3,700)

Principal Investigator – Bowling Green State University, OE Strategies, 2019-2020
Cognitive assessment item development and evaluation. (\$5,300)

Co-Investigator – Bowling Green State University, SIOP Small Grants Program, 2020-2021
Examining the validity of brainteaser interview questions in low and high-complexity professions. Co-Investigator: *Marie Childers, BGSU I/O Doctoral Student. (\$10,000, Submitted 06/19, Not Funded).

Co-Investigator – Bowling Green State University, KBRWyle, 2018-2019
Optimization of human capital program: Human attribute taxonomy development (W18-KP-OHC020218B). Principal Investigator: Dr. Jennie Gallimore, BGSU. (\$496,437)

Co-Investigator – Bowling Green State University, Proctor & Gamble, 2018
Item development and applicant reactions survey. Co-Investigator with Dr. Michael Zickar, BGSU. (\$20,000)

Principal Investigator – Rice University, Social Science Research Institute Dissertation Improvement Grant, 2014. Awarded to assist in data collection for dissertation research (\$1,000).

Other Applied Experience

Contributing Researcher – Rice University, Saxon Drilling, 2013

Writing an internal report for Saxon Drilling on employee safety and mechanical reasoning measures. PI: Dr. Fred Oswald, Rice University.

Consultant – Baylor College of Medicine / Rice University, Department of Sociology, 2012

Provided technical advice, performed psychometric analysis of scales, and conducted structural equation modeling for Dr. Rachel Kimbro (Rice University) and Dr. Ann Barnes (Baylor College of Medicine): African American community weight-loss maintenance survey.

Contributing Researcher – Rice University, College Board Internal Report, 2010-2011

Conceptualization, data management, data analysis, and writing an internal report for the College Board on Advanced Placement Exams. PI: Dr. Fred Oswald, Rice University.

Human Resource Analyst Intern – Los Angeles County Office of Education, 2009-2010

Performed data entry and analysis, test development and implementation, and classification modeling. Posted job bulletins and assisted in employee recruitment.

Professional Associations

American Psychological Association (APA), Member, 2009-2018

APA Division 5 – Evaluation, Measurement, and Statistics, Member, 2011-2018

Association for Psychological Science (APS), Member, 2013-2019

Association for Research in Personality (ARP), Member, 2018-2019

European Association of Work and Organizational Psychology (EAWOP), Associate Member, 2019-present

Society for Industrial-Organizational Psychology (SIOP), Member, 2008-present