

CURRICULUM VITAE

a) Chet Robie, Professor, Full-Time, Tenured  
Member of the Graduate Faculty: Yes

b) **DEGREES:**

Ph.D., Psychology, Bowling Green State University, 1997

M.A., Psychology, Towson State University, 1992

B.S., Psychology, Towson State University, 1989

c) **EMPLOYMENT HISTORY:**

2010- Professor, Business, Wilfrid Laurier University  
2004-10 Associate Professor, Business, Wilfrid Laurier University  
2003-10 Assistant Professor, Business, Wilfrid Laurier University  
2001-03 Assistant Professor, Management, Niagara University  
2000-03 Senior Researcher, Research, Personnel Decision International  
1997-00 Assistant Professor, Psychology, University of Houston  
1993-97 Graduate Student, Psychology, Bowling Green State University  
1993-93 Graduate Intern, Human Resources, GTE Data Services  
1991-93 Personnel Management Specialist, U.S. Office of Personnel Mgmt.  
1989-92 Graduate Assistant, Psychology, Towson State University

d) **HONOURS:**

ASAC HR Division Best Paper Award, 2005  
Merit Award, Wilfrid Laurier University, 2004, 2010, 2018  
Anbar Citation of Excellence, 1999  
IPMAAC Student Paper Award, 1997  
Teaching Award, Bowling Green State University, 1996  
Teaching Assistant Award, Bowling Green State University, 1995  
Award for Research Excellence, Bowling Green State University, 1995  
Sigma Xi Graduate Research Award, Bowling Green State University, 1995  
American Psychological Associate Student Travel Award, 1994  
Maryland Psychological Associate Graduate Research Award, 1991

e) **SCHOLARLY AND PROFESSIONAL ACTIVITIES**

2018- Member, Editorial Board, International Journal of Selection and Assessment  
2018- Member, Editorial Board, Journal of Research in Personality  
2016- Member, Editorial Board, Personnel Assessment and Decisions  
2009- Member, Editorial Board, Journal of Business & Psychology  
2009- Member, Editorial Board, Human Performance

2007- Member, Advisory Board, SkillSurvey, Inc.

**f) GRADUATE SUPERVISIONS: master's, doctoral, postdoctoral**

Completed: 2 M.A.  
In progress: 1 Ph.D.

Peter Fisher (PhD). A critical analysis of the Rapid Response Measure of personality and personality faking behaviour. Fall 2020

Peter Fischer (MSc). About us: Is 'out team' causing stereotype threat in selection testing? September 2015-July 2016 (major research paper)

Angelica Uruena (MSc), Effects of warnings and moral suasion on the Big Five. September 2009-August 2010 (major research paper)

**g) UNDERGRADUATE / GRADUATE COURSES:**

2014- BU678 – Human Resources Management  
2009-11 BU800 – Fundamentals of Behavioural Research  
2008,11-15 BU610 – Applied Business Research  
2007-08 BU828 – Special Topics in OB (Meta-Analysis)  
2005 BU448 – Strategic Compensation in Canada  
2003- BU354 – Human Resources Management

**h) 1. EXTERNAL RESEARCH FUNDING**

<u>Year</u>	<u>Source</u>	<u>Type</u>	<u>Amount</u>	<u>Purpose</u>
2009-11	SSHRC	C	\$90,200	publication
2007-09	SSHRC	C	\$45,060	publication
2007-09	SSHRC	C	\$68,849	publication
2005-07	SSHRC	C	\$43,828	publication

**2. INTERNAL RESEARCH FUNDING**

<u>Year</u>	<u>Source</u>	<u>Type</u>	<u>Amount</u>	<u>Purpose</u>
2019	Univ. Ctr	O	\$10,000	publication
2009	Univ. Ctr.	O	\$1,990	publication
2009-10	Univ. Ctr.	O	\$2,000	publication
2008-09	Univ. Ctr.	O	\$2,000	publication
2007-08	Univ. Ctr.	O	\$1,939	publication

**i) PUBLICATIONS:**

1) Life-time summary (count) according to the following categories:

Books authored .....	0
Books edited.....	0
Chapters in books.....	5
Papers in <u>refereed</u> journals.....	60
Papers in refereed conference proceedings.....	77
Technical reports.....	7
Abstracts and/or papers read .....	1
Other (workshops presented) .....	0

2) Past 8 years (count) according to the following categories:

Books authored .....	0
Books edited.....	0
Chapters in books.....	1
Papers in <u>refereed</u> journals.....	19
Papers in refereed conference proceedings.....	24
Technical reports.....	0
Abstracts and/or papers read .....	0
Other (workshops presented) .....	0

Chapters in Books:

1. Griffith, R. L., & Robie, C. (2013). Personality testing and the “F Word”: Revisiting seven questions about faking. In N. D. Christiansen & R. P. Tett (Eds.), *Handbook of personality at work* (pp. 253-280). New York: Taylor & Francis.
2. Smith, D. B., & Robie, C. (2004). The implications of impression management for personality research in organizations. In B. Schneider & D. B. Smith (Eds.), *Personality and organizations* (pp. 111-138). Mahwah, NJ: Lawrence Erlbaum Associates.

3. Robie, C., & Raju, N. S. (2003). Definitions of technical and statistical terms commonly used in HR program evaluations. In J. E. Edwards, J. C. Scott, & N. S. Raju (Eds.), *The human resources program-evaluation handbook* (pp. 537-550). Thousand Oaks, CA: Sage Publications.
4. Schmit, M. J., Kihm, J. A., & Robie, C. (2002). The Global Personality Inventory. In B. De Raad & M. Perugini (Eds.), *Big Five Assessment* (pp. 195-236). Göttingen, Germany: Hogrefe & Huber.
5. Smith, C., Robie, C., Folkard, S., Barton, J., Macdonald, I., Smith, L., Spelten, E., Totterdell, P., & Costa, G. (2000). A comparative investigation of older and younger shiftworkers. In S. Hornberger, P. Knauth, G. Costa, & S. Folkard (Eds.), *Shiftwork in the 21<sup>st</sup> century: Challenges for research and practice* (pp. 281-285). New York: Peter Lang.

Papers in Refereed Journals:

1. Christiansen, N. D., Fisher, P. A., Robie, C., & Quirk, S. W. (2019). Tilting at windmills and improving personality assessment practices. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 177-183.
2. Fisher, P. A., Robie, C., Christiansen, N. D., Speer, A. B., & Schneider, L. (2019). Criterion-related validity of forced-choice personality measures: A cautionary note regarding Thurstonian IRT versus classical test theory scoring. *Personnel Assessment and Decisions*, 5(1), 49-61.
3. Risavy, S. D., Fisher, P. A., Robie, C., & König, C. J. (2019). Selection tool use: A focus on personality testing in Canada, the United States, and Germany. *Personnel Assessment and Decisions*, 5(1), 62-72.
4. Hedricks, C. A., Rupayana, D., Fisher, P. A., & Robie, C. (2019). Factors affecting compliance with reference check requests. *International Journal of Selection and Assessment*, 27(2), 139-151.
5. Fisher, P. A., & Robie, C. (2019). A latent profile analysis of the Five Factor Model of personality: A constructive replication and extension. *Personality and Individual Differences*, 139, 343-348.
6. Hausdorf, P. A., & Robie, C. (2018). Understanding subgroup differences with general mental ability tests in employment selection: Exploring socio-cultural factors across inter-generational groups. *International Journal of Selection and Assessment*, 26, 176-190.
7. Hedricks, C. A., Rupayana, D., Puchalski, L., & Robie, C. (2018). Content of qualitative feedback provided during structured, confidential reference checks. *Personnel Assessment and Decisions*, 4(1), 41-54.

8. Fisher, P. A., Robie, C., Christiansen, N. D., & Komar, S. (2018). The impact of psychopathy and warnings on faking behavior: A multisaturation perspective. *Personality and Individual Differences, 127*, 39-43.
9. Robie, C., Christiansen, N. D., Hausdorf, P. A., Murphy, S. A., Fisher, P. A., Risavy, S. D., & Keeping, L. M. (2017). International comparison of group differences in general mental ability for immigrants versus non-immigrants. *International Journal of Selection and Assessment, 25*(4), 347-359.
10. Christiansen, N. D., Robie, C., Burns, G. N., & Speer, A. B. (2017). Using item-level covariance to detect response distortion on personality measures. *Human Performance, 30*(2-3), 116-134.
11. Jeong, Y. R., Christiansen, N. D., Robie, C., Kung, M., & Kinney, T. B. (2017). Comparing applicants and incumbents: Effects of response distortion on mean scores and validity of personality measures. *International Journal of Selection and Assessment, 25*(3), 311-315.
12. Robie, C., Risavy, S. D., Holtrop, D., & Born, M. P. (2017). Fully contextualized, frequency-based personality measurement: A replication and extension. *Journal of Research in Personality, 70*, 56-65.
13. Speer, A. B., Robie, C., & Christiansen, N. D. (2016). Effects of item type and estimation method on the accuracy of estimated personality scores: Polytomous item response theory models versus summated scoring. *Personality and Individual Differences, 102*, 41-45.
14. Robie, C., & Risavy, S. D. (2016). A comparison of frame-of-reference and frequency-based personality measurement. *Personality and Individual Differences, 92*, 16-21.
15. Christiansen, N. D., Quirk, S. W., Robie, C., & Oswald, F. L. (2014). Light already defines the darkness: Understanding normal and maladaptive personality in the workplace. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 7*(1), 138-143.
16. Hedricks, C. A., Robie, C., & Oswald, F. L. (2013). Web-based multisource reference checking: An investigation of psychometric integrity and applied benefits. *International Journal of Selection and Assessment, 21*(1), 99-110.
17. Christiansen, N. D., & Robie, C. (2011). Further consideration of the use of narrow trait scales. *Canadian Journal of Behavioural Science, 43*, 183-194.

18. Robie, C., Emmons, T., Tuzinski, K. A., & Katrowitz, T. (2011). Effects of an economic recession on leader personality and general mental ability scores. *International Journal of Selection and Assessment, 19*, 183-189.
19. Komar, S., Komar, J. A., Robie, C., & Taggar, S. (2010). Speeding personality measures to reduce faking: A self-regulatory model. *Journal of Personnel Psychology, 9*, 126-137.
20. Robie, C., Komar, S., & Brown, D. J. (2010). The effects of coaching and speeding on Big Five and impression management scale scores. *Human Performance, 23*, 446-467.
21. Konopaske, R., Robie, C., & Ivancevich, J. M. (2009). Managerial willingness to assume traveling, short-term and long-term global assignments. *Management International Review, 49*, 359-388.
22. Robie, C., Taggar, S., & Brown, D. J. (2009). The effects of warnings and speeding on scale scores and convergent validity of conscientiousness. *Human Performance, 22*, 340-354.
23. Hedricks, C. A., Robie, C., & Harnisher, J. V. (2008). Creation of norms for the purpose of global talent management. *International Journal of Testing, 8*, 334-345.
24. Komar, S. G., Brown, D. J., Komar, J. A., & Robie, C. (2008). Faking and the validity of conscientiousness: A Monte Carlo investigation. *Journal of Applied Psychology, 93*, 140-154.
25. Robie, C., & Brown, D. J., & Bly, P. R. (2008). Relationship between major personality traits and managerial performance: Moderating effects of derailing traits. *International Journal of Management, 25*, 131-139.
26. Greguras, G. J., Robie, C., Born, M. Ph., & Koenigs, R. J. (2007). A social relations analysis of team performance ratings. *International Journal of Selection and Assessment, 15*, 434-448.
27. Robie, C., Brown, D. J., & Beaty, J. C. (2007). Do people fake on personality inventories? A verbal protocol analysis. *Journal of Business and Psychology, 21*, 489-509.
28. Robie, C. (2006). Effects of perceived selection ratio on personality test faking. *Social Behavior and Personality, 34*, 1233-1244.
29. Robie, C., & Brown, D. J. (2006). Measurement equivalence of a personality inventory administered on the Internet versus a Kiosk. *Applied HRM Research, 11*, 97-106.

30. Robie, C., Tuzinski, K. A., & Bly, P. R. (2006). A survey of assessor beliefs and practices related to faking. *Journal of Managerial Psychology, 21*, 669-681.
31. Atwater, L., Waldman, D., Ostroff, C., Robie, C., & Johnson, K. M. (2005). Self-other agreement: Comparing its relationship with performance in the U.S. and Europe. *International Journal of Selection and Assessment, 13*, 25-40.
32. Konopaske, R., Robie, C., & Ivancevich, J. M. (2005). A preliminary model of spouse influence on managerial global assignment willingness. *International Journal of Human Resource Management, 16*, 405-426.
33. Robie, C., Brown, D. J., & Bly, P. R. (2005). The Big Five in the USA and Japan. *Journal of Management Development, 8*, 720-737.
34. Robie, C., Brown, D. J., & Shepherd, W. J. (2005). Interdependence as a moderator of the relationship between competitiveness and objective sales performance. *International Journal of Selection and Assessment, 13*, 274-281.
35. Babcock, J. C., Green, C. E., & Robie, C. (2004). Does batterers' treatment work?: A meta-analytic review of domestic violence treatment. *Clinical Psychology Review, 23*, 1023-1053.
36. Robie, C., & Keeping, L. M. (2004). Perceptions of ethical behaviour among business faculty in Canada. *Journal of Academic Ethics, 2*, 221-247.
37. Zickar, M. J., Gibby, R. E., & Robie, C. (2004). Uncovering faking samples in applicant, incumbent, and experimental data sets: An application of mixed model item response theory. *Organizational Research Methods, 7*, 168-190.
38. Greguras, G. J., Robie, C., Schleicher, D. J., & Goff, M. III (2003). A field study of the effects of rating purpose on the quality of multisource ratings. *Personnel Psychology, 56*, 1-21.
39. Kidwell, R. E., Jr., & Robie, C. (2003). Withholding effort in organizations: Toward development and validation of a measure. *Journal of Business and Psychology, 17*, 537-561.
40. Robie, C., & Kidwell, R. E., Jr. (2003). The "ethical" professor and the undergraduate student: Current perceptions of moral behavior among business school faculty. *Journal of Academic Ethics, 1*, 153-173.
41. Robie, C., Kidwell, R. E., Jr., & Kling, J. A. (2003). The ethics of professorial book selling: Morality, money and "black market" books. *Journal of Business Ethics, 47*, 61-76.

42. Stanton, J. M., Bachiochi, P. D., Robie, C., Perez, L. M., & Smith, P. C. (2002). Revising the JDI work satisfaction subscale: Insights into stress and control. *Educational and Psychological Measurement, 62*, 877-895.
43. Greguras, G. J., Robie, C. & Born, M. P. (2001). Applying the social relations model to self and peer evaluations. *Journal of Management Development, 20*, 508-525.
44. Morris, M. A., & Robie, C. (2001). A meta-analysis of the effects of cross-cultural training on expatriate performance and adjustment. *International Journal of Training and Development, 5*, 112-125.
45. Robie, C., Born, M. P., & Schmit, M. J. (2001). Personal and situational determinants of personality responses: A partial reanalysis and reinterpretation of the Schmit et al. (1995) data. *Journal of Business and Psychology, 16*, 101-117.
46. Robie, C., Johnson, K. M., Nilsen, D. M., & Hazucha, J. F. (2001). The right stuff: Understanding cultural differences in leadership performance. *Journal of Management Development, 20*, 639-650.
47. Robie, C., Mueller, L. M., & Campion, J. E. (2001). Effects of a motivational inducement on the psychometric properties of a cognitive ability test. *Journal of Business and Psychology, 16*, 177-189.
48. Robie, C., Zickar, M. J., & Schmit, M. J. (2001). Measurement equivalence between applicant and incumbent groups: An IRT analysis of personality scales. *Human Performance, 14*, 187-207.
49. Smith, C. S., Gibby, R., Zickar, M., Crossley, C., Robie, C., Folkard, S., Tucker, P., & Barton, J. (2001). Measurement properties of the Shiftwork Survey and Standard Shiftwork Index. *Journal of Human Ergology, 30*, 191-196.
50. Robie, C., Adams, K. A., Osburn, H. G., Morris, M. A., & Etchegaray, J. M. (2000). Effects of the rating process on the construct validity of assessment center dimension evaluations. *Human Performance, 13*, 355-370.
51. Robie, C., Curtin, P. J., Foster, T. C., Phillips, H. L., IV, Zbylut, M., & Tetrick, L. E. (2000). The effect of coaching on the utility of response latencies in detecting fakers on a personality measure. *Canadian Journal of Behavioural Science, 32*, 226-233.
52. Robie, C., Schmit, M. J., Ryan, A. M., & Zickar, M. J. (2000). Effects of item context specificity on the measurement equivalence of a personality inventory. *Organizational Research Methods, 3*, 348-365.



53. Schmit, M. J., Kihm, J. A., & Robie, C. (2000). Development of a global measure of personality. *Personnel Psychology, 53*, 153-193.
54. Robie, C., & Ryan, A. M. (1999). Performance monitoring as a moderator of the relations between two conscientiousness measures and task performance. *Journal of Business and Psychology, 13*, 391-406.
55. Robie, C., & Ryan, A. M. (1999). Effects of nonlinearity and heteroscedasticity on the validity of conscientiousness in predicting overall job performance. *International Journal of Selection and Assessment, 7*, 157-169.
56. Smith, C., Robie, C., Folkard, S., Barton, J., Macdonald, I., Smith, L., Spelten, E., Totterdell, P., & Costa, G. (1999). A process model of shiftwork and health. *Journal of Occupational Health Psychology, 4*, 207-218.
57. Zickar, M. J., & Robie, C. (1999). Modeling faking good on personality items: An item-level analysis. *Journal of Applied Psychology, 84*, 551-563.
58. Greguras, G. J., & Robie, C. (1998). A new look at within-source interrater reliability of 360-degree feedback ratings. *Journal of Applied Psychology, 83*, 960-968.
59. Robie, C., Ryan, A. M., Schmieder, R. A., Parra, L. F., & Smith, P. C. (1998). The relation between job level and job satisfaction. *Group and Organization Management, 23*, 470-495.
60. Robie, C., & Ryan, A. M. (1996). Structural equivalence of a measure of cross-cultural adjustment. *Educational and Psychological Measurement, 56*, 514-521.

Papers in Refereed Conference Proceedings:

1. Rupayana, D. D., Hedricks, C. A., Fisher, P. A., & Robie, C. (2019, April). *Will they or won't they? Factors affecting compliance with reference check requests*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
2. Fisher, P. A., Robie, C., Christiansen, N. D., & Schneider, L. (2018, April). Thurstonian IRT versus CTT in a personnel selection setting. In G. N. Burns (Chair), *Use of alternative scoring methods in applicant personality assessment*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
3. Hedricks, C. A., Rupayana, D., Puchalski, L., & Robie, C. (2018, April). Qualitative feedback from job references and nurse turnover within the first year. In A. Speer (Chair), *Using text analytics to advance understanding of workplace*

*behaviors and outcomes*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

4. Alshanski, S. K., Christiansen, N., Kinney, T. B., Kung, M., & Robie, C. (2017, April). *Distortion in the job application: Finding fakers using response validity*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
5. Fisher, P. A., & Robie, C. (2017, April). *About us: Is "our team" causing stereotype threat in selection?* Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
6. Fisher, P. A., Robie, C., Christiansen, N. D., & Komar, S. (2017, April). The dark side and warning against personality assessment faking. In L. Zheng (Chair), *Warnings against faking on personality tests: Emerging approaches and findings*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
7. Hedricks, C. A., Robie, C., Rupayana, D. D., & Puchalski, L. (2017, April). *Reference feedback on applicants: Do narrative comments predict behavior ratings?* Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
8. Rupayana, D. D., Hedricks, C. A., Robie, C., & Puchalski, L. (2017, April). *Who wrote that? Source effects in narrative feedback from references*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
9. Hedricks, C. A., Puchalski, L., Rupayana, D. D., & Robie, C. (2016, April). *Content of qualitative feedback provided during structured, confidential reference checks*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
10. Alshanski, S., Christiansen, N., Kung, M., Robie, C., & Kinney, T. (2015, April). Comparing the effectiveness of three indices for detection of faking. In A. R. Gammon (Chair), *Faking indicators: Effectiveness, convergence, and impact on validity*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
11. Jeong, Y. R., Christiansen, N., Kung, M., & Robie, C. (2015, April). Effects of faking on linear construct relationships relevant to validity. In D. K. Dalal & L. Guan (Chairs), *Toward a deeper understanding of applicant faking*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

12. Hedricks, C. A., Robie, C., Puchalski, L., & Rupayana, D. (2015, April). *Predictors of hiring decisions from a standardized reference assessment*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
13. Robie, C., & Dawson, C. (2015, April). Faking: Scientific findings and business realities. In L. Lin (Chair), *Connecting research and practice in employee selection*. IGNITE session conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
14. Kelly, M., Kleffner, A. E., & Robie, C. (2014, November). *Financial advising and financial security in retirement*. Paper presented at the Annual Meeting of the Southern Risk and Insurance Association, Charleston, NC.
15. Kelly, M., Kleffner, A. E., & Robie, C. (2014, August). *Achieving financial security in retirement: What really matters*. Paper presented at the Annual Meeting of the American Risk and Insurance Association, Seattle, WA.
16. Hedricks, C. A., Robie, C., Ployhart, R. E., & Rupayana, D. (2014, May). Use of other-ratings and technology to address applicant faking. In A. W. Meade & N. Christiansen (Chairs), *Personality measurement without (much) faking: Alternatives to self-report Likert scales*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
17. Robie, C. (2013, October). *Profiling behaviour causes with linkage: How to use behavioural science techniques to predict safety related actions*. Presentation at the 22<sup>nd</sup> Annual Educational Conference of the Fleet Safety Council, Kitchener, Ontario.
18. Chan, V. W. S., Lian, H., Robie, C., & Brown, D. J. (2012, April). *Leadership prototypes based on the Big Five dimensions*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
19. Tett, R. P., Christiansen, N. D., Robie, C., & Simonet, D. V. (2011, May). *International survey of personality test use: An American baseline*. Paper presented at the 15<sup>th</sup> annual Conference of the Association of the European Association of Work and Organizational Psychology, Maastricht, NL.
20. Uruena, A., & Robie, C. (2011, April). Effects of warnings and moral suasion on the Big Five. In T. Kantrowitz (Chair), *Innovations in mitigating faking on personality assessments*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

21. Coaster, J. A., Christiansen, N. D., Henson, J. A., Robie, C., & Tett, R. P. (2010, April). Effects of contextualizing personality inventories on the prediction of work attitudes. In N. A. Bowling & G. N. Burns (Co-Chairs), *Frame-of-reference effects in personality assessment: New techniques and directions*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
22. Komar, S., Robie, C., & Brown, D. J. (2010, April). *Coaching and speeding effects on personality and impression management scores*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
23. Robie, C., Emmons, T., Tuzinski, K., & Kantrowitz, T. (2010, April). *Does an economic recession affect personality and cognitive ability scores?* Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
24. Tett, R. P., Christiansen, N. D., Robie, C., & Simonet, D. V. (2010, April). An international survey on personality test use. In S. L. Dean & M. K. Leasher (Co-Chairs), *Assessments in a global workforce: Cross-cultural variation in response distortion*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
25. Hedricks, C. A., Robie, C., & Oswald, F. L. (2009, April). *Reliability and validity of on-demand 360° reference checking*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
26. Komar, S., Brown, D. J., & Robie, C. (2008, May). *Exploring faking in the context of multi-stage selection systems*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Halifax, Nova Scotia, Canada.
27. Robie, C., & Taggar, S. (2008, April). *The hidden costs of speeding personality tests*. Interactive poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
28. Hedricks, C. A., & Robie, C. (2008, April). Standardization of reference checking reduces group differences. In L. Barron & M. Hebl (Co-Chairs), *The diversity of organizational diversity: Generalizing findings across diverse groups*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
29. Hedricks, C. A., Robie, C., & Harnisher, J. V. (2007, April). Creating personality norms for global talent management strategies. In C. A. Hedricks (Chair), *Top-rated practice forum: Creation and application of global personality norms*. Practice forum conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

30. Komar, S., Brown, D. J., Komar, J. A., & Robie, C. (2007, April). *The validity of conscientiousness in the presence of faking*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
31. Robie, C., Brown, D. J., & Beaty, J. C. (2006, May). *Do people fake on personality inventories? A verbal protocol analysis*. Interactive poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
32. Brown, D. J., Robie, C., & Bly, P. (2005, August). The Big Five and executive success factors: Moderating effects of derailing traits. In J. A. Martin (Chair), *New developments in personality research*. Symposium conducted at the annual meeting of the Academy of Management, Honolulu, Hawaii.
33. Komar, S., Brown, D., Theakston, J., & Robie, C. (2005, June). *Exploring the practical impact of faking in a selection setting*. Proceedings of the Administrative Sciences Association of Canada, Toronto, Canada.
34. Christiansen, N. D., Robie, C., & Bly, P. R. (2005, April). Using covariance to detect applicant response distortion of personality measures. In M. J. Zickar (Chair), *Faking research: New methods, new samples, and new questions*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
35. Komar, S., Theakston, J., Brown, D. J., & Robie, C. (2005, April). *Faking and the validity of personality: A Monte Carlo investigation*. Interactive poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
36. Shepherd, W. J., Brown, D. J., & Robie, C. (2005, April). Equivalence of tests administered on computer versus interactive voice response (IVR). In F. Drasgow (Chair), *Innovations in computerized assessment: Research on practical issues*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
37. Robie, C., Brown, D. J., & Bly, P. R. (2005, April). *The Big Five personality factors in the US and Japan*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
38. Robie, C., Shepherd, W., & Brown, D. J. (2005, April). *Trait competitiveness and sales performance: Moderating effects of trait interdependence*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
39. Greguras, G. J., Robie, C., Koenigs, R., & Born, M. P. (2004, August). *What do self and peer ratings really measure?* Paper presented at the annual meeting of the Academy of Management, New Orleans, LA.

40. Robie, C., & Keeping, L. M. (2004, June). *Perceptions of ethical behaviour among business faculty in Canada*. Proceedings of the Administrative Sciences Association of Canada, Quebec City, Canada.
41. Gibby, R. E., Zickar, M. J., & Robie, C. (2003, April). Uncovering faking samples in applicant, incumbent, and experimental data sets: An application of multi-group IRT analyses. In E. D. Heggstad & K. C. Hasty (Chairs), *Faking as more than error: Causes, consequences, and identification*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
42. Konopaske, R., Robie, C., & Ivancevich, J. M. (2003, August). *A preliminary model of spouse influence on managerial global assignment willingness*. Poster presented at the annual meeting of the Academy of Management, Seattle, Washington.
43. Robie, C., & Kidwell, R. E., Jr. (2003, August). The ethical professor and the undergraduate: Perceptions of moral behavior among business faculty. In D. H. Nagao (Ed.), *Proceedings of the sixty-third annual meeting of the Academy of Management* (CD). ISSN: 1543-8643.
44. Robie, C., Kidwell, R. E., Jr., & Kling, J. (2002, October). *The ethics of professorial book selling*. Paper presented at the Ninth Annual International Conference Promoting Business Ethics, Niagara Falls, NY.
45. Born, M. Ph., Robie, C., & Greguras, G. J. (2001, May). Using the Social Relations Model to assess managerial potential. In M. Ph. Born & M. E. G. van der Velde (Co-chairs), *Managing behaviour and assessment*. Symposium conducted at the Tenth Annual Conference of the European Congress on Work and Organizational Psychology, Prague, Czech Republic.
46. Greguras, G. J., & Robie, C. (2001, April). Effects of rating purpose on the quality of multisource ratings. In J. Williams (Chair), *Has 360-degree feedback really gone amok? New empirical data*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
47. Hazucha, J., Robie, C., Johnson, K., & Nilsen, D. (2001, May). *Understanding cultural differences in leadership performance: Comparing competencies across eight countries*. Paper presented at the 10<sup>th</sup> European Congress on Work and Organisational Psychology, Prague, Czech Republic.
48. Lewis, R. E., Curphy, G. J., Nilsen, D., & Robie, C. (2001, April). *Organizational decision making with multirater instruments*. Roundtable presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

49. Smith, C. S., Gibby, R. E., Zickar, M. J., Crossley, C., Robie, C., Folkard, S., Tucker, P., & Barton, J. (2001, September). *Measurement properties of the Shiftwork Survey*. Poster presented at the 15<sup>th</sup> International Symposium on Night and Shiftwork, Hayama, Japan.
50. Mueller, L. M., Robie, C., & Campion, J. E. (2000, April). *Effects of a motivational inducement on the psychometric properties of a cognitive ability test*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
51. Richins, S. I., Goff, M., & Robie, C. (2000, April). Configural judgment processes in individual psychological assessment: The role of judge experience. In J. P. Campbell (Chair), *New approaches to combining multiple assessments for predicting criterion outcomes*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
52. Robie, C., Adams, K. A., Osburn, H. G., Morris, M. A., Etchegaray, J. M. (2000, April). *Rating process and assessment center construct validity*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
53. Robie, C., Curtin, P. J., Foster, C., Phillips, H., Zbylut, M., & Tetrick, L. E. (2000, April). Does coaching decrease the utility of response latencies in detecting fakers? In M. McDaniel (Chair), *Strategies to minimize applicant distortion of personality measures*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
54. Robie, C., Greguras, G. J., & Born, M. P. (2000, April). *Applying the social relations model to evaluations in team settings*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
55. Young, S. A., Daum, D. L., Robie, C., & Macey, W. H. (2000, April). Paper versus web survey administration: Do different methods yield different results? In M. Sederburg & S. Rogelberg (Chairs), *Improving the survey effort: Methodological questions and answers*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
56. De Vader, C. L., Bateson, A., & Robie, C. (1999, August). *Factors related to international adjustment: New findings, policy implications, and future directions*. Paper presented at the annual conference of the American Society for Business and Behavioral Science, London, England.
57. Robie, C., Greguras, G. J., & Goff, M. (1999, April). 360-degree measurement equivalence: Effects of management experience. In B. Fisher & C. Robie (Chairs),

*360-degree feedback assessments: Psychometric and substantive issues.*

Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

58. Robie, C., Schmit, M. J., Ryan, A. M., & Zickar, M. J. (1999, April). Item response theory and frame of reference. In F. Drasgow (Chair), *The modeling of personality data in I-O psychology*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
59. Robie, C., Zickar, M. J., & Schmit, M. J. (1999, May). *Measurement equivalence between applicant and incumbent groups on a work-oriented measure of personality*. Poster presented at the conference of Applied Personality Psychology: The Intersection of Personality and I/O Psychology, Tulsa, OK.
60. Schmit, M. J., Kihm, J. A., & Robie, C. (1999, April). Refining a personality test to be used in selection across several cultures. In W. C. Borman (Chair), *Personality and performance: Boundary conditions for measurement and structural models*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
61. Smith, B., Robie, C., & Brinkmeyer, K. R. (1999, May). *An examination of subgroup differences in personality measurement: Race and gender measurement equivalence*. Poster presented at the conference of Applied Personality Psychology: The Intersection of Personality and I/O Psychology, Tulsa, OK.
62. Smith, C. S., Robie, C., Folkard, S., Barton, J., Spelten, E., Totterdell, P., Smith, L., & Costa, G. (1999, March). *The effects of shiftwork on health in the older worker*. Paper presented at the conference of Work, Stress, and Health '99: Organization of Work in a Global Economy. Baltimore, MD.
63. Bachiochi, P. D., Stanton, J. M., Robie, C., Perez, L. M., & Smith, P. C. (1998, April). *Revising the JDI Work subscale: Insights into stress and control*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
64. Robie, C., Born, M., & Schmit, M. J. (1998, July). Personal and situational determinants of personality responses: A partial reanalysis and reinterpretation of the Schmit et al. (1995) data. In K. Van Dam & M. Born (Chairs), *Personality and work*. Symposium conducted at the 9th European Conference on Personality, University of Surrey, Guilford, UK.
65. Robie, C., & Ryan, A. M. (1998, April). Effects of nonlinearity and heteroscedasticity on the validity of conscientiousness in predicting job performance. In D. S. Ones (Chair), *Multiple predictors, situational influences, and incremental validity*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.



66. Zickar, M., & Robie, C. (1998, April). Modeling faking good on personality items: An item-level analysis. In M. A. McDaniel (Chair), *Applicant faking with non-cognitive tests: Problems and solutions*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
67. Greguras, G. J., & Robie, C. (1997, April). *Reliability of 360-degree feedback ratings*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.
68. Greguras, G. J., & Robie, C. (1997, June). *Comparing measurement error of 360-degree feedback ratings across dimensions and rating sources*. Paper presented at the annual IPMA Assessment Council Conference on Professional Personnel Assessment, Newport Beach, CA.
69. Smith, C., Robie, C., Folkard, S., Barton, J., Macdonald, I., Smith, L., Spelten, E., Totterdell, P., & Costa, G. (1997, April). *Test of a theoretical model of adaptation to shiftwork*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.
70. Smith, C., Robie, C., Folkard, S., Barton, J., Macdonald, I., Smith, L., Spelten, E., Totterdell, P., & Costa, G. (1997, June). *Validation of a process model of shiftwork and health*. Paper presented at the XIII International Symposium on Night and Shiftwork, Majvik, Finland.
71. Robie, C., & Ryan, A. M. (1996, April). *Effects of conscientiousness and performance monitoring on task performance*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
72. Lee, S., McLarty, J., Robie, C., Reichert, M., Edwards, L., & Tozer, J. (1995, June). *A concurrent validation study of the Work Keys Locating Information Assessment at the Louisiana Department of Civil Service*. Paper presented at the annual meeting of the International Personnel Management Association Assessment Council, New Orleans, LA.
73. Robie, C., Ryan, A. M., Schmieder, R. A., & Dzyak, T. (1995, May). *The relation between job level and job satisfaction: A meta-analysis*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
74. Schmit, M. J., Stanard, S., & Robie, C. (1995, May). *The utility of personality inventories in the employee assistance process*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

75. Bateson, A. G., De Vader, C. L., & Robie, C. (1994, August). *Predicting cross-cultural adjustment of U.S. expatriates*. Poster presented at the annual meeting of the American Psychological Association, Los Angeles, CA.
76. Robie, C. (1994, March). *Person and situation effects on production deviance*. Paper presented at the Industrial-Organizational/Organizational Behavior Graduate Student Conference, Chicago, IL.
77. Johnson, E. K., & Robie, C. (1992, August). Organizational and employee values in the federal government. In E. K. Johnson (Chair), *Federal workforce issues and survey research*. Symposium conducted at the annual meeting of the American Psychological Association, Washington, DC.

Technical Reports:

1. Robie, C. (2002). *Niagara USA Chamber training needs survey results*. Niagara University, NY: College of Business.
2. Robie, C. (2000). *Faking and personality measurement*. Minneapolis, MN: Personnel Decisions International.
3. Robie, C., Kaster, K., Nilsen, D., & Hazucha, J. (2000). *The right stuff: Understanding cultural differences in leadership performance*. Minneapolis, MN: Personnel Decisions International.
4. Balzer, W. K., Kihm, J. A., Smith, P. C., Irwin, J. L., Bachiochi, P. D., Robie, C., Sinar, E. F., & Parra, L. F. (1997). *Users' manual for the Job Descriptive Index (JDI; 1997 Revision) and the Job in General (JIG) Scales*. Bowling Green, OH: Bowling Green State University.
5. Rogelberg, S., Bachiochi, P., Castiglione, T., Cowley, A., Fisher, G., O'Connor, G., Robie, C., Shepherd, W., Ury, K., & Yonker, R. (1996). *Recommendations for organizational development at the Sandusky County Department of Human Services*. Bowling Green, OH: Institute for Psychological Research and Application.
6. Ryan, A. M., & Robie, C. (1994). *Alpha/Beta Tube Corporation opinion survey*. Bowling Green, OH: Institute for Psychological Research and Application.
7. Robie, C. (1993). *Employee attitudes toward federal pay reform: Results from six case studies*. Washington, DC: U.S. Office of Personnel Management.

Abstracts and/or Papers Read:

1. Robie, C., & Komar, S. (2007). Simulation, computer approach. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial and organizational psychology* (Vol. 2, pp. 723-724). Thousand Oaks, CA: Sage.