

VITA - LIFETIME  
**ROBERT JOSEPH VANDENBERG**  
January 14, 2019

**ADDRESSES AND TELEPHONE NUMBERS**

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**EDUCATION**

Ph.D. 1982, The University of Georgia, Major in social psychology, Minor in industrial/organizational psychology and management.

M.S. 1981, The University of Georgia, Major in psychology.

B.A. 1978, The University of Georgia, Major in psychology.

**POSTDOCTORAL WORK**

1992 Personnel Decisions Institute, Certification Training in Functional Job Analysis, Conducted by Dr. Sydney Fine.

1984 The University of Minnesota, AACSB Certified Information Systems Faculty Development Institute.

**WORK EXPERIENCE**

2015-Present Head, Department of Management, Terry College of Business, Athens, Georgia.

2013-2015 Interim Head, Department of Management, Terry College of Business, Athens, Georgia.

2013-Present Robert O. Arnold Professor of Business, Terry College of Business, Athens, Georgia.

2001-Present Professor, Department of Management, The University of Georgia, Athens, Georgia.

2011-2014 Adjunct Professor, Department of Psychology, The University of Georgia, Athens, Georgia.

2001-Present Fellow, Institute for Behavioral Research, The University of Georgia, Athens, Georgia.

1993-2001 Associate Professor (tenured), Department of Management, The University of Georgia, Athens, Georgia.

2010-2013 Member of the Graduate Faculty, Graduate School, The University of Alabama.

1994-Present Member of the Graduate Faculty, Graduate School, The University of Georgia, Athens, Georgia.

1989-1993 Associate Professor (tenured), Department of Management and the W. T. Beebe Institute of Personnel and Employment Relations, Georgia State University, Atlanta, Georgia.

1985-1989 Assistant Professor, Department of Management, Georgia State University, Atlanta, Georgia.

1982-1985 Assistant Professor, Department of Management, Georgia Southern College, Statesboro, Georgia.

- 1981-1982      Research Coordinator, Department of Psychology, The University of Georgia, Athens, Georgia.
- 1978-1981      Instructor/Teaching Assistant, Department of Psychology, The University of Georgia, Athens, Georgia.
- Summer, 1980    Consumer Scientist, The Food and Drug Administration, Division of Consumer Studies, Washington, D.C.
- 1978              Research Assistant, Research and Evaluation Division, Northeast Georgia Community Mental Health Center, Athens, Georgia.

### **SCHOLARLY ACTIVITIES**

*Courses Taught:*

- Designing Team-Based Organizations (MBA)
- Directed an Honors CURO Student (2011-2012; 2014-2015)
- Human Resource Management (Undergr., MBA & PhD)
- International Management (Undergr.)
- Interpersonal Dynamics (MBA)
- Introduction to Business Leadership (Undergr.)
- Introductory MIS (Undergr.)
- Leadership (Undergr. & MBA)
- Management of Information and Data Processing Systems (Undergr.)
- Organization Change (Undergr. & MBA)
- Organization Development (Undergr. & MBA)
- Organizational Behavior (Undergr., MBA, & PhD)
- Organizational Interventions (MBA)
- Organizational Research Methods (PhD)
- Performance Appraisal (MBA & PhD)
- Principles of Management (Undergr.)
- Social Psychology (Undergr.)
- Statistics (Undergr., & PhD)
- Structural Equation Modeling: Introduction (Phd)
- Structural Equation Modeling: Advanced (PhD)
- Systems Analysis and Design (Undergr.)

*Visiting Engagements:*

- Summer 1999, University of Georgia Summer Abroad Program in Verona, Italy, 6-week course in International Strategic Management.
- Summer 1997, Guest professor on the University of Regensburg, Germany, 4-week intensive course in Designing Team Based Organizations (in German).
- Summer 1997, Guest lecturer on the University of Erlangen-Nuremberg, Germany (in German).
- Summer 1996, Guest professor for the University of New Orleans Summer Abroad Program, Innsbruck, Austria, Two 6-week courses in Principles of Management, and International Management.
- Summer 1996, Guest lecturer on the University of Erlangen-Nuremberg, Germany (in German).
- March 2006, Visiting scholar at the University of Melbourne, Melbourne, Australia.
- May-June 2009-2013, Visiting research scholar at the University of South Australia, Adelaide, Australia

*Research**Interests:*

High Involvement Work Processes  
 Measurement Invariance Issues and Practices  
 Latent Growth Modeling  
 Organizational Commitment

*Graduate**Student*

*Committees:* PLEASE SEE THE ACCOMPANYING LIST

*Grants**Funded (Chronological Order):*

Wilson, M.G., Smith, M.L., Corso, P.S., DeJoy, D.M., & Vandenberg, R.J. Putting CDSMP to work: Implementation of the Live Healthy Work Healthy Program. National Heart, Lung and Blood Institute, National Institutes of Health (050181-010). Amount funded \$3,236,343 (2015-2020).

Wilson, M., DeJoy, D., Vandenberg, R., Corso, P., & Davis, M. Effect of intensity and health coaches on the translation of DPP to worksites. Research grant funded by the National Institutes of Health (NIH Grant 1R18DK090672-01A1). Amount funded \$2,910,014 (2011-2017).

Vandenberg, R.J. Consultant for Detecting, Tracking, and Modeling Cognitive, Affective, and Metacognitive Regulatory Processes to Optimize Learning with MetaTutor. Research Grant funded by National Science Foundation (NSF): \$1,300,000. University of Memphis. R.S. Landis Principal Investigator (2010-2013).

Eby, L.T. & Muilenberg, J.L., and Johnson, A., Roman, P. MacKillop, J., & Vandenberg, R. Understanding the adoption and implementation of tobacco-free regulation in substance abuse treatment centers. National Cancer Institute, National Institutes of Health). Amount funded \$3,404,676. (2010-2016).

Dishman, R.K., & Vandenberg, R.J. Training interventions and genetics of exercise response. Funded by the National Institute of Health (NIH Grant 2R01DK062148-07A20 competing renewal), Amount funded \$305,658 (2010- 2015).

Dishman, R. & Vandenberg, R.J. Physical Activity During the Transition from Elementary School to Middle School. University of South Carolina through National Institute of Health Grant (PA-070-148), Amount funded \$468,633 (2009-2016).

Wilson, M.G., Davis, M., DeJoy, D.M., & Vandenberg, R.J. Translating a Weight Management Program to Worksites. Funded by the Centers for Disease Control and Prevention: Innovations in Applied Public Health Research, Amount funded \$1,178,189 (2007- 2010).

Edwards, B.D. (P.I.), Wallace, J.C., & Vandenberg, R.J. An examination of the effects of high involvement work climate on employee attitudes and performance. Funded by the Louisiana Office of Motor Vehicles. Amount funded \$2500 (2006-2008).

Dishman, R.K., DeJoy, D.M., Wilson, M.G., & Vandenberg, R.J. WAGES: Workplace Activity by Employee Goal Setting. Centers for Disease Control Public Health Research: Health Protection Initiative, Amount funded \$1,300,000 (2004-2008).

DeJoy, D., Wilson, M., & Vandenberg, R.J. Project title: Healthy Work Organizations: Intervention Effectiveness. NIOSH Safety & Occupational Health, Amount funded \$850,000 (1999-2003).

Vandenberg, R.J. Project funded by Life Office Management Association, Inc., Atlanta, GA. Project Title: Cultures of Excellence. March, 1998.

Davis, R., McKeown, P., Ryan, L., & Vandenberg, R. Project funded by UGA Office of Curriculum Development. Project title: Semester Conversion of the Department of Management. June, 1996.

Vandenberg, R.J. Project funded by Life Office Management Association, Inc., Atlanta, GA. Project title: PIRK Project: A Look At the Effects of Employee Involvement on Organizational Effectiveness. March, 1995.

Dowling M., Vandenberg, R., & Gatewood, R. Project funded by the Center for East-West Trade Policy and the VP for Academic Affairs, The University of Georgia. Project title: Scholarly Cooperation with the Center for Nonproliferation and Export Control in Minsk. June, 1994.

Vandenberg, R.J. Grant received from the Georgia State University research foundation for the project entitled, Evaluating the Development of Employee Commitment to an Organization. July, 1989.

Vandenberg, R.J., & Renn, R.W. Project funded by Cotton States Insurance Company, Atlanta, Ga. for the project entitled, A Comprehensive Evaluation of the Sociotechnical Approach to Job Redesign. January, 1987.

Vandenberg, R.J., & McCullin, R.S., & Renn, R.W. Project funded by Management Science America, Inc. for the project entitled, Practical and Theoretical Implication in the use of Survey Feedback Methodology. December, 1986-September 1989.

Scarpello, V., & Vandenberg, R.J. Project funded by the Life Office Management Association (LOMA), Atlanta, Ga. Project title: Examination of Relationships Between Perceptions/Attitudes, Performance, Turnover, and Absenteeism of Management Information System (MIS) Personnel Within the Insurance Industry. January, 1985.

Vandenberg, R.J., & Meredith, P.H. Grant received from the Faculty Research Committee at Georgia Southern College for the project entitled, A Survey of Current Organization Development Practices and Practitioners. February, 1983.

*Awards:* Recipient of the 2018 best publication of the year award in Organizational Research Methods given by the Research Methods Division of the Academy of Management.

Recipient of the 2010 Distinguished Career Award, the highest honor given to an individual by the Research Methods Division of the Academy of Management.

Recipient of the award for the best article in research methods for the past decade. Awarded in 2009 by the Research Methods Division of the Academy of Management.

Recipient 2008 Researcher of the Year Award, Terry College of Business, The University of Georgia.

Recipient of the 2006 Best Conference Paper Submitted by a Doctoral Student by the Research Methods Division of the Academy of Management written by Marcus Butts, a Ph.D. student and on which I was second author.

Recipient of the 2005 Robert McDonald Award sponsored by the Research Methods Division of the Academy of Management for the best publication over a 5-year period to advance research methods within the organizational sciences.

Recognitions for superior teaching, Honors Day Convocation, The University of Georgia (1994, 2000, and 2011).

Teacher of the Year (1999-2000) for Management, given by Alpha Kappa Psi (Natl. Business Fraternity), The University of Georgia

Finalist nominee, MBA Teacher of the Year (1999-2000), The University of Georgia.

The Zimmer Scholar Award for outstanding graduate research in psychology at The University of Georgia (1981-1982).

The J. Stanley Gray Award for outstanding graduating senior in psychology at The University of Georgia (1978).

Wayne State University Scholarship for studies at The University of Munich (1976-1977).

*Honors:* Beta Gamma Sigma, The National Honor Society in Business Administration  
Magna Cum Laude  
Phi Beta Kappa  
Psi Chi, The National Honor Society in Psychology

*Societies:* Academy of Management  
American Psychological Association (elected as a Fellow in 2007)  
Delta Sigma Pi Business Fraternity  
Society of Industrial and Organizational Psychology (elected as a Fellow in 2007)  
Society for Organizational Behavior  
Southern Management Association (elected as a Fellow in 2001)

**PUBLICATIONS** (Google Scholar Lifetime = 17670; 2016 thru 2018 = 5060; Web of Science Lifetime = 6607; 2016 thru 2018 = 2074). **Bold articles within 2016-2018 review period**

*Articles:* Aguinis, H., & Vandenberg, R.J. (2014). An ounce of prevention is worth a pound of cure: Improving research quality before data collection. Annual Review of Organizational Psychology and Organizational Behavior, 1, 569-595.

**Becker, T.D., Robertson, M.M., & Vandenberg, R.J. (2018). Nonlinear transformation in organizational research: Possible problems and potential solutions. Organizational Research Methods. (accepted May 2018). DOI:10.1177/1094428118775205**

Bentein, K., Vandenberg, R., Vandenberghe, C., & Stinglhamber, F. (2005). The role of change in the relationship between commitment and turnover : A latent growth modeling approach. Journal of Applied Psychology, 90, 468-482.

Brace, A.M., Padilla, H.M., DeJoy, D.M., Wilson, M.G., Vandenberg, R.J., & Davis, M.A. (2015). Applying RE-AIM to the evaluation of *FUEL Your Life* : A worksite translation of DPP. Health Promotion Practice, 16, 28-35.

Butts, M.M., Vandenberg, R.J. Schaffer, B.S., DeJoy, D.M., & Wilson, M.G. (2009). Individual reactions to high involvement work processes: Investigating the role of empowerment and perceived organizational support. Journal of Occupational Health Psychology, 14, 122-136.

Case, T.L., Vandenberg, R.J., & Meredith, P.H. (1990). Internal and external change agents. Leadership and Organization Development Journal, 11, 4-15.

**Corso, P.S., Ingels, J.B., Padilla, H.M., Padilla, H.M., Zuercher, H., DeJoy, D.M., Vandenberg, R.J., & Wilson, M.G. (2018). Cost effectiveness of a weight management program implemented in the worksite: Translation of Fuel Your Life. Journal of Occupational and Environmental Medicine, 60, 683-687. (accepted April 2018).**

- Cortina, J.M., Green, J.P., Keeler, K.R., & Vandenberg, R.J. (2017). Degrees of freedom in SEM: Are we testing the models that we claim to test? Organizational Research Methods, 20, 350-378. (accepted November 2016). DOI: 10.1177/1094428116676345**
- DeJoy, D.M., Della, L.J., Vandenberg, R.J., Wilson, M.G. (2010). Making work safer: Testing a model of social exchange and safety management. Journal of Safety Research, 41, 163-171.
- DeJoy, D.M., Padilla, H.M., Wilson, M.G., Vandenberg, R.J., & Davis, M.A. (2013). Worksite translation of the Diabetes Prevention Program: Formative research and pilot study results from "FUEL Your Life." Health Promotion Practice, 14, 506-513.
- DeJoy, D.M., Wilson, M.G., Vandenberg, R.J., & Dishman, R.K. (2008). Evaluating multi-level physical activity intervention in work settings. International Journal of Psychology, 43, 382-392.
- DeJoy, D.M., Schaffer, B.S., Vandenberg, R.J., Wilson, M.G., & Griffin-Blake, C.S. (2004). Making workplaces safer: Effects of job and organizational practices on safety climate. Journal of Safety Research, 35, 81-90.
- DeJoy, D., Wilson, M.G., Vandenberg, R.J., McGrath, A.L., & Griffin-Blake, S. (2010). Assessing the impact of a healthy work organization intervention. Journal of Occupational and Organizational Psychology, 83, 139-165.
- Dennis, A.R., Wixom, B.H., & Vandenberg, R.J. (2001). Understanding fit and appropriation effects in group support systems via meta-analysis. Management Information Systems Quarterly, 25, 189-215.
- Dishman, R.K., DeJoy, D., Wilson, M., & Vandenberg, R. (2009). A randomized workplace trial to increase physical activity: Move to Improve. American Journal of Preventive Medicine, 36, 133-141.
- Dishman, R.K., Dunn, A.L., Sallis, J.F., Vandenberg, R.J., & Pratt, C.A. (2010). Social-cognitive correlates of physical activity in a multi-ethnic cohort of middle-school girls: Two-year prospective study. Journal of Pediatric Psychology, 35, 188-198.
- Dishman, R. K., Vandenberg, R. J., Motl, R. W., & Nigg, C. R. (2010). Using Constructs of the Transtheoretical Model to Predict Classes of Change in Regular Physical Activity: A Multi-Ethnic Cohort Study. Annals of Behavioral Medicine, 40, 150-163.
- Dishman, R.K., Vandenberg, R.J., Motl, R.W, Wilson, M.G., & DeJoy, D.M. (2010). Dose relations between goal setting, theory-based correlates of goal setting and increases in physical activity during a workplace trial. Health Education Research, 25, 620-631.
- Franic, D.M., Vandenberg, R.J., & Amiram, G. (2010). Are health states timeless? A test of the utility independence assumption: comparing a repeated measures design and latent growth modeling. Value in Health, 13, A4.
- Haynes, N.J., Vandenberg, R.J., DeJoy, D.M., Wilson, M.G., Padilla, H.M., Zuercher, H.S., & Robertson, M.M. (2018). The workplace health group: A case study of 20 years of multidisciplinary research. American Psychologist. (accepted December 15, 2018).**
- Hurley, A.E., Scandura, T.A., Schriesheim C.A., Brannick, M.T., Seers, A., Vandenberg, R.J., & Williams, L.J. (1997). Exploratory and confirmatory factor analysis: Guidelines, issues, and alternatives. Journal of Organizational Behavior. 18, 667-683.
- Ingels, J.B., Walcott, R.L., Wilson, M.G., Corso, P.S., Padilla, H.M., Zuercher, H., DeJoy, D.M.**

- & Vandenberg, R.J. (2016). A prospective programmatic cost analysis of fuel your life: A worksite translation of DPP. Journal of Occupational and Environmental Medicine, 58, 1106-1112. (accepted November 2016)**
- Lance, C.E., Vandenberg, R.J., & Self, R.M. (2000). Latent growth models of individual change: The case of newcomer adjustment. Organizational Behavior and Human Decision Processes, 83, 107-140.
- Li, M., Sharp, B.M., Bergh, D.D., & Vandenberg, R.J. (2018). Statistical and methodological myths and urban legends in strategic management research: The case of moderation analysis. European Management Review. DOI: 10.1111/emre.12319 (accepted August 2018).**
- McTernan, W.P., Dollard, M.F., Tuckey, M.R. & Vandenberg, R.J. (2016). Enhanced co-worker support in isolated work groups and its mitigating role on the work-family conflict-depression loss spiral. International Journal of Environmental Research and Public Health, 13, 382-395 (accepted March 2016).**
- Meyer, J.P., Stanley, L.A., Vandenberg, R.J. (2013). A person-centered approach to the study of commitment. Human Resources Management Review, 23, 190-202.
- Miner, J.B., Crane, D.P., Vandenberg, R.J. (1994). Congruence and fit in professional role motivation theory. Organization Science, 5, 86-97.
- Ng, T.W.H., Butts, M.M., Vandenberg, R.J., DeJoy, D.M., & Wilson, M.G. (2006). Effects of management communication, opportunity for learning, and work schedule flexibility on organizational commitment. Journal of Vocational Behavior, 68, 474-489.
- O'Neill, O.A., Feldman, D.C., Vandenberg, R.J., DeJoy, D.M., & Wilson, M.G. (2011). Organizational achievement values, high involvement work practices, and business unit performance. Human Resource Management, 50, 541-558.
- O'Neill, O.A., Vandenberg, R.J., DeJoy, D., Wilson, M.G. (2009). Exploring relationships among anger, perceived organizational support, and workplace outcomes. Journal of Occupational Health Psychology, 14, 318-333.
- Park, K., Schaffer, B.S., Griffin-Blake, C.S., DeJoy, D.M., Wilson, M.G., & Vandenberg, R.J. (2004). Effectiveness of a healthy work organization intervention: Racial group differences. Journal of Occupational and Environmental Medicine, 46, 623-634.
- Parker, K.M., Wilson, M.G., Vandenberg, R.J., DeJoy, D.M., & Orpinas, P. (2009). Association of comorbid mental health symptoms and physical health conditions with employee productivity. Journal of Occupational and Environmental Medicine, 51, 1137-1144.
- Ployhart, R., & Vandenberg, R.J. (2010). A review and synthesis of longitudinal data analytical procedures in the organizational sciences. Journal of Management, 36, 94-120.
- Renn, R.W., & Vandenberg, R.J. (1991). Differences in employee attitudes and behaviors based on Rotter's (1966) internal-external locus of control: Are they all valid? Human Relations, 44, 1161-1178.
- Renn, R. W. & Vandenberg, R. J. (1995). The critical psychological states: An underrepresented component in job characteristics research. Journal of Management, 21, 279-304.
- Richardson, D.R., Vandenberg, R.J., & Humphries, S.A. (1986). Effect of power to harm on retaliative aggression among males and females. Journal of Research in Personality, 20, 402-419.

- Richardson, H.A., & Vandenberg, R.J. (2005). Integrating managerial perceptions and transformational leadership into a work-unit level model of employee involvement. Journal of Organizational Behavior, 26, 561-589.
- Richardson, H.A., Vandenberg, R.J., Blum, T.C., & Roman, P.M. (2002). Does decentralization Make a difference for the organization? An examination of the boundary conditions circumscribing decentralized decision-making and organizational financial performance. Journal of Management, 28, 217-244.
- Richardson, H.A., Yang, J., Vandenberg, R.J., DeJoy, D.M., & Wilson, M.G. (2008). What is the nature and strength of perceived organizational support's role in stressor-strain relationships? Examining differences based on stressor and strain type. Journal of Managerial Psychology, 23, 789-810.
- Riordan, C.M., & Vandenberg, R.J. (1994). A central question in cross-cultural management research: Do employees of different cultures interpret work-related measures in an equivalent manner? Journal of Management, 20, 643-671.
- Riordan, C.M. & Vandenberg, R.J. & Richardson, H.A. (2005). Employee involvement and organizational effectiveness: An organizational system perspective. Human Resource Management, 44, 471-488.
- Riordan, C.M., Weatherly, E.W., Vandenberg, R.J., & Self, R.M. (2001). The effects of pre- and post-entry experiences on newcomer perceptions of fit and worth, attitudes and turnover. Journal of Managerial Issues, 13, 159-176.
- Sardeshmukh S. & Vandenberg, R.J. (2017). Integrating moderation and mediation: A structural equation modeling approach. Organizational Research Methods, 20, 721-745. (Accepted January 2016)**
- Scarpello, V., Huber, V., & Vandenberg, R.J. (1988). Compensation satisfaction: Its measurement and dimensionality. Journal of Applied Psychology, 73, 163-171.
- Scarpello, V., & Vandenberg, R.J. (1992). Generalizing the importance of occupational and career variables to job satisfaction: From R&D to manufacturing plant employees. Journal of Organizational Behavior, 13, 125-140.
- Scarpello, V., & Vandenberg, R.J. (1987). The satisfaction with my supervisor scale (SWMSS): Its utility for research and practical applications. Journal of Management, 13, 447-466.
- Smith, M.B., Wallace, J.C., Vandenberg, R.J., Mondore, S. (2018). Employee involvement climate, task and citizenship performance, and instability as a moderator. International Journal of Human Resource Management, 29, 615-636. (accepted May 2016)**
- Smith, M. L., Wilson, M. G., DeJoy, D. M., Padilla, H., Zuercher, H., Corso, P. S., Vandenberg, R. J., Lorig, K., & Ory, M. G. (2015). Chronic Disease Self-Management Program (CDSMP) in the workplace: Opportunities for health improvement. Frontiers in Public Health Education and Promotion 2, 1-6 <https://doi.org/10.3389/fpubh.2014.00179>.
- Smith, M. L., Wilson, M. G., Robertson, M. M., Padilla, H. M., Zuercher, H., Vandenberg, R., Corso, P., Lorig, K., Laurent, D. D., & DeJoy, D. M. (2018). Impact of a translated disease self-management program on employee health and productivity: Six-month findings from a randomized controlled trial. International Journal of Environmental Research and Public Health, 15, 851. (Accepted July 2018). doi:10.3390/ijerph15050851**
- Spell, H.B., Eby, L.T., & Vandenberg, R.J. (2014). Developmental climate: A cross-level analysis of voluntary turnover and job performance. Journal of Vocational Behavior, 84, 283-292.



- Tetrick, L.E., Shore, L.M., Newton, L.A., & Vandenberg, R.J. (2007). A model of union participation: The impact of perceived union support, union instrumentality, and union loyalty. Journal of Applied Psychology, 92, 810-828.
- Stanley, L.A., Vandenberghe, C., Vandenberg, R.J., & Bentein, K. (2013) Commitment profiles and employee turnover. Journal of Vocational Behavior, 82. 176-187.
- Vandenberg, R.J. (1981). Food label information: What consumers say they use and what they actually use. In K.B. Monroe (Ed.), Advances in consumer research (Vol.8). Ann Arbor, Mich.: Association for Consumer Research.
- Vandenberg, R.J. (2002). Toward improving measurement invariance methods and procedures. Organizational Research Methods, 5, 139-158.
- Vandenberg, R.J. (2006). Statistical and methodological myths and urban legends: Where pray tell did they get this idea? Organizational Research Methods, 9, 194-201.
- Vandenberg, R.J., & Lance, C.E. (1992). Examining the causal order of job satisfaction and organizational commitment. Journal of Management, 18, 153-167.
- Vandenberg, R.J., & Lance, C.E. (2000). A Review and synthesis of the measurement invariance literature: Suggestions, practices and recommendations for organizational research. Organizational Research Methods, 3, 4-70.
- Vandenberg, R.J., & McCullin, R.S. (1989). Evaluating the long-range implications of compliance and internalization on turnover attitudes and behavior. In F. Hoy (Ed.), Best Paper Proceeding of the Academy of Management, 265-267.
- Vandenberg, R.J. & Nelson, J.B. (1999). Examining the functionality of turnover intentions: A Pretest-posttest control group design. Human Relations, 52, 1313-1336.
- Vandenberg, R.J., Richardson, H., & Eastman, L. (1999). High involvement organizations: Their antecedents and consequences. Group & Organization Management, 24, 300-339.
- Vandenberg, R.J., & Scarpello, V. (1994). A longitudinal assessment of the determinant relationship between employee commitments to the occupation and the organization. Journal of Organizational Behavior, 15, 535-547.
- Vandenberg, R.J., & Scarpello, V. (1992). A multitrait-multimethod assessment of the Satisfaction With My Supervisor Scale. Education and Psychological Measurement, 52, 203-212.
- Vandenberg, R.J., & Scarpello, V. (1990). The matching model: An examination of the processes underlying realistic job previews. Journal of Applied Psychology, 75, 60-67.
- Vandenberg, R.J., & Self, R.M. (1993). On assessing newcomers' changing commitments to the organization during the first six months of work. Journal of Applied Psychology, 78, 557-568.
- Vandenberg, R.J., Self, R.M., & Seo, J.H. (1994). A critical examination of the internalization, identification, and compliance commitment measures. Journal of Management, 20, 123-140.
- Vandenberg, R.J., & Seo, J.H. (1992). Placing recruiting effectiveness in perspective: A cognitive explication of the job-choice and organizational-entry period. Human Resource Management Review, 2, 239-273.
- Wang, M., Beal, D.J., Chan, D., Newman, D.A., Vancouver, J.B., & Vandenberg, R.J. (2017). Longitudinal Research: A Panel Discussion on Conceptual, Methodological, and Practical**

**Issues. Work, Aging and Retirement, 3, 1-24 (accepted October 2016).**

- Williams, L.J., Edwards, J. & Vandenberg, R.J. (2003). A review of advanced applications of structural equation techniques in organizational behavior and human resources management research. Journal of Management, 29, 903-936.
- Williams, L.J., Vandenberg, R.J., & Edwards, J.R. (2009). Structural equation modeling in management research: A guide for improved analysis. The Academy of Management Annals, 3: 543-604.
- Wilson, M.G., Basta, T., Bynum, B., DeJoy, D.M., Vandenberg, R.J., & Dishman, R.K. (2010). Do intervention fidelity and dose influence outcomes? Results from the Move to Improve worksite physical activity program. Health Education Research, 25, 294-305.
- Wilson, M.G., DeJoy, D.M., Vandenberg, R.J., Corso, P., Padilla, H. & Zuercher, H. (2016). Effect of intensity and program delivery on the translation of diabetes prevention program to worksites: A randomized controlled trial of fuel your life. Journal of Occupational and Environmental Medicine, 58, 1113-1120. (accepted November 2016).**
- Wilson, M.G., DeJoy, D.M., Vandenberg, R.J., Padilla, H. & Davis, M. (2016). Fuel Your Life: A translation of the Diabetes Prevention Program to worksites. American Journal of Health Promotion, 30, 188-197 (accepted January 2015).
- Wilson, M.G., DeJoy, D.M., Vandenberg, R.J., Richardson, H., & McGrath, A.L. (2004). Work characteristics and employee health and well-being: Test of a model of healthy work organization. Journal of Occupational and Organizational Psychology, 77, 565-588.
- Wolff M., Gay J.L., Wilson, M., DeJoy, D., & Vandenberg, R. (2018). Does organizational and co-worker support moderate diabetes risk and job stress among employees? American Journal of Health Promotion, 32, 959-962. (accepted December 2016).**

*Monographs:*

- Aguinis, H., & Vandenberg, R.J. (2008). Organizational research methods yearly update editorial. Organizational Research Methods, 12, 1-5
- Eastman, L.J., & Vandenberg, R.J. (1998). Cultures for excellence: A research report linking quality Of work life, quality service and employee involvement with competitive advantage. Atlanta, GA: Life Office Management Association, Inc.
- Eastman, L. & Vandenberg, R.J. (1997). Employee involvement: A source of competitive advantage. Atlanta, GA: Life Office Management Association, Inc.
- Lance, C.E., & Vandenberg, R.J. (2001). Confirmatory Factor Analysis. In F. Drasgow & N. Schmitt (Eds.), Measuring and Analyzing Behavior in Organizations: Advances in Measurement and Data Analysis (pp. 221-256, Volume in the Organizational Frontier Series). San Francisco: Jossey-Bass.
- Lance, C. E., & Vandenberg, R. J. (2012). Dynamic change and levels of analysis issues in the study of relationships at work. In L. T. T. Eby & T. D. Allen (Eds.), Personal relationships: The effect on employee attitudes, behavior, and well-being (pp. 383-402, Volume in the Organizational Frontier Series). New York: Routledge.
- LoPilato, A.C., & Vandenberg, R.J. (2015). The not so direct cross-level direct effect. In C.E. Lance & R.J. Vandenberg (Eds.), More Statistical and Methodological Myths and Urban Legends (pp. 292-310). New York, NY: Routledge.

**McTernan, W. P., Dollard, M. F., Tuckey, M., Vandenberg, R. (2016). Beneath the surface: An exploration of remoteness and work stress in the mines. In A. Shimazu, R. Bin-Nordin, M. Dollard, & J. Oakman (Eds.), Psychosocial Factors at Work in the Asia Pacific: From Theory to Practice (pp. 341-358). New York, NY: Springer. (Accepted September 2016).**

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Rosen, C., Vandenberg, R.J., & Rosen, S. (1981). The fate of senior citizen dropouts. In P.K.H. Kim & C.P. Wilson (Eds.), Toward the mental health of rural elderly. Washington, D.C.: University Press of America.

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Vandenberg, R.J. (1987). Recruiting: The First Staffing Function. In J. Ledvinka & V. Scarpello, Personnel-Human Resource Management. Boston: Kent Publishing Co.

Vandenberg, R.J. (2005). Additive models. In B.S. Everitt & D.C. Howell (eds.), Encyclopedia of Statistics in Behavioral Science (Vol. 1, pp. 22-24). Chichester, England: John Wiley.

Vandenberg, R.J. (2005). Fixed effect models. In B.S. Everitt & D.C. Howell (eds.), Encyclopedia of Statistics in Behavioral Science (Vol, 2, pp. 665-666). Chichester, England: John Wiley.

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Vandenberg, R.J. (2011). The revolution with a solution: All is not quiet on the statistical and methodological myths and urban legends front. In D.D. Bergh and D.J. Ketchen, Jr. (eds.), Building Methodological Bridges: Research Methodology in Strategy and Management (Vol. 6, pp. 237-257). Bingley, U.K.: Emerald Group Publishing Limited.

Vandenberg, R.J., & Grelle, D. (2009). Alternative model specifications in structural equation modeling: Facts, fictions, and truth. In C.E. Lance & R.J. Vandenberg (eds.), Statistical and Methodological Myths and Urban Legends: Received Doctrine, Verity, and Fable in the Organizational and Social Sciences (pp. 167-193). New York, NY: Routledge.

Vandenberg, R.J., & Lance, C.E. (1998). A summary of the issues underlying measurement equivalence and their implications for interpreting group differences. Research Methods Forum, Vol. 3 (an online publication, <http://www.aom.pace.edu/rmd/>).

**Vandenberg, R.J., & Morelli, N.A. (2016). A contemporary update on testing for measurement invariance and equivalence. In J.P. Meyer (Ed.), The Handbook of Employee**

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- Vandenberg, R.J., Lance, C.E., & Taylor, S. (2005). A latent variable approach to rating source equivalence: Who should provide ratings on organizational citizenship behavior dimensions? In D. Turnipseed (Ed.), A Handbook of Organizational Behavior Citizenship Behavior: A Review of 'Good Soldier' Activity in Organizations (pp. 109-141). New York: Nova Science Publishing.
- Vandenberg, R.J., Park, K.O., DeJoy, D.M., Wilson, M.G., & Griffin-Blake, S. (2002). Placing job stress in perspective: An organizational network view of its antecedents and consequences. In P. Perrewé & D. Ganster (eds.), Historical and Current Perspectives on Stress and Health Research in Occupational Stress and Well-Being (Vol.2, pp. 57-116). New York: JAI Press/Elsevier Science.
- Vandenberg, R.J., & Richardson, H.A. (2019). A primer on multilevel structural equation modeling: User-friendly guidelines. In S.E. Humphrey, & J.M. LeBreton (eds.), The Handbook of Multilevel Theory, Measurement, and Analysis. (pp. 449-472). Washington, D.C.: American Psychological Association.**
- Vandenberg, R.J., & Stanley, L.J. (2009). The statistical and methodological challenges underlying a new era of commitment research. In H.J. Klein, T.E. Becker, & J.P. Meyer (eds.), Commitment in Organizations: Accumulated Wisdom and New Directions. (pp. 383-418, Volume in the Organizational Frontier Series). San Francisco: Jossey-Bass.
- Wilson, M.G., Padilla, H.M., Vandenberg, R.J. & DeJoy, D.M. (2016). Keeping the control group controllable: Lessons on implementation from a translation study. Sage Research Methods Cases Health, Thousand Oaks, CA: Sage.

*Books:*

- C.E. Lance & R.J. Vandenberg (2009). Statistical and Methodological Myths and Urban Legends: Received Doctrine, Verity, and Fable in the Organizational and Social Sciences. New York, NY: Routledge.
- C.E. Lance & R.J. Vandenberg (2015). More Statistical and Methodological Myths and Urban Legends. New York, NY: Routledge.

*Practitioner:*

- Eastman, L., & Vandenberg, R.J. (1996). Employee Involvement Equals Competitive Advantage. Resource: The Magazine for Insurance & Financial Services Management. Atlanta, GA: LOMA, Inc.
- Eastman, L., Kline, C.D., & Vandenberg, R.J. (1998). Corporate Culture Does Make a Difference for Competitive Advantage. Resource: The Magazine for Insurance & Financial Services Management. Atlanta, GA: LOMA, Inc.
- Richardson, H.A., Vandenberg, R.J., & Wilkerson, J. (2000). Using systems of practices to gain top performance. Resource: The Magazine for Insurance and Financial Service Management. Atlanta, GA: LOMA, Inc.

*In Process (Drafts available upon request):*

- Padilla, H., Wilson, M., Clark, M., & Vandenberg, R.J. (revise and resubmit). Health behavior among working adults: Workload and exhaustion are associated with nutrition and physical activity behaviors that lead to weight gain. Journal of Health Psychology.

*Technical*

- Reports:* Hackleman, E.C., & Vandenberg, R.J. The relative value of different components of food label

information. Department of Health and Human Services, Food and Drug Administration, Bureau of Foods, Division of Consumer Studies: Washington, D.C., 1980.

Hackleman, E.C., & Vandenberg, R.J. An analysis of consumer learning in food issues and topics. Department of Health and Human Services, Food and Drug Administration, Bureau of Foods, Division of Consumer Studies: Washington, D.C., 1980.

Javaid, S., Case, T., & Vandenberg, R. Dynamics of capacity utilization and strategic performance: A training manual. Georgia Southern College, Division of Continuing Education and Public Services, Center for Business and Industrial Development: Statesboro, Ga., 1982.

Vandenberg, R.J., & Hackleman, E.C. Consumer perceptions of sources and types of untruthful information about additives. Department of Health and Human Services, Food and Drug Administration, Bureau of Foods, Div. of Consumer Studies: Washington, D.C., 1980.

Vandenberg, R.J., & Meredith, P.H. A Survey of OD Techniques and Practices Among Internal Practitioners and External Consultants. Faculty Research Committee, Georgia Southern College, Statesboro, Ga., November 1984.

**CONFERENCES, PRESENTATIONS AND WORKSHOPS** (\*denotes paper published in meeting proceedings)

- 2019 Vandenberg, R.J. (Presenter). Moving forward together: Collaboration opportunities between SOTLE researchers and methodologists. A professional development workshop organized by Tine Köhler and Paul Hibbert. Under review for presentation at the annual conference of the Academy of Management, Boston.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Introduction to structural equation modeling using the R package lavaan. 2.5-day workshop given for the Consortium for the Advancement of Research Methods and Analysis at the University of South Carolina, Columbia, SC.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Introduction to structural equation modeling using the R package lavaan. 2.5-day workshop to be given for the Consortium for the Advancement of Research Methods and Analysis at the University of South Australia, Adelaide, Australia.
- 2018 Li, M., Bergh, D., Sharp, B., & Vandenberg, R. Is methodological precedence in strategy research based on myths and urban legends? Evidence from moderation analysis. Paper presented at the annual conference of European Academy of Management, Rejkavik, Iceland.
- Smith, M. L., Wilson, M. G., Robertson, M. M., Padilla, H. B., Zuercher, H., Vandenberg, R., Corso, P. S., Lorig, K., & DeJoy, D. M. Impact of a disease self-management program on employee health and work performance: Introducing Workplace CDSMP. Paper presented at the annual conference of the Gerontological Society of America, Boston.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. 5-day workshop given at the Center for the Advancement of Research Methods and Analysis, Wayne State University, Detroit.
- Vandenberg, R.J. (workshop provider). An Introduction to Multi-level Modeling. Preconference professional development workshop given at the annual conference of the Academy of International Business, Minneapolis-St. Paul.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Intermediate multilevel modeling. 2.5 day workshop given at the Center for the Advancement of Research Methods and Analysis, University of Padua, Padua, Italy.
- 2017 Wilson, M., DeJoy, D., Vandenberg, R., Corso, P., Padilla, H., Zuercher, H., Mitchell, M. The effectiveness of program delivery on the translation of DPP to a worksite setting: Implementation of Fuel Your Life. Paper to be presented at the Global Implementation Conference, Toronto.

Wolff, M.B., Gay, J.L., Wilson, M.G., DeJoy, D.M., Vandenberg, R.J. Organizational and Co-Worker Support, Diabetes Risk and Job Stress Among Employees. Paper presented at the Annual Meeting and Scientific Sessions of the Society of Behavioral Medicine, San Diego, CA.

Vandenberg, R.J. (workshop provider). Latent growth modeling in the study of change. Preconference professional development workshop given at the annual conference of the European Association of Work and Organizational Psychology, Dublin, Ireland.

Vandenberg, R.J. (workshop provider). An Introduction to Multi-level Modeling. Preconference professional development workshop given at the annual conference of the Academy of International Business, Dubai, UAE.

Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. 5 day workshop given at the Center for the Advancement of Research Methods and Analysis, Wayne State University, Detroit.

Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Intermediate multilevel modeling. 2.5 day workshop given at the Center for the Advancement of Research Methods and Analysis, University of South Australia, Adelaide (March).

Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced multilevel modeling. 2.5 day workshop given at the Center for the Advancement of Research Methods and Analysis, University of South Australia, Adelaide (November).

2016 Vandenberg, R.J. (workshop provider). Longitudinal Modeling. Workshop for faculty and PhD students in the College of Business, University of Auckland, Auckland, NZ.

Vandenberg, R.J. (guest speaker). Statistical and Methodological Myths and Urban Legends. Lecture for faculty and PhD students in Zicklin School of Business, Baruch College/City University of New York, NYC.

Vandenberg, R.J. (workshop provider). An Introduction to Multi-Level Modeling. Preconference professional development workshop given at the annual conference of the Academy of International Business, New Orleans.

Vandenberg, R.J. (session chair). Research Methods in IB. Paper presentation session at the annual conference of the Academy of International Business, New Orleans.

Vandenberg, R.J. (presenter). Myth-Busting and Institutional Change: How to Achieve a More Innovative Future for Research Methodology in IB. Plenary panel session at the annual conference of the Academy of International Business, New Orleans.

Vandenberg, R.J. (workshop provider). Factor analysis: Exploratory, confirmatory, and exploratory structural equation modeling. Preconference professional development workshop given at the annual conference of the Academy of Management, Anaheim.

Vandenberg, R.J. (discussant). It's about time! Dynamic perspectives on the work-nonwork interface. Symposium organized by Marcus Butts. Presentation at the annual conference of the Society of Industrial and Organizational Psychology, Anaheim.

Vandenberg, R.J. (Invited workshop provider). Latent class analysis. For credit continuing education workshop given at the Society of Industrial and Organizational Psychology Conference, Anaheim.

Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. 5-day workshop given at the Center for the Advancement of

Research Methods and Analysis, Wayne State University, Detroit.

Wilson, M.G., DeJoy, D.M., Padilla, H., Mitchell, M., Vandenberg, R.J., & Zuercher, H. Social and organizational support for change at work. Presented at the 4th Wellbeing at Work Conference, Amsterdam.

- 2015 Mitchell, M.S., & Vandenberg, R.J. (co-chairs). The diminishing effects of work: Theoretical and empirical advances on employee health. Symposium for the annual conference of the Academy of Management, Vancouver.
- Padilla, H., Wilson, M.G., DeJoy, D.M., Vandenberg, R.J., LoPilato, A., & Zuercher, H. (presenters). Predictors of success in a worksite weight management study. Presented at the Society of Behavioral Medicine Conference, San Antonio.
- Smith, M.L., Wilson, M.G., DeJoy, D.M., Padilla, H.M., Zuercher, H., Vandenberg, R.J., Corso, P., Lorig, K., & Ory, M. (presenters). Translating the Chronic Disease Self-Management Program (CDSMP) for use in the workplace: Stakeholders and processes. Presentation at the annual conference of the American Public Health Association, Chicago.
- Smith, M. L., Wilson, M. G., Zuercher, H., DeJoy, D. M., Padilla, H. B., Vandenberg, R., Corso, P. S., Lorig, K., & Ory, M. G. The role of trained facilitators in translating CDSMP for use in the workplace. Poster presented at the Gerontological Society of America Annual Conference, Orlando.
- Vandenberg, R.J. (discussant). Symposium organized by Adam H. Kabins titled Profiling commitment: Person-centered approaches to organizational commitment. Presented at the Society of Industrial and Organizational Psychology Conference, Philadelphia.
- Vandenberg, R.J. (Invited workshop provider). Latent change analysis. For credit continuing education workshop given at the Society of Industrial and Organizational Psychology Conference, Philadelphia.
- Vandenberg, R.J. (presenter). Theme track organized by Tine Koehler titled Pursuing better science in organizational psychology. Presented at the Society of Industrial and Organizational Psychology Conference, Philadelphia.
- Vandenberg, R.J. (presenter). Theme track organized by Jeff W. Johnson titled Peer review process: Advancing science and practice. Presented at the Society of Industrial and Organizational Psychology Conference, Philadelphia.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Latent change analyses and techniques. Webcast to be given at the Consortium for the Advancement of Research Methods and Analysis, University of North Dakota, Grand Forks.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. 5 day workshop given at the Consortium for the Advancement of Research Methods and Analysis, Wayne State University, Detroit.
- Vandenberg, R.J. (workshop provider). Ask the Experts Professional Development Workshop. Preconference workshop at the annual conference of the Academy of Management, Vancouver.
- Vandenberg, R.J. (workshop provider). Advice From the Experts: Common Issues and Best Practices in Multilevel Theory & Analysis. Preconference professional development workshop at the annual conference of the Academy of Management, Vancouver.
- Vandenberg, R.J. (workshop provider). Latent change analyses and techniques. Professional development workshop to be given at the annual conference of the Southern Management Association, St. Pete

Beach, Fl.

Vandenberg, R.J., & Lance, C.L. (presenters). A decade of statistical and methodological myths and urban legends. Presented in a symposium titled Best (though not current) practices for modern research methods. Accepted for presentation at the Society of Industrial and Organizational Psychology Conference, Philadelphia.

Wilson, M.G., DeJoy, D.M., Padilla, H.M., Vandenberg, R.J., Padilla, H.M., Zuercher, H., Howard, T. Shelnut, S., & LoPilato, A. (presenters). Effectiveness of health coaches on the translation of a weight management program to worksites. Under review for presentation at the annual conference of the American Public Health Association, Chicago.

2014 Lance, C., & Vandenberg, R.J. (co-chairs). Statistical and methodological myths and urban legends: Part IX. Symposium presented at the Society of Industrial and Organizational Psychology Conference, Honolulu.

Vandenberg, R.J. (presentation). Advanced structural equation modeling. Presented at the pre-conference doctoral student consortium, Society of Industrial and Organizational Psychology Conference, Honolulu.

Vandenberg, R.J. (Invited workshop provider). Structural equation modeling. For credit continuing education workshop given at the Society of Industrial and Organizational Psychology Conference, Honolulu.

Vandenberg, R.J. (workshop provider). Advanced multilevel structural equation modeling. A pre-conference professional development workshop, Academy of Management Conference, Philadelphia.

Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. Two and half day workshop given at the Center for the Advancement of Research Methods and Analysis, University of Melbourne, Melbourne, Australia.

Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. 5 day workshop given at the Center for the Advancement of Research Methods and Analysis, Wayne State University, Detroit.

Wilson, M.G., Padilla, H.M., LoPilato, A., Zuercher, H., DeJoy, D. & Vandenberg, R. (2014). An examination of the relationship between work-related and leisure-time physical activity and the perception of work. Presented at the 5th International Congress on Physical Activity and Public Health, Rio de Janeiro, Brazil.

2013 Bergh, D., Vandenberg, R.J., Li, M., & Sharp, B. Do statistical myths and urban legends matter for the sustainability of strategy research? Presented at the Strategic Management Society conference, Atlanta.

Lance, C., & Vandenberg, R.J. (co-chairs). Statistical and methodological myths and urban legends: Part VIII. Symposium presented at the Society of Industrial and Organizational Psychology Conference, Houston.

Lynch, J.W. & Vandenberg, R.J. (presenters). Attitudinal and performance outcomes of investments in Employee development. Paper presented at the Society of Industrial and Organizational Psychology Conference, Houston.

\*Sardesmukh, S. & Vandenberg, R.J. (presenters). Integrating moderation and mediation: A structural equation modeling approach. Presented at the Academy of Management conference, Orlando.



- Vandenberg, R.J. (presenter). Statistical myths and methodological urban legends. Presented as a webcast broadcast to hundreds of universities worldwide through the Center for the Advancement of Research Methods and Analysis, Wayne State University, Detroit.
- Vandenberg, R.J. (panelist). Pre-conference professional development workshop (PDW) organized by A. J. Shipp & R. E. Ployhart titled "How Should I Study Time? A Temporal Tutorial and Workshop." Accepted for the Academy of Management conference, Orlando.
- Vandenberg, R.J. (panelist). Pre-conference professional development workshop (PDW) organized by R. Eckardt, A. Crocker, & T. P. Moliterno titled "Empirical Investigation of Multilevel Research Questions in Strategy." Accepted for the Academy of Management conference, Orlando.
- Vandenberg, R.J. (preconference). Participant in an open preconference session titled, Ask the Quantitative Experts. Held at the conference of the Academy of Management, Orlando.
- Vandenberg, R.J. (Invited speaker). Applying advanced structural equation modeling techniques during the dissertation process. Presented to attendees of the preconference doctoral student consortium at the Society of Industrial and Organizational Psychology conference, Houston.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. Two and half day workshop to be given at the Center for the Advancement of Research Methods and Analysis, Wayne State University, Detroit, MI.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. Two and half day workshop to be given at the Center for the Advancement of Research Methods and Analysis, University of Melbourne, Melbourne, Australia.
- 2012 Bergh, D., Vandenberg, R.J., Li, M., & Sharp, B. Statistical and Methodological Myths and Urban Legends in Strategic Management Research: The Cases of Moderation and Mediation. Presented at the Strategic Management Society Conference, Prague.
- DeJoy, D.M., Padilla, H.M., Wilson, M.G., Vandenberg, R.J., & Davis, M.A. Worksite translation of the Diabetes Prevention Program: Formative and pilot study results. Presented at the 12th International Congress of Behavioral Medicine. Budapest, Hungary.
- Padilla, H.M., Wilson, M.G., DeJoy, D.M., Brace, A.M., & Vandenberg, R.J. Process evaluation findings from FUEL Your Life - A worksite translation of the Diabetes Prevention Program. Presented at the annual conference for the American Public Health Association, San Francisco.
- Stanley, L.A., Vandenberg, R.J., Vandenberghe, C., & Bentein, K. Commitment profiles and turnover. Presented at the Academy of Management annual conference, Boston.
- Vandenberg, R.J. (presenter). On the myth that is cross-level effects. In Lance, C.E. (chair), Statistical and methodological myths and urban legends: Part VII. Symposium presented at the Society of Industrial and Organizational Psychology conference, San Diego.
- Vandenberg, R.J. (panelist). Longitudinal research: A question and answer session on recent advances. Panel discussion organized by D. Newman. Presented at the Society of Industrial and Organizational Psychology conference, San Diego.
- Vandenberg, R.J. (preconference). Participant in an open preconference session titled, Ask the Quantitative Experts. Held at the conference of the Academy of Management. Boston.
- Vandenberg, R.J. (panelist). Symposium on longitudinal data analysis in the organizational sciences: Challenges and opportunities organized by M.J. Mazzei & J.D. DeBode. Presented at the Academy of Management annual conference, Boston.

- Vandenberg, R.J. (presenter). Latent variable multilevel modeling. Workshop presented at the conference of the Southern Management Association. Ft. Lauderdale.
- Vandenberg, R.J. (Invited speaker). Applying advanced structural equation modeling techniques during the dissertation process. Presented to attendees of the preconference doctoral student consortium at the Society of Industrial and Organizational Psychology conference, Chicago.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. Two and half day workshop to be given at the Center for the Advancement of Research Methods and Analysis, Wayne State University, Detroit, MI.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. Two and half day workshop to be given at the Center for the Advancement of Research Methods and Analysis, University of Melbourne, Melbourne, Australia.
- 2011 DeJoy, D.M., Wilson, M.G., Padilla, H.M., Davis, M., Eldredge, C., & Vandenberg, R.J. Comparison of obese and non-obese railroad workers: Results from fuel your life. Presented at the annual conference of the American Public Health Association, November, Washington, D.C.
- Lance, C., & Vandenberg, R.J. (co-chairs). Statistical and methodological myths and urban legends: Part VI. Symposium presented at the Society of Industrial and Organizational Psychology conference, Chicago.
- Vandenberg, R.J. (conference organizer and host). Organized and hosted the annual conference of the Society for Organizational Behavior, University of Georgia, October.
- Vandenberg, R.J. (panelist). Longitudinal research: Combining recent advances. Panel discussion organized by M. Wang and D. Newman. Presented at the Society of Industrial and Organizational Psychology conference, Chicago.
- Vandenberg, R.J. (Invited speaker). Academic careers and career advice. Given to attendees of the preconference doctoral student consortium at the Society of Industrial and Organizational Psychology conference, Chicago.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. Two and half day workshop given at the Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University, Richmond, VA.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. Two and half day workshop given at the Center for the Advancement of Research Methods and Analysis, University of Melbourne, Melbourne, Australia.
- Vandenberg, R.J. (Guest talk). Taking a person-centered approach to examining commitment forms and profiles. Presentation given to faculty and PhD students in management and psychology at Clemson U. (January) and the U. of Memphis (February).
- Vandenberg, R.J. (Guest talk). Statistical myths and methodological urban legends. Presentation given to faculty and PhD students in management and psychology at the University of Alabama (April).
- Wilson, M.G., DeJoy, D.M., Padilla, H.M., Davis, M., Vandenberg, R.J., Eldredge, C. Effectiveness of worksite diabetes prevention programs: Results of fuel your life. Presented at the annual conference of the American Public Health Association, November, Washington, D.C.
- Wilson, M.G., Padilla, H.M., DeJoy, D.M., Vandenberg, R.J., and Eldredge, C. Being healthy is hard work: Worksite translation of DPP. Presented at the 4<sup>th</sup> Annual NIH Conference on the Science of Dissemination and Implementation: Policy and Practice, Washington, DC.

- 2010 Eby, L. T., Burk, H. G., Vandenberg, R. J., & Kinkade, K. The physical work environment as a unique and neglected predictor of attitudinal strain. In Sparks, T. E. (Co-Chair) & Eby, L. T. (Co-Chair), *Workplace features and employee wellbeing: An occupational health perspective*. Symposium presented at the conference of the Academy of Management, Montreal, Quebec, CA.
- Francic, D., Gafni, A., & Vandenberg, R. (presentation). Are health states "timeless" -- A Test Of The utility independence assumption: Comparing a repeated measures design and latent growth modeling. Presented at the International Society for Pharmacoeconomics and Outcomes Research, Atlanta, GA.
- Lance, C., & Vandenberg, R.J. (co-chairs). Statistical and methodological myths and urban legends: Part V. Symposium presentation at the Society of Industrial and Organizational Psychology conference, Atlanta.
- Padilla, H.M., Wilson, M.G., Bynum, B.H., Davis, M., DeJoy, D.M. & Vandenberg, R.J. (presentation). Translating the diabetes prevention program to worksites: Results from a pilot study. Presented at the annual conference of the American Public Health Association, November, Denver, CO.
- Vandenberg, R.J. (discussant). New developments in modeling longitudinal and dynamic data. Symposium organized by Paul Hanges and Ashley Fulmer and presented at the Society of Industrial and Organizational Psychology conference, Atlanta.
- Vandenberg, R.J. (preconference). Participant in an open preconference session titled, Ask the Quantitative Experts. Held at the conference of the Academy of Management, Montreal, Quebec, CA.
- Vandenberg, R.J. (presentation). Ethics in the Publication Process: Policy, Practice, and Consequences. All Academy Symposium organized by Jeffrey R. Edwards and presented at the conference of the Academy of Management, Montreal, Quebec, CA.
- Vandenberg, R.J. (workshop). Six-day workshop on measurement design, development and validation in my role as a visiting scholar at the University of South Australia. Given to faculty and PhD students of the School of Business. Adelaide, Australia.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. Two and half day workshop given at the Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University, Richmond, VA.
- Williams, L.J., & Vandenberg, R.J. (presentation). Structural equation modeling and experimental tests of mediation. Presented in the symposium, Research design and statistical issues in tests of mediation, organized by Charles Lance held at the Society of Industrial and Organizational Psychology conference, Atlanta.
- Wilson, M.G., Bynum, B.H., Davis, M., DeJoy, D.M., & Vandenberg, R.J. (presentation). Translating the Diabetes Prevention Program to worksites: Results from a pilot study. Presented at the annual conference of the American Public Health Association, November, Denver, CO.
- Wilson, M.G., DeJoy, D.M., Padilla, H.M., Davis, M., Bynum, B.H. & Vandenberg, R.J. (presentation). FUEL your life: Results from a worksite diabetes prevention program. Presented at the annual conference of the American Public Health Association, November, Denver, CO.
- 2009 O'Neil, O.A., Feldman, D.J., Vandenberg, R.J., DeJoy, D.M., & Wilson, M.G. (presentation). Organizational values, employee negative affect, and high-performance work practices. Presented at the conference for the Academy of Management, Chicago, IL.
- Stanley, L.J., Vandenberg, R.J., Vandenberghe, C. & Bentein, K. (presentation). Commitment profiles: truly taking a multidimensional perspective. Presented at the Society of Industrial and Organizational Psychology, New Orleans.

- Stanley, L.J., Vandenberg, R.J., Vandenberghe, C. & Bentein, K. (presentation). Profiles of commitment: A multidimensional perspective. Presented at the conference for the Academy of Management, Chicago, IL.
- Vandenberg, R.J. (presentation). Structural model specification: Basic issues with control variables. Presented in the symposium organized by L.J. Williams and E. Boyles at the conference for the Academy of Management, Chicago, IL.
- Vandenberg, R.J. (presentation). Opening address as the editor of *Organizational Research Methods* (ORM) for a meet ORM's editorial review board roundtable session. Presented at the conference for the Academy of Management, Chicago, IL.
- Vandenberg, R.J. (preconference). Participant in an open preconference session titled, Ask the Quantitative Experts. Held at the conference of the Academy of Management, Chicago, IL.
- Vandenberg, R.J. (workshop). Two-day workshop on measurement design, development and validation in my role as a visiting scholar at the University of South Australia. Given to faculty and PhD students of the School of Business. Adelaide, Australia.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. Two and half day workshop given at the Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University, Richmond, VA.
- Vandenberg, R.J., & Grelle, D. (presentation). Alternative model specifications in structural equation modeling. Presented at the Society of Industrial and Organizational Psychology, New Orleans.
- Vandenberg, R.J., & Lance, C.E. (symposium). Where is the Kernel of Truth – Part Quatre? Symposium presented at the Society of Industrial and Organizational Psychology, New Orleans.
- Wilson, M.G., Bowen, H.M., Davis, M., DeJoy, D.M., Baker, K.M., Bynum, B., Vandenberg, R.J. (presentation). *FUEL* your life: Pilot study of a worksite diabetes prevention program. Presented at the annual meeting of the American Public Health Association, Philadelphia, PA.
- Wilson, M.G., Davis, M., DeJoy, D.M., Bowen, H., Baker, K., Hoffman-Bynum, B. & Vandenberg, R.J. (presentation). *Fuel Your Life*: Formative research for a worksite diabetes prevention program. Presented at the 2009 CDC Diabetes Translation Conference, Long Beach, CA.
- Wilson, M.G., DeJoy, D.M., Vandenberg, R.J., Walsh, S., Dishman, R.K. (presentation). Field test of an online worksite physical activity program. Presented at the annual meeting of the American Public Health Association, Philadelphia, PA.
- 2008 Baker, K.M., Wilson, M.G., DeJoy, D.M., & Vandenberg, R.J. (presentation). Employee productivity and co-morbid mental and physical health conditions: What do we know? Presented at the annual meeting of the American Public Health Association, San Diego.
- Lance, C.E., & Vandenberg, R.J. (symposium). Statistical/methodological myths and urban legends III: The saga continues. Presented at the conference for the Society of Industrial and Organizational Psychology, San Francisco.
- Ng, T.W.H., & Vandenberg, R.J. (presentation). The moderating role of contract replicability in psychological contract research. Paper presented at the conference for the Academy of Management, Anaheim, CA.
- Vandenberg, R.J. (discussant). Asking new questions: Leadership in the age of configural organizing. Symposium organized by Anson Seers and presented at the conference for the Academy of

Management, Anaheim, CA.

Vandenberg, R.J. (presentation). Latent growth modeling. Presented at the conference for Methodological Trends and Issues in Organizational Science, I-Shou University, Kaohsiung, Taiwan.

Vandenberg, R.J. (colloquium). Methodological trends and opportunities. Presented to faculty and PhD Students in College of Business, National University of Taiwan, Taipei, Taiwan.

Vandenberg, R.J. (key note address). Trends, challenges and opportunities within organizational research methods. Presented at the conference for Methodological Trends and Issues in Organizational Science, I-Shou University, Kaohsiung, Taiwan.

Vandenberg, R.J. (workshop). Advanced structural equation modeling techniques and procedures. Two day workshop for faculty and PhD students of the Sam Walton College of Business, University of Arkansas.

Vandenberg, R.J. (presentation). Undertaking qualitatively good quantitative research. Given to faculty and PhD students of the Robert H. Smith School of Business, University of Maryland.

Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. Two and half day workshop given at the Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University, Richmond.

Vandenberg, R.J. (presentation). Organizational commitment profiles over time. Presented at the Society of Organizational Behavior annual conference, Richmond, VA.

Vandenberg, R.J., & Chan, D. (workshop). Conceptual and methodological issues in analyzing changes over time. Provided at the conference for the Society of Industrial and Organizational Psychology, San Francisco.

Vandenberg, R.J., & Dishman, R.K. (presentation). Latent transition analysis. Presentation for a symposium titled, Current Issues with Latent Variables and Organizational Research. Presented at the conference for the Academy of Management, Anaheim, CA.

Wilson, M.G., Dishman, R.K., DeJoy, D.M., Vandenberg, R.J., Walsh, S., Grelle, D., & Basta, T. Move to Improve: Effectiveness of a multi-level worksite physical activity intervention. Presented at the 2<sup>nd</sup> International Congress on Physical Activity and Public Health, Amsterdam, Netherlands

2007 Butts, M. M., Ng, T. W. H., Vandenberg, R. J., DeJoy, D.M., & Wilson, M.G. (presentation). Gender Differences in Formal and Informal Support Interactions on Commitment. Presented at the the conference for the Society of Industrial and Organizational Psychology, New York.

Edwards, B. D., Wallace, J. C., Cox, B., & Vandenberg, R. J.(presentation). High involvement management climate, job attitudes, and organizational citizenship behaviors. In J. C. Wallace (Chair) *Doing good by going above and beyond: New directions in citizenship research*. Symposium presented at the annual meeting of the Academy of Management, Philadelphia.

Ng, T.W.H., Butts, M.M., & Vandenberg, R.J. (presentation). Do Employee Attitudes Matter to Task Performance? A Meta-Analysis. Presented at the conference for the Society of Industrial and Organizational Psychology, New York.

\*Stanley, L. J., Vandenberg, R. J., Vandenberghe, C., & Bentein, K. (presentation). The role of latent variable mixture modeling in a new era of commitment research. Annual meeting of the Southern Management Association, Nashville.

Vandenberg, R.J. (Preconference). Latent growth modeling. Professional development workshop provided at the Academy of Management, Philadelphia.

- Vandenberg, R.J. (Preconference). Measurement design and validation. Professional development workshop provided at the Academy of Management, Philadelphia.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. Two and half day workshop given at the Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University, Richmond, VA.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Longitudinal analysis with latent growth modeling. Live webcast workshop presented to over 120 universities and research centers sponsored by the Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University, Richmond, VA.
- Vandenberg, R.J., & Lance, C.E. (symposium). Where is the kernel of truth? Symposium presented at the conference for the Society of Industrial and Organizational Psychology, New York.
- Vandenberg, R.J., Stanley, L.J., Vandenberghe, C., & Bentein, K. On the applicability of latent class growth analysis. Presented at the Academy of Management, Philadelphia.
- Wilson, M., DeJoy, D.M., Vandenberg, R.J., Walsh, S.D., Grelle, D., Basta, T.B., & Dishman, R.K. (presentation). Effectiveness of a multi-level worksite physical activity intervention: Results of "Move to Improve". Presented at the American Public Health Association, Washington, D.C.
- 2006 \*Butts, M.M., Vandenberg, R.J., & Williams, L.J. (presentation). Investigating the susceptibility of measurement invariance tests: The effects of common method variance. Presented at the annual meeting of the Academy of Management, Atlanta.
- DeJoy, DM., Vandenberg, RJ, Butts, MM, Schaffer, BS, & Wilson, MG. (presentation). Individual reactions to high involvement work processes. Presented at the National Occupational Research Agenda Symposium, Washington, DC.
- Grelle, D.M., Vandenberg, R., Dishman, R. The measurement of exercise attitude change after a short-term intervention using combinations of IRT and LGM. Presented at the conference of the Psychometric Society, Montreal, QC, Canada.
- Mondore, S., Vandenberg, R.J., & Wallace, J.C. (presentation). High involvement management: An in-action group operationalization of high involvement work. Presented at the annual meeting of the Academy of Management, Atlanta.
- Ng, T.W.H., Butts, M.M., & Vandenberg, R.J. DeJoy, D.M. & Wilson, M.G. (presentation). Effects of work environment on organizational commitment in changing careers. Paper resented at at the conference for the Society of Industrial and Organizational Psychology, Dallas.
- Vandenberg, R.J. (discussant). Adaptation, withdrawal, and turnover: Current issues and directions. Symposium organized by F.O. Oswald & S.M. Drzakowski to be presented at the conference for the Society of Industrial and Organizational Psychology, Dallas.
- Vandenberg, R.J. (keynote speaker). Trends in organizational research methods. Annual conference, Asian Academy of Management, Organizational Research Methods, Hong Kong.
- Vandenberg, R.J. (workshop). Measurement design, reliability and validity. 4-day faculty development workshop given in March to the business faculty of the University of Melbourne, Melbourne, Australia.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. Two and half day workshop given at the Center for the

Advancement of Research Methods and Analysis, Virginia Commonwealth University, Richmond, VA.

Wilson, M., Basta, T., DeJoy, D.M., Walsh, S.D., Vandenberg, R.J., & Dishman, R.K. (presentation). Development and implementation of Move to Improve: An intervention designed to increase physical activity in a large organization. Present at the annual meeting of the American Public Health Association, Boston.

- 2005 DeJoy, D.M., Vandenberg, R.J., & Wilson, M.G. (presentation). High involvement work processes: From theory to intervention design. Paper presented at the annual meeting of the American Public Health Association, New Orleans.
- Ng, T.W.H., Butts, M.M., & Vandenberg, R.J. (presentation). Do employee attitudes really matter? A meta-analysis of the relationship between employee attitudes and job performance. Paper presented at the annual meeting of the Southern Management Association, Charleston, SC.
- Vandenberg, R.J. (invited panelist). Volitional and nonvolitional effects of identification on employee behavior. A "Theoretical Advancement Session" presented by Thomas E. Becker & John P. Meyer, Society of Industrial and Organizational Psychology, Los Angeles.
- Vandenberg, R.J. (Workshop provider). Latent growth modeling. Professional development workshop for the Academy of Management, Honolulu.
- Vandenberg, R.J. (Workshop provider). Measurement design and validation. Professional development workshop for the Academy of Management, Honolulu.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Advanced structural equation modeling techniques and procedures. Two and half day workshop given at the Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University, Richmond, VA.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Multilevel structural equation modeling. Live webcast workshop to be presented to over 100 universities and research centers sponsored by the Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University, Richmond, VA.
- 2004 Bentein, K., Vandenberg, R.J., Vandenberghe, C., & Stinglhamber, F. Commitment and turnover intention: Subgroup analyses using latent growth modeling. Presentation at the conference for the Society of Industrial and Organizational Psychology, Chicago.
- DeJoy, D.M., Wilson, M.G., Vandenberg, R.J., Griffin-Blake, C.S., & McGrath, A.L. Healthy work organization in retail: Results and lessons learned. Invited presentation at the CDC/NIOSH Steps to Healthier U.S. Workforce Symposium. Washington, DC.
- Lance, C.E., & Vandenberg, R. J. (Symposium Co-chairs). Issues and Advances in Measurement Equivalence/Invariance (ME/I) Research. Symposium at the conference for the Society of Industrial and Organizational Psychology, Chicago.
- Ng, T., Brown, J.A., & Vandenberg, R.J. Affectivity dispositions and work-related outcomes: A meta-analysis. Presentation at the conference for the Society of Industrial and Organizational Psychology, Chicago.
- Ng, T.W.H., Sorensen, K.L., & Vandenberg, R.J. Perceived supervisor support, perceived coworker support, and job satisfaction: A meta-analysis. Accept for the annual conference of the Academy of Management, New Orleans.
- Vandenberg, R.J. (Symposium Chair). Statistical and methodological urban myths: Where pray tell did

they get this idea? Accepted for the annual conference of the Academy of Management, New Orleans.

Vandenberg, R.J. (Workshop provider). Latent growth modeling. Professional development workshop for the Academy of Management, New Orleans.

Vandenberg, R.J. (Workshop provider). Measurement design and validation. Professional development workshop for the Academy of Management, New Orleans.

Vandenberg, R.J. (invited presenter). Human Resource Management Division's pre-conference junior faculty consortium of the Academy of Management, New Orleans.

Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Measurement invariance. All day workshop given at the Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University, Richmond, VA.

Vandenberg, R.J. Measurement, instrumentation, reliability and validity. Workshop for Ph.D. students at Rutgers University, New Brunswick, NJ, October, 2004.

Yang, J., Richardson, H.A., Vandenberg, R.J., DeJoy, D., Wilson, M. Perceived organizational support : It's role in stressor-strain relationships. Paper presented at the Academy of Management, New Orleans.

2003 DeJoy, D.M., Wilson, M.G., & Vandenberg, R.J., Schaffer, B.S., & Butts, M. Participatory interventions at work: Findings and lessons from the healthy organization project. Presented at the Mid-year Scientific Conference of the Society for Public Health Education, Las Cruces, New Mexico.

DeJoy, D.M., Vandenberg, R.J., Griffin-Blake, C.S., Greene, B.L., & Wilson, M.G. Development and validation of a healthy work organization questionnaire. Presented at the 5th Interdisciplinary Conference on Occupational Stress & Health, Toronto, Canada.

Park, K.O., Griffin-Blake, C.S., Schaffer, B.S., DeJoy, D.M., & Wilson, M.G. Effectiveness of a healthy work organization program: Ethnic difference on occupational climate and well-being. Presented at the American Public Health Association annual meeting, San Francisco.

Richardson, H.A., & Vandenberg, R.J. Participation, Strategic HRM, and High Involvement: Their Commonalities and Future Research Needs. Presented at the meeting of the Academy of Management, Seattle.

Schaffer, B.S., Griffin-Blake, C.S., DeJoy, D.M., Wilson, M.G., & Vandenberg, R.J. Equity and employee morale: The mediating role of perceived organizational support. Presented at the 5th Interdisciplinary Conference on Occupational Stress & Health, Toronto, Canada.

Vandenberg, R.J. (invited expert). Methodological challenges in commitment research: Change and comparability. Invited by Dr. Christian Vandenberghe to present in the International Francqui Chair Symposium entitled, "Conceptual and methodological advances in the study of employee commitment." Catholic University of Louvain, Louvain-la-Neuve, Belgium.

Vandenberg, R.J. (invited presenter). Human Resource Management Division's pre-conference junior faculty consortium at the meeting of the Academy of Management, Seattle.

Vandenberg, R.J. (invited panelist). The never-ending story. A pre-conference professional development workshop on measurement design at the meeting of the Academy of Management, Seattle.

Vandenberg, R.J. (invited panelist). Symposium on challenges in the academic review process. Southern Management Association, Clearwater Beach, FL.

Vandenberg, R.J., DeJoy, D.M., Wilson, M.G., Park, K.O., & Griffin-Blake, C.S. Expanding the view:



Testing a model of healthy work organization. Presented at the 5th Interdisciplinary Conference on Occupational Stress & Health, Toronto, Canada.

Vandenberg, R.J., Schaffer, B.S., Butts, M., DeJoy, D.M., & Wilson, M.G. Individual reactions to high involvement work processes. Presented at the meeting of the Academy of Management, Seattle.

Vandenberg, R.J., Schaffer, B.S., Butts, M., DeJoy, D.M., & Wilson, M.G. Predicting employee well-being: Roles of Involvement, self-efficacy, and organizational support. Presented at the meeting of the Society of Industrial and Organizational Psychology, Orlando.

Wilson, M.G., DeJoy, D.M., Schaffer, B.S., Vandenberg, R.J., and Griffin-Blake, C.S. Building capacity for health in organizations: Results of the ACT project. Presented at the American Public Health Association annual meeting, San Francisco.

2002 Bentein, K., Vandenberg, R., Vandenberghe, C., & Stinglhamber, F. Change over time in the dimensions of organizational commitment: A latent growth modeling approach. Presented at the Society for Industrial and Organizational Psychology, Toronto, Canada.

DeJoy, D.M., Schaffer, B.S., Vandenberg, R.J., Wilson, M.G., & Griffin-Blake, C.S. Making workplaces safer: Effects of job and organizational practices on safety climate. Presented at the Sixth World Conference on Injury Prevention and Control, Montreal.

Griffin-Blake, C.S., Schaffer, B.S., Wilson, M.G., DeJoy, D.M., & Vandenberg, R.J. Healthy organizations are effective organizations: A case study in the public sector. Presented at the meeting of the American Public Health Association, Philadelphia.

Park, K.O., Wilson, M.G., & Vandenberg, R.J. Effects of social support at work on depression and related organizational outcomes. Presented at the annual meeting of the American Public Health Association, Philadelphia, PA.

Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Latent growth modeling. Half day workshop given at the Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University, Richmond, VA.

Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Measurement invariance. Half day workshop given at the Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University, Richmond, VA.

Vandenberg, R.J. (invited panelist). Scaling issues in cross-cultural research. Methodological professional pre-conference development workshop for the Iberoamerican Academy of Management. Academy of Management, Denver.

Vandenberg, R.J. ("ask the expert" presenter). Workshop on measurement issues. Sponsored by the Research Methods Division, Academy of Management, Denver.

Vandenberg, R.J. (discussant). A structural equation modeling approach to marker variables. Paper presented by Larry J. Williams at the Southern Management Association Conference, Atlanta, GA.

2001 DeJoy, D.M., Wilson, M.G., Vandenberg, R.J., Richardson, H.A., & McGrath, A.L. The link between work characteristics and employee health and well-being in retail organizations - theory based model testing. Presented at the XVII World Conference on Health Promotion and Health Education, Paris.

Lance, C.E., Richardson, H., & Vandenberg, R. J. Latent growth models of incomplete longitudinal sequences. Presented at the Society for Industrial and Organizational Psychology, San Diego, CA.

McGrath, A.L., Wilson, M.G., Greene, B.L., D'abundo, M., DeJoy, D.M., & Vandenberg, R.J. Health promotion's role in the new employment contract: Implementing organizational initiatives - Lessons

from the ACT project. Presented at the American Public Health Association, Atlanta

\*McNatt, D.B., & Vandenberg, R.J. Reputation bias, belief perseverance, and the impact on students' evaluation of teacher effectiveness. Presentation at the Southern Management Association Conference, New Orleans, LA.

Riordan, C.M., Richardson, H., Schaffer, B., Vandenberg, R.J. Alpha, beta, and gamma change: A review of past research with recommendations for new directions. Presentation at the Southern Management Association Conference, New Orleans, LA.

Stewart, M.M., Blackburn, D., Rosen, B. & Vandenberg, R.J. Identification of the Motivating Properties of negative feedback in same and cross-race feedback dyads. Presentation at the Academy of Management Conference, Washington, D.C.

Vandenberg, R. J. (invited speaker). The craft of reviewing. A Professional Development Workshop sponsored by the Business Policy and Strategy division, Academy of Management Conference, Washington, D.C.

Vandenberg, R.J. ("ask the expert" presenter). Workshop on measurement issues. Sponsored by the Research Methods Division, Academy of Management, Washington, D.C.

Vandenberg, R.J. (discussant). New developments in structural equation methods for organizational research. Presented at the Southern Management Association Conference, New Orleans, LA.

Vandenberg, R.J. Advances in data analyses and methods. Workshop for faculty of the College of Business at the University of Alabama, Birmingham.

Wilson, M.G., DeJoy, D.M., McGrath, A.L., D'Abundo, M., Greene, B.L., Richardson, H.A., & Vandenberg, R.J. Healthy employees in healthy organizations: The Union City project. Presented at the XVII World Conference on Health Promotion and Health Education, Paris.

Wilson, M.G., DeJoy, D.M., Vandenberg, R.J., McGrath, A.L., Greene, B.L., & Richardson, H.A. Healthy workplaces and the new employment contract: Assessing organizational needs. Presented at the American Public Health Association, Atlanta.

2000 Lance, C.E. and Vandenberg, R. J. (invited presentation). Professional development workshop entitled, "Structural Equation Modeling in Cross-Cultural Research." Sponsored by the International Management and Research Methods Divisions, Academy of Management, Toronto, Canada.

Vandenberg, R.J. ("ask the expert" presenter). Workshop on measurement issues. Sponsored by the Research Methods Division, Academy of Management, Toronto, Canada.

Vandenberg, R.J. (discussant). Discussant of Greg Stewart's paper entitled, "Meta-analysis of Work Teams Research Published Between 1977 and 1998." Presented at the Academy of Management, Toronto, Canada.

Wilson, M.G., DeJoy, D.M. & Vandenberg, R. J. Evaluating Team-Based, Problem-Solving Interventions in Organizational Settings. Presented at the annual meeting of the American Evaluation Association, Honolulu, HI.

Wilson, M.G., DeJoy, D.M., Vandenberg, R.J., Greene, B.L. & McGrath, A.L. Validation of a Evaluation Instrument for Healthy Work Organization. Presented at the annual meeting of the American Evaluation Association, Honolulu, HI.

1999 Eastman, L.J., Kline, C.D., & Vandenberg, R.J. Predictors of turnover through organizational climate. The Employee Retention Practitioner Forum. Annual conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.

- Lance, C.E., Vandenberg, R.J., Self, R. Latent growth models of individual change: The case of newcomer adjustment. Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Richardson, H.A., & Vandenberg, R.J. Configurations for improved organizational performance across multiple domains: The influences of quality of work life, high involvement work processes and quality service approaches. Conference of the Academy of Management, Chicago, IL.
- Richardson, H.A., & Vandenberg, R.J. Measurement of inclusionary practices and policies and the issue of rating source equivalence. Symposium on High Involvement Work Processes chaired by R.J. Vance. Annual conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Riordan, C.M., Weatherly, E.W., Vandenberg, R.J., & Self, R.M. The effects of pre- and post-entry experiences on newcomer perceptions of fit and worth, attitudes and turnover. Annual conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Vandenberg, R.J. Measurement invariance. Presentation for panel discussion on Agreeing to Disagree on Organizational Phenomena chaired by C.S. Coglisier. A Showcase Symposium for the Annual conference of the Academy of Management, Chicago, IL.
- Vandenberg, R.J. (Invited panelist). Conducted a pre-conference workshop on research methods for conference attendees. Annual conference of the Academy of Management, Chicago, IL.
- Vandenberg, R. J. (Invited panelist). Keeping up with the research literature. Guest presentation for the Doctoral Student Consortium, Southern Management Association, Atlanta, GA.
- Vandenberg, R. J. (Invited panelist). Research methods expert in a “ask-the-experts” research methods open forum. Annual conference of the Southern Management Association, Atlanta, GA.
- Vandenberg, R. J. (Discussant). Evaluate a paper presented in the “Construct Measurement and Validation” paper session. Annual conference of the Academy of Management, Chicago, IL.
- Vandenberg, R.J. (Discussant). Evaluate two papers presented in the “Current Organizational Trends” paper session. Annual conference of the Southern Management Association, Atlanta, GA.
- Vandenberg, R.J., & Lance, C.E. Issues underlying tests of measurement equivalence in SEM applications. Symposium on New Developments in Structural Equation Modeling for I/O Psychology chaired by L.J. Williams. Annual conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Vandenberg, R.J., & Lance, C.E. Tests of measurement invariance in SEM applications. Paper accepted For presentation at the annual conference of the Southern Management Association, Atlanta, GA.
- 1998 \*Richardson, H.A., & Vandenberg, R.J. An integrative theory of high involvement work processes. Annual conference of the Southern Management Association, New Orleans, LA.
- Richardson, H.A., Vandenberg, R.J., Blum, T.C., & Roman, P.M. An examination of the boundary conditions circumscribing the relationship between participative decision-making and organizational effectiveness. Conference of the Academy of Management, San Diego, CA.
- Vandenberg, R.J. (Invited as a Distinguished Research Methodologist). Other issues in interpretational Confounding: A case for measurement equivalence. Lecture given at the Center for the Advancement Of Research Methods and Analysis, Virginia Commonwealth University, Richmond, VA.
- Vandenberg, R.J. (Invited panelist). Conducted a pre-conference workshop on research methods for conference attendees. Annual conference of the Academy of Management, San Diego, CA.

- Vandenberg, R.J. Rating source agreement on the meaning of performance: Is it Ok to agree to disagree? Paper for a symposium entitled, "Current Issues in the Measurement of Performance." Annual conference of the Academy of Management, San Diego, CA.
- Vandenberg, R.J., Richardson, H.A., & Eastman, L.J. High involvement work processes: Linking employee involvement and organizational practice. Annual conference of the Academy of Management, San Diego, CA.
- 1997 Vandenberg, R.J. Latent variable approaches in practice: "Other" issues in interpretational confounding. Paper for a symposium entitled, "Current Debates in Structural Equation Modeling: Separating Fact from Fiction." Annual conference of the Academy of Management, Boston
- \*Vandenberg, R.J., Richardson, H.A., & Eastman, L. The impact of high involvement work processes upon organizational effectiveness: A 2<sup>nd</sup>-order latent variable approach. Annual conference of the Southern Management Association, Atlanta, GA.
- Vandenberg, R.J. & Taylor, S. A latent variable approach to rating source equivalence: Who should provide ratings on organizational citizenship behavior dimensions? Annual conference of the Academy of Management, Boston.
- Vandenberg, R.J. (Preconference coordinator). Organized two pre-conference research methods workshops for attendees of the Southern Management Association, Atlanta, GA.
- 1996 \*Dennis, A.R., Haley, B.J., & Vandenberg, R.J. A meta-analysis of effectiveness, efficiency, and participant satisfaction in group support systems research. Paper presented at International Conference on Information Systems, December, Cleveland.
- Vandenberg, R.J. (Invited panelist). Panel discussion entitled "The exploratory-confirmatory factor analysis debate in industrial/organizational psychology research: Fruitful disclosure or just making hay?" Annual conference, Society of Industrial and Organizational Psychology, April, San Diego.
- Vandenberg, R.J. (Session chair). Invited to chair and moderate a session entitled, "Issues in Confirmatory Factor Analysis." Academy of Management, August, Cincinnati.
- Vandenberg, R.J. Unusual organizational events and the change management process. Paper presentation for the symposium entitled, "Lessons from an unusual event: An analysis of reactions to the fire at the Terry College of Business, University of Georgia." Annual conference of the Southern Management Association, November, New Orleans.
- Vandenberg, R.J. (Invited Address). Invited by the Institute of Research of the Southern Management Association to conduct a full-day symposium on research methods and statistics to conference members during the Southern Management Association Conference, November, New Orleans.
- 1995 Vandenberg, R.J., Riordan, C.M., & Self, R.M. Job-choice and actual work experiences: Implications for newcomer work adaptation. Paper to be presented at the annual conference of the Society of Industrial and Organizational Psychology, April, San Diego.
- Vandenberg, R.J., & Scandura, T. (Preconference workshop coordinator). Organizing research methods workshops for the Southern Management Association Conference, Orlando.
- Riordan, C.M., & Vandenberg, R.J. The stability of measurement: Across time and between diverse groups. Paper presented in a symposium entitled, "Structural equation modeling in practice. At the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
- Vandenberg, R.J. (Preconference workshop coordinator). Organized series of preconference Research methods workshops with Robert Eder for the Western Academy of Management Meeting, San Diego.

- Vandenberg, R.J. (Preconference workshop coordinator). Organized series of preconference research methods workshops for the Southern Management Association Conference, Orlando.
- Vandenberg, R.J. (Session Chair). Age and work-related outcomes. Chaired paper session at the Southern Management Association Conference, Orlando.
- Vandenberg, R.J. (Discussant). Critiqued paper entitled "The relative effects of structural and interpersonal procedural distributive justice on employee job satisfaction." Presented by Stephen P. Schappe at the Southern Management Association Conference, Orlando.
- Vandenberg, R.J. (Symposium Chair). Structural equation modeling in practice: "Other" issues in interpretational confounding. Symposium organized for the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
- Vandenberg, R.J. (Invited Address). Invited by the Institute of Research of the Southern Management Association to conduct a half-day symposium on research methods and statistics to conference members during the Southern Management Association Conference, Orlando.
- 1994 Fallang, M.Y., & Vandenberg, R.J. On modifying the OCQ to measure commitment to other constituencies: A direct model approach. Paper presented for the annual meeting of the Academy of Management, Research Methods Division, August, Dallas.
- Riordan, C.M., & Vandenberg, R.J. A cross-cultural comparison of newcomers' adjustments to organizations. Presentation for a symposium entitled, Applications of Covariance Structure Modeling in the Assessment of Alpha, Beta, and Gamma Change, chaired by Charles E. Lance. Academy of Management's Research Method Division Conference on Causal Modeling, March, Purdue University.
- Vandenberg, R.J. (Symposium chair). Employee recruiting, selection and entry. Academy of Management's Research Method Division Conference on Causal Modeling, March, Purdue University.
- \*Vandenberg, R.J., & Bill, J.B. Examining the functionality of turnover intentions: A pretest-posttest control group design. Presented at the annual meeting of the Southern Management Association, November, New Orleans.
- Vandenberg, R.J., & Riordan, C.M. Post-choice justification: The link between pre- and post-organizational entry. Presentation for a symposium entitled, Employee Recruiting, Selection and Entry, chaired by R.J. Vandenberg. Academy of Management's Research Method Division Conference on Causal Modeling, March, Purdue University.
- Vandenberg, R.J., Riordan, C.M., & Stiles, D. Placing the characteristics of high-involvement organizations in perspective. Presentation for a joint symposium entitled, Organizational, Group, and Individual Determinants of Employee Involvement Program Success, chaired by R.J. Vance, and Discussed by R.J. Klimoski. Annual meeting of the Academy of Management, August, Dallas.
- 1993 Renn, R.W., & Vandenberg, R.J. The mediating role of the critical psychological states in the job characteristics model: Some preliminary findings based on two field studies. Symposium presentation at the Academy of Management, Atlanta, GA.
- Riordan, C.M., Self, R.M., Seo, J.H., & Vandenberg, R.J. Assessing cross-cultural differences: A confirmatory factor analytic approach. Paper presented at the annual meeting of the Academy of Management, August, Atlanta.
- \*Riordan, C.M., Vandenberg, R.J., & Stiles, D. On assessing a hierarchical model of psychological climate. Paper presented at the annual meeting of the Southern Management Association,

November, Atlanta.

Vandenberg, R.J. (Discussant). Cognitive effects of participative goal setting. Paper presented by Mark Hansen at the annual meeting of the Southern Management Association, November, Atlanta.

Vandenberg, R.J., Riordan, C.M., & Stiles, D. An organizational-level analysis of the effectiveness of participative work concepts. Paper presented at the annual conference of the Society of

\*Wan-Huggins, V.N., Vandenberg, R.J., & Self, R.M. A construct validity study of the internalization, compliance, and identification commitment measures. Paper to be presented at the annual meeting of the Southern Management Association, November, Atlanta.

1992 \*Fallang, M.Y., Self, R.M., & Vandenberg, R.J. Examining the dynamics of cognitive dissonance in organizational newcomers. Paper presented at the Annual Meeting of the Southern Management Association, New Orleans, November.

\*Renn, R.W., & Vandenberg, R.J. The critical psychological states: The importance of their mediating role to the job characteristics model. Paper presented at the Annual Meeting of the Southern Management Association, New Orleans, November.

\*Riordan, C.M. & Vandenberg, R.J. The user and the information system: A conceptual approach. Paper presented at the Annual Meeting of the Southern Management Association, New Orleans, November.

Vandenberg, R.J. (Chair). Organizational commitment. Paper session conducted at the Annual Meeting of the Southern Management Association, New Orleans, November.

\*Vandenberg, R.J., Riordan, C.M., & Stiles, D.M. A critical examination of participative work concepts: Do they make a difference? Paper presented at the Annual Meeting of the Southern Management Association, New Orleans, November.

1991 Vandenberg, R.J. & Seo, J.H. A comparison of the compliance and internalization scales with the OCQ. Paper presented at the Society for Industrial and Organizational Psychology Meeting, St. Louis, April.

Vandenberg, R.J. & Lance, C.E. The causal ordering of job satisfaction and organizational commitment. Paper presented at the Society for Industrial and Organizational Psychology Meeting, St. Louis.

1990 Vandenberg, R.J. (Discussant). Discussed three papers for one session in the Organizational Behavior Track. Southern Management Association Meetings, Orlando, FL., November.

Vandenberg, R.J. (Discussant). Evaluating training effectiveness. Paper presented by Marilyn Gist at the Southern Management Association Meetings, Orlando, FL., November.

1989 \*Vandenberg, R.J., & Scarpello, V. A longitudinal assessment of the determinant relationship between employee commitments to the occupation and organization. Paper presented at the Southern Management Association Meetings, New Orleans, November.

Renn, R.W., & Vandenberg, R.J. A replication and extension of past locus of control research: How valid are the reported findings? Paper presented at the National Academy of Management Meeting, Washington, D.C., August.

\*Vandenberg, R.J., & McCullin, R.S. Evaluating the long-range implications of compliance and internalization on turnover attitudes and behavior. Paper presented at the National Academy of Management Meeting, Washington, D.C., August.

1988 \*Vandenberg, R.J., & McCullin, R.S. Compliance and internalization: A longitudinal evaluation of two bases of organizational commitment on turnover attitudes and behavior. Paper presented at the

Southern Management Association Meeting, Atlanta, GA, November.

Vandenberg, R.J., & Scarpello, V. An empirical test of Wanous' matching model to realistic job previews. Paper presented at the National Academy of Management Meeting, Anaheim, CA, August.

- 1987 Vandenberg, R.J. Organizational commitment. Invited address for administrators of the Department of Rehabilitation Services, Atlanta, GA, December.
- Vandenberg, R.J. Survey instrument development. In J. Ledvinka (Chair) symposium, Research Methods in Personnel/Human Resource Management. New Orleans: Southern Management Association Convention, November.
- Vandenberg, R.J. (Chair). Absenteeism and turnover: Some research findings. Paper session at the Southern Management Association Convention, New Orleans, November.
- Vandenberg, R.J. (Discussant). Correlates of employee benefit satisfaction. Paper presented by John A. Lust at the Southern Management Association Convention, New Orleans, November.
- Scarpello, V., Huber, V., & Vandenberg, R.J. Compensation satisfaction: Its utility for research and practice. Paper presented at the Academy of Management Meeting, New Orleans, LA.
- 1986 \*Vandenberg, R.J., Scarpello, V., & Case, T.L. The employee commitment process: Occupational commitment and its moderating influence on the relationship between job satisfaction and its facet components. Paper presented at the Southern Management Association Convention, Atlanta, Ga., November.
- \*Scarpello, V., & Vandenberg, R.J. Generalizing the importance of occupational and career variables to job satisfaction: From R&D to manufacturing plant employees. Paper presented at the Southern Management Association Convention, Atlanta, Ga., November.
- Vandenberg, R.J. (Chair). Session on research methods presented for the Faculty Development Committee, College of Business Administration, Georgia State University, May.
- 1985 Vandenberg, R.J. (Chair). Performance appraisal and trends. Paper session at the Southern Management Association Convention, Orlando, FL., November.
- \*Case, T.L., Meredith, P.H., & Vandenberg, R.J. The impact of the values of internal and external change agents on the utilization and evaluation of OD techniques. Paper presented at the Southern Management Association Convention, Orlando, FL., November.
- \*Keys, J.B., & Vandenberg, R.J. The development of a questionnaire for the measurement of the four faces of middle management leadership. Paper presented at the National Meeting of Human Resource Management and Organizational Behavior, Denver, Co., February.
- Case, T.L., Meredith, P.H., & Vandenberg, R.J. Toward an understanding of changes within the field of organization development: Relative usage of OD interventions over time and by two groups of change agents. Paper at the S.E. American Institute for Decision Sciences, New Orleans, La., February.
- 1984 \*Scarpello, V., & Vandenberg, R.J. The development of a diagnostically-based instrument to assess the supervisor-subordinate relationship: The Satisfaction With My Supervisor Scale (SWMSS). Paper presented at the Southern Management Association Convention, New Orleans, La., November.
- Vandenberg, R.J., & Richardson, D.R. Deviations of self-and partner-attributions in aggressive situations as a function of the type of anticipated interaction. Paper presented at the Southeastern Psychological Association Convention, New Orleans, La., March.
- 1983 Vandenberg, R.J. (Discussant). New research perspectives in organizational research. Paper session at

the Southeast American Institute for Decision Sciences Convention, Savannah, Ga., February.

- 1982 Vandenberg, R.J., & Richardson, D. A cognitive model of selective exposure to media violence. Paper presented at the Southeastern Psychological Association Convention, New Orleans, La., March.
- 1981 Vandenberg, R.J. (Chair). Full circle social psychology: Attempts to make laboratory research relevant. Symposium presented at the Ninth Annual Graduate Student Conference in Social and Personality Psychology, Athens, Ga., April.
- 1980 Vandenberg, R.J. Food label information: What consumers say they use and what they actually use. Paper presented at the National Conference of the Association for Consumer Research, Washington, D.C., October.
- Rosen, C., & Vandenberg, R.J. Environmental influences on the well-being of rural elderly. Paper presented at the American Psychological Association Convention, Montreal, September.

*Colloquia:*

Vandenberg, R.J. Multilevel structural equation modeling. Given to the Institute for Behavioral Research, The University of Georgia, Athens, GA, October 2005.

Vandenberg, R.J. Latent growth modeling. Given to the Institute for Behavioral Research, The University of Georgia, Athens, GA, March 2003.

Vandenberg, R.J. Perceived safety in the work place. Given to the Department of Management, The University of Georgia, February 2003.

Vandenberg, R.J. Research in high involvement work processes. Given to the Department of Management, The University of Georgia, January 1998.

Vandenberg, R.J. Measurement equivalence in performance ratings. Given to the Institute for Behavioral Research, The University of Georgia, Athens, GA, February, 1997.

Vandenberg, R.J. An historical overview of my program of research. Given to the Applied Psychology Student Association, The University of Georgia, Athens, GA, Novembers, 1994, 1998 and 1999.

Vandenberg, R.J. A two-part investigation into the basic and applied implications of employee involvement. Given to the faculty and graduate students at the Department of Management, University of Miami, Coral Gables, FL., May, 1994.

Vandenberg, R.J. The causal relationship between job satisfaction and organizational commitment. Given to the Applied Psychology Program, University of Georgia, Athens, GA, February, 1991.

Vandenberg, R.J. Social psychology and management as career alternatives. Colloquium presented at the Department of Psychology, The University of Georgia, Athens, Ga., November, 1983.

Vandenberg, R.J. Consumer research and social psychology in the federal government. Colloquium presented at the Department of Psychology, The University of Georgia, Athens, Ga., November, 1980.

**COACHING, CONSULTING, AND TRAINING ACTIVITIES**

*Coaching:* Honors Program UGA: Directed a C.U.R.O. funded research project, Ms. Taylor Long was the student.

Honors Program UGA: Directed a C.U.R.O. funded research project, and the completion of an Honor's Thesis from 2010 through 2012, Ms. Brooke Bauer was the student.



Executive coach for 3 students each in all classes of the Executive MBA Program from 2001 through 2008, Terry College of Business, University of Georgia.

Executive coach for participants each in the 2-day Executive Leadership Program, October 2001 and October, 2002 and for the 2005 Waffle House Program and the 2005 Governor Leaders Program, University of Georgia.

Coach for one undergraduate scholar in the Terry College of Business, Leadership Scholars Program. 2001-2002, 2003-2004 and 2004-2005.

*Consulting:* American Cancer Society (Georgia Division)  
 Food and Drug Administration  
 Claxton Manufacturing  
 Cotton States Insurance Co.  
 Georgia Pacific Corporation  
 IBM  
 Life Office Management Association (LOMA)  
 Smyrna Hospital  
 Management Science America, Inc.  
 Unisys  
 The Atlanta Consulting Group  
 Gold Star (Seoul, Korea)  
 Hyundai (Seoul, Korea)  
 SamSung (Seoul, Korea)

*Training:*

Vandenberg, R.J. Human resources. Development program for the Georgia Banking School, Athens, GA conducted through the Terry College of Business, The University of Georgia, May, 1994.

Vandenberg, R.J. Effective performance management. Executive development program for the Synovus Corporation in Columbus, GA conducted through the Office of Corporate Education, The Terry College of Business, The University of Georgia, July, 1993.

Vandenberg, R.J. Measurement theory. Training seminar conducted through the Faculty Development Committee for faculty of the College of Business Administration, Georgia State University, February, 1992.

Vandenberg, R.J. Causal modeling: Path analysis and LISREL. Training seminar conducted through the Faculty Development Committee for faculty of the College of Business Administration, Georgia State University, March, 1988.

Vandenberg, R.J. Measurement, reliability, and validity. Training seminar conducted through the Faculty Development Committee for faculty of the College of Business Administration, Georgia State University, December, 1987.

Vandenberg, R.J. Research methodology. Training seminar conducted through the Faculty Development Committee for faculty of the CBA, Georgia State University, January, 1987.

Vandenberg, R.J. Personnel research. Training workshop conducted for members of the American Society of Personnel Administrators at the Center for Professional Education, College of Business Administration, Georgia State University, Atlanta, Ga., November, 1985, 1986, and 1987.

Vandenberg, R.J. Supervisory skills. Two day training sessions for newly promoted supervisors from a local plant. May-June, 1984.

Vandenberg, R.J. Effective performance appraisal. Two day workshop for the administrative staff at Georgia Southern College, Statesboro, Ga., March, 1984.

Vandenberg, R.J. Effective supervision. Training workshop for managers at the Division for Continuing Education & Public Services, Georgia Southern College, Statesboro, Ga., Feb., 1984.

Vandenberg, R.J. Performance appraisal for health care supervisors. Training seminar presented for the Division of Continuing Education & Public Services, Georgia Southern College, Statesboro, Ga., March, 1983.

Javaid, S., Vandenberg, R., & Case, T.L. The missing link in manufacturing management: Capacity utilization and strategic performance. Training seminar presented for the Center for Business and Industrial Development, Georgia Southern College, Statesboro, Ga., December, 1982.

## **SERVICE**

### *Professional:*

- 2018 Member of Best Paper Awards Committee for the Organizational Behavior Division, Academy of Management.
- 2014 Member of the Thomas A. Mahoney Mentoring Award Committee for the Human Resources Management Division, Academy of Management.
- 2012-2015 Executive board member, Society for Organizational Behavior.
- 2008 Member, Onsite review committee of the Department of Human Resources, Fox School of Business, Temple University.
- 2007-2010 Member, executive officer board, Research Methods Division, Academy of Management.
- 2007 Member of Research Awards Committee – Best student paper and best submitted paper awards for the Southern Management Association.
- 2007 Member of Research Awards Committee – Distinguished Career, Best Publication and Best Conference & 2010 Paper Awards for the Research Methods Division of the Academy of Management.
- 2007 Member of the SHRM Foundation Dissertation Awards Committee, HR Division of the Academy of Management.
- 2006 Member of Research Awards Committee – Distinguished Career, Best Publication and Best Conference Paper Awards for the Research Methods Division of the Academy of Management.
- 2003-2008 Member of by-laws committee for the Research Methods Division of the Academy of Management.
- 2003-2004 Member of Outstanding Awards Committee, Best Research Publication, Society of Industrial and Organizational Psychology.
- 2001 Member of the site review and evaluation team for the provost of Louisiana State University. Evaluated the Department of Management in the College of Business Administration.
- 2000-2002 Co-chair of the Doctoral Student Consortium, Southern Management Association.

- 2000-  
2001 Chair of the Research Methods Division, The Academy of Management.
- 1999 Elected as division chair elect for the Research Methods Division, The Academy of Management.
- 1996 Track chair for the Research Methods, Management History and Management Education Track of the Southern Management Association.
- 1995 Member, Academy of Management Human Resource Division's Scholarly Achievement Award Committee.
- 1994-  
1997 Executive Committee Board Member, Research Methods Division, The Academy of Management.
- 1994- Present Program Committee Member- Society of Industrial and Organizational Psychology, American Psychological Association (review proposals).
- 1994 Member of Outstanding Paper Awards Committee, Best Faculty Paper, Southern Management Association.
- 1991 Track chair for the Organizational Behavior Track of the Southern Management Association
- 1985- Present Program Committee Member- Southern Management Association: Organizational Behavior Track (review proposals).
- 1985- Present Program Committee Member- Southern Management Association: Human Resources Track (review proposals).
- 1993- Present Program Committee Member - Organizational Behavior Division, Academy of Management (review proposals).
- 1991- Present Program Committee Member - Human Resource Management Division, Academy of Management (review proposals).
- 1993- Present Program Committee Member - Research Methods Division, Academy of Management (review proposals).
- 1993- 1994 Committee Member - Human Resource Management Division, Academy of Management: Special committee of the division to integrate the international aspects of HRM.
- 1986- 1987 Program Committee Member- Society of Industrial/Organizational Psychology (Division 14), American Psychological Association (Local conference arrangements).
- 1985 Program Committee Member- Academy of Management: Management Education and Development Division (review proposals).
- 1983- 1984 Program committee member- S.E. American Institute for Decision Sciences: Organizational Behavior/Development (review proposals).
- 1980 Program committee member- Division 8 of the American Psychological Association (review proposals).

*Editorial Board Activities:*

- 2010- Present Member of the Editorial Review Board for Organizational Research Methods

- 2017-  
Present Editorial review board and methods task force member, Journal of Management.
- 2017-  
Present Editorial review board member, Journal of Applied Psychology.
- 2011-  
2013- Feature topic editor on special methodological issues in the organizational sciences for Organizational Research Methods.
- 2008-  
2010 Editor-in-Chief, Organizational Research Methods
- 2008-  
2014 Member of the editorial review board for the Journal of Management.
- 2006-  
2008 Member of the editorial review board for the British Journal of Management.
- 2002-  
2007 Associate Editor, Organizational Research Methods.
- 1998-2001 Member of the Editorial Review Board, Organizational Behavior and Human Decision Processes
- 1994-2001 Member of the Consulting Editorial Board for the Journal of Applied Psychology.
- 1995-2001 Member of the Editorial Review Board for Organizational Research Methods.
- 1991-1996 Member of the Editorial Review Board for Journal of Management
- 1995 Received "Outstanding Reviewer of the Year" Award, Journal of Organizational Behavior.
- 1981-  
Present Since 1981, I have been an ad hoc reviewer for all of the journals listed in the above lines and also including the Administrative Science Quarterly, Representative Research in Social Psychology, Psychological Methods, Academy of Management Journal, Academy of Management Review, Journal of Management, Journal of Applied Psychology, Personnel Psychology, Groups and Organization Management, Journal of Occupational and Organizational Psychology, Medical Care, Human Performance, IS Research, Journal of European Psychology, and Journal of Health Psychology, Psychological Methods, Applied Psychological Measurement, Multivariate Behavioral Research and many others.

*University/College/Department:*

- 2013-Present Member of Terry Advisory Committee to the Dean, Terry College of Business.
- 2013-2016 Elected to 3-year term to the University Council, The University of Georgia.
- 2009 to  
Present Member, Terry-Sanford summer research grants committee, Terry College of Business, University of Georgia (evaluate proposals).
- 2012-  
Present Member, Terry College of Business Selection Committee for the Deer Runs Fellows Program.
- 2011 Member of search committee for the Industrial/Organizational Psychology Program

## University of Georgia.

- 2011-2013 Member of university promotion and tenure committee, University of Georgia.
- 2009-2010 Member of the Terry College of Business Promotion and Tenure Advisory Committee (chair 2010).
- 2009-2012 Dean's Advisory Council, Terry College of Business, University of Georgia.
- 2009-2012 Research Computing Cluster Faculty Advisory Committee (RCCFAC, Vice President for Research and the Chief Information Officer, University of Georgia.
- 2009-2012 Member of university task force for parking and alternative travel; Chaired by Mr. Donald Walter, Director of Parking Services, University of Georgia.
- 2007-2009 Member, Terry-Sanford summer research grants committee, Terry College of Business, University of Georgia (evaluate proposals).
- 2007-2008 Chair of search committee for a position in organizational behavior, Department of Management, University of Georgia.
- 2007-2009 Member, MBA Curriculum Committee, Terry College of Business, University of Georgia.
- 2006-2013 Graduate Program Coordinator, Department of Management, Terry College of Business, University of Georgia.
- 2006-2008 Member of university promotion and tenure committee, University of Georgia.
- 2005-2006 Member of university task force for parking and alternative travel; Chaired by Ms. J. Diane Hale, Director of Parking Services.
- 2005-2006 Member of search committee for director of the Institute for Leadership Advancement, Terry College of Business, University of Georgia.
- 2005-2006 Member of search committee for department head of the Department of Management, University of Georgia.
- 2005-2006 Member, Faculty Concerns Committee, Terry College of Business.
- 2004-2005 Chair of search committee for a position in organizational behavior, Department of Management, University of Georgia.
- 2004-2005 Member of search committee for department head of the Department of Management, University of Georgia.
- 2004 Member, performance evaluation review committee of Dean George Benson, reported directly to Provost Mace.
- 2003-2006 Elected to 3-year term to the University Council, The University of Georgia, served in the Student Affairs Committee.
- 2002-2004 Member, MBA Curriculum Committee, Terry College of Business, University of Georgia.
- 2001-2003 Member, Search committee for the Synovous Chair in Servant Leadership.

- 2001-2003 Member, Terry College of Business, Promotion and Tenure Committee.
- 2000-2001 Member, Search committee for the Department of Sociology, position in work and occupations
- 2000-2001 Appointed to the strategic planning committee (Environmental Enhancements Program Committee) to design the new College of Environment for the University of Georgia.
- 1999-2003 Member, Curriculum and planning committee, GLOBIS, The University of Georgia.
- 1999-2002 Elected to 3-year term to the University Council, The University of Georgia served in the University Curriculum Committee.
- 1999-2001 Elected to International Programs Committee, College of Business Administration, The University of Georgia.
- 1998-1999 Member, Dean's Leadership Council, College of Business Administration, The University of Georgia.
- 1999 Chair of search committee for a position in the organizational behavior and strategy areas, Department of Management, College of Business Administration, The University of Georgia.
- 1998 Chair of search committee for two positions in organizational behavior and human resource management, Department of Management, College of Business Administration, The University of Georgia.
- 1997-1999 Chair (1998-1999) and Member, Education Policy Committee, College of Business Administration, The University of Georgia.
- 1996-1998 Member, Faculty Concerns Committee, College of Business Administration, The University of Georgia.
- 1996-2000 Coordinator, German Exchange Programs, College of Business Administration, The University of Georgia (Program featured in the May 4, 1998 issue of Columns (Faculty and Staff News), Vol. 25, No. 16, p. 5).
- 1996 Department selection committee, The University of Georgia (management information systems area).
- 1995-2000 Member, University-wide German Exchange Committee, The University of Georgia.
- 1995-1996 Chair, Semester conversion committee, Department of Management, The University of Georgia.
- 1994-Present Area coordinator, Human Resource Management/Organizational Behavior Area, Department of Management, The University of Georgia.
- 1994-1995 Co-chair, Department selection committee, The University of Georgia (OB/HRM area).
- 1994 Assisted the Outcome Assessment Committee, College of Veterinary Medicine, Department of Small Animal Science, in the design of a program assessment tool.
- 1994 Department Research Awards Committee, The University of Georgia.
- 1993-1994 Department selection committee, The University of Georgia (policy/strategy area).
- 1989-1990 Selection committee for a dean of the College of Business Administration, Georgia State University.

- 1990-1991 Departmental Doctoral Coordinator- Coordinate the Ph.D. programs in organizational behavior, human resource management and strategy/policy for the Department of Management, Georgia State University.
- 1989-1991 Elected to Graduate Program Council, College of Business Administration, Georgia State University.
- 1987-1988 Co-developer of Departmental Research Colloquium Series-Department of Management, Georgia State University.
- 1986-1991 Departmental Doctoral Committee Member- Department of Management, Georgia State University.
- 1986-1993 Organizational Behavior Program Coordinator- Department of Management, Georgia State University.
- 1986-1989 Advisory Committee- Graduate Placement Center, Georgia State University.
- 1985-1986 Member of Ad Hoc Committee- Center for Research in Compensation and Benefits, College of Business Administration, Georgia State University.
- 1985-1989 Research Program Committee- College of Business Administration, Georgia State University.
- 1983-1985 Faculty Advisor- Delta Sigma Pi Business Fraternity, Georgia Southern University.
- 1983-1984 Co-developer of a series of management training seminars for the administrative staff at Georgia Southern College, Statesboro, Georgia.