

**MICHAEL A. MCDANIEL**  
**Curriculum Vitae**

January, 2012

Department of Management  
School of Business  
Virginia Commonwealth University  
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Richmond VA 23284-4000

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Current Rank: Professor  
Date of First Appointment: August, 1998  
Tenured at VCU: 2002  
Tenured at University of Akron: 1997

2001 Appointed Fellow, American Psychological Association.  
2000 Appointed Fellow, Society of Industrial and Organizational Psychology, Inc.  
2000 Appointed Fellow, American Psychological Society (now the Association for Psychological Science).

**Education**

Ph.D., Industrial/Organizational Psychology, George Washington University, Washington, D.C., 1986

Dissertation: *The evaluation of a causal model of job performance: The interrelationships of general mental ability, job experience, and job performance.*

M. Phil., Industrial/Organizational Psychology, George Washington University, Washington, D.C., 1984

M.A., Applied Social Psychology, Loyola University of Chicago, Chicago, Illinois, 1978

B.A. with honors, Psychology, University of Delaware, Newark, Delaware, 1975

**Professional Employment**

Virginia Commonwealth University, Department of Management, Professor, 2003

Virginia Commonwealth University, Department of Management, Associate Professor, 2002 (tenured 2002)

Virginia Commonwealth University, Department of Management, Assistant Professor, 1998 – 2001

University of Akron, Department of Psychology, Associate Professor, 1996 - 1998 (Tenured 1997)

University of Akron, Department of Psychology, Assistant Professor, 1992 - 1996

University of Akron, Institute for Life-Span Development and Gerontology, Fellow, 1993 - 1998

Booz, Allen & Hamilton, Inc., Associate (Management Consultant), Bethesda, MD, 1989-1992

Defense Personnel Security Research and Education Center, Personnel Research Psychologist, Monterey, CA, 1986 - 1989

Naval Postgraduate School Department of Administrative Sciences, Adjunct Professor,  
Monterey, CA 1988  
U.S. Office of Personnel Management, Office of Staffing Policy, Personnel Research  
Psychologist, Washington, DC, 1984 - 1986  
American University, Human Resource Management Program, Adjunct Professor, Washington,  
DC, 1986  
Board of Governors Federal Reserve System, Manager of Personnel Research, Planning and  
Evaluation, Washington, DC, 1983 - 1984  
Montgomery County Government, Maryland, Senior Personnel Specialist, 1980 - 1983  
City of Milwaukee, Fire and Police Commission, Personnel Research Psychologist, 1979 - 1980  
City of Chicago, Examination Research Specialist, 1978 - 1979  
Crescent Regional Criminal Justice Council, Research Analyst, Glendale Heights, IL, 1977 -  
1978  
Loyola University of Chicago, Research Assistant, 1975 - 1977

## **Teaching**

### Virginia Commonwealth University

Business statistics – 1998, 2003  
Human resources – 2003 – 2005, 2009  
Organizational behavior – 1999 - 2011  
Staffing – 2005, 2007, 2008, 2010  
Meta-Analysis – 2000, 2010  
Human resources seminar – 2006, 2009  
CARMA meta-analysis course – 2003-2011

### The University of Akron

Advanced Industrial and Organizational Psychology - 1997  
Human Resources - 1997  
Personnel Selection and Performance Evaluation - 1998  
Introduction to Industrial and Organizational Psychology - 1992  
Personnel Psychology and the Law - 1992 through 1995  
Psychological Tests and Measures - 1993 through 1997  
Psychology Core I: Organizational, Social, & Applied - 1993 through 1996  
Training and Organizational Development - 1994 through 1996  
Industrial Gerontology - 1993, 1995, 1997  
Engineering Psychology and Job Design - 1994  
Meta-Analysis, 1996, 1998

### Naval Postgraduate School

Human Resource Management - 1988

### American University

Research Methods – 1986

## Publications

- Pesta, B.J., Bertsch, S., McDaniel, M.A., Mahoney, C.B., & Poznanski, P.J. (in press). Differential epidemiology: IQ, neuroticism, and chronic disease by the 50 U.S. states. *Intelligence*.
- Banks, G.C., Kepes, S., & McDaniel, M.A. (in press). Publication bias: A call for improved meta-analytic practice in the organizational sciences. *International Journal of Selection and Assessment*.
- O'Boyle, Jr., E.H., Forsyth, D.R., Banks, G.C., McDaniel, M.A. (in press). A meta-analysis of the Dark Triad and work outcomes: A social exchange perspective. *Journal of Applied Psychology*.
- Banks, G.C. & McDaniel, M.A. (in press). Meta-analysis as a validity summary tool. In N. Schmitt (Ed.) *Handbook of Assessment and Selection*. Oxford: Oxford University Press.
- McDaniel, M.A., Pesta, B.J., & Banks, G.C. (in press). Job performance and the older worker. In J. Hedge and W. Borman (Eds.) *Oxford Handbook of Work and Aging*.
- Whetzel, D.L., McDaniel, M.A. & Pollack, J.M. (in press). Work simulations. In G. Alliger, G. Hurtz, M. Wilson, R.J. Harvey, & W. Bennett (Eds). *The Handbook of Work Analysis in Organizations*.
- McDaniel, M.A., Kepes, S., Banks, G. C. (2011). Encouraging debate on the Uniform Guidelines and the disparate impact theory of discrimination. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 419-514.
- McDaniel, M.A., Kepes, S., Banks, G. C. (2011). The *Uniform Guidelines* are a detriment to the field of personnel selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 566-570.
- McDaniel, M.A., Psotka, J., Legree, P.J., Yost, A.P., Weekley, J.A. (2011). Toward an understanding of situational judgment item validity and group differences. *Journal of Applied Psychology*, 96, 327-336.
- Banks, G.C. & McDaniel, M.A. (2011). The kryptonite of evidence-based I-O psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 40-44.
- Worthington, E.L., Hook, J. N., Davis, D.E. & McDaniel, M.A. (2011). Religion and spirituality. In J. C. Norcross (Ed.), *Psychotherapy relationships that work* (2<sup>nd</sup> edition). New York: Oxford University Press. 402-419.
- Worthington, E.L., Hook, J. N., Davis, D.E. & McDaniel, M.A. (2011). Religion and spirituality. *Journal of Clinical Psychology: In Session*, 67, 204-214. doi: 10.1002/jclp.20760

- Whetzel, D.L., McDaniel, M.A., Yost, A., Kim, N. (2010). Linearity of personality-performance relationships: A large-scale examination. *International Journal of Selection and Assessment*, 18, 310-320.
- McDaniel, M.A. & Banks, G.C. (2010). General cognitive ability. In J. Scott and D. Reynolds (Eds.) *The Handbook of Workplace Assessment: Selecting and Developing Organizational Talent*. Hoboken, NJ: Wiley. 61-80.
- Pesta, B.J., McDaniel, M.A. & Bertsch, S. (2010). We can't get no (life) satisfaction? Comment on Oswald and Wu (2010). *Intelligence*, 38, 361-362. doi:10.1016/j.intell.2010.05.003
- Banks, G. C., Batchelor, J.H., & McDaniel, M.A. (2010). Smarter people are (a bit) more symmetrical: A meta-analysis of the relationship between intelligence and fluctuating asymmetry. *Intelligence*, 38, 393-401. doi:10.1016/j.intell.2010.04.003
- Pesta, B.J., McDaniel, M.A. & Bertsch, S. (2010). Toward an index of well-being for the fifty U.S. states. *Intelligence*, 38, 160-168. doi:10.1016/j.intell.2009.09.006
- Whetzel, D.L. & McDaniel, M.A. (2009). Situational judgment tests: An overview of current research. *Human Resource Management Review*, 19, 188-202. doi:10.1016/j.hrmr.2009.03.007
- McDaniel, M.A. (2009). Gerrymandering in personnel selection: A review of practice. *Human Resource Management Review*, 19, 263-270. doi:10.1016/j.hrmr.2009.03.004
- Forsyth, D.R, O'Boyle, Jr., E.H. & McDaniel, M.A. (2008). East meets west: A meta-analytic investigation of cultural variations in idealism and relativism. *Journal of Business Ethics*, 83, 813-833.
- McDaniel, M.A., Whetzel, D.L. & Nguyen, N.T. (2008). Situational judgment tests in personnel selection. In Mandal, M. (Ed). *In search of the right personnel*. New Delhi: McMillian.
- Fluckinger, C.D., McDaniel, M.A., & Whetzel, D.L. (2008). Review of faking in personnel selection. In Mandal, M. (Ed). *In search of the right personnel*. New Delhi: McMillian.
- O'Boyle Jr., E.H. & McDaniel, M.A. (2008). Criticisms of employment testing: A commentary. In R. Phelps (Ed.) *Correcting Fallacies about Educational and Psychological Testing*. Washington, D.C: American Psychological Association. 181-197.
- McDaniel, M.A. (2008). Book Review of: "IQ and global inequality. Richard Lynn and Tatu Vanhanen. Washington Summit Publishers, Augusta, GA (2006). (Pp. xx+400), ISBN:978-1-59368-025-1 (hard cover) 978-1-59368-024-4 (paperback)." *Intelligence*, 36, 731-732.
- Miller, A. J., Worthington, E. L., Jr., & McDaniel, M. (2008). Forgiveness and gender: A meta-analytic review and research agenda. *Journal of Social and Clinical Psychology*, 27, 845-878.

- Whetzel, D.L., McDaniel, M.A., & Nguyen, N. T. (2008). Subgroup differences in situational judgment test performance: A meta-analysis. *Human Performance*, 21, 291-309.
- Puts, D.A., McDaniel, M.A., Jordan, C.L., & Breedlove, S.M. (2008). Spatial ability and prenatal androgens: Meta-analyses of congenital adrenal hyperplasia and digit ratio (2D:4D) studies. *Archives of Sexual Behavior*, 37, 100-111.
- Bertsch, S., Pesta, B.J., & McDaniel, M.A. (2007). The generation effect: A meta-analytic review. *Memory and Cognition*, 35, 201-210.
- O'Connell, M. S., Hartman, N.S., McDaniel, M.A., Grubb, W.L., III, & Lawrence, A. (2007). Incremental validity of situational judgment tests for task and contextual job performance. *International Journal of Selection and Assessment*, 15, 19-29.
- McDaniel, M.A. (2007). Validity generalization as a test validation approach. In S.M. McPhail (Ed.) *Alternative Validation Strategies*. San Francisco: Jossey Bass: 159-180.
- McDaniel, M.A. & Whetzel, D.L. (2007). Situational judgment tests. In D.L. Whetzel & G. R. Wheaton (Eds.). *Applied measurement: Industrial psychology in human resources management*. Mahwah, NJ: Erlbaum. 235-257.
- Grubb, W.L., III & McDaniel, M.A. (2007). The fakability of Bar-On's Emotional Quotient Inventory Short Form: Catch me if you can. *Human Performance*, 20, 43-59.
- Williams, M.L., McDaniel, M.A. & Ford, L.R. (2007). Understanding multiple dimensions of compensation satisfaction. *Journal of Business and Psychology*, 21, 429-459.
- McDaniel, M.A., Hartman, N.S., Whetzel, D.L. & Grubb, W.L., III (2007). Situational judgment tests, response instructions and validity: A meta-analysis. *Personnel Psychology*, 60, 63-91.
- McDaniel, M.A., Rothstein, H.R. & Whetzel, D.L. (2006). Publication bias: A case study of four test vendors. *Personnel Psychology*, 59, 927-953.
- McDaniel, M.A. (2006). Estimating state IQ: Measurement challenges and preliminary correlates. *Intelligence*, 34, 607-619.
- McDaniel, M.A. (2006). State preferences for ACT versus SAT complicates inferences about state IQ: A comment on Kanazawa. *Intelligence*, 34, 601-606.
- Whetzel, D.L. & McDaniel, M.A. (2006). Prediction of national wealth. *Intelligence*, 34, 449-458.
- McKay, P. & McDaniel, M.A. (2006). A re-examination of Black-White mean differences in work performance: More data, more moderators. *Journal of Applied Psychology*, 91, 531-554.
- McDaniel, M.A., Whetzel, D.L., & Nguyen, N.T (2006). *Situational judgment tests in personnel*

*selection: A monograph for the International Personnel Management Association Assessment Council*. Alexandria, VA: International Personnel Management Assessment Council.

Griffith, R.L. & McDaniel, M.A. (2006). The nature of deception and applicant faking behavior. In R.L. Griffith (Ed). *A closer examination of applicant faking behavior*. Greenwich, CT: Information Age Publishing. 1-19.

Williams, M., McDaniel, M.A., & Nguyen, N. (2006). A meta-analysis of the antecedents and consequences of pay satisfaction. *Journal of Applied Psychology*. 91, 392-413.

McDaniel, M.A., Whetzel, D.L., Hartman, N. S., Nguyen, N. & Grubb, W. L. (2006). Situational judgment tests: Validity and an integrative model. In R. Ployhart & J. Weekley (Eds). *Situational judgment tests: Theory, measurement, and application*. Jossey Bass. 183-204.

Whetzel, D.L. & McDaniel, M.A. (2006). Staffing and selection strategies for service quality. In Fogli, L. (Ed.) *Customer service delivery*. Pfeiffer Wiley. 173-194.

Nguyen, N. T., Biderman, M.D. & McDaniel, M.A. (2005). Effects of response instruction on faking a situational judgment test. *International Journal of Selection and Assessment*, 13, 250-260.

McDaniel, M.A. & Whetzel, D.L. (2005). Situational judgment test research: Informing the debate on practical intelligence theory. *Intelligence*, 33, 515-525.

McDaniel, M.A. (2005) Big-brained people are smarter: A meta-analysis of the relationship between *in vivo* brain volume and intelligence. *Intelligence*, 33, 337-346.

Whetzel, D.L. & McDaniel, M.A. (2004). Employment interviewing. In C. Spielberger (Ed) *Encyclopedia of Applied Psychology. Volume I*. Elsevier.

Nguyen, N.T & McDaniel, M.A. (2003) Response instructions and racial differences in a situational judgment test. *Applied H.R.M. Research*, 8, 33-44.

Grubb, III, W.L., McDaniel, M.A, & Whetzel, D.L. (2003). General mental ability tests in industry. In Jay Thomas, Volume Editor, *Comprehensive Handbook of Psychological Assessment, Volume 4, Organizational Assessment*.7-20.

Hartman, N.S., McDaniel, M.A, & Whetzel, D.L. (2003). Gender, race, and ethnic differences on assessment tools used in career guidance and counseling. In Janet Wall & Garry Walz (Eds.) *Measuring Up: The Ultimate Resource on Testing for Teachers, Counselors, and Administrators*. Greensboro, NC: ERIC/CASS and NBCC. 99-105.

Collins, J.M., Schmidt, F.L., Sanchez-Ku, M.L., Thomas, L., McDaniel, M.A. & Le, H. (2003) Can basic individual differences shed light on the construct validity of assessment center evaluations? *International Journal of Selection and Assessment*, 11, 17-29.

- Graham K.E, McDaniel M.A, Douglas E.F, Snell, A.F. (2002). Biodata validity decay and score inflation with faking: Do item attributes explain variance across items? *Journal of Business and Psychology*, 16, 573-592.
- McDaniel, M.A. & Grubb, W.L. (2002). Cart 4.0. Software Review. *Organizational Research Methods*, 5, 128-132.
- Rothstein, H. McDaniel, M.A., & Borenstein, M. (2001). Meta-analysis: A review of quantitative cumulation methods. In N. Schmitt and F. Drasgow (Eds). *Advances in Measurement and Data Analysis*. San Francisco: Jossey-Bass. 534-570.
- McDaniel, M.A., Morgeson, F.P., Finnegan, E.B., Campion, M.A., & Braverman, E.P. (2001). Use of situational judgment tests to predict job performance: A clarification of the literature. *Journal of Applied Psychology*, 86, 730-740.
- McDaniel, M.A. & Nguyen, N.T. (2001). Situational judgment tests: A review of practice and constructs assessed. *International Journal of Selection and Assessment*, 9, 103-113.
- Farrell, J. N. & McDaniel, M. A. (2001). The stability of validity coefficients over time: Ackerman's (1988) Model and the GATB. *Journal of Applied Psychology*, 86, 60-79.
- McDaniel, M.A., & Snell, A.F. (1999). Holland's theory and occupational information. *Journal of Vocational Behavior*, 55, 74-85.
- Whetzel, D.L., & McDaniel, M.A. (1999). The employment interview. In E. Mena (Ed.) *Handbook of the Psychology of Interviewing*.
- Barrett, G. V., Polomsky, M. D., & McDaniel, M. A. (1999). Selection tests for firefighters: A comprehensive review and meta-analysis. *Journal of Business and Psychology*, 13, 507-514.
- Bernal, D.J., Snyder, D.S., McDaniel, M.A. (1998). The age and job satisfaction relationship: Does its shape and strength still evade us? *Journal of Gerontology: Psychological Sciences*, 5, 287-293.
- Frei, R., & McDaniel, M. A. (1998). The validity of customer service orientation measures in employee selection: A comprehensive review and meta-analysis. *Human Performance*, 11, 1-27.
- Whetzel, D. L., & McDaniel, M. A. (1997). Employment interviews. In D. L. Whetzel & G. Wheaton (Eds.). *Applied Measurement Methods in Industrial Psychology*. Palo Alto: Consulting Psychologists Press.
- Douglas, E.F., McDaniel, M.A., & Snell, E.F. (1996, August). The validity of non-cognitive measures decays when applicants fake. *Proceedings of the Academy of Management*. Cincinnati. WINNER OF THE BEST PAPER AWARD - HUMAN RESOURCES DIVISION.

- Verive, J.M., & McDaniel, M.A. (1996). Short-term memory tests in personnel selection: Low adverse impact and high validity. *Intelligence*, 23, 15-32.
- Huffcutt, A. I., Roth, P. L., & McDaniel, M. A. (1996). A meta-analytic investigation of cognitive ability in employment interview evaluations: Moderating characteristics and implications for incremental validity. *Journal of Applied Psychology*, 81, 459-473.
- Kubeck, J. E., Delp, N. D., Haslett, T. K., & McDaniel, M. A. (1996). Does job-related training performance decline with age? *Psychology and Aging*, 11, 92-107.
- Sterns, H. L., & McDaniel, M. A. (1995). Industrial gerontology. In G. L. Maddox (Ed), *The encyclopedia of aging*. New York: Springer Publishing Company.
- Healy, M. C., Lehman, M., & McDaniel, M. A. (1995). Age and voluntary turnover: A quantitative review. *Personnel Psychology*, 48, 335-346.
- Morris, S. B., McDaniel, M. A., Worst, G. J., & Timm, H. (1995). Vanity-motivated overspending: Personnel screening for positions of trust. *Educational and Psychological Measurement*, 55, 95-104.
- McDaniel, M. A., Whetzel, D., Schmidt, F. L., Maurer, S. (1994). The validity of the employment interview: A comprehensive review and meta-analysis. *Journal of Applied Psychology*, 79, 599-616.
- Dye, D. A., Reck, M., & McDaniel, M. A. (1993). Moderators of the validity of written job knowledge measures. *International Journal of Selection and Assessment*, 1, 153-157.
- Schmidt, F. L., Law, K., Hunter, J. E., Rothstein, H. R., Pearlman, K., & McDaniel, M. A. (1993). Refinements in validity generalization methods: Implications for the situational specificity hypothesis. *Journal of Applied Psychology*, 78, 3-12.
- Rothstein, H. R. & McDaniel, M. A. (1992). Differential validity by sex in employment settings. *Journal of Business and Psychology*, 7, 45-62.
- McDaniel, M. A. & Jones, J. W. (1991). Honesty testing for personnel selection: A quantitative review. In J. W. Jones (Ed.), *Preemployment honesty testing: Current research and future directions*. Praeger Press.
- McDaniel, M. A. (1991). Validity generalization: Implications for personnel selection. In J. W. Jones, B. D. Steffy, & D. W. Bray (Eds.) *Applying Psychology in Business: The Handbook for Managers and Human Resource Professionals* (pp. 92-98). Lexington Massachusetts: Lexington Books.
- Rothstein, H. R. & McDaniel, M. A. (1991). Mental ability testing in industry. In J. Jones, B. D. Steffy, & D. W. Bray (Eds.) *Applying Psychology in Business: The Handbook for*



*Managers and Human Resource Professionals* (pp.236-242). Lexington Massachusetts: Lexington Books.

Urban, G. D., & McDaniel, M. A. (1990). Factor and cluster analyses of the Special Assignment Battery. *Educational and Psychological Measurement*, 50, 663-671.

Avolio, B. J., Waldman, D. A., & McDaniel, M. A. (1990). Age and work performance in non-managerial jobs: The effects of experience and occupational type. *Academy of Management Journal*, 33, 407-422.

McDaniel, M. A. (1990). Preservice adjustment of homosexual and heterosexual military accessions: Implications for security clearance suitability. In K. Dyer (Ed.) *Gays in Uniform: The Pentagon's secret reports* (pp. 112-135). Boston: Alyson Publications, Inc.

McDaniel, M. A. (1989). Does pre-employment drug use predict on-the-job suitability? In *National Institute on Drug Abuse: Research Monograph Series*, No. 91, 151-167

Ash, R., Levine, E., Johnson, J., & McDaniel, M. A. (1989). Job applicant training and work experience evaluation in personnel selection. In G.R. Ferris & K.M. Rowland (Eds.) *Research in Personnel and Human Resources Management*, 7, 183-226. Greenwich, Connecticut: JAI Press.

McDaniel, M. A. (1989). Biographical constructs for predicting personnel reliability. *Journal of Applied Psychology*, 74, 964-970.

Rothstein, H. R., & McDaniel, M. A. (1989). Guidelines for conducting and reporting meta-analyses. *Psychological Reports*, 65, 759-770.

McDaniel, M. A. & Schmidt, F. L. (1989). Use of computers in implementing meta-analysis in personnel selection for researchers and staffing decision makers. *Public Personnel Management*, 18, 75-86.

McDaniel, M. A. (1988). Does preemployment drug use predict on the job suitability? *Personnel Psychology*, 41, 717-729.

McDaniel, M. A., Schmidt, F. L., & Hunter, J. E. (1988). A meta-analysis of methods for rating training and experience in personnel selection. *Personnel Psychology*, 41, 283-314.

McDaniel, M. A., Schmidt, F. L., & Hunter, J. E. (1988). Job experience correlates of job performance. *Journal of Applied Psychology*, 73, 327-330.

McDaniel, M. A., & Jones, J. W. (1988). Predicting employee theft: A quantitative review of the validity of a standardized measure of dishonesty. *Journal of Business and Psychology*, 2, 327-345.

Whetzel, D. A. & McDaniel, M. A. (1988). The reliability of validity generalization data bases. *Psychological Reports*, 63, 131-134.

McDaniel, M. A. (1986). Computer programs for calculating meta-analysis statistics. *Educational and Psychological Measurement*, 46, 175-177.

McDaniel, M. A., Hirsh, H. R., Schmidt, F. L., Raju, N. S., & Hunter, J. E. (1986). Interpreting the results of meta-analytic research: A comment on Schmitt, Gooding, Noe and Kirsch (1984). *Personnel Psychology*, 39, 141-148.

McDaniel, M. A., & Jones, J. W. (1986). A meta-analysis of the employee attitude inventory theft scales. *Journal of Business and Psychology*, 1, 31-50.

## **Presentations**

McDaniel, M. A. & Kepes, S. (2012, April). *Spearman's Hypothesis is a model for understanding alternative g tests*. To be presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego.

McDaniel, M.A. & Weekley, J.A. (2012, April). *Controlling for elevation and scatter in SJT scoring: A replication*. To be presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego.

McDaniel, M. A. (2012, April). *Panelist in panel discussion: Variations in Unproctored Internet Testing: The Good, Bad and Ideal*. To be presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego.

Holmes, O., McDaniel, M.A., & Tillman, C.J. (2011, August). *A meta-analysis of diversity climate and organizational commitment and job satisfaction*. Paper presented at the annual convention of the Academy of Management. San Antonio.

O'Boyle, E. H., Forsyth, D., Banks, G. & McDaniel, M.A. (2011, August). *A meta-analysis of the dark triad and work outcomes: A social exchange perspective*. Paper presented at the annual convention of the Academy of Management. San Antonio.

McDaniel, M.A. (2011, April). Participant in panel discussion: *Abolish the Uniform Guidelines*. Discussant panel at the 26th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.

McDaniel, M.A. (2011, April). Participant in panel discussion: *Employment interview research: Where do we go next?* Discussant panel at the 26th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.

Kepes, S., McDaniel, M.A., Banks, C., Hurtz, G., & Donovan, J. (2011, April). *Publication bias and the validity of the Big Five*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.

- Banks, C., Kepes, S., & McDaniel, M.A. (2011, April). *Publication bias and the validity of conditional reasoning tests*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.
- Whelpley, C. & McDaniel, M.A. (2011, April). *Self-esteem and counterproductive behavior: A Meta-analytic review*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.
- Pesta, B.J., Bertsch, S. & McDaniel, M.A. (2010, December). *Differential epidemiology: IQ, neuroticism, and chronic disease by the 50 U.S. states*. Paper presented at the 11<sup>th</sup> annual conference of the International Society for Intelligence Research. Alexandria, VA.
- McDaniel, M.A. (2010, July). *Abolish the Uniform Guidelines*. Invited Address to the annual conference of the International Personnel Assessment Council. Newport Beach, CA.
- McDaniel, M.A., Psotka, J. & Legree, P.J. (2010, April). *Situational judgments tests, self-insight, and personality: A suppression situation*. Paper presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology. Atlanta.
- McDaniel, M.A. (2010, April). Participant in panel discussion: *Federal Government Selection: Resumes vs. KSA Statements vs. Assessments*. Discussant panel at the 25th Annual Conference of the Society for Industrial and Organizational Psychology. Atlanta.
- McDaniel, M.A., Psotka, J. & Legree, P.J. (2009, April). *Toward an understanding of situational judgment item validity*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans.
- Fluckinger, C., Snell, A.F., & McDaniel, M.A. (2009, April). *Construct-oriented development of a biodata scale of quitting behaviors*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans.
- McDaniel, M.A. (2009, April). *Cumulative meta-analysis as a publication bias detection method*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans.
- Pesta, B.J., & McDaniel, M.A. (2008, December). *Religious, social, and economic covariates of state intelligence*. Paper presented at the annual conference of International Society of Intelligence Research. Decatur, GA.
- McDaniel, M.A., Whetzel, D.L., & Nguyen, N. (2008, September). Meta-analysis of personnel selection tests and overview of situational judgment tests. *International Workshop on Emerging Frameworks and Issues for S&T Recruitments*. Sponsored by the Society for Reliability Engineering, Quality and Operations Management (SREQOM). Delhi, India.
- McDaniel, M.A., Whetzel, D.L., & Fluckinger, C.D. (2008, September). Review of faking in

personnel selection. *International Workshop on Emerging Frameworks and Issues for S&T Recruitments*. Sponsored by the Society for Reliability Engineering, Quality and Operations Management (SREQOM). Delhi, India.

Tate, B.W. & McDaniel, M.A. (2008, August). *Race differences in personality: an evaluation of moderators and publication bias*. Paper presented at the Annual meeting of the Academy of Management, Anaheim CA.

Hartman, N.S., Grubb, III, W.L., Fluckinger, C.D., & McDaniel, M.A. (2008, August). *Faking on personality and emotional intelligence selection assessments*. Paper presented at the Annual meeting of the Academy of Management, Anaheim CA.

Pollack, J.M. & McDaniel, M.A. (2008, April). *An examination of the PreVisor Employment Inventory for publication bias*. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology. San Francisco.

Miller, A. J., Worthington, E. L., Jr., & McDaniel, M. A. (2008, March). *Gender and forgiveness: A meta-analytic view*. Paper presented at the International Counseling Psychology Conference, Chicago, IL.

McDaniel, M.A. & Ployhart, R.E. (2007, December). *IQ estimates for counties and independent cities in the commonwealth of Virginia*. Paper presented at the annual conference of International Society of Intelligence Research. Amsterdam.

McDaniel, M.A., Kim, N., Yost, A. (2007, November). *Profile assessments incorporate false assumptions of curvilinearity*. Paper presented at the Southern Management Association. Nashville.

McDaniel, M.A. (2007, June). *Meta-analysis*. Invited workshop presented at Personnel Testing Council of Metropolitan Washington. Washington.

Oh, I., Postlethwaite, B.E., Schmidt, F.L. & McDaniel, M.A. (2007, April). *Do structured and unstructured interviews have near equal validity?* Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology. New York.

McDaniel, M.A. (2007, April). *Alternative validation strategies: Developing new and leveraging existing validation evidence*. Panel discussion member at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology. New York.

Hartman, N.S., Grubb, W.L., McDaniel, M.A. (2007, April). *Response instructions moderate SJT validity when content is held constant*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology. New York.

Whetzel, D.L. & McDaniel, M.A. (2006, July). *Competency modeling as an organizational change vehicle*. Paper presented at the sixth annual conference on Knowledge, Culture and Change in Organizations, Monash University Centre, Prato, Italy.

- McDaniel, M. A. (2006, June). *Situational judgment tests*. Invited address at Erasmus University, Rotterdam.
- McDaniel, M.A., Hurtz, G.M., & Donovan, J.J. (2006, May). *An evaluation of publication bias in Big 5 validity data*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas.
- McDaniel, M.A., McKay, P. & Rothstein, H. (2006, May). *Publication bias and racial effects on job performance: The elephant in the room*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas.
- McDaniel, M.A. (2006, May). Panelist on *SIOP Organizational Frontiers Series: Situational judgment tests—Theory, measurement, and application*. Presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas.
- McDaniel, M.A. (2006, May). Panelist on *Situational judgment tests: Construct validity and directions for future research*. Presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas.
- McDaniel, M.A. (2006, April). *Situational judgment tests: Method, content, and faking*. Gästekolloquium Arbeits-, Organisations- und Wirtschaftspsychologie Sommersemester 2006. Zurich.
- McDaniel, M.A. & Whetzel, D.L. (2006, February). *Situational judgment tests: Heterogeneity, validity, subgroup differences, and development methods*. Paper presented at the Association of Test Publishers Innovations in Testing Conference. Orlando.
- Puts, D.A., McDaniel, M.A., Jordan, C.L. & Breedlove, S.M. (2005, December). *Possible organizational effects of early androgens on human spatial ability: Meta-analyses of CAH and digit ratio studies*. Paper presented at the Fifth Annual Conference of the International Society for Intelligence Research. Albuquerque.
- Whetzel, D.L. & McDaniel, M.A. (2005, December). *IQ and the wealth of nations: Prediction of national wealth*. Paper presented at the Fifth Annual Conference of the International Society for Intelligence Research. Albuquerque.
- McDaniel, M.A., Rothstein, H. & Whetzel, D.L. (2005, August). *Do employment test publisher manuals provide accurate information on test validity?* Paper presented at the annual meeting of the Academy of Management. Honolulu.
- Grubb, W.L. & McDaniel, M.A. (2005, August). *The fakability of Bar-On's Emotional Quotient Inventory Short Form: Catch me if you can*. Paper presented at the annual meeting of the Academy of Management. Honolulu.
- Puts, D.A., McDaniel, M.A., Jordan, C.L., and Breedlove, S.M. (2005, August). *Spatial ability*

*and its relation to prenatal androgens: meta-analyses of CAH and 2D:4D studies.* Poster presented at the International Behavioral Development Symposium, Minot, ND.

Puts, D.A., McDaniel, M.A. & Jordan, C.L. & Breedlove, S.M. (2005, June). *Prenatal androgens and spatial ability in humans: Meta-analysis of CAH and 2d:4d studies.* Society for Behavioral Neuroendocrinology Annual Meeting. Austin.

McDaniel, M.A. (2005, May). *Situational judgment tests: Past, present, and future.* Korean Society of Industrial and Organizational Psychology. Seoul.

McDaniel, M.A., McKay, P.F., & Rothstein, H. (2005, May). *Publication bias in personnel psychology: The Elephant in the room.* Paper presented at the Twelfth European Congress of Work and Organizational Psychology. Istanbul.

McDaniel, M.A. (2005, May). *Publication bias.* Paper presented to the annual conference of Personnel and Human Resources Research Group. Amsterdam.

Nguyen, N, McDaniel, M.A., & Whetzel, D.L. (2005, April). *Subgroup differences in situational judgment test performance: A meta-analysis.* Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology. Los Angeles.

McKay, P. & McDaniel, M.A. (2005, April). *Cognitive load of criteria and racial differences in job performance.* Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology. Los Angeles.

McDaniel, M.A. & Whetzel, D.L. (2004, December). *IQ and the Wealth of Nations: Prediction of GDP Not Dependent on Precise g Estimates.* Paper presented at the Fifth Annual Conference of the International Society for Intelligence Research. New Orleans.

McDaniel, M. A., Yost, A. P., Ludwick, M.H., Hense, R.L., Hartman, N. S. (2004, March). *Incremental Validity of a Situational Judgment Test.* Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago.

McDaniel, M.A. (2003, July). *Practical intelligence: The Emperor's new clothes.* Paper presented at the International Symposium on Emotional and Practical Intelligence. Berlin.

McDaniel, M.A. & Whetzel, D.L. (2003, December). *The Emperor's New Clothes: Additional critiques of Sternberg's Practical Intelligence Theory.* Paper presented at the Fourth Annual Conference of the International Society for Intelligence Research. Newport Beach, CA

McKay, P. F., & McDaniel, M.A. (2003, April). *A re-examination of Black-White differences in work performance: The moderating effect of criterion content, job complexity, level of measurement, measurement method, source of data, and criterion cognitive load.* Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology. Orlando.

- McDaniel, M.A., Hartman, N. S.& Grubb III, W. L. (2003, April). *Situational judgment tests, knowledge, behavioral tendency, and validity: A meta-analysis*. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology. Orlando.
- McDaniel, M.A. & Nguyen, N.T, (December, 2002). *A meta-analysis of the relationship between in vivo brain volume and intelligence*. Paper presented at the Third Annual Conference of the International Society of Intelligence Research. Nashville.
- Nguyen, N.T., & McDaniel, M.A., (October, 2002). *Effect of response instructions on racial differences in situational judgment test performance*. Paper presented at the Southern Management Association. Atlanta. WINNER OF THE BEST PAPER AWARD - HUMAN RESOURCES TRACK.
- Grubb, W.L., III & McDaniel, M.A. (April, 2002). *Procedural justice and layoff survivors' commitment: A quantitative review*. Paper presented at the 17<sup>th</sup> Annual Conference of the Society of Industrial Organizational Psychology. Toronto. April.
- Nguyen, N.T., McDaniel, M.A., & Biderman, M.A. (April, 2002). *Faking in situational judgment tests*. Paper presented at the 17<sup>th</sup> Annual Conference of the Society of Industrial Organizational Psychology. Toronto. April.
- O'Connell, M. S., McDaniel, M.A., Grubb, W.L., III, Hartman, N.S., Lawrence, A. (April, 2002). *Incremental validity of situational judgment tests for task and contextual performance*. Paper presented at the 17th Annual Conference of the Society of Industrial Organizational Psychology. Toronto.
- Nguyen, N.T. & McDaniel, M.A. (April, 2001). *The influence of impression management on organizational outcomes: A meta-analysis*. Paper presented at the 16th Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Nguyen, N.T. & McDaniel, M.A. (April, 2001). *Constructs assessed in situational judgment tests: A meta-analysis*. Paper presented at the 16th Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- McDaniel, M.A. (April, 2001). *"g" expert on expert panel*. 16th Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- McDaniel, M.A. (April, 2001). *Moderator on panel for "What I didn't learn in grad school."* 16th Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Nguyen, N.T. & McDaniel, M.A. (December, 2000). *Brain size and intelligence: A Meta-analysis*. Paper presented at the First Annual Conference of the International Society of Intelligence Research. Cleveland, OH.

- Grubb, L. & McDaniel, M.A. (December, 2000). *Working memory, short-term memory and intelligence: A meta-analysis*. Paper presented at the First Annual Conference of the International Society of Intelligence Research. Cleveland, OH.
- Williams, M.L., McDaniel, M.A., & Nguyen, N. (October, 2000). *A meta-analysis of the antecedents and consequences of three dimensions of compensation satisfaction*. Paper presented at the Annual Meeting of the Southern Management Association. Atlanta.
- Nguyen, N.T. & McDaniel, M.A. (April, 2000). *Faking and forced-choice scales in applicant screening: A meta-analysis*. Paper presented at the 15th Annual Convention of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Griffith, R.T., Chmielowski, T, Snell, A.F., Frei, R.L., McDaniel, M.A. (April, 2000). *Does faking matter? An examination of rank order changes in applicant data*. Paper presented at the 15th Annual Convention of the Society for Industrial and Organizational Psychology, New Orleans, LA. April, 2000.
- Williams, M.L., McManus, J., Gordon, R.E., McDaniel, M.A. (October, 1999). *A meta-analysis of multiple dimensions of pay satisfaction*. Paper presented at the Annual Meeting of the Southern Management Association.
- Rotenberry, P., Monaghan, D., & McDaniel, M.A. . (October, 1999) *In-basket criterion-related validity: A meta-analysis*. Paper presented at the Annual Meeting of the Southern Management Association.
- McDaniel, M.A., Gordon, R.E., Seers, A. . (October, 1999). *The development of a bogus competency scale to detect faking by job applicants*. Paper presented at the Annual Meeting of the Southern Management Association.
- Collins, J.M., Schmidt, F.L., Sanchez-Ku, M.L., & McDaniel, M.A. (April, 1999). *Predicting assessment center ratings from cognitive ability and personality using policy capturing and psychometric meta-analysis*. Paper presented at the 14th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Atlanta.
- Smith, K.C., Sydell, E., Snell, A., Haas, A. & McDaniel, M.A. (April, 1999). *Flanagan's critical incident technique meets the faking controversy*. Paper presented at the 14th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Atlanta.
- Haas, A., Smith, K.C., & McDaniel, M.A. (April, 1999). *Faking Strategies: Effects on a situational judgment test*. Paper presented at the 14th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Atlanta.
- Olesen, E. P., McDaniel, M.A., & Snell, A.F. (April, 1998) *Construct validity of customer service measures*. Paper presented at the 13th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Dallas.



- Snell, A.F., & McDaniel, M.A. (April, 1998) *Faking: Getting data to answer the right questions*. Paper presented at the 13th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Dallas.
- Frei, R.L., Snell, A.F., McDaniel, M.A., & Griffith, R.L. (April, 1998). *Using a within subjects design to identify differences between social desirability and faking*. Paper presented at the 13th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Dallas.
- Griffith, R.L., Snell, A.F., Frei, R.L., McDaniel, M.A., & Confer, S. (April, 1998). *Modeling social desirability as a method bias effect*. Paper presented at the 13th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Dallas.
- Smith, K.C. & McDaniel, M.A. (April, 1998). *Background experience correlates of job performance: An expanded predictor space*. Paper presented at the 13th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Dallas.
- Smith, K.C. & McDaniel, M.A. (April, 1998). *Criterion and construct validity evidence for a situational judgment measure*. Paper presented at the 13th Annual Convention of the Society for Industrial and Organizational Psychology, Inc. Dallas.
- Sanchez-Ku, M., Thomas, L., Collins, J. M., & McDaniel, M. A. (1997). *A meta-analysis of predictors of assessment center success: Cognitive ability, motivation and personality*. American Psychological Association, 105th Annual Conference. Chicago, IL. August.
- Taylor, P.J., Guilford, J.R., & McDaniel, M.A. (1997). *Individual versus panel selection interviews: Are two (or more) heads really better than one?* Industrial and Organisational Psychology Conference. Victoria, Australia. June.
- Frei, R.L., Griffith, R.L., Snell, A. F., McDaniel, M.A., & Douglas, E.F. (1997, April). *Faking of non-cognitive measures: Factor invariance using multiple groups LISREL*. Paper presented at the Twelfth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. St. Louis.
- Frei, R.L., Griffith, R.L., McDaniel, M.A., Snell, A.F., Hamill, L.S., Wheeler, J.K., Douglas, E.F. (1997). *Building a better mousetrap: Using CART to detect response distortion*. Paper presented at the Twelfth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. St. Louis. April.
- Graham, K.E., McDaniel, M.A., Douglas, E.F., & Snell, A.F. (1997, April). *Item attribute correlates of biodata validity decay with faking*. Paper presented at the Twelfth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. St. Louis. April.
- McDaniel, M.A., Douglas, E.F., & Snell, A.F. (1997, April). *A survey of deception among job seekers*. Paper presented at the Twelfth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. St. Louis.

- Sterns, H.L., Cleveland, J.N., Landy, F.J., McDaniel, M.A. (1997, April) *Issues in aging and work: Past and present*. Panel discussion presented at the Twelfth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. St. Louis.
- McDaniel, M.A., Finnegan, E.B., Morgeson, F.P., Campion, M.A., Braverman, E.P. (1997, April). Predicting job performance from common sense. Paper presented at the Twelfth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. St. Louis.
- Douglas, E. F., McDaniel, M. A., & Snell, E. F. (1996, August). *The validity of non-cognitive measures decays when applicants fake*. Paper presented at the annual conference of the Academy of Management, Cincinnati, OH. WINNER OF THE BEST PAPER AWARD - HUMAN RESOURCES DIVISION.
- Wiesen, J. P., & McDaniel, M. A. *Illusive teamwork KSAP's: A validation study*. (1996, June). Paper presented at the International Personnel Management Association Assessment Council conference, Boston, MA.
- Gray, J. H., Boyce, C., Hall, R. & McDaniel, M. A. (1996). *Age differences in training: Less pre-training mastery or less learning?* Paper presented at the Eleventh Annual Conference of the Society of Industrial and Organizational Psychology, Inc., San Diego, CA.
- Kaminsky, M. S. , & McDaniel, M. A. (1996). *A vocational interest instrument for industrial/organizational psychologists*. Paper presented at the Eleventh Annual Conference of the Society of Industrial and Organizational Psychology, Inc., San Diego, CA.
- Byham, T. M., Bernthal, P. R., & McDaniel, M. A. (1996). *Measures of change which capture response-shifts in training outcomes*. Paper presented at the Eleventh Annual Conference of the Society of Industrial and Organizational Psychology, Inc., San Diego, CA.
- Wiesen, J. P., & McDaniel, M. A. (1995, June) *Selection for empowered work teams: Do soft skills matter?* Paper presented at the International Personnel Management Association Assessment Council conference, Boston.
- Berardi, M. F., Elicker, J. D., Hepburn, E. M., Wynn, H., & McDaniel, M. A. (1995, May). *The effectiveness of training in decision making: A meta-analysis*. Paper presented at the Tenth Annual Conference of the Society of Industrial and Organizational Psychology, Inc. Orlando, FL.
- Huffcutt, A., Roth, P. L., & McDaniel, M. A. (1995, May). *Assessment of mental ability in the employment interview*. Paper presented at the Tenth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Orlando, FL.
- McDaniel, M. A., Wynn, H. A., Lees, C. A., & Timm, H. W. (1995, May). *Personal credit information in screening for personnel reliability: Validity and legality*. Paper presented at

the Tenth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Orlando, FL.

Daly, J. J., Sterns, H. L., McDaniel, M. A., Doverspike, D. (1995, May). *Relationship between supervisory attitudes and performance ratings of older workers*. Paper presented at the Ninth Annual Professional and Scientific Ohio Conference on Aging and Eighteenth Annual Ohio Student Conference on Aging, Akron, OH.

McDaniel, M. A. (1994, October). *Training and experience evaluations*. A workshop presented to the Mid-Atlantic Personnel Assessment Council, Baltimore, MD.

Sterns, H., Delp, N., Haslett, T., Kubeck, J., & McDaniel, M. A. (1994, November). *Age differences and job-related training outcomes*. Paper presented at the 47th annual meeting of the Gerontological Society of America, New Orleans, LA.

Verive, J. M., & McDaniel, M. A. (1994). *Short-term memory tests in personnel selection: Low adverse impact and high validity*. Paper presented at the submitted to the 102nd Annual Conference of the American Psychological Association, Los Angeles, CA.

Rogers, P., & McDaniel, M. A. (1994, August). *Criterion purpose as a covariate of employment test validity*. Paper presented at the submitted to the 102nd Annual Conference of the American Psychological Association, Los Angeles, CA.

Healy, M., McDaniel, M. A., & Graham, K. (1994, August). *Does tobacco use predict job performance?* Paper presented at the 102nd Annual Conference of the American Psychological Association, Los Angeles, CA.

Healy, M., & McDaniel, M. A., Tefft, M. P. (1994, August). *Alcohol usage, personality, and job performance*. Paper presented at the 102nd Annual Conference of the American Psychological Association, Los Angeles, CA.

Gradwohl, W. C. & McDaniel, M. A. (1994, April). *Affirmative Action: A review of perceptions, attitudes, and outcomes*. Paper presented at the Ninth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Nashville, TN.

Sterns, A. A., Marsh, B. A., & McDaniel, M. A. (1994, April). *Age and job satisfaction: A comprehensive review and meta-analysis*. Paper presented at the Ninth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Nashville, TN.

Engle, E., Miguel, R., Steelman, L., McDaniel, M. A. (1994, April). *The relationship between age and work needs: A comprehensive research integration*. Paper presented at the Ninth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Nashville, TN.

- Healy, M., Lehman, M., McDaniel, M. A. (1994, April). *A meta-analysis of the relationship between age and turnover*. Paper presented at the Ninth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Nashville, TN.
- Delp, N., Haslett, T., Kubeck, J., & McDaniel, M. A. (1994, April). *Age and job-relevant training performance: A comprehensive review and meta-analysis*. Paper presented at the Ninth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Nashville, TN.
- McDaniel, M. A., & Frei, R. (1994, April). *The validity of customer service orientation measures in employee selection: A comprehensive review and meta-analysis*. Paper presented at the Ninth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Nashville, TN.
- Morris, S. B., McDaniel, M. A., Worst, G. J., & Timm, H. (1993, August). *Vanity-Motivated Overspending: Personnel Screening for Positions of Trust*. Paper presented at the 101st Annual Convention of the American Psychological Association, Toronto, Canada.
- McDaniel, M. A., Whetzel, D., Schmidt, F. L., & Maurer, S. (1993, May). *Occupational moderators of the validity of the employment interview*. Paper presented at the Seventh Annual Conference of the Society of Industrial and Organizational Psychology, Inc., San Francisco, CA.
- McDaniel, M. A., & Braverman, E. R. (1992). *Validity of situational judgment measures: A comprehensive review and meta-analysis*. Paper presented at the 100th Annual Convention of the American Psychological Association.
- McDaniel, M. A., Zytowski, D. G., & Ashbey, R. R. (1991). A delineation of the structure of career decision variables. In J. L. Holland (Chair) *Advances in occupational classification for career development and decision making*. Symposium presented at the 99th Annual Conference of the American Psychological Association, San Francisco, CA.
- Wise, L., & McDaniel, M. A. (1991). Cognitive factors in the Armed Services Vocational Aptitude Battery and the General Aptitude Test Battery. In B. Bloxom (Chair), *General and specific construct congruence across alternative aptitude batteries*. Symposium presented at the 99th Annual Conference of the American Psychological Association, San Francisco, CA.
- McDaniel, M. A. (1991). *Employment interviewing*. A workshop presented to the Mid-Atlantic Personnel Assessment Council, Baltimore, MD.
- Rivkin, D., & McDaniel, M. A. (1990). The measurement and validation of occupational aptitude requirements. In A. Lancaster (Chair), *The enhancement of the Department of Defense Student Testing Program*. Symposium presented at the 98th Annual conference of the American Psychological Association, Boston, MA.

- McDaniel, M. A., Whetzel, D., Schmidt, F. L., & Maurer, S. (1990). *The validity of the employment interview*. Paper presented at the 1990 IPMAAC Conference on Personnel Assessment, San Diego, CA.
- McDaniel, M. A., & Timm, T. (1990). *Lying takes time: Predicting deception in biodata using response latency*. In H. Wing (Chair), *Alternative predictors*. Symposium presented at the 98th Annual conference of the American Psychological Association, Boston, MA.
- Dye, D. A., Reck, M., & McDaniel, M. A. (1989). *Moderators of the validity of written job knowledge measures*. Paper presented at the Fourth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Boston, MA.
- Parker, J. P., Wiskoff, M. F., McDaniel, M. A., Sherman, F., & Zimmerman, R. A. (1989). *The development of a prescreening instrument for Marine security guards*. Paper presented at the Fourth Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Boston, MA.
- Urban, G. D., & McDaniel, M. A. (1989). *Factor and Cluster Analyses of the Special Assignment Battery*. Paper presented at the 97th Annual Convention of the American Psychological Association, New Orleans, LA.
- McDaniel, M. A. (1988). *Does preemployment drug use predict on the job suitability?* Invited address National Institute on Drug Abuse conference Drugs in the Workplace, Washington, DC.
- McDaniel, M. A. (1988). *The validity of the employment interview*. Invited address Personnel Testing Council of Southern California conference Beyond g: The total selection system. Newport Beach, CA.
- McDaniel, M. A. (1988). *Biographical constructs for predicting personnel reliability*. Paper presented at the 96th Annual Convention of the American Psychological Association, Atlanta, GA.
- McDaniel, M. A. & Jones, J. W. (1988). *Honesty testing for personnel selection: A quantitative review*. Paper presented at the 96th Annual Convention of the American Psychological Association, Atlanta, GA.
- Wiskoff, M. F., Sherman, F. A., & McDaniel, M. A. (1988). *Predicting success in the Marine Security Guard School*. Paper presented at the 96th Annual Convention of the American Psychological Association, Atlanta, GA.
- McDaniel, M. A. (1988). *Employment interviews: Structure, validity, and unanswered questions*. In M. A. Campion (Chair), *Structured interviewing: Improving reliability, validity, and relevance of selection interviews*. Symposium in the Third Annual Conference of the Society of Industrial and Organizational Psychology, Inc., Dallas, TX.

- McDaniel, M. A. (1988). *Does pre-employment drug use predict post-employment suitability?* Paper presented to the Third Annual Conference of the Society of Industrial and Organizational Psychology, Inc, Dallas, TX.
- Hirsh, H. R., & McDaniel, M. A. (1987). *Differential validity by gender in employment settings.* Paper presented at the Second Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Atlanta, GA.
- McDaniel, M. A. (1987). *The Staffing Decision Support System: Computer-assisted support for staffing decision Makers.* Paper presented at the International Personnel Management Association Assessment Council Annual Conference, Philadelphia, PA.
- McDaniel, M. A., Schmidt, F. L., & Hunter, J. E. (1987). *Job experience as a determinant of job performance.* Paper presented at the 95th Annual Convention of the American Psychological Association, New York, NY.
- Waldman, D. A., Avolio, B. J., & McDaniel, M. A. (1987). *Taking age out of the age and job performance relationship.* Paper presented at the 95th Annual Convention of the American Psychological Association, New York, NY.
- Waldman, D. A., Avolio, B. J., & McDaniel, M. A. (1987). *Trading off age for experience in predicting job performance.* Paper presented at the Academy of Management Conference - Division of Personnel/Human Resources.
- Whetzel, D. A., & McDaniel, M. A. (1987). *The reliability of validity generalization data bases.* Paper presented at the 95th Annual Convention of the American Psychological Association, New York, NY.
- Gandy, J. A., & McDaniel, M. A. (1986). Large samples are better, aren't they?: Pooling subjects across organizations. In H. R. Hirsh (Chair) *New Examinations of Meta-analysis.* Symposium presented at the 94th Annual Convention of the American Psychological Association, Washington, DC.
- McDaniel, M. A. (1986). The evaluation of a causal model of job performance. In H. R. Hirsh (Chair) *Causal models of job performance.* Symposium presented at the 94th Annual Convention of the American Psychological Association, Washington, D.C.
- McDaniel, M. A. (1986). *The evaluation of a causal model of job performance.* Invited Address, IPMAAC Student Paper Competition. International Personnel Management Association Assessment Council Annual Conference, San Francisco, CA.
- McDaniel, M. A., Whetzel, D., Schmidt, F. L., Hunter, J. E., Maurer, S., & Russell, J. (1986). New research on the validity of the employment interviews. In M.A. McDaniel (Chair) *New research in validity generalization.* A symposium presented at the International Personnel Management Association Assessment Council Annual Conference, San Francisco, CA.

- McDaniel, M. A., & Hirsh, H. R. (1986). Methods of moderator detection in meta-analysis. In M. A. McDaniel (Chair), *An Overview and New Directions in the Hunter, Schmidt, & Jackson Meta-Analysis Technique*. Symposium presented at the First Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Chicago, IL.
- Hirsh, H. R., & McDaniel, M. A. (1986). Developing decision rules for meta-analysis. In M. A. McDaniel (Chair), *An Overview and New Directions in the Hunter, Schmidt, & Jackson Meta-Analysis Technique*. Symposium presented at the First Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Chicago, IL.
- McDaniel, M. A., & Schmidt, F. L. (1985). A meta-analysis of the validity of training and experience ratings in personnel selection. In H. R. Hirsh (Chair), *Meta-analysis of Alternative Predictors of Job Performance*. Symposium presented at the 93rd Annual Convention of the American Psychological Convention, Los Angeles, CA.
- Whetzel, D., McDaniel, M. A., & Schmidt, F. L. (1985). Validity of employment interviews. In H. R. Hirsh (Chair), *Meta-analysis of Alternative Predictors of Job Performance*. Symposium presented at the 93rd Annual Convention of the American Psychological Convention, Los Angeles, CA.
- McDaniel, M. A. (1985). *Meta-analysis of the relation between education and experience evaluations and job performance*. Paper presented at the Spring 1985 Capital Area Psychology Association (CASPA) Meeting, Washington, DC.
- McDaniel, M. A. (1984). *Validity generalization programs at the U.S. Office of Personnel Management*. Paper presented at the Personnel Testing Council of Metropolitan Washington annual conference: "Advances in Personnel Selection - Validity Generalization and Latent Trait Theory", Washington, D.C.
- McDaniel, M. A. (1983). *The use of the computer to automate the personnel office*. Paper presented at the Personnel Testing Council of Metropolitan Washington annual conference: "Office Automation in the Personnel Function", Washington, D.C.
- Johnson, E., & McDaniel, M. A. (1981). *Training correlates of a police selection system*. Paper presented at the International Personnel Management Association Council, Denver, CO.
- McDaniel, M. A., & Holmgren, R. (1980). *The utility of similarity judgments in predicting retranslation errors*. Paper presented at the International Personnel Management Association Assessment Council, Boston, MA.
- McDaniel, M. A., Groves, E., Xagas, S., Rainsford, B., & Napolitan, T. W. (1979). *An evaluation of outreach therapy*. Paper presented at the Midwestern Psychological Association, Chicago, IL.

## Honors & Awards

- 2011 Distinguished Scholar Award. (2010-2011). Virginia Commonwealth University
- 2007 Distinguished Scholar Award. (2006-2007). Virginia Commonwealth University
- 2007 Faculty Excellence Award (\$14,000). Virginia Commonwealth University
- 2002 Best Paper Award, Human Resource Track. Southern Management Association. Nguyen, N.T., & McDaniel, M.A. *Effect of response instructions on racial differences in situational judgment test performance.*
- 2002 Faculty Excellence Award (\$7000). Virginia Commonwealth University
- 2001 Faculty Excellence Award (\$7000). Virginia Commonwealth University
- 1999 Global View award (\$3500). Virginia Commonwealth University
- 1999 Faculty Excellence Award (\$7000). Virginia Commonwealth University
- 1996 Best Paper Award for Human Resource Division, Academy of Management. Douglas, E.F., McDaniel, M.A., & Snell, E.F. *The validity of non-cognitive measures decays when applicants fake.*
- 1993 Favorite Faculty Member Award, Awarded by Omicron Delta Kappa and Mortar Board "Excellence of contribution made on behalf of students at the University of Akron."
- 1986 Winner, IPMAAC Student Paper Competition. *The evaluation of a causal model of job performance: The interrelationships of general mental ability, job experience, and job performance.*
- 1985 Honorable Mention IPMAAC Student Paper Competition. *A meta-analysis of the validity of training and experience ratings in personnel selection.*
- 1985 Director's Award for Superior Accomplishment. "For exceptional skill, innovativeness and prodigious productivity which have resulted in new information to guide OPM rating schedule work and an automated system to guide its use of selection procedures, validate the results, and perform new studies."



## **Other Presentations and Papers**

Publication bias and racial effects on job performance: The elephant in the room? *PTC Quarterly*, 2, 11-14. September, 2006.

Meta-analysis: How to conduct a systematic review. Prepared for Erasmus University. June 14, 2006.

Situational judgment tests. Credit Suisse. Zurich, Switzerland. April 10, 2006.

Meta-analysis: How to conduct a systematic review. Prepared for Mittelbau des Psychologisches Instituts und Fachrichtung Arbeits- und Organisationspsychologie Universität Zürich. Zurich, Switzerland. April 7, 2006.

Meta-analysis. Army Research Institute. Arlington, VA. February, 2006.

Discussant in two sessions at Southern Management Association, November 12, 2005.

Participant in National Science Foundation workgroup concerning deception in the national security context. July 25-26, 2005

Situational judgment test workshop at the International Personnel Management Association annual conference. June, 2005

Meta-analysis. Sung Kyun Kwan University. Republic of Korea, May 27-28, 2005

Situational judgment test workshop. With S. Motowidlo. Pre-conference workshop at SIOP. April, 2005.

VA Surveyor Convention, Hiring the Best, January 23, 2004

VCU Family Business Forum, Hiring the Best, November 7, 2003

Situational Judgment Workshop, IPMAAC Conference, June, 2003.

Experience measures: Current theory and practice. Workshop presented with C.K. Curnow and T.P. McGonigle at the Personnel Testing Council of Metropolitan Washington, DC. 2003

Situational judgment testing workshop for Mid-Atlantic Personnel Testing Council - 2001

Reasonable accommodation in employment testing. Presentation to the “Look to the Stars” meeting on disability in the workplace. Sponsored by Manpower and Sun Trust. (October 10, 2001). Richmond, VA.

Roundtable panel “Ask the selection experts.” (April, 2001). 15th Annual Convention of the Society for Industrial and Organizational Psychology, San Diego, CA.

Invited lecturer Florida Institute of Technology – March 3-4, 2001

Invited speaker at the Chicago Industrial Organizational psychology group, September, 2000

Roundtable panel “Ask the selection experts.” (April, 2000). 15th Annual Convention of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Presentation at the Trainer's Connection (October 10, 1997). The development of a screening program for nursing assistants.

Presentation at The University of Akron Chapter of the American Society for Training and Development (April, 22, 1995)

## **Professional Activities**

### Professional Organizations

Academy of Management (Member)

Division of Human Resources

Division of Organizational Behavior

Division of Research Methods

Society for Industrial and Organizational Psychology (Fellow)

Personnel and Human Resources Research Group (Member)

American Psychological Society (now the Association for Psychological Science) (Fellow)

Society for Human Resource Management (Member)

American Psychological Association (Fellow)

International Personnel Management Association

Assessment Council

Membership Committee, 1983-1984, 1987

Chairperson, Education and Training Committee, 1983-1984

Publications Committee, 1983-1984

Committee member, IPMAAC student paper competition, 1994-1995

Committee member, Scholarly Achievement Committee, 1994

Personnel Testing Council of Metropolitan Washington

Chairperson, Clearinghouse Committee, 1985 - 1986

International Society for Intelligence Research

### Editorship & Editorial Reviewer

Editorial Board, *Intelligence*, 2006 - present  
Editorial Board, *Personnel Psychology*, 1996 - 2002  
Editorial Board, *Human Resource Management Review*, 1997  
Associate Editor, *Journal of Business and Psychology*, 1985 – 2002

### Virginia Commonwealth University Service

#### University-level service

University Grievance and Appeal Panel 2005-2010  
Homeland Security 2005  
VCU Academic Campus Honor Council 2001-2005  
Turning Point mentor 2001  
Management/Psychology department colloquium series (2000)

#### School-level service

VCU Grievance Committee (2001-2006)  
Promotion and Tenure Committee (2010 – present)  
Undergraduate recruitment volunteer (2001-2002)  
Provide data mining analyses for undergraduate recruitment data (June, 2001)  
Provided SOB building tours to approximately 150 parents and high school seniors as part of undergraduate recruiting effort (February 10, 2001)  
Participated in undergraduate recruitment effort at VCU basketball game (February 24, 2001)  
Participated in undergraduate recruiting effort by calling accepted business school students (March, 2001)

#### Department service – Committees

Management Department PhD Committee 2007-present  
Management Promotion and Tenure Committees 2007-2009  
Management Department Curriculum committee 2001-2003  
Management Department Ph.D. Committee 1999-2003, 2006-2007  
Awards committee, 1998-1999  
Endowment, 1998-1999  
Mission statement committee, 1998-1999

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#### University of Akron Committees

Member of Coordinating Council of the Institute for Life-Span Development and Gerontology, 1993 - 1998

Member of Research Committee of the Institute for Life-Span Development and Gerontology,

1993 - 1998

University of Akron Departmental Committees

Admissions, 1992 - 1998; chair, 1994 - 1998

Colloquia, 1992 - 1997

Research Ethics, 1992 - 1996

Chair, University Honors program advisor, 1994 – 1998