

CURRICULUM VITAE – KURT KRAIGER

ADDRESS

Department of Management
3675 Central Avenue | FAB202
University of Memphis
Memphis, TN 38152

PHONE

(901) 678-3159

EMAIL

Kurt.Kraiger@memphis.edu

EDUCATION

- 1982 – 1983 Ph.D., I/O Psychology, The Ohio State University
1979 – 1982 M.A., Industrial-Organizational (I/O) Psychology, The Ohio State University
1975 – 1979 B.A., Psychology, University of Cincinnati

ACADEMIC POSITIONS

- 2019 – present Chair, Department of Management, University of Memphis
2021 – 2023 Interim Associate Dean, Fogelman College of Business and Economics, University of Memphis
2019 – present Professor Management, University of Memphis
2005 – 2018 Professor of Psychology, Colorado State University
2011 – 2023 Co-founder and Principal Psychologist, jobZology, Fort Collins, CO
2011 – 2015 Chair, Department of Psychology, Colorado State University
2004 – 2005 Chair, Department of Psychology, University of Tulsa
2002 – 2005 McFarlin (Endowed) Chair and Professor of Psychology, University of Tulsa
2001 - 2011 Visiting summer instructor, College of Business Administration, University of Hawai'i at Manoa
1996 - 2002 Professor of Psychology, University of Colorado at Denver
1992 - 2001 Director, Center for Applied Psychology, University of Colorado at Denver
1998 - 1999 Chair, Department of Psychology, University of Colorado at Denver
1991 - 1996 Associate Professor of Psychology, University of Colorado at Denver
1989 - 1990 Visiting Assistant Professor of Organizational Behavior, University of California Berkeley
1983 - 1991 Assistant Professor of Psychology, University of Colorado at Denver

HONORS AND AWARDS

- Society of Industrial and Organizational Psychology, Sidney A. Fine Grant for Research on Job Analysis (2017)
Society of Industrial and Organizational Psychology Career Service Award (2014)
Society of Industrial and Organizational Psychology Career Teaching Award (2019)
CSU - CNS Faculty Excellence in Graduate Education and Mentoring Award (2011)
Fellow, Association for Psychological Sciences (2009)

HONORS AND AWARDS (Continued)

Fellow, Society of Industrial and Organizational Psychology (1996)
Academy of Management, Human Resources Division Best Paper Award (1994)

SABBATICALS

2017 Visiting Scholar, University of North Carolina at Charlotte, ALPS
Solutions in Raleigh, NC
1999 - 2000 Visiting Professor, College of Business Administration, University of
Hawai'i at Manoa
1992 - 1993 Senior Research Associate, International Learning Systems, Golden,
CO

SCHOLARLY WORKS

Books:

- 2014 Kraiger, K., Passmore, J., dos Santos, N.R., and Malvezzi, S. (Eds.) *The Wiley-Blackwell Handbook of the Psychology of Training, e-learning, personal development, appraisal and feedback*. London, UK: Wiley.
2002 Kraiger, K. (Ed.) *Creating, implementing, and managing effective training and development systems in organizations: State-of-the-art lessons for practice*. San Francisco: Jossey-Bass.
1997 Ford, J.K., Kozlowski, S.J., Kraiger, K., Salas, E., and Teachout, M.S. (Eds.) *Improving training effectiveness in work organizations*. Mahwah, NJ: Erlbaum.

Refereed Journal Articles:

- 2024 Alonso, N., Marshall, M., Porter, C., & Kraiger, K. Co-creating successful mentoring relationships? Investigating mentor and protégé perceptions of dyadic fit and relationship quality. *Journal of Managerial Psychology*, 39(6), 635-650.
2024 Beier, M.E., Saxena, M., Kraiger, K., Costanza, D.P., Rudolph, C.W., Cadiz, D.M., Petery, G., and Fisher, G.G. [Workplace learning and the future of work](#). *The Industrial-Organizational Psychologist* (focal article).
2024 Kraiger, K. Relationships among mentor support, trust in mentors, and protégé outcomes [Special Issue]. *The Chronicle of Mentoring & Coaching*, 24(3). <https://mentor.unm.edu/cmcc/vol8no3>
2022 Kraiger, K., Fisher, S., Grossman, R., Mills, M., and Sitzmann, T. Online I-O graduate education: Where are we and where should we go? *Perspectives in I-O Psychology: Science and Practice*, 15(2), 151-171.
2022 Kraiger, K. Training evaluation (revised). In *Oxford Bibliographies in Management*. Oxford University Press. DOI: 10.1093/OBO/9780199846740-0100

Refereed Journal Articles (Continued):

- 2022 Sanchez*, D.R., Nelson*, T. R., Kraiger, K., Weiner, E., Lu, Y., & Schnall, J.H. Defining motivation in video game-based training: Exploring the differences between measures of motivation *International Journal of Training and Development*, 26, 1–28.
- 2021 Kraiger, K., & Ford, J.K. The science of workplace instruction: Learning and development applied to work. *Annual Review of Organizational Psychology and Organizational Behavior*, 8, 45–72.
- 2020 Cavanagh*, T.M., Kraiger, K., & Henry, K. Age-related changes on the effects of job characteristics on job satisfaction: a longitudinal analysis. *The International Journal of Aging and Human Development*, 91, 60–84.
- 2020 Kraiger, K., Cavanagh*, T.M., & Willis*, C.M.G. Why do cognitive prompts hurt learning in older adults? *International Journal of Training & Development*, 24, 1-17.
- 2019 Kraiger, K., Finkelstein, L.M., and Varghese*, L.S. Enacting effective mentoring behaviors: Development and initial investigation of the cuboid of mentoring. *Journal of Business and Psychology*, 34, 403–424.
- 2018 Mattingly*, V. and Kraiger, K. Can emotional intelligence be trained? A meta-analytical investigation. *Human Resource Management Review*, 29, 140-155.
- 2017 Bell, B. S., Tannenbaum, S. I., Ford, J. K., Noe, R. A., and Kraiger, K. 100 years of training and development research: What we know and where we should go. *Journal of Applied Psychology*, 102, 305-323.
- 2017 Winkler, S. L., Cooper, R., Kraiger, K., Ludwig, A., Gaunaud, I., Fisher, A., Kairall, J., Elliott, S., Wilson, S., and Esquenazi, A. Self-management intervention for amputees in a virtual world environment. *Journal of Alternative Medicine Research*, 9, 141-145.
- 2016 Cavanagh*, T.M., Kraiger, K., and Peters*, J. Cognitive prompts fail to moderate the impact of stereotype threat on older adults' training performance. *Journal of Organizational Psychology*, 16(2), 88-98.
- 2015 Solove*, E., Fisher, G.G., and Kraiger, K. Coping with job loss and re-employment: A two-wave study. *Journal of Business and Psychology*, 30, 529-541.
- 2014 Kraiger, K. Looking back and looking forward: Trends in training and development research. *Human Resource Development Quarterly*, 25, 401-408.
- 2014 Kraiger, K., Finkelstein, L.M., and Waltz, P. R. Specification of effective mentoring behaviors for career success outcomes: What do good mentors do? *International Annual Edition of Applied Psychology: Theory, Research, and Practice*. Online at: <http://interpsy.sgu.ru/>

Refereed Journal Articles (Continued):

- 2014 Wolfson*, N. Cavanagh*, T., and Kraiger, K. Older adults and technology-based instruction: Optimizing learning outcomes and transfer. *Academy of Management: Learning and Education*, 14, 26-44.
- 2014 Wolfson*, N., and Kraiger, K. Cognitive aging and training: The role of instructional coherence and advance organizers. *Experimental Aging Research*, 40(2), 164-186.
- 2012 Salas, E., Tannenbaum, S., Kraiger, K., and Smith-Jentsch, K. The science of training and development in organizations: What matters in practice. *Psychological Science in the Public Interest*, 13(2), 74-101.
- 2011 Copeland*, L., Dik, B.J., McLaren*, M.R., Onder*, C., Wolfson*, N., and Kraiger, K. Recommendations for using computer-assisted career guidance systems (CACGS) in career counseling practice. *Journal of Psychological Issues in Organizational Culture*, 2, 86-94.
- 2011 Wolfson*, N., Kraiger, K., and Finkelstein, F. The relationship between diversity climate perceptions and workplace attitudes. *The Psychologist-Manager Journal*, 14, 1-16.
- 2010 Kraiger, K., and Kirkpatrick, J.S. An evaluation of the effectiveness of three popular training programs to improve interpersonal skills. *Journal of Psychological Issues in Organizational Culture*, 1(1), 60-73.
- 2009 Sitzmann, * T, Bell B, Kraiger K., and Kanar, A. M. A multi-level analysis of the effect of prompting self-regulation in technology-delivered instruction. *Personnel Psychology*, 62, 697-734.
- 2009 Aguinis, H. and Kraiger, K. Benefits of training and development for individuals and teams, organizations, and society. *Annual Review of Psychology*, 60, 451-74.
- 2009 Smith-Jentsch, K.A., Kraiger, K., Cannon-Bowers, J.A., and Salas, E. Do familiar teammates request and accept more backup? Transactive memory in air traffic control. *Human Factors*, 51, 181-192.
- 2009 Sitzmann*, T., Brown, K.G., Ely, K., and Kraiger, K. Motivation to learn in a military training curriculum: A longitudinal investigation. *Military Psychology*, 21, 534-551.
- 2008 Kraiger, K. Third generation instructional models: More about guiding development and design than selecting training methods. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 500-506.
- 2008 Kraiger, K. Transforming our models of learning and development: Web-based instruction as enabler of third generation instruction. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 454-467.

Refereed Journal Articles (Continued):

- 2008 Towler, A., Kraiger, K., Sitzmann*, T., Van Overberghe, C., Cruz, J., Ronen, E., and Stewart*, D. The seductive details effect in technology-delivered instruction. *Performance Improvement Quarterly*, 21(2), 65-86.
- 2006 Sitzmann*, T.M., Kraiger, K., Stewart*, D., and Wisher, R.A. The effectiveness of web-based training: A meta-analysis. *Personnel Psychology*, 59, 623-664.
- 2005 Smith-Jentsch, K.J., Mathieu, J.E., and Kraiger, K. Investigating linear and interactive effects of shared mental models on safety and efficiency in a field setting. *Journal of Applied Psychology*, 90, 523-535.
- 2004 Kraiger, K., McLinden, D., and Casper, W., Improving training and development through the application of theory and research. *Human Resource Management*, 43, 337-351.
- 1998-1999 Kraiger, K. Perspectives on training research. *Training Research Journal*, 4, 6-11.
- 1997-1998 Kraiger, K. Perspectives on training research. *Training Research Journal*, 3, 5-11.
- 1997 Aguinis, H., and Kraiger, K. Research in Industrial/Organizational Psychology at the University of Colorado at Denver. *International Journal of Selection and Assessment*, 5, 69-79.
- 1997 Stout, R.J., Salas, E., and Kraiger, K. The role of trainee knowledge structures in aviation team environments. *The International Journal of Aviation Psychology*, 7, 235-250.
- 1996-1997 Kraiger, K. Perspectives on training research. *Training Research Journal*, 2, 5-9.
- 1995/1996 Kraiger, K. Integrating training research. *Training Research Journal*, 1, 5-17.
- 1995 Kraiger, K., Salas, E., and Cannon-Bowers, J.A. Kraiger, K., Salas, E., & Cannon-Bowers, J. A. Measuring knowledge organization as a method for assessing learning during training. *Human Factors: The Journal of the Human Factors and Ergonomics Society*, 37, 804-816.
- 1993 Ford, J.K., and Kraiger, K. Police officer selection validation project: The Multi-jurisdictional police officer exam. *Journal of Business and Psychology*, 7, 421-423.
- 1993 Kraiger, K., Ford, J.K., and Salas, E. Integration of cognitive, behavioral, and affective theories of learning into new methods of training evaluation. *Journal of Applied Psychology* [Monograph], 78, 311-328.
- 1990 Kraiger, K., and Ford, J.K. The relation of job knowledge, job performance, and supervisory ratings as a function of ratee race. *Human Performance*, 3, 269-279.

Refereed Journal Articles (Continued):

- 1990 Kraiger, K., and Teachout, M.S. Generalizability theory as construct-related evidence of the validity of performance ratings. *Human Performance*, 3, 19-35.
- 1989 Kraiger, K., Billings, R.S., and Isen, A.M. The influence of positive affective states on task perceptions and satisfaction. *Organizational Behavior and Human Decision Processes*, 43, 271-276.
- 1986 Ford, J.K., Kraiger, K., and Schectman, S.L. Study of race effects in objective indices and subjective evaluations of performance: A meta-analysis of performance criteria. *Psychological Bulletin*, 99, 330-337.
- 1985 Kraiger, K. On learning from the past: A meta-analytic fable. *Personnel Psychology*, 38, 799-801.
- 1985 Kraiger, K., and Ford, J.K. A meta-analysis of rater race effects in performance ratings. *Journal of Applied Psychology*, 70, 56-65.
- 1984 Kraiger, K., Hakel, M.D., and Cornelius, E.T., III. Exploring fantasies of TAT reliability. *Journal of Personality Assessment*, 48, 365-370.

Chapters in Books:

- 2020 Kraiger, K., Wolfson, N., Davenport, M.K., Beier, M.E. Assessing learning needs and outcomes in lifelong learning support systems. In M. London (Ed.) *The Oxford Handbook of Lifelong Learning* (2nd ed.).
- 2017 Kraiger, K. Autonomous learning: Reflections and future directions. In R.A. Noe & J. Ellingson (Eds.), *Autonomous Learning in the Workplace* (pp. 307-323).
- 2017 Kraiger, K. Designing effective training for older workers. In J. McCarthy & E. Parry (Eds.). *The Palgrave Handbook of Age Diversity and Work*, Palgrave - Macmillan (pp. 639-667).
- 2017 Kraiger, K., and Mattingly*, V.P. Back to the beginning: Cognitive and neural underpinnings of learning and transfer. In K. Brown (Ed), *The Cambridge Handbook of Workplace Training and Employee Development*.
- 2017 Winkler, SL, Cooper, R., Kraiger, K, Ludwig, A., Kreuger, A, Gaunaurd, I, Fisher, A, Kairalla, J, Elliott, S, Wilson, S, & Esquenazi, A. Self-management intervention for amputees in a virtual world environment. Recent advances on using virtual reality technology for rehabilitation. In P. M. Sharkey & J. Merrick (Eds.). *Disability Studies*. NY: Nova Science Publishers.
- 2016 Kraiger, K. Training evaluation. In *Oxford Bibliographies in Management*. Oxford University Press.
- 2016 Kraiger, K., and Marshall*, A. Training: General. In S. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd ed.). Thousand Oaks, CA: Sage.

Chapters in Books (continued):

- 2016 Kraiger, K., and Nelson*, T.Q. Training methods. In S. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd ed.). Thousand Oaks, CA: Sage.
- 2014 Kraiger, K. Introduction. In Kraiger, K., Passmore, J., Nuno Rebelo dos Santos, & Malvezzi, S. (Eds.) *The Wiley-Blackwell Handbook of the Psychology of Training, e-learning, personal development, appraisal and feedback*.
- 2014 Kraiger, K., and Cavanagh*, T. Best practices and emerging tactics in training and development. In Kraiger, K., Passmore, J., Nuno Rebelo dos Santos, & Malvezzi, S. (Eds.) *The Wiley-Blackwell Handbook of the Psychology of Training, e-learning, personal development, appraisal and feedback*.
- 2013 Wilson*, C. L., Huang*, J. L., and Kraiger, K. Personality and the analysis, design, and delivery of training. In R. Tett and N. Christiansen (Eds.), *Handbook of Personality and Work* pp. 543-564.
- 2012 Kraiger, K. Commentary on: Using industrial-organizational psychology for the greater good: Helping those who help others. In J. Olsen-Buchanon, L. Koppes Bryan, and L. Foster Thompson (Eds.) *Using industrial-organizational psychology for the greater good: Helping those who help others*. New York: Routledge
- 2012 Kraiger, K., and Culbertson, S. S. Understanding and facilitating learning: Advancements in training and development. In N. Schmitt & S. Highhouse (Eds.), *Comprehensive handbook of psychology, Industrial and Organizational Psychology* (2nd ed.).
- 2011 Kraiger, K., and Wolfson*, N. Assessing learning needs and outcomes in lifelong learning support systems. In M. London (Ed.), *Handbook of Lifelong Learning* pp. 441-471.
- 2010 Ford, J.K., Kraiger, K, and Merritt, S. Multidimensional learning outcomes. In S.J. Kozlowski and E. Salas (Eds.), *Learning, Training, and Development in Organizations* pp. 135-165.
- 2007 Kraiger, K., and Simpson, R. Establishing a university-based consulting practice. Chapter in: J.W. Hedge and W.C. Borman (Eds.,) *The I/O Consultant's Handbook*.
- 2007 Kraiger, K., and Jerden*, E. A new look at learner control: Meta-analytic results and directions for future research. Chapter in: S. M. Fiore and E. Salas (Eds.), *Where is the learning in distance learning? Towards a science of distributed learning and training*, pp. 65-90.
- 2006 Kraiger, K. Training: General. In S. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*, p.819. Thousand Oaks, CA: Sage.

Chapters in Books (continued):

- 2006 Kraiger, K. Training methods. In S. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*, p.823. Thousand Oaks, CA: Sage.
- 2006 Kraiger, K., and Ford, J. K. The expanding role of workplace training: Themes and trends influencing training research and practice. In L. L. Koppes (Ed.). *Historical perspectives in industrial and organizational psychology* (pp. 281-309). Mahwah, NJ: Lawrence Erlbaum Associates.
- 2004 Peterson, D.B., and Kraiger, K. A practical guide to evaluating coaching: Translating state-of-the art techniques to the real world. In J.E. Edwards, J.H. Scott, N.S. Raju (Eds.), *The Human Resources Program-Evaluation Handbook* (pp. 262-282).
- 2003 Kraiger, K. Perspectives on training. Chapter in W.C. Borman, D.R. Ilgen, & R.J. Klimoski (Eds.), *Comprehensive handbook of psychology, Volume 12, Industrial and Organizational Psychology*, (pp. 171-192).
- 2002 Kraiger, K. Industrial and organizational psychology: Science and practice. In N.J. Smelser & P.B. Baltes (Eds.), *International encyclopedia of the social and behavioral sciences, 11*, (pp. 7367-7371).
- 2002 Kraiger, K. Decision-based evaluation. Chapter in K. Kraiger (Ed.) *Creating, implementing, and managing effective training and development systems in organizations: State-of-the-art lessons for practice* (pp. 331 – 375).
- 2001 Kraiger, K., and Aguinis, H. Training effectiveness: Assessing training needs, motivation, and accomplishments. In M. London (Ed.), *How people evaluate others in organizations: Person perception and interpersonal judgment in I/O psychology* (pp. 203-219).
- 1999 Kraiger, K. Employee performance and learning in today's organization. In D. R. Ilgen & E. D. Pulakos (Eds.), *The changing nature of work performance: Implications for staffing, personnel actions and development* (pp. 366-396).
- 1997 Goldsmith, T., and Kraiger, K. Applications of structural knowledge assessment to training evaluation. In J.K. Ford and Associates (Eds.), *Improving training effectiveness in work organizations* (pp. 73-96).
- 1997 Kraiger, K., and Jung*, K.M. Linking training objectives to evaluation criteria. In M. Quiñones and A. Ehrenstein (Eds.), *Training in a rapidly changing workplace: Applications of psychological research* (pp. 151-179).

Chapters in Books (continued):

- 1997 Kraiger, K., and Wenzel*, L.H. A framework for understanding and measuring shared mental models of team performance and team effectiveness. In M.T. Brannick, E. Salas, and C. Prince (Eds.), *Team Performance Assessment and Measurement: Theory, Methods, and Applications* (pp. 63-84).
- 1996 Camara, W., and Kraiger, K. Organizational infrastructure for selection and assessment in the USA. In M. Smith and V. Sutherland (Eds.), *The International Handbook of Selection and Assessment, 2*, 139-146.
- 1995 Ford, J.K., and Kraiger, K. The application of cognitive constructs and principles to the instructional systems model of training: Implications for needs assessment, design, and transfer. In C.L. Cooper and I.T. Robertson (Eds.), *International Review of Industrial and Organizational Psychology, 10*, 1-48.

Refereed Proceedings/Transactions:

- 2014 Winkler, S.L., Cooper, R., Kraiger, K., Ludwig, A., Krueger, A., Gaunaud, I., Fisher, A., Kairalla, J., Elliott, S., Wilson, S., & Esquenazi, S. *Self-management intervention for amputees in a virtual world environment*. Proc. 10th Intl Conf. on Disability, Virtual Reality and Assoc. Technologies, P.M. Sharkey, L. Pareto, J. Broeren, & M. Rydmark (Eds.), pp. 401-404, Gothenburg, Sweden, 2-4 Sept. 2014.
- 1995 Kraiger, K., and Ford, J.K. The application of cognitive principles to the training design of integrated delivery technologies. *Proceedings of the Advancements in Integrated Delivery Technologies Conference*.
- 1990 Kraiger, K. Models for the measurement of cognitive schemata of managers and the prediction of long-term development. *Assessment: National Assessment Conference Proceedings* (pp. 39-47), Minneapolis, MN: Personnel Decisions, Inc.
- 1984 Kraiger, K. Affective determinants of job perceptions. *Proceedings of the Annual Symposium of Psychology in the Department of Defense*.
- 2018 Surface, A.E., and Kraiger, K. Two fundamental questions L&D stakeholders should answer to improve learning. *Training Industry Magazine, 12*(6), 36-38.
- 2017 Kraiger, K., and Surface, E. A. Beyond levels: Building value using learning and development data. *Training Industries Magazine, 11*(1), 21-23.
- 2012 Rechlin*, A. and Kraiger, K. The effect of degree characteristics on hiring outcomes for I/O psychologists. *The Industrial/Organizational Psychologist, 49*(4), 37-45.

Non-Refereed Journal Articles/Chapters/Proceedings/Transactions (continued):

- 2011 Mills, M. J., Knight, P. K., Kraiger, K., Mayer, W., and LaFontana. Developing and managing I/O online: What's behind the virtual classroom? *The Industrial/Organizational Psychologist*, 48, 31-37.
- 2005 Kraiger, K. A review of Cliff and Keats' *Ordinal Measurement in the Behavioral Sciences for Organizational Research Methods*, 8(4), 1-6.
- 2004 Kraiger, K., and Abalos*, A. Rankings of graduate programs in I/O psychology based on student ratings. *The Industrial-Organizational Psychologist*, 42(1), 28-43.
- 1998 Kraiger, K. The SIOP dress code. *The Industrial-Organizational Psychologist*, 36(1), 21-23.
- 1997 Aguinis, H., and Kraiger, K. Practicing what we preach: Competency-based assessment of industrial/organizational psychology graduate students. *The Industrial-Organizational Psychologist*, 34(4), 34-49.
- 1996 Aguinis, H., and Kraiger, K. Intervening in emerging markets: Back to the basics or go home empty-handed. *The Industrial-Organizational Psychologist*, 33(3), 84-87.
- 1996 Kraiger, K, and Abbott, E. How the society works: Selecting a conference site and survey of member preferences. *The Industrial-Organizational Psychologist*, 34(2), 35-41.
- 1992 Kraiger, K., and Teachout, M.S. Training effectiveness research: Issues and agendas for the '90s. *The Industrial-Organizational Psychologist*, 29(3), 84-85.
- 1991 Kraiger, K. Issues in training and opportunities for involvement. *The Industrial-Organizational Psychologist*, 28(4), 79-81.
- 1991 Kraiger, K. Resources on the aged and adult learning, and a look back on diversity in the 1990's. *The Industrial-Organizational Psychologist*, 28(3), 83-85.
- 1991 Kraiger, K. Reasons not to manage diversity; Resources for managing diversity. *The Industrial-Organizational Psychologist*, 28(2), 79-81.
- 1990 Kraiger, K. Identifying basic skills and managers' perceptions of diversity issues. *The Industrial-Organizational Psychologist*, 28(2): 47-49.
- 1990 Kraiger, K. Vantage 2000: The Challenge for I/O psychology. *The Industrial/Organizational Psychologist*, 28(1): 61-64.

CONTRACTS & GRANTS

- 2022-2025 Economic Development Administration, Build to Scale Capital Challenge - Black wealth advancement through new business and knowledge development. PI (\$1,400,393)

CONTRACTS & GRANTS (Continued)

2022-2025	State of Tennessee, Division of Human Services - Growing Relational and Generational Wealth for West Tennessee Households. Project lead (\$25 million, total; \$80,000 share)
2020	FCBE CWDI - Person-job fit and older workers: Test of existing paradigms and exploration of new influences (\$1,500)
2016-2017	SIOP: Sidney A. Fine Grant for Research on Job Analysis – The influence of focus group participants, facilitators, and process on the validity of group outcomes. Co-PI, subcontract to ALPS Solutions. (\$7,500 total; \$5,500 as Co-PI)
2012-2016	Army Research Institute - Specification of effective mentoring behaviors for leadership competency development and adaptability. Co-PI, subcontract to Northern Illinois University. (\$300,987 total; \$63,009 as Co-PI)
2010-2012	Department of Education, Fund for the Improvement of Postsecondary Education (FIPSE) - Innovative strategies in community colleges for working adults and displaced workers. Co-Principal Investigator (\$644,500 total; \$257,800)
2008	SIOP Small Grant Award – Evaluation of a mentoring program. Co-Principal Investigator (\$5,000 total; \$2500 as Co-PI)
2007	Department of Personnel and Administration, State of Colorado – Development of a 360-degree feedback system. Principal Investigator (\$23,812 total)
2006-2007	Larimer County, CO – Strategic planning and support for county leaders. Principal Investigator. (\$11,000 total)
2006-2007	The TRACOM Group, Highlands Ranch, CO – Evaluation and comparison of three training programs on interpersonal skills. Principal Investigator. (\$10,500 total)
2004-2006	Army Research Institute – Factors influencing the design and conduct of effective technology-delivered instruction. Principal investigator. (\$365,000 over two years)
1999-2001	University of Colorado, Total Learning Environment program – Development of applied statistics course for undergraduates. Co-principal investigator. Principal Investigator. (\$60,000 over three years)
1999-2000	Department of Education, Fund for the Improvement of Postsecondary Education (FIPSE): “Controlling Costs and Providing Quality with Internet Course Delivery.” Principal investigator (\$197,000 over two years)
1999	Veterans Affairs - Development of physical abilities tests and selection procedures for wage grade positions. Co-principal investigator (\$29,000 for one year)

CONTRACTS & GRANTS (Continued)

- 1998-1999 US WEST - Distribution and analysis of employer diversity scale. Principal investigator. (\$5,400 for one year)
- 1996-1997 Veterans Affairs - Development of content valid selection battery for cemetery caretakers. Principal investigator. (\$18,000 for one year)
- 1995-1996 Air Force Armstrong Laboratories - Construct valid measures of adaptive training technologies. Principal investigator. (\$16,000 for two years)
- 1995-1996 Naval Training Systems Center (NTSC) through Battelle Laboratories, Research Triangle, NC - Cognitive task analysis for FAA air traffic controllers. Principal investigator. (\$40,000 for two years)
- 1994-1995 State of Colorado - Program evaluation of youth service programs. Principal investigator. (\$12,000 for one year)
- 1994-1995 Air Force Armstrong Laboratories - Cognitive assessment of cadet field training. Principal investigator. (\$125,000 for two years)
- 1993-1995 Air Force Armstrong Laboratories - Construct valid measures of intelligent tutoring systems. Principal investigator. (\$350,000 for three years)
- 1993 Air Force Armstrong Laboratories through MEI Technologies, San Antonio TX - Conference on Innovations in Training Technologies. Principal investigator. (\$14,000 for one year)
- 1993-1995 Naval Training Systems Center (NTSC) through Battelle Laboratories, Research Triangle, NC - Deriving measures of shared mental models. Principal investigator. (\$33,000 for three years)
- 1993 Professional Dynametrics Programs, Inc. (PDP), Woodland Park, CO - Validation of the PDP PRO-SCAN for selection. Principal investigator. (\$6,000 for one year)
- 1990-1992 Naval Training Systems Center (NTSC) through Battelle Laboratories, Research Triangle, NC - Evaluation of aircrew coordination training. Principal investigator. (\$27,000 for three years)
- 1989 Summer faculty research fellowship, NTSC, US Navy, Orlando, FL (\$10,000 for one year)

PAPERS PRESENTED/SYMPOSIA/INVITED LECTURES/PROFESSIONAL MEETINGS/WORKSHOPS

Invited Addresses and Talks:

- 2023 Kraiger, K. *A touch of grey: Designing effective training for older workers*. Memphis SHRM – DEI Conference, Memphis, TN.
- 2023 Kraiger, K. *Best practices mentoring graduate students*. Invited workshop, Graduate School, Southern Methodist University, Dallas, TX.

Invited Addresses: (Continued)

- 2020 Kraiger, K. *Career development for HR: Employers with benefits*. State of Tennessee Conference - Society for Human Resources Management (SHRM), Memphis, TN.
- 2019 Kraiger, K. *Now I'm a mentor, what do I do?* Invited workshop, Midsouth Management Research Council, Lexington, KY.
- 2019 Kraiger, K. *The science of mentoring: Best practices for organizations and mentors*. Memphis SHRM, Memphis, TN.
- 2019 Kraiger, K. *The science of mentoring: Best practices for organizations and mentors*. Memphis Area IO Psychologists, Memphis, TN.
- 2018 Kraiger, K. *Building careers that matter*. Boulder Human Resource Association, Boulder, CO.
- 2018 Kraiger, K. *Flipping the script: Using talent analytics to hire for fit and build engagement*. Annual Flood & Peterson Symposium, Fort Collins, CO.
- 2017 Kraiger, K. *The Science of Learning with implications for instructional design*. Invited workshop, University of North Carolina, Charlotte.
- 2017 Kraiger, K. *Training evaluation: If data fall in a forest and no one pays attention, does it make a sound?* Invited workshop, University of North Carolina, Charlotte.
- 2017 Kraiger, K. *What's a mentor to do? Understanding effective mentoring behaviors*. Invited workshop, University of North Carolina, Charlotte.
- 2017 Kraiger, K. *Training to offset cognitive aging*. Invited talk, Davidson University.
- 2017 Kraiger, K. *Understanding effective mentor behaviors*. Invited talk, Kent State University.
- 2017 Kraiger, K. *What's in a sample? Comparison of participant characteristics and model fit across organizational, student, MTurk, and Qualtrics samples*. Invited talk, Clemson University.
- 2015 Kraiger, K. *Best Practices in Talent Development: Are You Really Focused on Talent Development?* Invited keynote, BGSU Center for Excellence, Workshop on Talent Development, Bowling Green, OH (November).
- 2015 Kraiger, K. *What's in a Sample? Comparison of Participant Characteristics and Model Fit across Organizational, Student, mTurk, and Qualtrics Samples* – Invited Talk, Nambury S. Raju Lecture Series, Chicago, IL (October).
- 2015 Kraiger, K. *Tailoring Competency-Based Learning to Career Interests and the Pursuit of Calling*. Invited talk, regional annual conference of MOKA (Tulsa, OK).

Invited Addresses: (Continued)

- 2015 Kraiger, K. *This is Not your Father's HR Team* – Invited talk, Northern Colorado Chapter of the Society for Human Resources. Fort Collins, CO (February).
- 2014 Kraiger, K. *Best Practices in E-learning and E-Delivery* – Invited talk, American Society of Training & Development, Northern Rockies Chapter. Fort Collins, CO (June).
- 2014 Kraiger, K. *Creating an Effective Mentoring Program* – Invited workshop, Conference on Organizational Psychology, Saratov State University, Saratov, Russia (May).
- 2014 Kraiger, K. *Fit Beats Talent* – Invited talk, DisruptHR, Denver CO (August).
- 2014 Kraiger, K. *Fit Beats Talent – and Why We Make Bad Predictions* – Invited talk, CUPA-HR Northern Colorado (November)
- 2014 Kraiger, K. *Training and Development: Opportunities and Challenges Arising from Technological Developments and Big Data* – Invited talk, International Personnel Assessment Council national conference, Denver, CO (July).
- 2014 Kraiger, K. *What Are the Behaviors of Effective Mentors?* – Invited address, Conference on Organizational Psychology, Saratov State University, Saratov, Russia (May).
- 2014 Kraiger, K. *Why Fit Beats Talent!* – Invited talk, Colorado State Chapter of the College and University Professional Association for Human Resources. Denver, CO (November).
- 2013 Kraiger, K. *The Science of Training and Development in Organizations: What Matters in Practice* – Invited address, Conference on Organizational Psychology, Saratov State University, Saratov, Russia (May).
- 2013 Kraiger, K. *The Science of Training and Development in Organizations: What Matters in Practice* – Invited talk, Personnel Testing Council (February).
- 2013 Kraiger, K. *Best Practices in Online Training and Online Learning* – Invited workshop, Conference on Organizational Psychology, Saratov State University, Saratov, Russia (May).
- 2013 Kraiger, K. *Steering the Ocean Liner of Change*. IGNITE! Talk, Society for Industrial-Organizational Psychology, Houston, TX.
- 2013 Kraiger, K. *Research to Practice: Optimizing Learning Outcomes for the Aging Workforce* – Invited keynote at the CSTD Conference and Trade Show: November 2013.
- 2012 Kraiger, K. *Applying research on training and learning to support older workers* – Invited address, Conference on Organizational Psychology, Saratov State University, Saratov, Russia (May).

Invited Addresses: (Continued)

- 2011 Kraiger, K. *Cognition and aging: Supporting lifelong learning and the training of older workers* – Invited address, biennial congress of the European Association of Work and Organizational Psychology, Maastricht, The Netherlands (May).
- 2010 Kraiger, K. *The SIOP Conference at 25 Years: The world has changed – Presidential address*, SIOP, Atlanta, GA.
- 2009 Kraiger, K. *When worlds collide: What training research tells us about learning* – Invited address, American Psychological Association, Toronto, CN.
- 2006 Kraiger, K. *Decision-based evaluation: Innovations in training evaluation* – Invited address, Annual National Human Services Training Evaluation Symposium, Berkeley, CA.
- 2006 Kraiger, K. *Learner control: Does it matter? And do we know it when we see it?* – Invited address, Department of Psychology, Rice University.
- 2000 Kraiger, K. *Caught in the Web: E-Everything comes to training* - invited address - Chicago Industrial-Organizational Psychologists
- 2000 Kraiger, K. *Technology@edu: To e or not to e* - invited address, College of Business, University of Hawaii at Manoa
- 1999 Kraiger, K. *An interdisciplinary approach to training* - invited address at the annual meeting of the Human Factors Society
- 1999 Kraiger, K. *Individual, team, and organizational learning: Been there, do that* - invited address at the annual meeting of the American Psychological Society
- 1996 Kraiger, K. *Training and Development in Organizations: Trends and Techniques*. Invited address, University of Buenos Aires, Argentina
- 1996 Kraiger, K. *Cross-cultural differences when developing international competency-based assessments*. Invited address - annual conference of the International Personnel Management Association Assessment Council
- 1996 Kraiger, K. *Transfer of training: A tale of two paradigms* - invited address at the annual meeting of the Southwestern Psychological Association
- 1995 Kraiger K. *Paradigms lost: Applications and misapplications of cognitive science to the study of training* - invited address for Science Weekend at the annual meeting of the American Psychology Association
- 1988 Kraiger, K. *Generalizability of Air Force walk-through performance measures* - working group of the National Research Council of the National Academy of Sciences

Presentations and Posters:

- 2024 Kraiger, K. & Acosta*, D.A. Relationships among mentor support, trust in mentors, and protégé outcomes Paper presented at the annual conference of the University of New Mexico Mentoring Institute.
- 2023 Kraiger, K., & Finkelstein, L.M. Effective mentor training through a behavioral lens. Paper presented at the annual conference of the Society of Industrial and Organizational Psychology (SIOP), Boston, MA.
- 2023 Nag, D., Mattingly, V. P., Kraiger, K., & Jones, K. P. Glass kickers: Training men as allies to promote women in leadership. Paper presented at the annual conference SIOP, Boston, MA.
- 2022 Kraiger, K., Muhammad, R., & Su, R. Moderating effects of precarious employment on relationship of person-job fit and job attitudes. Paper presented at the annual conference SIOP, Seattle, WA.
- 2021 Cavanagh, T.M., Kraiger, K., and Peters, J. *Creating effective online modules using the Cognitive Theory of Multimedia Learning*. Paper presented at the annual meeting of the Academy of Management (AOM) (Virtual)
- 2021 Kraiger, K. and Muhammad, R.D. *Working on the edge: Precarious employment in organizational research*. Paper presented at the annual meeting of the Academy of Management (AOM) (Virtual)
- 2021 Kraiger, K. *The future of L&D: Nothing matters anymore – Except what matters*. IGNITE presentation at the annual conference of the SIOP, New Orleans, LA. (Virtual)
- 2021 Kraiger, K. *Virtual learning: Learning, virtual*. IGNITE presentation at the annual conference of the Society of Industrial and Organizational Psychology (SIOP), New Orleans, LA. (Virtual)
- 2020 Kraiger, K. *E-learning/training and the response to the COVID-19 crisis: A call to action*. Paper presented at the annual conference SIOP, Austin, TX. (Virtual)
- 2020 Marshall, A.D., Kunz, J., and Kraiger, K. *Applying the theory of planned behavior to explain careless responding*. Paper presented at the annual meeting of the AOM, Vancouver, CN. (Virtual)
- 2019 Dik, B. J., and Kraiger, K. *Best Practices in online career guidance systems in career development*. Paper presented at the annual Educause Conference, Chicago, IL.
- 2019 Kraiger, K., and Willis, C. *Informal learning in older adults: Exploratory analyses*. Paper presented at the Biannual Age in the Workplace Meeting, St. Gallen, Switzerland

Presentations and Posters (continued):

- 2019 Kraiger, K., and Surface, E.A. *The new AIM training evaluation model: Using effectiveness and improvement insights from evaluation to foster workplace learning*. Paper presented at the biannual meeting of European Association of Work and Organizational Psychology (EAWOP) conference, Turin, IT.
- 2018 Anderson*, K.J., Dik, B. J., and Kraiger, K. *Exploring the mediating role of perceived job fit on career calling and job attitudes*. Poster presented to the annual meeting of the American Psychological Association (APA).
- 2018 Cave*, K., Kraiger, K., and Fisher, G.F. *Intervention challenges faced by student researchers*. Paper at the annual conference of the Work and Family Research Network, Washington, DC.
- 2018 Fink, A., Battista, M., Behrend, T., Kolmstetter, E., Kraiger, K., and Macey, B. *Forging the future of work with I/O psychology*. Roundtable presented at the annual conference of SIOP, Chicago, IL.
- 2018 Huber, A., Willis*, C., and Kraiger, K. *Alternative predictors of job attitudes and longitudinal job performance*. Poster presented at the annual conference of SIOP, Chicago, IL.
- 2018 Kraiger, K., and Cavanagh*, T.M. *The effects of cognitive prompts on older adults learning online*. Paper presented at the annual meeting of the AOM, Chicago, IL.
- 2018 Kraiger, K., Behrend, T. S., Brown, K.G., Burke-Smalley, L., Peterson, D.B., Salas, E., & Surface, E. A. *The future of learning and development research: Threats and opportunities*. Panel discussion presented at the annual conference of SIOP, Chicago, IL
- 2018 Kraiger, K., and Surface, E.S. *Beyond levels: Using evaluation to create value*. Paper presented at the annual conference of Training Magazine, Atlanta, GA.
- 2018 Marshall*, A. D., Kramer*, M. E., Chaffee*, D. S and Kraiger, K. (April 2018). *Mentor-Mentee agreement on relationship characteristics, attitudes, and outcomes*. Poster presented at the annual conference of SIOP, Chicago, IL.
- 2018 McGonagle, A. M., and Kraiger, K. *Examination of separate and combined effects of IER and CMV in survey response data*. Paper presented at the annual conference of SIOP, Chicago, IL.
- 2018 Nelson*, T.Q., Sanchez, D., R., Kraiger, K., Schnall, J., & Weiner, K. *Motivation in video game-based learning: Differences between trait and state motivation*. Paper presented at the annual conference of the Western Psychological Association, Portland, OR.

Presentations and Posters (continued):

- 2018 Surface, E.A., and Kraiger, K. *Moving the needle: Applying a value-based evaluation model*. Paper presented at the annual conference of Training Magazine, Atlanta, GA.
- 2018 Walters*, K.M., Kraiger, K., and Fisher, G.F. *The psychological impetuses and outcomes of work in the Colorado cannabis industry*. Paper presented at the MAP ERC Research Day, Denver, CO.
- 2017 Anderson*, K.J., Dik, B.J., and Kraiger, K. *The impact of calling on fit to job and job attitudes*. Paper presented at the annual meeting of the APA, Washington, DC.
- 2017 Cavanagh*, T.M. and Kraiger, K. *Cheating on online cognitive tests: Prevalence and impact on validity*. Paper presented at the annual conference of SIOP, Orlando, FL.
- 2017 Kraiger, K. *Type of cognitive prompts affects effort and learning in older adults*. Biannual Age in the Workplace Meeting, Leipzig, Germany.
- 2017 Kraiger, K., Finkelstein, L.M., and Varghese, L.S. *Enacting effective mentor behaviors: What experienced mentors report they do depends*. Paper presented at the biannual EAWOP conference, Dublin, Ireland.
- 2017 Kraiger, K., Sanchez*, D. R., and McGonagle, A.K. *Replication of effects in organizational, student, MTurk, and Qualtrics samples*. Paper presented at the annual SIOP conference, Orlando, FL.
- 2017 Marshall*, A. D. and Kraiger, K. *Mentor-mentee match in workplace mentoring relationships*. Poster presentation at EAWOP.
- 2017 Marshall*, A.D., Tolentino*, A.R., and Kraiger, K. *The development and validation of the mentoring functions measure*. Paper presented at the annual SIOP conference, Orlando, FL.
- 2017 Onder*, C., Gibbons, A.M., Kraiger, K., McCance, A.S., and Tocci, M.C. *Work-life balance support mediates telecommuting's relationship with commitment*. Paper presented at the annual SIOP conference, Orlando, FL.
- 2017 Willis*, C., and Kraiger, K. *A policy-capturing study of preferences for differing training cues*. Paper presented at the annual SIOP conference, Orlando, FL.
- 2016 Cavanagh*, T., Peters*, J., and Kraiger, K. *Using cognitive prompts to counteract stereotype threat in older trainees*. Paper presented at the annual SIOP conference, Anaheim, CA.
- 2016 Kraiger, K., Finkelstein, L., and Varghese, L. *Effective mentoring behaviors for leadership competency development and adaptability*. Paper presented at the annual SIOP Conference, Anaheim, CA.

Presentations and Posters (continued):

- 2016 Marshall*, A. and Kraiger, K. *Effects of personality and personality match in formal mentoring relationships*. Paper presented at the annual SIOP Conference, Anaheim, CA.
- 2015 Solove*, E., Fisher, G., and Kraiger K. *Coping with job loss and reemployment: A two-wave study*. Paper presented at the annual Work, Stress, and Health Conference, Atlanta, GA.
- 2015 Collmus*, A. B., and Kraiger, K. *Swift trust in virtual worlds: Building trust with a videogame*. Paper presented at the annual conference of the Association for Psychological Sciences, NY.
- 2015 Willis*, C., and Kraiger, K. (November). *Moderating factors of online training performance in older adults*. Poster presented at the Age in the Workplace Meeting, Limerick, Ireland.
- 2013 Nelson*, T. and Kraiger, K. *Third generation training: An empirical investigation*. Paper presented at the annual conference of SIOP, Houston, TX.
- 2013 Wolfson*, N.E., and Kraiger, K. *Shedding light on grey areas: the effect of technology-based collaboration on the learning of older adults*. Paper presented at Age in the Workplace meeting, Rovereto, Italy.
- 2012 Cavanagh*, T. M. and Kraiger, K. Training older adults: *Effects of stereotype threat and metacognitive prompts*. Paper presented at the annual conference of SIOP, San Diego, CA.
- 2012 Ermann*, E., and Kraiger, K. *Age differences in coping with job loss*. Paper presented at the annual conference of SIOP, San Diego, CA.
- 2012 Ghumman, S., Marsh*, R. E., and Kraiger, K. *Religious discrimination in training*. Paper presented at the annual conference of SIOP, San Diego, CA.
- 2012 Matarazzo, K., Finkelstein, L., and Kraiger, K. *The impact of actual and perceived similarity on mentorship survival*. Paper presented at the annual conference of SIOP, San Diego, CA.
- 2012 Rechlin*, A., and Kraiger, K. *Effect of degree characteristics on hiring outcomes for I/O psychologists*. Paper presented at the annual conference of SIOP, San Diego, CA.
- 2012 Wilson*, C.L, & Kraiger, K. *Implicit person theory: An empirical test of assumptions*. Poster presented at the annual convention of the APA, Orlando, FL
- 2012 Wolfson*, N., and Kraiger, K. *Aging and training: The role of coherence and advance organizers*. Paper presented at the annual conference of SIOP, San Diego, CA.

Presentations and Posters (continued):

- 2012 Wolfson*, N., and Kraiger, K. *Collaborative learning in older adults*. Paper presented at the 11th World Congress of the International Federation of Scholarly Associations of Management, University of Limerick, Ireland.
- 2011 Donovan, M., Tippins, N., Church, A., and Kraiger, K. *What convinces us, doesn't necessarily convince execs: What they didn't teach you in grad school about influencing* – panel discussion at the annual meeting of SIOP, Chicago
- 2011 Finkelstein, L.M., Kraiger, K., and Matarazzo, K. *The show must go on: Predicting mentoring program retention and satisfaction in an economic crisis* – paper presented at the annual meeting of the AOM, San Antonio, TX
- 2011 Rechlin*, A., Surface, E., and Kraiger, K. *The role of post-training performance feedback on trainer ratings* – paper at the annual meeting of SIOP, Chicago
- 2011 Wolfson*, N., Cavanagh, T.M., and Kraiger, K. *Older adults and technology-based instruction: Optimizing learning outcomes and transfer*. Paper presented at the annual meeting of AOM, San Antonio, TX
- 2010 Lanik*, M., and Kraiger, K. *Citizenship performance: development of a culturally-universal measure*. Paper presented at the annual meeting of SIOP, Atlanta
- 2009 Wolfson*, N., Kraiger, K., and Finkelstein, L. *Effect of diversity climate perceptions on attitudinal outcomes*. Paper presented at the annual meeting of SIOP, San Francisco
- 2008 Crane*, E., Liff*, J., Rechlin*, A., and Kraiger, K. *An evaluation of the effectiveness of three popular training programs to improve interpersonal skills*. Paper presented at the annual meeting of the APA, Boston, MA
- 2008 Ho-Chul*, S., Tett, R., and Kraiger, K. *Main and interaction effects of personality and P-O fit in personnel selection*. Paper presented at the annual meeting of SIOP, New York
- 2008 Kraiger, K. *Online graduate instruction in I/O Psychology: How to make the most of it*. Interactive poster presented at the annual meeting of SIOP, San Francisco
- 2007 Liff*, J., and Kraiger, K. *An examination of learner control: Conceptual and empirical distinctions between objective and perceived control*. Paper presented at the annual meeting of SIOP, New York.

Presentations and Posters (continued):

- 2006 Bishop, K., Kraiger, K., and Conklin, B. *Entrepreneurial training transfer: Influences on entrepreneurs' use of knowledge from training processes*. Paper presented at the Babson College Entrepreneurship Research Conference.
- 2006 Sitzmann*, T.M., Brown, K.G., and Kraiger, K. *The impact of anticipated reactions and core self-evaluations on motivation to learn, post-training reactions, and learning*. Paper presented at the annual meeting of SIOP.
- 2006 Sitzmann*, T., Stewart*, D., Kraiger, K., and Wisher, R.A. *Effectiveness of web-based instruction relative to classroom instruction: A meta-analysis*. Paper presented at the annual meeting of SIOP.
- 2006 Sitzmann*, T. and Kraiger, K. *Effects of seductive details and on-screen text on training outcomes*. Paper presented at the annual meeting of the American Society of Training and Development (ASTD).
- 2006 Smith-Jentsch, K., Kraiger, K., Cannon-Bowers, J., and Salas, E. *Can familiarity breed backup? Interactive effects of team efficacy and shared teammate knowledge*. Paper presented at the annual meeting of AOM.
- 2006 Van Overberghe, C., Kuo, J., Ronen, E., Chin-Perez, A., Patel, R., Towler, A., and Kraiger, K. - *The effects of independent and dependent seductive details on training outcomes - paper to be presented at the annual meeting of the AOM*
- 2005 Park*, S., and Kraiger, K. Relationship between perceived and objective learner control – paper presented at the annual meeting of the AOM
- 2005 Sitzmann*, T., Kraiger, K., Wisher, R.A., and Stewart, D. A meta-analysis of the effectiveness of web-based instruction – paper presented at the annual meeting of the AOM
- 2004 Kraiger, K., Salas, E., and Baker, D. Training principles: The influence of training research on training practice (Krokos, K., chair) – panel discussion presented at SIOP
- 2004 Jerden, * E., and Kraiger, K. Research on learner control: Meta-analytic results and directions for the future – annual meeting of SIOP
- 2004 Kraiger, K., Bhawuk, D.P.S., and Brislin, R. Cross-cultural training – hosted at the annual meeting of the American Psychological Association (APA)

Presentations and Posters (continued):

- 2004 Kraiger, K., and Stewart*, D. Further evidence of the validity of collective climates in work organizations – paper presented at the annual meeting of the APA
- 2004 Sitzmann*, T.M., Wisher, R.A., Kraiger, K., and Stewart, D. A meta-analytic investigation of the effectiveness of web-based instruction - paper presented at the annual conference on Distance Learning and Education
- 2004 Smith, A., Stewart, * D., Abalos*, A., Glasier, T.M., Kraiger, K., and Towler, A. The seductive details effect in computer-based training: An extended replication - annual meeting of SIOP
- 2003 Kraiger, K. Panelist in S.W.J. Kozlowski (Chair), Getting learning into web-based, distance, and distributed training - annual meeting of SIOP
- 2003 Kraiger, K., and Fox, K. Measures of shared cognition: *Assessing shared task expectations and structural knowledge in teams* – annual meeting of SIOP
- 2003 Mathieu, J. E., Smith-Jentsch, K. J., and Kraiger, K. Alternative measures and indices of shared mental models and their relationships to air traffic control effectiveness – annual meeting of SIOP
- 2002 Winzenburg*, V., & Kraiger, K. An updated meta-analysis of cross-cultural training effectiveness – annual meeting of the Academy of Management
- 2002 Aramovich*, N.P., & Kraiger, K. Influence of accountability and goal setting on transfer of training – annual meeting of SIOP
- 2002 Kraiger, K. Cross-cultural implications for instructional design, delivery, and evaluation – panel discussion at the annual meeting of the Society for I/O Psychology
- 2001 Kraiger, K. The E-learning revolution: Implications for practice - Hawaii Conference on Business, Waikiki, HI
- 2001 Kraiger, K. Creating, implementing, and managing effective training and development: Cutting edge lessons for practitioners - Hawaii Conference on Business, Waikiki, HI
- 2000 Kraiger, K., and Arenz*, T. The Work Readiness Index: Interfacing strategies for screening, workforce development, and individual empowerment – paper presented at the annual meeting of the Society for I/O Psychology
- 2000 Kraiger, K., and Chrobot-Mason, D. Understanding bystander sexual harassment: Influences and consequences – annual meeting of the Society for I/O Psychology

Presentations and Posters (continued):

- 1999 Chrobot-Mason, D. and Kraiger, K. Organizational climate, needs assessment, and workplace harassment training – annual meeting of the Society for I/O Psychology
- 1999 Kraiger, K., Kramer*, K., and Loya*, A. False issues in recruiting - annual meeting of the Society for I/O Psychology
- 1999 Kraiger, K., Smith-Jentsch, K.A, and Harrison, R.J. Validation of a technique for defining collective climates: A tool to support team training needs analysis - paper presented at the annual meeting of the Society for I/O Psychology
- 1999 Pierce, C. A., Aguinis, H., and Kraiger, K. - Link between dissolved workplace romances and sexual harassment in organizations - meeting of the American Psychological Society, Denver, CO.
- 1998 Kraiger, K. Aguinis, H., & Taylor*, K.M. Work readiness as a predictor of employee acceptability and effectiveness - annual meeting of the Society for I/O Psychology.
- 1998 Schmidt*, J.M., Winckler*, A.J, Kraiger, K., & Smith-Jentsch, K.A. Shared goal structures as indicators of team effectiveness - annual meeting of the Society for I/O Psychology.
- 1998 Winkler*, A.J., Schmidt*, J.M., Kraiger, K., & Smith-Jentsch, K. The effects of organizational and situational variables on team competencies - annual meeting of the Society for I/O Psychology.
- 1997 Hart*, P.F., Kraiger, K., Jung*, K.M., Teachout, M.S., and Lamb, T.A. Multi-faceted evaluation of learning during training: A field test - annual meeting of the Society for I/O Psychology
- 1997 Kraiger, K., and Winckler*, A.J. Developing and assessing cognitively-based competency measures of cue-strategy association and mental models - biannual Human Aviation Symposium.
- 1996 Kraiger, K., Krause*, J.R., and Hart*, P.F. Construct validation of multiple measures of shared mental models - annual meeting of the American Psychological Association
- 1995 Jung*, K., Kraiger, K., and Zent*, B. Summative evaluation of the Air Force Academy's CE351 program - annual meeting of the International Military Testing Association
- 1994 Cannon-Bowers, J., Ford, J.K., Kraiger, K., Salas, E., and Tannenbaum, S. Cognitive influences on training systems: The future is now - annual meeting of the Society for I/O Psychology
- 1993 Ford, J.K., and Kraiger, K. A criterion-based approach to learning: Implications for training needs assessment and training design - conference on advancements in integrated delivery technologies

Presentations and Posters (continued):

- 1993 Kraiger, K. Further evidence of structural assessment as a valid measure of training evaluation - annual meeting of the American Psychological Association
- 1993 Kraiger, K., and Salas, E. An empirical test of two cognitively-based measures of learning during training - annual meeting of the Society for I/O Psychology
- 1993 Wenzel*, L.H., and Kraiger, K. Development of a biodata questionnaire to predict classroom satisfaction - annual meeting of the American Psychological Association
- 1992 Kraiger, K. A demonstration of cognitively-based training evaluation measures for the prediction of transfer - annual meeting of the Society for I/O Psychology
- 1991 Kraiger, K. Evidence of the construct validity of a performance measurement system - annual meeting of the Society for I/O Psychology
- 1990 Banks, C.G., Campbell, J.P., and Kraiger, K. Into the 90s: Responding to changes in workgroup demography - annual meeting of the Society for I/O Psychology
- 1990 Kraiger, K., Favero, J.L., Bendel*, S, and Nimmer, J. Job analysis responses as a function of incumbent expertise and affective state - annual meeting of the Society for I/O Psychology
- 1989 Kraiger, K. Teaching the ropes: A comparison of the effectiveness of a tacit knowledge bases and traditional training program - annual meeting of the American Psychological Association
- 1989 Kraiger, K., Mandrell*, R., and Ruppe*, E.S. Career planning strategies and organizational success among mid-level managers - annual meeting of the American Psychological Association
- 1989 Roach*, J., and Kraiger, K. The effectiveness of a tacit knowledge workshop for incoming freshman - annual meeting of the American Psychological Association
- 1989 Kraiger, K. The use of case studies and simulations in personnel selection courses - annual meeting of the Society for I/O Psychology
- 1988 Kraiger, K. Implications of expert/novice differences in task performance for training design - annual meeting of the Society for I/O Psychology.
- 1988 Kraiger, K., Moeller, A., and Zammuto, R. Effects of organizational demography on role diffusion and organizational effectiveness - annual meeting of the Society for I/O Psychology
- 1987 Handelsman, M.M., Fox*, J.E., and Kraiger, K. Reliability and validity of the self-handicapping scale - annual meeting of the Rocky Mountain Psychological Association

Presentations and Posters (continued):

- 1987 Kraiger, K., and Teachout, M.S. Generalizability theory as evidence for the construct validity of performance ratings - annual meeting of the American Educational Research Association
- 1987 Kavanagh, M.M., Banks, C.G., Borman, W.C., Dickinson, T., Hedge, J., Kraiger, K., and Vance, R.J. A roundtable discussion of research issues in criterion measurement - annual meeting of the Society for I/O Psychology
- 1986 Kraiger, K. A meta-analysis of performance ratings by self, peer, and supervisory raters - annual meeting of the Society for I/O Psychology
- 1986 Kraiger, K. Two demonstrations of the influence of affect on job perceptions - annual meeting of the Society for I/O Psychology
- 1985 Ford, J.K., Schectman, S., and Kraiger, K. The relationship among criteria as a function of subgroup membership: An integrative review - annual meeting of the American Psychological Association
- 1985 Handelsman, M.M., Kraiger, K., and King*, C.S. Self-handicapping by task choice: An attribute ambiguity analysis - annual meeting of the Rocky Mountain Psychological Association
- 1984 Ford, J.K., and Kraiger, K. A study of racial bias in performance ratings: A meta-analysis of objective and subjective criteria - annual meeting of the American Psychological Association
- 1984 Kraiger, K., and Tucker*, S.S. Perceived importance of variables to evaluate male and female job applicants - annual meeting of the Midwest Division of the Academy of Management
- 1984 Scherer, L.L., and Kraiger, K. A meta-analysis of sex effects in performance ratings under various conditions - annual meeting of the Midwest Division of the Academy of Management
- 1983 Kraiger, K. Comparing reading demands of police materials and officer's reading ability - annual meeting of the American Psychological Association
- 1983 Kraiger, K., and Ford, J.K. A meta-analysis of ratee race effects in performance ratings - annual meeting of the American Psychological Association
- 1983 Kraiger, K. Cognitive processes in rating bias - annual meeting of I/O-OB graduate students
- 1981 Kraiger, K. Objectivity as a source of bias in ratings - annual meeting of the Midwest Division of the Academy of Management.

TEACHING AND ADVISING:*Courses during the last 5 years.*

<u>Year</u>	<u>Semester</u>	<u>Course No./Title</u>	<u>Cr. Hrs.</u>	<u>Enrollment</u>
2019	Spring	MGMT 8921 – Research Methods	3	3
2019	Fall	MGMT 7135 – Seminar in Leadership ¹	2	59
2019	Fall	MGMT 7135 – Seminar in Leadership	2	16
2020	Spring	MGMT 7135 – Seminar in Leadership	2	38
2020	Fall	MGMT 7135 – Seminar in Leadership	2	20
2020	Fall	MGMT 7135 – Seminar in Leadership	2	36
2021	Spring	BA 7501 – Seminar in Leadership, Comm., and Negotiation	3	23
2023	Fall	MGMT 4411 – Managing Diversity in the Workplace	3	45
2024	Spring	MGMT 4411 – Managing Diversity in the Workplace	3	18
2024	Fall	MGMT 4411 – Managing Diversity in the Workplace	3	45
2024	Fall	UNHP 1010 – Happiness in the Workplace (Freshman Honors)	1	16

Past Teaching Experience:

Courses taught at the University of Tulsa; University of Colorado at Denver; University of North Carolina, Charlotte; University of California – Berkeley; College of Business, University of Hawaii, and Colorado State University:

Graduate: Human Resource Management (MBA), Human Resources (Executive MBA), Organizational Behavior (MBA), Organizational Development (MBA), Training & Development (MHRM), Leadership, Meta-Analysis, Cross-Cultural Psychology, Psychology of Diversity, Industrial Psychology, Organizational Psychology, Training and Development, Organizational Development, Multivariate Statistics, Training Measurement, Legal Issues in Employment, Adult Assessment

Undergraduate: Global Management and Organizational Behavior, Human Resource Management, Organizational Behavior, Principles of Management, Industrial Psychology, Organizational Psychology, Introductory Psychology, Sports Psychology, Psychology of Diversity, Psychology of Individual Differences

Doctoral Dissertations Supervised (23):

- Cave, K.A. (2021). A qualitative investigation of wellness program implementation strategies.
- Marshall, A. D. (2019). Caring more about careless responding: Applying the Theory of Planned Behavior to reduce careless responding on online surveys.
- Walters, K. M. (2019). A computational model and empirical study of the self-undermining proposition in Job Demands-Resources Theory.
- Willis, C. (2019). Validating and implementing the Informal Learning Behavior Scale.
- Laxson, E.N. (2018). Within and between person effects of learning agility: A longitudinal examination of how learning agility impacts future career success.
- Mattingly, V. P. (2018). Glass kickers: training men as allies to promote women in leadership.
- Drake, T.J. (2017). Workplace health training: A theoretical and empirical model.
- Sanchez, D.S. (2017). Videogame-Based Learning: A Comparison of Direct and Indirect Effects across Outcomes.
- Onder, C.C. (2016). Unfolding of Telecommuting's Effects in Organizations: Performance, Commitment, and Mechanisms of Action
- Tolentino, A.M. (2016). The Development and Validation of the Mentoring Functions Measure.
- Nelson, T.Q. (2015). The Role of Engagement in Synthetic Learning Environments.
- Solove, E.D. (2015). Too legit to quit? How realistic job previews affect early turnover decisions.
- Wilson, C.W. (2015). The Effect of Implicit Self-Theories of Intelligence on Task Persistence and Performance in an Adult Sample: Test of a Structural Model.
- Wolfson, N.E. (2014). Shedding Light on Grey Areas: Examining the Effect of Technology-Based Collaboration on the Learning Outcomes of Older and Younger Adults.
- Cavanagh, T.M. (2014). Cheating on online assessment tests: Prevalence and impact on validity.

Doctoral Dissertations Supervised: (Continued)

- Putter, S.E. (2013). Making training stick: A close examination of how trainee readiness, supervisor support, and practice foster transfer in a mobile technology-based training program.
- Lanik, M. (2010). Cultural Differences in Implicit Theories of Citizenship Performance: A Comparative Study of MBA Students from the Czech Republic, India, and the United States.
- Liff, J. (2010). Expanding the Social-Cognitive Framework: Understanding the Role of Implicit Person Theories in A Complex Task Feedback Environment.
- Smith, A. (2009). Designing Computer-based Training for Creativity: An Examination of Learner Control, Feedback, and Creative Personal Identity
- Palmer, P.C. (2008). Differences in Training Stakeholders' Investments, Expectations and Measurement Preferences for Training Evaluation Data.
- Eurich, T.L. (2007). Situational and Dispositional Uncertainty as Moderators of Justice-to-outcome Relationships: Testing Uncertainty Management Theory in Virtual Teams.
- Shin, H-C. (2007). Main and interaction effects of personality and P-O fit in personnel selection.
- Sitzman, T.M. (2005). Improving learning outcomes in learner-controlled training environments: Will prompting self-regulation and delaying trainees' judgments of learning make a difference?
- Tomlin, D. (2005). The dynamic nature of academic performance: Predicting interindividual differences in intraindividual performance.

Masters Theses Supervised (18):

- Rosen (2020)
- Cave, K. (2018)
- Marshall, A.M. (2016)
- Willis, C. (2016)
- Mattingly, V.P. (2015)
- Sanchez, D.S. (2014)
- Hoffmeister, K.M. (2012)
- Nelson, T.Q. (2012)
- Cavanagh, T.M. (2011)
- Putter, S.E. (2011)
- Solove, E.D. (2011)
- Wolfson, N.E. (2011)
- Wilson, C.W. (2010)
- Summers, L. (2009)
- Tolentino, A.M. (2009)

Masters Theses Supervised: (Continued)

Laxson, E.N. (2008)
Liff, J. (2007)
Sitzmann, T.M. (2003)
Bach, R. (2002)

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

Memberships in professional societies:

Academy of Management
Association of Psychological Sciences (Fellow)
Association for Talent Development
Society for Industrial-Organizational Psychology (Fellow)
Southern Management Association

Offices in professional societies

APS Fellows Committee 2009-2013, Association for Psychological Sciences
SIOP Governance Task Force, 2007-2008
SIOP Fellows Committee 2014-2016
SIOP Futures Task Force 2017-2018
SIOP Futures Ad Hoc Committee 2018-2019

President-Elect, President, Past-President 2008-2011, Society for Industrial-Organizational Psychology

Member at large, 2005 – 2007, Society for Industrial-Organizational Psychology

Editor *Training Research Journal* (1992 - 1998)

Editor *The Industrial-Organizational Psychologist* (1992 - 1995)

Associate Editor: *Journal of Business and Psychology* (2014-2020)

Associate Editor: *The Industrial-Organizational Psychologist* (1990 - 1992)

Review/editorial boards

Editorial Board, *Journal of Applied Psychology* (2003 – present)

Editorial Board, *Journal of Management* (2011 – present)

Editorial Board, *Journal of Business and Psychology* (2009 – 2014)

Editorial Board, *Academy of Management Education & Learning* (2004 – 2007;
2017- present)

Editorial Board, *Human Factors* (2001 – 2005)

OTHER ACTIVITIES/ACCOMPLISHMENTS – PUBLICATIONS/SCHOLARLY RECORD

Member National Academy of Sciences, Committee on Human Factors (2002-2008)