

Frederick L. Oswald

Professor of Psychology and Herbert S. Autrey Chair in Social Sciences
Department of Psychological Sciences – Rice University

Contact Information

Department of Psychology
Rice University
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Education

Ph.D., Psychology (1999)
University of Minnesota
M.A., Psychology (1997)
University of Minnesota
B.A., Psychology (1992)
University of Texas at Austin

Employment

2012 - present – Professor, Department of Psychology, Rice University
2008 - 2012 – Associate Professor, Department of Psychology, Rice University
2006 - 2008 – Associate Professor, Department of Psychology, Michigan State University
2000 - 2006 – Assistant Professor, Department of Psychology, Michigan State University
1998 - 2000 – Assistant Professor, Department of Psychological Sciences, Purdue University

Honors

Herbert S. Autrey Chair in Social Sciences, 2018-present
Fellow - Social and Personality Psychology (APA, Div. 8), 2016
Fellow - Society for Industrial and Organizational Psychology (SIOP, APA Div. 14), 2012
Fellow - Quantitative and Qualitative Methods (APA Div. 5), 2012
Fellow - American Psychological Association, 2012
Fellow - Association for Psychological Science, 2012

Current Positions

Past President, Society for Industrial and Organizational Psychology (SIOP), 2018-2019
Board Member, The National Academies of Sciences, Engineering, and Medicine, Board on Human Systems Integration (BOHSI), March 2015-2021
Chair, APA Board of Scientific Affairs, Committee on Psychological Tests and Assessment (CPTA), (2018; member, 2016-2017)
Editorial Search Committee, *Psychological Science*, Association for Psychological Science
Editorial Committee – *Annual Review of Organizational Psychology and Organizational Behavior* (2017-2021)
Senior Associate Editor – *Journal of Management* (2017-present)
Associate Editor – *Advances in Methods and Practices in Psychological Science* (2017-present)
Associate Editor - *Psychological Methods* (2013-present)
Consulting Editor - *Journal of Research in Personality* (2018-present)
Associate Editor - *Journal of Research in Personality* (2015-2018)
Associate Editor - *Journal of Management* (2011-2017)

Associate Editor - *Research Synthesis Methods* (2013-2016)

Associate Editor - *Journal of Business and Psychology* (2009-2012)

Editorial Boards

Journal of Applied Psychology (2005-present)

Personnel Psychology (2010-present)

Personnel Assessment and Decisions (2013-present)

Journal of Business and Psychology (2008-2009, 2013-present)

Organizational Research Methods (2007-present)

Psychological Assessment (2015-present)

International Journal of Testing (2015-present)

Archives of Scientific Psychology (2016-present)

International Journal of Selection and Assessment (2003-present)

Military Psychology (2011-present)

SIOP *Frontiers* book series (2013-present)

Journal of Research in Personality (2011-2015)

Journal of Management (2003-2011)

Psychological Methods (2010-2012)

Memberships

Society for the Improvement of Psychological Science – 2018-present

American Psychological Association (APA) – 1999-present

American Psychological Society (APS) – 2004-present

Society for Industrial and Organizational Psychology (SIOP) – 1999-present

Evaluation, Measurement, and Statistics – APA Div. 5 – 2002-present

International Test Commission – 2010-present

Society for Research Synthesis Methods (SRSB) – 2012-present

American Educational Research Association (AERA) – 2012-2017

Past Positions

President, Society for Industrial and Organizational Psychology (SIOP), 2017-18

President-Elect, Society for Industrial and Organizational Psychology (SIOP), 2016-17

Senior Research Fellow, U.S. Army Research Institute for the Behavioral and Social Sciences,
2014-2016

Senior Research Fellow, Massachusetts Institute for College and Career Readiness (MICCR),
2014-2017

SIOP Leadership Edge Consortium, Planning Committee, 2016

SIOP Research and Science Portfolio Officer, 2014-16

APA Division 5 (Evaluation, Measurement, & Statistics), Program Chair, 2014

SIOP Chair, Scientific Affairs Committee, 2012-14

SIOP Chair, Joyce and Robert Hogan for Personality and Work Performance Award Committee,
2011-13

Journal of Management – Best Paper Award Chair – 2011-12

Past Professional Committees

APA Board of Educational Affairs, Task Force on the Integration of Science and Practice in Health Service Psychology (HSP) Training, 2015-16
 SIOP, Committee for Revising the SIOP *Principles for the Validation and Use of Personnel Selection Procedures*, 2015-17
 The National Academies of Sciences, Engineering, and Medicine, Committee on Assessing Intrapersonal and Interpersonal Competencies, 2015-17
 Workshop Chair, The National Academies of Sciences, Engineering, and Medicine, Workforce Planning Models for Forensic Science, Division of Behavioral and Social Sciences and Education (DBASSE), July 2016
 SIOP Leading Edge Consortium Conference q(Talent Analytics), Scientific Advisor, 2015-16
 The National Academies of Sciences, Engineering, and Medicine, Committee on Measuring Human Capabilities: Performance Potentials of Individuals and Collectives, 2013-15
 Association for Research in Personality, Program Committee, 2015
 SIOP Distinguished Scientific Contributions Award Subcommittee, 2014-16
 SIOP Leadership Edge Consortium, Chair Selection Committee, 2012-13
 SIOP External Relations Committee, 2011-2013
 SIOP Professional Contributions Award Committee, 2011-13
 SIOP Scientific Affairs Committee, 1999-2001, 2009-11
 SIOP Owens Award Subcommittee, 2004-06
 SIOP Electronic Communications Committee, 2004-08
 SIOP Ad Hoc Web Committee, 2003-2005
 SIOP Strategic Program Planning Subcommittee, 2002-2003
 Academy of Management Research Methods Division – Awards Committee, 2002-03
 Academy of Management HR Division – Best Student Paper Award Committee, 2005
 SIOP Ad Hoc APA Ethics Code Review Committee, 2001

Ad Hoc Reviewer

American Journal of Evaluation
Applied Psychological Measurement
Asia Pacific Education Review
Basic and Applied Social Psychology
Behavior Research Methods
British Journal of Mathematical and Statistical Psychology
British Journal of Social Psychology
Canadian Journal of Behavioural Science
Educational and Psychological Measurement
Educational Assessment
Educational Psychologist
Educational Psychology
European Journal of Information Systems
European Journal of Psychological Assessment
European Journal of Psychology
European Journal of Psychology of Education
Frontiers in Psychology: Cognition

Human Factors
Human Performance
Human Resource Management Journal
IEEE Transactions on Neural Networks and Learning Systems
Journal of Abnormal Child Psychology
Journal of Applied Research in Memory and Cognition
Journal of Business Research
Journal of Clinical Child and Adolescent Psychology
Journal of Computer-Mediated Communication
Journal of Counseling Psychology
Journal of Experimental Psychology: General
Journal of Managerial Psychology
Journal of Memory and Language
Journal of Neuroscience, Psychology, and Economics
Journal of Occupational and Organizational Psychology

Journal of Personality
Journal of Personality Disorders
Journal of Personality and Social Psychology
Language Teaching: Surveys and Studies
Learning and Individual Differences
Measurement and Evaluation in Counseling and Development
Military Psychology
Multivariate Behavioral Research
Organizational Behavior and Human Decision Processes
Personality and Individual Differences

PLoS One, Applied Psychology: An International Review
Psychological Methods
Psychology and Aging
Research in Personality
Research Synthesis Methods
Social Psychological and Personality Science
Strategic Management Journal
Swiss Journal of Psychology
Teaching and Learning in Medicine: An International Review
The Social Science Journal

Grant and Technical Reviewer

Institute of Education Sciences, Grant Reviewer, Jan 2018
NSF, Grant Review Panelist, Nov 2017, July 2016, May 2016, June 2015
NSF, Graduate Research Fellowship Program (GFRP) Review Panel, January 2016, 2017
Research Foundation - Flanders (FWO), Belgium – Postdoctoral Fellow Review, February 2014
Committee on Professionalizing the Nation's Cybersecurity Workforce: Criteria for Future Decision-Making, Computer Science and Telecommunications Board, Division on Engineering and Physical Sciences, National Research Council, 2013, *The US Cybersecurity Workforce and the Role of Professionalization*
Fonds National de la Recherche (FNR) Luxembourg, 2011, 2012, 2014
International Test Commission's *ITC Guidelines for Quality Control in Test Scoring, Analysis and Reporting of Test Scores*, May 2011
Army Research Laboratory, Army Research Office, 2009
Netherlands Organization for Scientific Research, Social Sciences, 2007
Standard Research Grants program of the Social Sciences and Humanities Research Council of Canada, 2007, 2012, 2015

Conference Reviewer

SIOP Program Reviewer, 1999-present
SPSP Program Reviewer, 2015-present
AERA Program Reviewer, 2012-present
APA Division 14 (SIOP-APA) Program Reviewer, 2015-present
APA Division 5 (Evaluation, Measurement, and Statistics) Program Reviewer, 2001-2008, 2012
Academy of Management Program Reviewer – OB Division, 2003-2008, HR division 2010
Academy of Management Program Reviewer – Research Methods Division, 2004-present
Southern Management Association Reviewer, 2013

Advisory Boards

Psychology of Science in Policy, PsySiP, 2015-18
American Association of Medical Colleges (AAMC), Technical Advisor, 2012-present
Skillsurvey, Technical Advisor, 2008-present
Aon Hewitt, Scientific Advisory Board, 2015-present

HR MetaBUS, 2014-present

Federation of Associations in Behavioral and Brain Sciences (FABBS), Secretary, 2012-16

Human Resource Management Center (www.hrmc.com), 2008-15

External Dissertation Committee Member

Luke Plonsky (Michigan State University, applied linguistics, Jun 2011)

Gabrielle Wall (University of Canterbury, Christchurch NZ, July 2010)

Shaun Pichler (Michigan State University, industrial and labor relations, May 2009)

Publications – Peer-reviewed

Melchert, T. P., Berry, S., Grus, C., Arora, P., De Los Reyes, A., Hughes, T. L., Moye, J., Oswald, F. L., & Rozensky, R. H. Applying task force recommendations on integrating science and practice in health service psychology education. *Training and Education in Professional Psychology*. (in press).

Braun, M. T., Converse, P. D., & Oswald, F. L. (in press). The accuracy of dominance analysis as a metric to assess relative importance: The joint impact of sampling error variance and measurement unreliability. *Journal of Applied Psychology*.

Banks, G. C., Field, J. G., Oswald, F. L., O'Boyle, E. H., Landis, R. S., Rupp, D. E., Rogelberg, S. G. (in press). Answers to 18 questions about open science practices. *Journal of Business and Psychology*.

Ock, J., & Oswald, F. L. (2018). The utility of personnel selection decisions: Comparing compensatory and multiple-hurdle selection models. *Journal of Personnel Psychology*, 17, 172-182.

Kortum, P. T. & Oswald, F. L. (2018). The impact of personality on the subjective assessment of usability. *International Journal of Human-Computer Interaction*, 34, 177-186.

Plonsky, L., & Oswald, F. L. (2017). Multiple regression as a flexible alternative to ANOVA in L2 research. *Studies in Second Language Acquisition*, 3, 579-592.

Oswald, F. L., & Putka, D. J. (2017). Big data methods in the social sciences. *Current Opinion in Behavioral Sciences*, 18, 103-106.

Brown, R. D., Oswald, F. L., & Converse, P. D. (2017). Estimating operational validity under incidental range restriction: Some important but neglected issues. *Practical Assessment, Research & Evaluation*, 22, 1-8.

Harlow, L. L., & Oswald, F. L. (2016). Big data in psychology: Introduction to the special issue. *Psychological Methods*, 21, 447-457.

Lane, D. M., & Oswald, F. L. (2016). Do 45% of college students lack critical thinking skills? Revisiting a central conclusion of *Academically Adrift*. *Educational Measurement: Research and Practice*, 35, 23-35.

Oswald, F. L., McAbee, S. T., Redick, T. S., Hambrick, D. Z. (2015). The development of a short domain-general measure of working memory capacity. *Behavior Research Methods*, 47, 1343-1355.

Bosco, F. A., Steel, P., Oswald, F. L., Uggerslev, K. L., & Field, J. G. (2015). Cloud-based meta-analysis to bridge science and practice: Welcome to metaBUS. *Personnel Assessment and Decisions*, 1, 3-17.

- Oswald, F. L., Mitchell, G., Blanton, H., Jaccard, J., & Tetlock, P. E. (2015). Using the IAT to predict ethnic and racial discrimination: Small effects of unknown societal importance. *Journal of Personality and Social Psychology*, 108, 562-571.
- Oswald, F. L., Ercan, S. McAbee, S. T., Ock, J., & Shaw, A. (2015). Imperfect corrections or correct imperfections?: Psychometric corrections in meta-analysis. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 1-4.
- Heggestad, E. D., Rogelberg, S., Goh, A., & Oswald, F. L. (2015). Considering the effects of nonresponse on correlations between surveyed variables: A simulation study to provide context to evaluate survey results. *Journal of Personnel Psychology*, 14, 91-103.
- Ock, J., & Oswald, F. L. (2015). Managing the interpersonal aspect of performance management. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 111-119.
- Oswald, F. L., Shaw, A., & Farmer, W. L. (2015). Comparing simple scoring with IRT scoring of personality measures: The Navy Computer Adaptive Personality Scales (NCAPS). *Applied Psychological Measurement*, 39, 144-154.
- Zyphur, M. J., & Oswald, F. L. (2015). Bayesian estimation and inference: A user's guide. *Journal of Management*, 41, 390-420.
- Hough, L. M., Oswald, F. L., & Ock, J. (2015). Beyond the Big Five: New directions for personality research and practice in organizations. *Annual Review of Organizational Psychology and Organizational Behavior*, 2, 183-209.
- McAbee, S. T., Oswald, F. L., & Connelly, B. S. (2014). Bifactor models of personality and college student performance: A broad vs. narrow view. *European Journal of Personality*, 28, 604-619.
- Plonsky, L., & Oswald, F. L. (2014). How big is 'big'? Interpreting effect sizes in L2 research. *Language Learning*, 64, 878-912.
- Randall, J. G., Oswald, F. L., & Beier, M. E. (2014). Mind-wandering, cognition, and performance: A theory-driven meta-analysis of attention regulation. *Psychological Bulletin*, 140, 1411-1431.
- Macnamara, B. N., Hambrick, D. Z., & Oswald, F. L. (2014). Deliberate practice and performance in music, games, sports, education, and professions: A meta-analysis. *Psychological Science*, 25, 1608-1618.
- Hambrick, D. Z., Altmann, E. M., Oswald, F. L., Meinz, E. J., & Gobet, F. (2014). Facing facts about deliberate practice. *Frontiers in Psychology: Cognition*, 5, 1-2.
- Oswald, F. L., Converse, P. D., & Putka, D. J. (2014). Generating race, gender and other subgroup data in personnel selection simulations: A pervasive issue with a simple solution. *International Journal of Selection and Assessment*, 22, 310-320.
- Hambrick, D. Z., Altmann, E. M., Oswald, F. L., Meinz, E. J., Gobet, F., & Campitelli, G. (2014). Accounting for expert performance: The devil is in the details. *Intelligence*, 45, 112-114.
- Hambrick, D. Z., Oswald, F. L., Altmann, E. M., Meinz, E. J. (2014). Deliberate practice: Is that all it takes to become an expert? *Intelligence*, 45, 34-45.
- McAbee, S. T., King, E. B., Allen, T. D., Converse, P. D., Eby, L. T., Leslie, L. M., Meyer, R. D., Oswald, F. L., Rogelberg, S. G., Stark, S., & Yang, L. (2014). Including science advocacy

- in the IO curriculum. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 61-65.
- Christiansen, N. D., Robie, C., Quirk, S. W., & Oswald, F. L. (2014). Light already defines the darkness: Understanding normal and maladaptive personality in the workplace. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 138-143.
- Converse, P. D., & Oswald, F. L. (2014). Thinking ahead: Assuming linear versus nonlinear personality-criterion relationships in personnel selection. *Human Performance*, 27, 61-79.
- Nimon, K., & Oswald, F. L. (2013). Understanding the results of multiple linear regression: Beyond standardized regression coefficients. *Organizational Research Methods*, 16, 650-674. Also appears in *Work and Organisational Psychology*, 2015 (Boyle, O’Gorman, Fogarty, Eds.); SAGE Benchmarks in Psychology]
- Oswald, F. L., Mitchell, G., Blanton, H., Jaccard, J., & Tetlock, P. E. (2013). Predicting ethnic and racial discrimination: A meta-analysis of IAT criterion studies. *Journal of Personality and Social Psychology*, 105, 171-192.
- Schell, K. L., & Oswald, F. L. (2013). Item grouping and item randomization in personality measurement. *Personality and Individual Differences*, 55, 317-321.
- McAbee, S. T., & Oswald, F. L. (2013). The criterion-related validity of personality measures for predicting GPA: A meta-analytic comparative-validity competition. *Psychological Assessment*, 25, 532-544.
- Hedricks, C. A., Robie, C., & Oswald, F. L. (2013). Web-based multisource reference checking: An investigation of psychometric integrity and applied benefits. *International Journal of Selection and Assessment*, 21, 99-110.
- Beier, M. E., & Oswald, F. L. (2012). Is cognitive ability a liability?: A critique and future research agenda on skilled performance. *Journal of Experimental Psychology: Applied*, 18, 331-345.
- Oswald, F. L., & Hough, L. M. (2012). I-O 2.0 from Intelligence 1.5: Staying (just) behind the cutting edge of intelligence theories. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 172-175.
- Corker, K. A., Oswald, F. L., & Donnellan, M. B. (2012). Conscientiousness in the classroom: A process explanation. *Journal of Personality*, 80, 995-1028.
- Nathans, L. L., Oswald, F. L., & Nimon, K. (2012). Multiple linear regression: A guidebook of variable importance. *Practical Assessment, Research & Evaluation*, 17, 1-19.
- Hambrick, D. Z., Rench, T. A., Poposki, E., Darowski, E. S., Roland, D., Bearden, R. M., Oswald, F. L., & Brou, R. (2011). The relationship between the ASVAB and multitasking: A process-specific approach. *Military Psychology*, 23, 365-380.
- Braun, M., & Oswald, F. L. (2011). Exploratory regression analysis: A user-friendly tool for selecting models and determining predictor importance. *Behavior Research Methods*, 43, 331-339.
- Pleskac, T. J., Keeney, J., Merritt, S. M., Schmitt, N., & Oswald, F. (2011). A detection model of college withdrawal. *Organizational Behavior and Human Decision Processes*, 115, 85-98.

- Sinha, R., Oswald, F., Imus, A., & Schmitt, N. (2011). Criterion-focused approach to reducing adverse impact in college admissions. *Applied Measurement in Education*, 24, 137-161.
- Imus, A., Schmitt, N., Kim, B., Oswald, F., Merritt, S., & Friede, A. (2011). Differential item functioning in biodata: Opportunity access as an explanation of gender- and race-related DIF. *Applied Measurement in Education*, 24, 1-24.
- Oswald, F. L., & Plonsky, L. (2010). Meta-analysis in second-language research: Choices and challenges. *Annual Review of Applied Linguistics*, 30, 85-110.
- Oswald, F. L., & Schell, K. L. (2010). Developing and scaling personality measures: Thurstone was right – but so far, Likert was not wrong. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 481-484.
- Oswald, F. L., & Hough, L. M. (2010). Validity in a jiffy: How synthetic validation contributes to personnel selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 329-334.
- Hambrick, D. Z., Oswald, F. L., Darowski, E. S., Rench, T. A., & Brou, R. (2010). Predictors of multitasking performance in a synthetic work paradigm. *Applied Cognitive Psychology*, 24, 1149-1167.
- Poposki, E. M., & Oswald, F. L. (2010). The Multitasking Preference Inventory: Toward an improved measure of individual differences in polychronicity. *Human Performance*, 27, 247-264.
- Hambrick, D. Z., Meinz, E. J., Pink, J. E., Pettibone, J. C., & Oswald, F. L. (2010). Learning outside the laboratory: Ability and non-ability influences on acquiring political knowledge. *Learning and Individual Differences*, 20, 40-45.
- Kim, B. H., & Oswald, F. L. (2009). Clarifying the concept and context of content validation. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 497-500.
- Schmitt, N., Keeney, J., Oswald, F. L., Pleskac, T., Quinn, A., Sinha, R., & Zorzie, M. (2009). Prediction of 4-year college student performance using cognitive and noncognitive predictors and the impact of demographic status on admitted students. *Journal of Applied Psychology*, 94, 1479-1497.
- Friede, A. J., Oswald, F. L., Schmitt, N., Merritt, S., Imus, A., Kim, B., Shivpuri, S. (2009). Estimating trait and situational variance in a situational judgment test. *Human Performance*, 22, 44-63.
- Wolfe, E. W., Converse, P. D., & Oswald, F. L. (2008). Item-level non-response rates in an attitudinal survey of teachers delivered via mail and web. *Journal of Computer-Mediated Communication*, 14, 35-66.
- Oswald, F. L. (2008). Global personality norms: Multicultural, multinational, and managerial. *International Journal of Testing*, 8, 400-408.
- Oswald, F. L. & Hough, L. M. (2008). Personality testing and I-O psychology: A productive exchange and some future directions. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 323-332.
- Hough, L. M., & Oswald, F. L. (2008). Personality testing and I-O psychology: Reflections, progress and prospects. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 272-290.

- Hambrick, D. Z., Pink, J. E., Meinz, E. J., Pettibone, J. C., & Oswald, F. L. (2008). The roles of ability, personality, and interests in acquiring current events knowledge: A longitudinal study. *Intelligence, 36*, 261-278.
- Miller, T. P., Oswald, F. L., & Reeves, M. J. (2008). An exploration of factors underlying asthma care and morbidity: A factor analysis of clinical variables. *Journal of Allergy and Clinical Immunology, 122*, 328-334.
- Wessel, J. L., Ryan, A. M., & Oswald, F. L. (2008). The relationship between objective and perceived fit with academic major, adaptability, and major-related outcomes. *Journal of Vocational Behavior, 72*, 363-376.
- Converse, P. D., Oswald, F. L., Imus, A., Hedricks, C., Roy, R., & Butera, H. (2008). Comparing personality test formats and warnings: Effects on criterion-related validity and test-taker reactions. *International Journal of Selection and Assessment, 16*, 155-169.
- Schmitt, N., Oswald, F. L., Friede, A., Imus, A., & Merritt, S. (2008). Perceived fit with an academic environment: Attitudinal and behavioral outcomes. *Journal of Vocational Behavior, 72*, 317-355.
- Converse, P. D., Wolfe, E. W., Huang, X., & Oswald, F. L. (2008). Response rates for mixed-mode surveys using mail and email/web. *American Journal of Evaluation, 29*, 99-107.
- LeBreton, J. M., Hargis, M. B., Griepentrog, B., Oswald, F. L., Ployhart, R. E. (2007). A multidimensional approach for evaluating variables in organizational research and practice. *Personnel Psychology, 60*, 475-498.
- Hambrick, D. Z., Meinz, E. J., & Oswald, F. L. (2007). Individual differences in current events knowledge: Contributions of ability, personality, and interests. *Memory and Cognition, 35*, 304-316.
- Schmitt, N., Oswald, F. L., Kim, B. H., Imus, A., Drzakowski, S., Friede, A., & Shivpuri, S. (2007). The use of background and ability profiles to predict college student outcomes. *Journal of Applied Psychology, 92*, 165-179.
- Ramsay, L. J., Schmitt, N., Oswald, F. L., Gillespie, M. A. (2006). The impact of situational context variables on responses to biodata and situational judgment inventory items. *Psychology Science, 48*, 268-287.
- Donnellan, M. B., Oswald, F. L., Baird, B. M., & Lucas, R. E. (2006). The Mini-IPIP scales: Tiny-yet-effective measures of the Big Five factors of personality. *Psychological Assessment, 18*, 192-203.
- Hönekopp, J., Becker, B. J., & Oswald, F. L. (2006). The meaning and suitability of various effect sizes for structured rater x ratee designs. *Psychological Methods, 11*, 72-86.
- Shivpuri, S., Schmitt, N., Oswald, F. L., & Kim, B. H. (2006). Individual differences in academic growth: Do they exist, and can we predict them? *Journal of College Student Development, 47*, 69-86.
- Schmitt, N., & Oswald, F. L. (2006). The impact of corrections for faking on the validity of noncognitive measures in selection settings. *Journal of Applied Psychology, 91*, 613-621.
- Oswald, F. L., Friede, A. J., Schmitt, N., Kim, B. K., & Ramsay, L. J. (2005). Extending a practical method for developing alternate test forms using independent sets of items. *Organizational Research Methods, 8*, 149-164.

- Hough, L. M., & Oswald, F. L. (2005). They're right...well, mostly right: Research evidence and an agenda to rescue personality testing from 1960's insights. *Human Performance*, 18, 373-387.
- Hambrick, D. Z., & Oswald, F. L. (2005). Does domain knowledge moderate involvement of working memory capacity in higher-level cognition? A test of three models. *Journal of Memory and Language*, 52, 377-397.
- Converse, P. D., Oswald, F. L., Gillespie, M. A., Field, K. A., & Bizot, E. B. (2004). Matching individuals to occupations using aptitudes and the O*NET: Issues and an application in career guidance. *Personnel Psychology*, 57, 451-487.
- Converse, P. D., & Oswald, F. L. (2004). The effects of data type on job classification and its purposes. *Psychology Science*, 46, 99-127.
- Oswald, F. L., Schmitt, N., Kim, B. H., Ramsay, L. J., & Gillespie, M. A. (2004). Developing a biodata measure and situational judgment inventory as predictors of college student performance. *Journal of Applied Psychology*, 89, 187-207.
- Ployhart, R. P., & Oswald, F. L. (2004). Applications of mean and covariance structure analysis: Integrating correlational and experimental approaches. *Organizational Research Methods*, 7, 27-65.
- Schmitt, N., Oswald, F. L., Kim, B. H., Gillespie, M. A., & Ramsay, L. J. (2004). The impact of justice and self-serving bias explanations for the perceived fairness of different types of selection tests in college admissions. *International Journal of Selection and Assessment*, 12, 160-171.
- Schmitt, N., Oswald, F. L., Kim, B. H., Gillespie, M. A., Ramsay, L. J., & Yoo, T. (2003). Impact of elaboration on social desirability and the validity of biodata measures. *Journal of Applied Psychology*, 88, 979-988.
- Hough, L. M., Oswald, F. L., & Ployhart, R. E. (2001). Determinants, detection, and amelioration of adverse impact in personnel selection procedures: Issues, evidence, and lessons learned. *International Journal of Selection and Assessment*, 9, 152-194.
- Oswald, F. L., Saad, S. A., & Sackett, P. R. (2000). The homogeneity assumption in differential prediction analysis: Does it really matter? *Journal of Applied Psychology*, 85, 536-541.
- Hough, L. M., & Oswald, F. L. (2000). Personnel selection: Looking toward the future—remembering the past. *Annual Review of Psychology*, 51, 631-664.
- Oswald, F. L., & Ferstl, K. L. (1999). Linking a structure of vocational interests to Gottfredson's (1986) Occupational Aptitude Patterns Map. *Journal of Vocational Behavior*, 54, 214-231.
- Oswald, F. L., & Johnson, J. W. (1998). On the robustness, bias, and stability of results from meta-analysis of correlation coefficients: Some initial Monte Carlo findings. *Journal of Applied Psychology*, 83, 164-178.
- Johnson, J. W., Schneider, R. J., & Oswald, F. L. (1997). Toward a taxonomy of managerial performance profiles. *Human Performance*, 10, 227-250.

Publications – Book Chapters

- Zuo, C., Mulfinger, E., & Oswald, F. L. (2018). First-generation college student success. In R. S. Feldman (Ed.). *The first year of college: Research, theory, and practice on improving the*

- student experience and increasing retention (pp. 55-89). New York, NY: Cambridge University Press.
- McAbee, S. T., Oswald, F. L. (2017). Statistical methods in the study of expertise. In D. Z. Hambrick, G. Campitelli, & B. N. Macnamara (Eds.), *The science of expertise: Behavioral, neural, and genetic approaches to complex skill*. New York, NY: Routledge.
- Oswald, F. L., Dunleavy, E., & Shaw, A. (2017). Measuring practical significance in adverse impact analysis. In S. B. Morris & E. M. Dunleavy (Eds.), *Adverse impact analysis: Understanding data, statistics and risk* (pp. 92-112). New York, NY: Routledge.
- Oswald, F. L., & Putka, D. J. (2016). Statistical methods for big data: A scenic tour. In S. Tonidandel, E. King, & J. Cortina (Eds.), *Big data at work: The data science revolution and organizational psychology* (pp. 43-63). New York, NY: Routledge.
- Putka, D., J., & Oswald, F. L. (2016). Implications of the big data movement for the advancement of I-O science and practice. In S. Tonidandel, E. King, & J. Cortina (Eds.), *Big data at work: The data science revolution and organizational psychology* (pp. 181-212). New York, NY: Routledge.
- Plonsky, L., & Oswald, F. L. (2015). Meta-analyzing second language research. In L. Plonsky (Ed.), *Advancing quantitative methods in second language research* (pp. 106-128). New York, NY: Routledge. [Adapted from Plonsky, L., & Oswald, F. L. (2012). How to do a meta-analysis. In A. Mackey & S. M. Gass (Eds.), *Research methods in second language acquisition: A practical guide* (pp. 275-295). London, England: Wiley Blackwell.]
- Oswald, F. L., Putka, D. J., & Ock, J. (2015). Weight a minute, what you see in a weighted composite is probably not that you get! In C. E. Lance & R. J. Vandenberg (Eds.), *More statistical myths and urban legends* (pp. 187-205). New York, NY: Taylor & Francis.
- Oswald, F. L., Hough, L. M., & Ock, J. (2013). Theoretical and empirical structures of personality: Implications for measurement, modeling, and prediction. In N. D. Christiansen & R. P. Tett (Eds.), *Handbook of Personality at Work* (pp. 11-29). New York, NY: Taylor & Francis.
- Poposki, E. M., & Oswald, F. L. (2013). Individual difference variables as predictors of error during multitasking training. In W. Arthur, Jr., E. A. Day, W. Bennett, Jr., & A. M. Portrey (Eds.), *Individual and team skill decay: The science and implications for practice*. New York, NY: Routledge Academic.
- Levine, J. D., & Oswald, F. L. (2012). O*NET: The occupational information network. In M. A. Wilson, R. J. Harvey, G. M. Alliger, & W. Bennett, Jr. (Eds.), *The handbook of work analysis: The methods, systems, applications, & science of work measurement in organizations* (pp. 281-301). New York, NY: Routledge/Psychology Press.
- Plonsky, L., & Oswald, F. L. (2012). How to do a meta-analysis. In A. Mackey & S. M. Gass (Eds.), *A guide to research methods in second language acquisition* (pp. 275-295). London, ENgland: Blackwell.
- Johnson, J. W., & Oswald, F. L. (2010). Use of test scores. In J. L. Farr & N. T. Tippins (Eds.), *Handbook of employee selection* (pp. 151-170). Mahwah, NJ: Erlbaum.
- Oswald, F. L., & Hough, L. M. (2010). Personality and its assessment in organizations: Theoretical and empirical developments. In S. Zedeck (Ed.), *APA handbook of industrial*

- and organizational psychology: Vol. 2. *Selecting and developing members for the organization* (pp. 153–184). Washington, DC: American Psychological Association.
- Oswald, F. L., Hambrick, D. Z., & Jones, L. A. (2007). Keeping all the plates spinning: Understanding and predicting multitasking performance. In D. H. Jonassen (Ed.), *Learning to solve complex scientific problems* (pp. 77-97). Mahwah, NJ: Erlbaum.
- Converse, P. D., Oswald, F. L., Imus, A., Hedricks, C., Roy, R., Butera, H., & Kiefer, T. (2006). Forcing choices in personality measurement: Benefits and limitations. In R. Griffith (Ed.), *A closer examination of applicant faking behavior* (pp. 263-282). Greenwich, CT: Information Age Publishing.
- Schmitt, N., Oswald, F. L., & Gillespie, M. A. (2004). Broadening the performance domain in the prediction of academic success. In W. F. Camara and E. Kimmel (Eds.), *Choosing students: Higher education admission tools for the 21st century* (pp. 195-213). Mahwah, NJ: Erlbaum.
- Schmitt, N., & Oswald, F. L. (2004). Statistical weights of ability and diversity in selection decisions based on various methods of test score use. In H. Aguinis (Ed.), *Test score banding in human resource selection: Legal, technical, and societal issues* (pp. 113-131). Westport, CT: Quorum Books.
- Deller, J., Oswald, F. L., & Schoop, U. S. (2003). Personality scales and process-oriented career development for senior management. In F. Avallone, H. K. Sinangil, A. Caetano (Eds.), *Identity and diversity in organizations*. Milan, Italy: Guerini Studio.
- Oswald, F. L., & McCloy, R. A. (2003). Meta-analysis and the art of the average. In K. R. Murphy (Ed.), *Validity generalization: A critical review* (pp. 311-338). Mahwah, NJ: Erlbaum.
- Ford, J. K., & Oswald, F. L. (2003). Understanding the dynamic learner: Linking personality traits, learning situations, and individual behavior. In M. Barrick & A. M. Ryan (Eds.), *Personality and work*. San Francisco, CA: Jossey-Bass.
- Deller, J., Oswald, F. L., & Schoop, U. S. (2002). debis Career Development Center: Personality scales within a process-oriented development instrument for management high-potentials. In S. Sonnentag (Ed.) *Psychological management of individual performance*. New York, NY: Wiley.
- Campbell, J. P., Gasser, M. B., & Oswald, F. L. (1996). The substantive nature of job performance variability. In K. R. Murphy (Ed.), *Individual differences and behavior in organizations* (pp. 258-299). San Francisco, CA: Jossey-Bass.

Other Publications – Conference Proceedings

- Gao, M., Kortum, P., & Oswald, F. L. (2018). Psychometric evaluation of the USE (Usefulness, Satisfaction, and Ease of use): Questionnaire for reliability and validity. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 62, 1414-1418.
- Grier, R. A., Allanson, K., Bangor, A., Kortum, P., Acemyan, C. Z., & Oswald, F. L. (2018). Using the SUS: Lessons learned & forward looking research. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 62, 2037-2042.
- Kortum, P., Hebl, M. R., Oswald, F. L. (2014). Applying usability measures to assess textbooks. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 58, 1346-1350.

Neppali, K., Caragea, C., Mayes, R., Nimon, K., & Oswald, F. (2016). MetaSeer.STEM: Towards automating meta-analyses. *Proceedings of the Twenty-Eighth Annual Conference on Innovative Applications of Artificial Intelligence (IAAI-16)*, 5, 4035-4040.

Publications – Edited Books

Oswald, F. L., Behrend, T. S., & Foster, L. L. (Eds.) (2019). *Workforce readiness and the future of work*. New York, NY: Taylor & Francis.

Committee on Assessing Intrapersonal and Interpersonal Competencies. (2017). *Supporting students' college success: Assessment of intrapersonal and interpersonal competencies*. Washington, DC: National Academies Press.

Division of Behavioral and Social Sciences and Education, Board on Human Systems Integration. (2017). *Personnel selection in the pattern evidence domain of forensic science: Proceedings of a workshop* (Fred Oswald, Chair). Washington, DC: National Academies Press.

Committee on Measuring Human Capabilities: Performance Potentials of Individuals and Collectives. (2015). *Measuring human capabilities: An agenda for basic research on the assessment of individual and human performance potential for military accession*. Washington, DC: National Academies Press.

Committee on Measuring Human Capabilities: Performance Potentials of Individuals and Collectives. (2013). *New directions in assessing performance potential of individuals and groups: Workshop summary*. Washington, DC: National Academies Press.

Ryan, A. M., Leong, F. T. L., & Oswald, F. L. (2012). *Conducting multinational research: Applying organizational psychology in the workplace*. Washington DC: American Psychological Association.

Other Publications - Technical Reports

Recent reports below – for a full list, please contact me.

Murphy, K. R., Oswald, F. L., & SIOP Contemporary Selection Recommendations (CSR) Task Force (2015). *A review of Reference Manual on Scientific Evidence (3rd Ed)*. [scientific reference for the legal community]

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

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

Oswald, F. L. (2010). *Practical recommendations for trait-level estimation in the Navy Computer Adaptive Personality Scales (NCAPS)* (NPRST-TN-11-1). Millington, TN: Navy Personnel Research, Studies and Technology.

Poposki, E. M., Oswald, F. L., & Brou, R. J. (2009). *Development of a new measure of polychronicity* (NPRST-TN-09-5). Millington, TN: Navy Personnel Research, Studies and Technology.

- Blackstone, T. F., Crabb, J. C., & Oswald, F. L. (2009). *Risk preference elicitation and the role of personality and intelligence* (NPRST-TN-09-8). Millington, TN: Navy Personnel Research, Studies and Technology.
- Sinha, R., Schmitt, N., Oswald, F. L., Quinn, A., & Fandre, J. (2008). *Biodata parallel forms, reactions of multiple constituents and applicant-student differences*. Princeton, NJ: College Board.
- Hough, L., Fandre, J., Oswald, F. (2008). Understanding and measuring global mindset: Development of the *Global Mindset Inventory*. Glendale, AZ: Thunderbird School of Global Management.

Other Publications – Encyclopedia Entries

- Oswald, F. L., & Putka, D. J. (2017). Big data/techniques and I-O psychology. In S. G. Rogelberg (Ed.). *The SAGE Encyclopedia of Industrial and Organizational Psychology* (2nd ed.). Thousand Oaks, CA: SAGE Publications.
- Oswald, F. L. (2014). Multi-craft trainee test. In Carlson, J. F., Geisinger, K. F., & Jonson, J. L. (Eds.). *The nineteenth mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Oswald, F. L. (2014). Management skills and styles assessment. In J. F. Carlson, K. F. Geisinger, & J. L. Jonson (Eds.). *The nineteenth mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Plonsky, L., & Oswald, F. L. (2012). Meta-analysis. In P. Robinson (Ed.), *The Routledge encyclopedia of second language acquisition* (pp. 420-423). New York: Routledge.
- Converse, P. D., & Oswald, F. L. (2008). Biodata. In F. T. L. Leong (Editor-in-Chief), W. B. Walsh (Senior Editor) & P. J. Hartung (Associate Editor) *Encyclopedia of counseling, Volume 4: Career counseling*. (pp. 1643-1645). Thousand Oaks, CA: Sage Publications.
- Oswald, F. L., & Converse, P. D. (2007). Job typologies. In S. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology* (pp. 421-424). Thousand Oaks, CA: Sage.
- Oswald, F. L. (2007). Biodata. In S. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology* (pp. 56-57). Thousand Oaks, CA: Sage.
- Converse, P. D., & Oswald, F. L. (2006). General Aptitude Test Battery. In J. Greenhaus & G. Callanan (Eds.), *Encyclopedia of career development* (pp. 331-333). Thousand Oaks, CA: Sage.

Other Publications – Book Reviews

- Oswald, F. L. (2009). [Review of the book *Publication bias in meta-analysis: Prevention, assessment and adjustments*]. *Applied Psychological Measurement*, 33, 74-76.
- Oswald, F. L. (2006). [Review of the book *Measuring and analyzing behavior in organizations*]. *Applied Psychological Measurement*, 30, 253-255.
- Oswald, F. L. (2003). [Review of the book *Job analysis: Methods, research, and applications for human resource management in the new millennium*]. *Personnel Psychology*, 3, 800-802.

Other Publications – Editorial

Zyphur, M. J., Oswald, F. L., & Rupp, D. E. (2016). Rendezvous overdue: Bayes analysis meets organizational research. *Journal of Management*, 41, 387-389.

Other Publications - Newsletters

Kehoe, J. F., & Oswald, F. L. (2007). Some key issues and guidelines for e-enabled selection. Washington DC: Personnel Testing Council of Metropolitan Washington.

Allen, T. D., Oswald, F., & Cho, E. (2012). Science advocacy survey results: A brief report. *The Industrial-Organizational Psychologist*, 50, 62-69.

Other Publications - Letters

Oswald, F. L., & Kuncel, N. R. (December 6, 2011). "Save Your Money" [opinion piece on SAT coaching], *New York Times*.

Donnellan, M. B., Fraley, M. C., & Krueger, R. F. (June 2007). Signatory on reply to Phil Zimbardo's "Banality of Evil" (the reply advocating for person-situation interaction). *APS Observer*.

Other Publications – Call for Papers

Zyphur, M. J., & Oswald, F. L. (2013). Bayesian probability and statistics in management research: A new horizon. *Journal of Management*, 39, 5-13.

Other Publications – R Code package

Nimon, K., Oswald, F. L., & Roberts, K. (2013). Package 'yhat' (interpreting regression effects). Retrieved from <http://cran.r-project.org/web/packages/yhat/yhat.pdf>

Recent Awards and Fellowships

2015 *Educational Measurement: Issues and Practice* Cover Graphic/Data Visualization Competition

2013 Certificate of Excellence in reviewing, *Journal of Research in Personality*

2011 Research Fellowship – Rice University, College of Social Sciences (SSRI)

Recent Presentations

Recent presentations below (for a full list please contact me).

Alexander III, L., & Oswald, F. (2018). FAIR: An interactive adverse impact tool. Symposium at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Oswald, F. L. (2018). Team SIOP: A reliability and validity approach. Presidential address at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Oswald, F. L. (2018). SIOP's role in promoting robust science in I-O psychology. Presenter at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Oswald, F. L. (2018). Advancing women in I-O: From obstacles to tangible solutions. Presenter at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Oswald, F. L. (2018). A conversation with I-O leadership. Panelist at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Rosen, M. A., Kazi, S., Khaleghzadegan, S., Paoletti, J., Dinh, J., Salas, E., & Oswald, F. L. (2018). Unobtrusive measures of team communication: State of the science and the road ahead. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Bradford, B. C., Oswald, F. L., & Beier, M. E. (2018). A meta-Analysis of STEM summer academic bridge programs. 30th Annual Convention of the Association for Psychological Science, San Francisco, CA.
- Robertson, I., Acemyan, C. Z., Kortum, P., Oswald, F. (2017). Detecting voting errors—what’s personality got to do with it? Southwest Regional 2017 Human Factors & Ergonomics Society Symposium. San Antonio, TX.
- Oswald, F. L. (2017). Moving from a reproducibility crisis to a reproducibility culture in organizational research. Moderator. Panel presented at the 19th Congress of the European Association of Work and Organizational Psychology (EAWOP), Dublin, Ireland.
- Oswald, F. L. (2017). Inductive research in I-O psychology. Panelist at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Oswald, F. L. (2017). A conversation with I-O leadership. Panelist at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Oswald, F. L. (2017). Innovative approaches to adverse impact analysis. Panelist at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Oswald, F. L., Zuo, C., & Mulfinger, E. (2017). Modeling dependent effects in meta-analysis: Comparing two approaches. Symposium at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Zuo, C., Mulfinger, E., Oswald, F. L., McKinniss, T. L., & Way, J. D. (2017). Fit to what? Expanding fit to multiple targets. Symposium at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ock, J., & Oswald, F. L. (2017). Retesting in personnel selection: The impact of test reliability. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Mulfinger, E., Zuo, C., & Oswald, F. L. (2017). Improving workforce readiness using behavior-based personality frameworks. Symposium at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Oswald, F. L., Boyce, A. S., & Wooldridge, J. D. (2017). Teaching big data methods in I-O graduate curriculum: A primer. Symposium at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Oswald, F. L. (2016). Using I-O to make an impact on the larger society. Panelist at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Oswald, F. L. (2016). New strategies for driving visibility and impact through SIOP publications. Panelist at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Oswald, F. L., & Stanton, J. (2016). Dual or duel?: Big data (IGNITE session). Presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Oswald, F. L., Shaw, A., & Hough, L. M. (2016). Considering vocational interests in personnel selection. Symposium at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Oswald, F. L. (2016). Chair. The "skills gap" and workforce readiness: Implications for talent management. Symposium at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Nitttrouer, C., Hebl, M., & Oswald, F. (2016). What actually works? A meta-analysis of diversity training outcomes. Symposium at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Schell, K. L., Mulfinger, E., & Oswald, F. L. (2016). Individual-level predictors of attitudes and behaviors about "near misses." Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Oswald, F. L., Shaw, A., & Burrus, J. (2015). Toward a more integrated view of student development, performance, and success. Poster presented at the 4th Biennial Association for Research in Personality, St. Louis, MO.
- Oswald, F. L. (2015). Chair. Data blitz. Symposium at the 4th Biennial Association for Research in Personality, St. Louis, MO.
- Oswald, F. L. (2015). Theme track: Modernizing regression: Cool and practically useful advances from other fields. Presenter at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Oswald, F. L. (2015). Novel research and advances in biodata. Discussant at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Shaw, A., & Oswald, F. L. (2015). Using job performance models to understand the education-to-work "skills gap." Symposium at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Sackett, P. R. (chair of report with Stark, S., & Oswald, F. L.) (2015). NRC reports: I/O psychology impacts at the federal level. Forum at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Oswald, F. L. (2015). All data big and small: Implications for organizational science. Symposium at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Shaw, A., Oswald, F. L., Elizondo, F., & Wadlington, P. (2015). Improving IRT ability estimation with response time and person-level covariates. Symposium at the 30th Annual

- Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Oswald, F. L. (2015). Insufficient effort responding: From detection to solution. Discussant at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Oswald, F. L. (2015). Invited session: So you think you can solve an I/O problem? Discussant at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Redick, T. R., McAbee, S. T., Oswald, F. L., & Hambrick, D. Z., (2014). Validation of a short domain-general measure of working memory. Presented at the Society for Computers in Psychology, Long Beach, CA.
- Oswald, F. L. (2014). Theme track: Deductive research meets inductive research. Oswald, F. L. (2014). Presenter at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- McAbee, Oswald, F. L., & Connelly, B. S. (2014). Broad versus narrow traits: Bifactor models of personality and prediction. Symposium at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Shaw, A., Oswald, F. L., Elizondo, F., & Wadlington, P. L. (2014). Exploratory response time analyses in computerized item-timed tests. Symposium at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Oswald, F. L. (2014). Theoretical and practical advances in latent variable models of personality. Discussant at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Oswald, F. L. (2014). The promise and perils of big data in I-O psychology. Panelist at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Oswald, F. L., Caragea, C., & Nimon, K. (2014). Technology-enhanced meta-analysis across scientific disciplines. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- McAbee, S. T., Connelly, B. S., & Oswald, F. L. (2014). Self and observer reports: Applying bifactor models to personality traits. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Ock, J., & Oswald, F. L. (2014). Implications of measurement nonequivalence on scale reliability. Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Oswald, F. L. (2013). Illustrating heterogeneity in meta-analysis with a new and simple plot. Speaker at the Society for Research Synthesis Methods (SRS), Brown University, Providence, RI.
- McCloy, R. A., Putka, D. J., & Oswald, F. L. (2013). Hard problems: Knowns and unknowns in behavioral science. Symposium presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

- Oswald, F. L. (2013). Moving the state of adverse impact measurement forward. Panelist at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Ock, J., Oswald, F. L., & Hough, L. M. (2013). Theoretical and empirical structures of personality: Implications for measurement, modeling and prediction. Symposium presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Randall, J. G., & Oswald, F. L. (2013). Cognitive resources, direction thought, and task performance: Meta-analyzing mind wandering. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Ock, J., & Oswald, F. L. (2013). Convergence of practical and statistical significance indices in measurement invariance. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Oswald, F. L. (2013). The context, impact, and future of personnel selection in 4.99 minutes. Symposium presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Oswald, F. L. (2013). Technology enhanced assessments: A measurement odyssey. Discussant at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

External Grants

Gates Foundation – 2018-2021

Ford Motor Company – 2018-2019

Measuring Customers' Trust with Automated Vehicles
\$50,000 (PI)

National Aeronautics and Space Administration (NASA), 2016-19

Developing and Validating Sensor-based Measurement Strategies for Team Member Selection
\$23,000 (co-PI)

Army Research Institute (ARI); Human Resources Research Organization (HumRRO), 2016-19

Exploring the Use of Innovative Performance Tests to Measure Personality
\$26,987 (co-PI)

ACT, Inc., 2016-2018

School-to-Work Transitions
\$84,445 (PI)

ACT, Inc., 2014-16

ABG Initiative
\$259,171 (PI)

Center for the Advanced Study of Language (CASL), University of Maryland, 2011

Afghan Language Aptitude Battery (ALAB)
\$178,261(PI)

The College Board, 2010-11

AP Exams: Relationships with Subject GPA and First-Year GPA

\$134,460 (PI)

Navy Personnel Research, Studies, and Technology, 2005-2009

Multitasking Work Environment in the Navy Culture and Values Project (SYRUS) – PI with Zach Hambrick (Department of Psychology, Michigan State University)

\$455,000, 2007-09

[\$118,087 subcontracted to Rice University]

\$261,523, 2005-07

Practical Recommendations for Trait-Level Estimation
in the Navy Computer Adaptive Personality System (NCAPS)

\$34,108, 2007-08

The College Board, 2002-09

Noncognitive Predictors of College Success – co-PI with Neal Schmitt, Department of Psychology, Michigan State University, and Tim Pleskac (2008-09), Department of Psychology, Michigan State University

\$140,902 (10% IDC) - 2008-09

\$574,086 (10% IDC) - 2004-07

\$197,122 (10% IDC) - 2003-04

\$156,000 (10% IDC) - 2002-03, \$75,000 in sponsored graduate student awards

Michigan State University Intramural Research Grant, 2002-03

Internet Survey Use – co-PI with Ed Wolfe, Department of Educational Psychology,
Michigan State University, \$75,000

SIOF (APA Division 14) Small Grant Program, 2002 (with the Ball Foundation) - \$2,500 (PI)

Internal Grants

Rice Faculty Initiative Fund (FIF), 2016-17

metaBUS project, graduate-student support, \$59,555 (PI)

Applied Research and Consulting Experience

Recent experience below (for a full list please contact me).

May 2013-present, ACT, Inc., Iowa City IA

Provide technical advice on a long-term multi-disciplinary K-12 measurement and assessment project involving non-cognitive constructs and processes.

Nov 2007-present, SkillSurvey, Berwyn PA

Advise on a range of web-based testing products, including reference-checking and 360-feedback instruments.

July 2010-present, Legal and Social Sciences Consulting (LASSC), LLC – Principal Consultant
Retained as a lead expert on legal projects involving test validation and job analysis.

Teaching Experience

Graduate Level

Personnel Selection

[spring 2005, spring 2003, fall 1998-spring 2000]

Individual Differences

[fall 2018, fall 2016, fall 2014, spring 2012, fall 2010, fall 2008, spring 2005, fall 2002]

Multivariate Statistics

[fall 2013]

Psychometrics

[spring 2017, fall 2012]

Regression Analysis

[spring 2017]

Structural Equation Modeling

[spring 2011]

Meta-analysis

[fall 2017, spring 2015, spring 2012, spring 2010, spring 2008, fall 2001, spring 1997]

Multilevel Modeling

[fall 2009]

Seminar in I-O Psychology

[fall 2007, fall 2005, fall 1998-spring 2000]

Data Analysis – Executive MBA

[fall 2012]

Undergraduate Level

Testing, Measurement, Experimental Design

[fall 2005, fall 2004, fall 2003, fall 2002, fall 2002, spring 2000, fall 2000]

Introduction to Statistics

[spring 2015, spring 2013, spring 2011, spring 2010, spring 2009 at Rice, spring 2006, fall 2003, spring 2001 (honors), spring 1998]

Introduction to I-O Psychology

[fall 1998-spring 2000]

Professional Service - Internal

Doctoral Thesis Committees

Rice University

Eric Wice (biology, pending)

Mackenzie Brewer (sociology, April 2018)

Robert Kosar (statistics, June 2017)

Kamalika Ghosh (May 2017)

Xiwei Yi (April 2016)

Wei Shi (March 2016)

Carly Frennea (Apr, 2015)

Seonghui Lee (political science, Feb 2015)

Jisoo Ock (chair, Deg 2014)

Sam McAbee (chair, Aug 2014)

Seyd Ercan (chair, May 2014)

Michelle Martin (Aug 2013)

Enrica Ruggs (Mar 2013)

Katie Nelson (linguistics, Mar 2013)

Louma Ghandour (Nov 2012)

Chelsea McCracken (linguistics, Nov 2012)

Corinne Allen (May 2012)

Shu Wang (Apr 2012)

Harrison Kell (Apr 2011)

Gunes Avci (Apr 2011)

Ashley Rittmayer Hanks (Nov 2010)

Terrance Savitsky (statistics, April 2010)

Max McDaniel (Sep 2009)

Luis Novelo (statistics, Aug 2009)

Michigan State University

Soyeon Ahn (educational psych, Apr 2008)

Christine Scheu (Mar 2008)

Alyssa Friede (Feb 2008)

Stephanie Drzakowski (Jun 2007)

Brian Kim (Oct 2006)

Jaclyn Nowakowski (Jul 2006)

Meng-Jia Wu (educational psych, Jul 2006)

Pat Converse (Jul 2005)

Kevin Joldersma (educational psych, Aug 2005)

Linda Chard (educational psych, Apr 2005)

Chien-Ming Cheng (educational psych, Feb 2005)

Sally Theran (clinical psych, Jul 2003)

Brad Chambers (Apr 2003)

Heewon Sung (educational psych, Apr 2003)

Darin Wiechmann (Apr 2003)

Aleks Ellis (Oct 2002)

Purdue University

Erica Desrosiers (Nov 2001)

Master's Thesis Committees

Rice University

Allison Traylor (Dec 2018)

Michelle Kim (Nov 2018))

Denise Reyes (April 2018)

Christine Nitttrouer (Oct 2015)

Christina Upchurch (April 2013)

Jason Randall (Nov 2012)

Seyd Ercan (chair, Apr 2012)

Jisoo Ock (chair, Apr 2012)

Becky Lundwall (cognitive psych, Jun 2011)

Michelle Martin (Jan 2011)

Kathy Ramos (chair, Jul 2010)

Michigan State University

Abigail Quinn (May 2009)

Jennifer Wessel (Nov 2008)

Sarah Pachulicz (chair, Apr 2008)

Elizabeth Oberlander (chair, Mar 2008)

Sonia Ghuman (Oct 2006)

Anna Imus (Jul 2006)

Heather Trobert (Apr 2006)

Stephanie Merritt (Mar 2005)

Brian Kim (Aug 2004)

Jacqueline Nowakowski (May 2004)

Lauren Ramsay (Oct 2003)

Chris Kelly (clinical psych, Sep 2003)

Mike Gillespie (chair, Jun 2003)
Marisa Sturza (clinical psych, Jun 2003)
Janet Solomon (clinical psych, May 2003)
Hanh Nguyen (Apr 2003)

Kerrie Vanden Bosch (Dec 2002)
Pat Converse (chair, May 2002)
Purdue University
Jill Kmet (Mar 2000)

Rice University

University: Faculty Senate (Executive Board, 2012-2017; Senate Member, 2011-2017; Parliamentarian, 2014-2015, Grievance Subcommittee, 2016), Scientia (Member, 2011-present; Executive Committee, 2013-present; Acting Director, Spring 2015), Co-Chair, Curriculum Committee, Data Science Initiative (2016-present); Graduation, Head Security Marshal (2017-present); Graduation Platform Marshal (2011-2015), Faculty Initiatives Fund reviewer (2013-2015), Committee on Teaching - Evaluations Subcommittee (2014), Graduate and Postdoctoral Studies yearly talks (2012-present), RURS course yearly talks (2012-present), VISION Minority Recruitment Dinner (2014-present), Office of Faculty Development Mentor (2014-15), University Library Liaison Committee (2009-12, 2016, Chair 2017-present), Chair, Undergraduate Committee on Admissions (2011-13), Online Learning Working Group (2012-13), Research & Scholarship Working Group (2012-13)

College: Dean's Advisory Committee (2008-10, 2017-present)

SSURE Proposal Review Panel (2011-present)

Department: Director of Graduate Studies (2016-present), Department Chair (2013-14), Graduate Committee (2014), Undergraduate Committee (2008-09, Chair 2009-13, spring 2015)

I/O Area: I/O Psychology Area Head (2008-13, 2016-present)

Residential: Wiess Associate (2009-present), Wiess Divisional Advisor (2009-present), Faculty Mentor (2011-present)

Michigan State University

University: ISS Hewlett Fellows Committee (2001-03)

Department: Undergraduate Curriculum Committee (2007-08), Multicultural Committee (2007-08), Technology Committee (2001-03), Colloquium Committee (2001-03), Multicultural Initiative Committee (2002-03), Evaluation Sciences Job Search Committee (2002-03)

I/O Area: Graduate Admissions Chair (2007-08), Website Committee (2001-1008)

Purdue University

University: Curriculum Committee (1999-2000), Grievance Committee (1999-2000)

Department: Admissions & Awards Committee (1999-2000), Teaching Excellence Committee (1999-2000), Psi Chi Advisor (1999-2000), Undergraduate Psychology Newsletter Editor (1999-2000), I/O Admissions Chair (1998-2000), Admissions & Awards Committee (1998-99), Human Subjects Committee (1998-99)

Invited Talks

University of Trier, Big Data in Psychology Conference 2018, "The hype, reality, and hope for big data in psychology," June 7, 2018

ACT, Center for Equity in Learning, "Equity through selection applications: The role of socioemotional learning in college admissions," Equity through SEL Summit, Austin TX, June 4, 2018

Lone Star College CyFair, "Intra- and intrapersonal competencies: 21st century skills for college student success," Cypress TX, April 26, 2018

Human Factors and Ergonomics Society, "How do you know that your metrics work?: Fundamental questions about psychometrics," HFES Webinar Series, April 12, 2018

Summit Group, "Workforce readiness: A research agenda", San Francisco, February 8, 2018

National Academy of Sciences (BMSA), Principles for Data Driven Decision Making closing keynote, "The organizational perspective," Washington DC, September 13, 2017

Florida International University, Department of Psychology, "Open science, open practice: Implications for I-O psychology (and beyond)", March 31, 2017

Rice University, Jones Graduate School of Business, "'Big Data' for HR: Predictive power and ethical implications," Sept 8, 2016

National Academy of Sciences (DBASSE), Committee on Measuring Human Capabilities, Panel Discussion, Washington DC, June 30, 2015

ACT, Inc., Iowa City IA, May 29, 2015

Personnel Testing Council - Southern California, Costa Mesa CA, November 7, 2014

Illinois Institute of Technology, Nambury S. Raju Lecture Series, September 18, 2014

International Personnel Assessment Council (IPAC), Denver CO, July 21, 2014

Texas A&M University, Department of Psychology, College Station TX, spring 2014

National Academy of Sciences, Committee on Measuring Human Capabilities: Performance Potential of Individuals and Collectives workshop, Washington DC, April 3-4, 2013

University of North Texas, College of Information, Denton TX, fall 2012

Wayne State University, Center for the Advancement of Research Methods and Analysis (CARMA), Detroit MI, fall 2011

Ohio State University, SAPS I/O Research Group, Columbus OH, fall 2011

Michigan State University, Ilgen/Schmitt Festschrift, East Lansing MI, summer 2011

Psychology and Human Resources Research Group (PHRRG), Bowling Green OH, spring 2011

Department of Veterans Affairs, VA HSR&D Center of Excellence, Houston TX, summer 2010

Texas A&M University, Department of Psychology, College Station TX, spring 2010

Angelo State University, Department of Psychology, San Angelo TX, spring 2009

Rice University, Department of Psychology, Houston TX, spring 2008

Central Michigan University, Department of Psychology, Mt. Pleasant MI, spring 2008

Navy Personnel Research, Studies, & Technology, Millington TN, spring 2007

Georgia Tech University, Department of Psychology, Atlanta GA, fall 2006

Wayne State University, Department of Psychology, Detroit MI, fall 2006

University of Canterbury (Christchurch, New Zealand), Department of Psychology, Sabbatical Visit, Sep-Oct 2006

Central Michigan University, I/O Psychology, Mt. Pleasant MI, spring 2005

Wayne State University, I/O Psychology, Detroit, MI, spring 2002

University of Applied Sciences, Lüneburg Germany, summer 2002

Bowling Green State University, Bowling Green OH, summer 2001

Workshops

- Oswald, F. L. (April 2018). Using job postings data to identify marketable skills. Session held at the 2018 Marketable Skills Conference. Texas Higher Education Coordinating Board, University of Houston.
- Behrend, T. S., & Oswald, F. L. (June 2017). The changing workforce: Implications of cyber technologies. Center for the Advanced Study in the Behavioral Sciences (CASBS), Stanford University.
- McCloy, R. A., & Oswald, F. L. (April 2017). Honing your statistical superpowers: From traditional methods to big data. Workshop held at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Oswald, F. L. (November 2016). CARMA: Analysis of big data. University of South Australia, Adelaide, Australia.
- Oswald, F. L. (June 2016). CARMA - Developing psychological measures: Conceptual, psychometric, and practical Guidelines. Wayne State University, Detroit, MI.
- Oswald, F. L., & Putka, D. J. (April 2016). Big data predictive analytics: A hands-on workshop using R. Workshop held at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Oswald, F. L. (October 2015). University of Akron, I-O psychology, meta-analysis workshop.
- Oswald, F. L. (October, 2015) UNC Charlotte, Organizational Science group, Bayesian regression workshop.
- Oswald, F. L., & Tonidandel, S. C. (April 2015). All data big and small: Using R code to improve organizational research and practice. Workshop held at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Mercer Workforce Sciences Institute, R and Big Data workshop, Washington, DC, July 16, 2015
- Oswald, F. L. (May 2014). CARMA: Scale development. University of South Australia, Adelaide, Australia.
- Oswald, F. L., & Baltes, B. B. (April 2014). Expanding your statistical toolkit: Bayesian analysis and inference in organizational research. Workshop held at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Oswald, F. L. (Nov 2013). CARMA: Meta-analysis. University of South Australia, Adelaide, Australia.
- Oswald, F. L., & Stanton, J. M. (April 2011). Put your survey on a diet: How to develop, deploy, analyze, and justify brief measures of organizational constructs. Workshop presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Outreach

- Mentor, 2018 – Pamela Garcia, Carnegie High School, senior research project
- Mentor, 2017 – Alexa Putka, Commonwealth Governor's School, senior high school thesis. *The relationship between personality and leisure time activities.*

(continued)

Media – Podcasts

Open science panel (2018, October). CARMA webcast (George Banks, moderator)
It a school's job to prepare pupils for the workforce? (2018, September). TES – The education podcast. (Jon Severs, interviewer)
What makes big data big? (2018, February). The Work Science Center Podcast.
<https://smartech.gatech.edu/handle/1853/59451> (Alex LoPilato, interviewer)
Big data (August, 2016). <http://www.palondon.net/palcasts.html> PALCAST (Duncan Jackson, interviewer)
Podcast interviewer. Dr. Gerd Gigerenzer, "The idol of a universal method for scientific inference," *Journal of Management* (2015)
Podcast interviewer. Dr. Ernest O'Boyle, "The Chrysalis Effect: How ugly initial results metamorphosize into beautiful articles," *Journal of Management* (2014)

Media Releases (examples)

"Your next recruiter could be an algorithm," by Rebecca Koenig, *US News & World Report*, 8/22/18, <https://goo.gl/VbEXSd>
"Study identifies factors that lead to greater college success," AAAS EurekAlert!, 5/30/17, <https://goo.gl/9cejce>
"What does it take to make the right hire?," Rice University *Business Wisdom*, 5/10/17, <https://goo.gl/rgw4Z0>
"Big data and organizational research are changing how we view work," Rice University *Business Wisdom*, 8/16/16, <https://goo.gl/1ivm2v>
"Is it time to ditch annual performance reviews?," by David Ruth, *Rice News*, 5/11/15
"How do you get to Carnegie Hall? Talent," by Benedict Carey, *New York Times*, 7/14/14
"Don't blame your unconscious mind for your own actions," National Public Radio, Tania Lambrozo, 6/24/13
"Conscientious people are more likely to have higher GPAs, according to new Rice research," Rice University News and Media, 3/19/2013.
"Metrolink workers plan to boycott personality tests," guest on AirTalk, host Larry Mantle, 89.3FM KPCC, Southern California Public Radio, 4/1/10.
"SYRUS, Understanding individual differences in multitasking performance," *Navy Research Protections Update*, Feb/Mar 2007.
"Professors find ways to predict student success," by Kathleen Polesnak, *The State News* (Michigan State University student paper), 7/31/06.
"College success predictors go beyond test scores, GPAs," by Jeff Koch, *MSU Today*, 7/14/06.
"The SAT III?" by Cecilia Simon, *New York Times*, 1/18/04.
Boston Globe, 8/8/2003, "Broader, Varied SAT Advocated" by Ellen Barry