

**VITA CURRICULUM
GEORGE MICHAEL ALLIGER**

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Education

Doctor of Philosophy (Ph.D.) in Industrial/Organizational Psychology from the University of Akron, Akron, Ohio (1985). Dissertation: *Range restriction on two variables: The effects of compensatory selection on correlation and regression.*

Master of Arts (M.A.) in Clinical Psychology from Xavier University, Cincinnati, Ohio (1980). Thesis: *Attribution of responsibility for a negative accident.*

Bachelor of Arts (B.A.) in Religious Studies from the College of Wooster, Wooster, Ohio (1973).

Professional Experience

Consulting I/O Psychologist (January 2019 to Current), Houston, Texas. Mission Essential Competency development

Lecturer, Rice University (Part-time, May 2022 to Current), Houston, Texas.

Vice President of Solutions, Group for Organizational Effectiveness, Inc. (previously Executive Consulting Group, Inc.; full-time, June 1998 to January 2019). Development of competency systems; job, task, and KSAO analysis; design of IT systems-based job redesign; job certification; training evaluation; test development; multi-media performance assessment; team composition research. Design and development of internet-based support system for high-discretion jobs. Development of selection inventory for executive positions. Research and projects in task analysis and training criterion-space. Development and implementation of USAF Mission Essential Competency, Initial Competency Set, and Fundamental Competency Set methods.

Professor (Associate, September 1992 to June 1998; Assistant, September 1986 to August, 1992). Department of Psychology, The University at Albany
Advisement of doctoral students, teach graduate and undergraduate courses, research. Undergraduate courses taught: Psychological Tests and Measures; Introduction to Industrial/Organizational Psychology; Diversity and Equity in America. Graduate courses taught: Personnel Psychology; Multivariate Statistics; Meta-Analysis; Organizational Training and Development, Topics in Industrial/Organizational Psychology.

Sole Proprietor, Alliger & Associates (part-time, 1985-1996). Consulting on measurement, evaluation, test development and validation, job/task analysis, survey development and analysis.

Psychologist, IBM Management Development Center, Postdoctoral Internship (June 1985 to December, 1985). Management training evaluation, development of assessment instruments, instructional design, project management, data analysis, research.

Clinical Psychology Assistant, Cambridge Mental Health and Development Center (July 1980 – July 1981). Conducted diagnostic psychological testing and individual therapy.

Professional Affiliation

Fellow, the Society for Industrial/Organizational Psychology (SIOP).

Books

Alliger, G.M. (2022). Anti-Work: Psychological Investigations into Its Truths, Problems, and Solutions. Routledge.

Wilson, M.A., Bennett, Jr., W., Gibson, S.G., & Alliger, G.M. (Eds.) (2012). The Handbook of Work Analysis: Methods, Systems, Applications, & Science of Work Measurement in Organizations. Psychology Press/Routledge.

Tannenbaum, S.I., & Alliger, G.M. (June, 2000). Knowledge Management: Clarifying the Key Issues. Rector-Duncan & Associates: Austin, TX.

Scholarly Publications

Alliger, G.M. (2021). On Not Identifying (Too Much) With Management. Published online at TIP Magazine. <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5530/preview/true/On-Not-Identifying-Too-Much-With-Management>

Alliger, G.M. (2019). Deriving Meaning from Work is Neither New nor Bad. Industrial and Organizational Psychology: Perspectives on Science and Practice, 12(4), 444-447.

Cerasoli, C. P., Alliger, G. M., Donsbach, J. S., Mathieu, J. E., Tannenbaum, S. I., & Orvis, K. A. (2018). Antecedents and Outcomes of Informal Learning Behaviors: a Meta-Analysis. Journal of Business and Psychology, 1-28.

Alliger, G.M., Cerasoli, C.P., Tannenbaum, S.I., & Vessey, W.B. (2015). Team Resilience: How Teams Flourish under Pressure. Organizational Dynamics, 44, 176-184.

- Mathieu, J.E., Tannenbaum, S.I., Kukenberger, M.R., Donsbach, J.S., & Alliger, G.M. (2015). Team Role Experiences and Orientations: A Measure of Construct Validity. Group & Organization Management, 40, 6-34. *Winner of the Best Micro Paper of 2015, Organizational Behavior Division of the Academy of Management.*
- Mathieu, J.E., Tannenbaum, S.I., Donsbach, J.S., & Alliger, G.M. (2014). A Review and Integration of Team Composition Models: Moving Toward a Dynamic and Temporal Framework. Journal of Management, 40, 130-160.
- Mathieu, J.E., Tannenbaum, S.I., Donsbach, J.S., & Alliger, G.M. (2013). Achieving Optimal Team Composition for Success. In Developing and Enhancing High-Performance Teams: Evidence-based practices and advice. Jossey-Bass.
- Alliger, G.M., Beard, R.L., Bennett, Jr., W., Symons, S., & Colegrove, C.M. (2013). A Psychometric Examination of Mission Essential Competency (MEC) Measures Used in Air Force Distributed Mission Operations Training Needs Analysis. Military Psychology, 25, 218-233.
- Alliger, G.M., Beard, R.L., Bennett, Jr., W., & Colegrove, C.M. (2012). Understanding Mission Essential Competencies as a Job Analysis Method. In Wilson, Bennett, Jr., W., Alliger, G.M. & Gibson (Eds.) The Handbook of Work Analysis: The Methods, Systems, Applications, & Science of Work Measurement in Organizations.
- Alliger, G.M. (2006). Leveraging Distributed Systems to Enable Job Redesign: Performance Criteria in the Electronic Age. In Bennett, Woehr, & Lance (Eds.) Performance Measurement.
- Alliger, G.M., Bennett, Jr., W., Eddy, E.R. & Tannenbaum, S.I. (2003). Expanding the training evaluation criterion space: Cross-aircraft convergence and lessons learned from evaluation of the Air Force Mission Ready Technician program. Military Psychology, 15, 59-76.
- Hurtz, G.M., & Alliger, G.M. (2002). Influence of Coaching on Integrity Test Performance and Unlikely Virtues Scale Scores. Human Performance, 15, 584-601.
- Alliger, G.M., & Dwight, S.A. (2001). Invade or Evade? The Trade-off Between Privacy Invasion and Item Fakability. Applied HRM Research, 6, 95-104.
- Alliger, G.M., Tannenbaum, S.I., & Bennett, Jr., W. (2001). Developing and Implementing a Web-Based Performance Support System for High-Discretion Jobs: Lessons Learned. IHRIM Journal, 5, 64-68.
- Alliger, G.M., & Dwight, S.A. (2000). Meta-analysis of the effects of coaching and faking on integrity test results. Educational and Psychological Measurement, 60, 59-72.
- Alliger, G.M., & Tannenbaum, S.I. (2000). You can build it, but will they come? IHRIM Journal, 4 (1), 80-85.
- Tannenbaum, S.I. & Alliger, G.M. (2000). Knowledge Management for HR: Hey, what about us? IHRIM Journal, 4 (2), 86-88.

- Alliger, G.M. (1999). Evaluating a Knowledge Management initiative needs a good beginning. IHRIM Journal, 3 (3), 6-10.
- Alliger, G.M., & Tannenbaum, S.I. (1999). Tips for Developing a Successful Performance Support System. IHRIM Journal, 3 (4), 8-12.
- Tannenbaum, S.I., & Alliger, G.M. (1998). Internal certification programs: Enhancing individual and company success. Employment Relations Today, Summer, 29-49.
- Shotland, A., Alliger, G.M. & Sales, T. (1998). Face validity in the context of personnel selection: A Multi-Media Approach. International Journal of Selection and Assessment, 6, 124-130.
- Mitchell, K.E., Alliger, G.M. & Morfopolous, R. (1997). Toward an ADA-appropriate job analysis. Human Resource Management Review, 7, 5-26.
- Alliger, G.M., Tannenbaum, S.I., Bennett, Jr., W., Traver, H., & Shotland, A. (1997). A meta-analysis on the relations among training criteria. Personnel Psychology, 50, 341-358. *Winner of 1997 ASTD Best Research Paper of the Year Award*
- Dwight, S.A., & Alliger, G.M. (1997). Reactions to overt integrity test items. Educational and Psychological Measurement, 57, 937-948.
- Alliger, G.M., & Coats, G. (1997). Cutoff Score. Entry in The Blackwell Encyclopedic Dictionary of Human Resource Management, Malden, MA: Blackwell.
- Alliger, G.M., & Katzman, S. (1996). Beyond the Assessment of Mean Differences in the Evaluation of Training Effectiveness: When Training Affects Variability. In Ford, Kozlowski, Kraiger, Salas, & Teachout (Eds.) Improving Training Effectiveness in Organizations.
- Alliger, G.M., Lilienfeld, S.O., & Mitchell, K.E. (1996). The Susceptibility of Overt and Covert Tests of Integrity to Faking and Coaching. Psychological Science, 7, 32-39.
- Douglas, P.J., Alliger, G.M., & Goldberg, R. (1996). Refining the Curriculum: Client-Server and Object-Oriented Training, Computer, June, 80-84.
- Alliger, G.M., & Janak, E.A. (1995). Kirkpatrick's Levels of Training Criteria: Thirty Years Later. In Schneier, Russell, Beatty, & Baird (Eds.) The Training and Development Sourcebook, Revised Edition Amherst, MA: Human Resource Development Press. *REPRINT of article appearing in Personnel Psychology, 1989.*
- Alliger, G.M. (1995). The Small Sample Performance of Four Tests of the Difference Between Pairs of Meta-analytically Derived Effect Sizes. Journal of Management., 21, 789-799.
- Taber, T.D., & Alliger, G.M. (1995). A Task-Level Assessment of Job Satisfaction. Journal of Organizational Behavior, 16, 101-121.
- Williams, K.J., & Alliger, G.M. (1994). Role Stressors, Mood Spillover, and Perceptions of Work-Family Conflict in Employed Parents. Academy of Management Journal, 37, 837-868.

- Paullay, I.M., Alliger, G.M. & Stone, E.F. (1994). Construct Validation of Two Instruments Designed to Measure Job Involvement and Work Centrality. Journal of Applied Psychology, 79, 224-228.
- Stone-Romero, E.F., Alliger, G.M., & Aguinas, H. (1994). Type II Error Problems in the Use of Moderated Multiple Regression for the Detection of Moderating Effects for Dichotomous Variables. Journal of Management, 20, 167-187.
- Alliger, G.M., & Williams, K.J. (1993). Using Signal-Contingent Experience Sampling Methodology to Study Work in the Field: A Discussion and Illustration Examining Task Perceptions and Mood. Personnel Psychology, 46, 525-549.
- Alliger, G.M., Feinzig, S.L., & Janak, E.A. (1993). Fuzzy Sets and Personnel Selection: A Discussion and an Application. Journal of Occupational and Organizational Psychology, 66, 163-169.
- Shelton, S., & Alliger, G.M. (1993). Evaluating Business Results: A Model for Level 4 Evaluation. Training & Development, 47, 43-46.
- Alliger, G.M. (1992). The Theory and Structure of Industrial Psychology. In Kelley (Ed.), Issues, Theory and Research in Industrial/ Organizational Psychology. Amsterdam: Elsevier.
- Goldberg, R., & Alliger, G.M. (1992). A Meta-Analytic Review of the Validity of the Graduate Record Examination. Educational and Psychological Measurement, 52, 1019-1027.
- Katzman, S., & Alliger, G.M. (1992). Averaging Untransformed Variance Ratios Can Be Misleading: a Comment on Feingold. Review of Educational Research, 62, 427-428.
- Alliger, G.M., & Williams, K.J. (1992). Relating the Internal Consistency of Scales to Rater Response Styles. Educational and Psychological Measurement, 52, 337-343.
- Alliger, G.M. (1992). Generating Correlated Bivariate Random Normal Standard Scores in QuickBasic. Educational and Psychological Measurement, 52, 107-108.
- Alliger, G.M., & Williams, K.J. (1991). Affective Congruence and the employment interview. In Meindl (Ed.), Advances in Information Processing in Organizations, 4. Greenwich, CT: JAI Press.
- Williams, K.J., Suls, J., Alliger, G.M. Learner, S.M., & Wan, C.K. (1991). Multiple Role Juggling and Daily Mood States in Working Mothers: an Experience Sampling Study. Journal of Applied Psychology, 76, 664-674.
- Alliger, G.M. (1991). Factor Analysis and Principal Components Analysis. Academy of Management Research Methods, 7, 9-10.
- Alliger, G.M., & Janak, E.A. (1990). Kirkpatrick's Levels of Training Criteria: Thirty Years Later. In Peterson (Ed.) Human Resource Management: Readings and Cases. Boston: Houghton Mifflin Company, Boston. *REPRINT of article appearing in Personnel Psychology, 1989.*

- Chiu, C.K., & Alliger, G.M. (1990). A Proposed Method to Combine Ranking and Graphic Rating in Performance Appraisal: the Quantitative Ranking Scale. Educational and Psychological Measurement, 50, 493-503.
- Alliger, G.M., Serbell, C.V., & Vadas, J. (1989). Computer-based Simulation for Soft Skills Training. Journal of Interactive Instruction Development, 4, 8-15.
- Alliger, G.M., & Horowitz, H.M. (1989). IBM Takes the Guessing Out of Testing. Training and Development Journal, 43, 69-73.
- Alliger, G.M., & Williams, K.J. (1989). Confounding Among Measures of Leniency and Halo. Educational and Psychological Measurement, 49, 1-10.
- Chiu, C.K., & Alliger, G.M. (1989). A Factor Model of Student Learning Preferences and its Relation to the Evaluation of Teacher Performance. The College Student Journal, 23, 255-258.
- Alliger, G.M., & Janak, E.A. (1989). Kirkpatrick's Levels of Training Criteria: Thirty Years Later. Personnel Psychology, 42, 331-342.
- Alliger, G.M. (1988). Do Zero Correlations Really Exist Among Measures of Different Intellectual Abilities? Educational and Psychological Measurement, 48, 275-280.
- Alliger, G.M., Hanges, P.J., & Alexander, R.A. (1988). A Method for Correcting Parameter Estimates in Samples Subject to a Ceiling. Psychological Bulletin, 103, 424-430.
- Alliger, G.M. (1988). A Program for Testing Categorized Data for Normality. Educational and Psychological Measurement, 48, 711-712.
- Alliger, G.M. (1987). An Equation to Simplify Correction of Range Restricted Standard Deviations and Correlations when the Population Variance is Unknown. Educational and Psychological Measurement, 47, 615-616.
- Alexander, R.A., Carson, K.P., Alliger, G.M., & Carr, L. (1987). Correcting Doubly Truncated Correlations: An Improved Approximation for Correcting the Bivariate Normal Correlation When Truncation has Occurred on Both Variables. Educational and Psychological Measurement, 47, 309-315.
- Alexander, R.A., Barrett, Alliger, G.M., & Carson, K.P. (1986). Towards a General Model of Nonrandom Sampling and the Impact on Population Correlation: Generalizations of Berkson's Fallacy and Restriction of Range. British Journal of Mathematical and Statistical Psychology, 39, 90-105.
- Lord, R.G., DeVader, C.L., & Alliger, G.M. (1986). A Meta-Analysis of the Relation Between Personality Traits and Leadership Perceptions: An Application of Validity Generalization Procedures. Journal of Applied Psychology, 71, 402-410.
- Alexander, R.A., Alliger, G.M., Carson, K.P., & Barrett, G.V. (1985). The Empirical Performance of Measures of Association in the 2X2 Table. Educational and Psychological Measurement, 45, 79-87.

- Alexander, R.A., Carson, K.P., Alliger, G.M., & Barrett, G.V. (1985). Further Consideration of the Power to Detect Nonzero Validity Coefficients Under Range Restriction. Journal of Applied Psychology, 70, 451-460.
- Alexander, R.A., Hanges, P.J., & Alliger, G.M. (1985). An Empirical Examination of Two Transformations of Sample Correlations. Educational and Psychological Measurement, 45, 797-801.
- Alexander, R.A., Hanges, P.J., & Alliger, G.M. (1985). Correcting for restriction of range in both X and Y when the unrestricted variances are unknown. Applied Psychological Measurement, 9, 317-323.
- Lord, R.A., & Alliger, G.M. (1985). A Comparison of Four Information Processing Models of Leadership and Social Perceptions. Human Relations, 38, 47-65.
- Alexander, R.A., Alliger, G.M., & Hanges, P.J. (1984). Correcting for Range Restriction When the Population Variance is Unknown. Applied Psychological Measurement, 8, 431-437.
- Alexander, R.A., Carson, K.P., Alliger, G.M., & Barrett, G.V. (1984). Correction for Restriction of Range When Both X and Y Are Truncated. Applied Psychological Measurement, 2, 231-241.
- Alliger, G.M., & Hanges (1984). Objectivity and Science: Reply to Kukla. Journal of Personality and Social Psychology, 47, 676-679.
- Alliger, G.M., & Alexander, R.A. (1984). Correcting for Multivariate Range Restriction: Two Computer Programs. Educational and Psychological Measurement, 44, 677-678.

Popular Publications

- Alliger, G.M. (2021). Just as a Jewish humanist told us in 'Foundation,' our problems will be over in 10,000 years. Published online at Forward.
<https://forward.com/culture/475971/isaac-asimov-foundation-hari-seldon-apple-tv-jared-harris/>
- Alliger, G.M., & Zaretsky, R. (2021). In maskless Texas, a famed Jewish math whiz's theories are playing out in real time — and it's frightening to behold. Published online at Forward.
- Alliger, G.M. (2021). Gen Z Cannot Live with Work, Nor Without It. Published online at Los Angeles Review of Books, Aug 5, 2021.
- Zaretsky, R. & Alliger, G.M. (2021). Universities will be 'turbocharged petri dishes' without masks and vaccination. Houston Chronicle, Aug 1, 2021.
- Zaretsky, R., & Alliger, G.M. (2020). We must supplement Zoom with small-group, face-to-face teaching. Published online at Times Higher Education, May 15, 2020.

Book reviews

- Alliger, G.M. (2021). Social Capital versus Roots: A Review of Bowling Alone. Published online at Attention. <https://attentionsw.org/social-capital-versus-roots-a-review-of-bowling-alone/>
- Alliger, G.M. (2020). The Merit Machine. Review of The Meritocracy Trap by Daniel Markovits. Published online at Los Angeles Review of Books, Feb 27, 2020.
- Alliger, G.M. (1987). Review of Night and Shiftwork: Longterm Effects and Their Prevention, by Haider, Koller, & Cervinka. Personnel Psychology, 1987, 40.
- Alliger, G.M. (1987). Review of Human Resource Management. Personnel Psychology Hall & Goodale, 1987, 40.
- Alliger, G.M. (1987). Review of Hodgetts. Modern Human Relations at Work. Reviewed in Personnel Psychology, 1987, 40.
- Alliger, G.M. (1986). Review of Dilts, Deitsch, & Paul. Getting Absent Workers Back on the Job: An Analytical Approach. Reviewed in Personnel Psychology, 1986, 39.
- Alliger, G.M. (1986). Review of Walsh & Betz. Tests and Assessment. Reviewed in Personnel Psychology, 1986, 39.

Technical Reports

- Alliger, G. M., Beard, R.L., Bennett, Jr., W., Colegrove, C. M., & Garrity, M. (2007). Understanding Mission Essential Competencies as a Work Analysis Method. DTIC ADA474546.
- Hess, K.P., Alliger, G.M., Linegang, M., Miescher, S., & Garrity, M.J. (July, 2003). Training Adaptability in Digital Skills: The Learning Skills Bridge (LSB) Learning Accelerator. U.S. Army Research Institute for the Behavioral and Social Sciences. Research Report 1811.
- Alliger, George M., and Scott I. Tannenbaum. (January, 1998). Description of a Research-Based MAU Model to Support Training Decision Making. Phase 1. Human Resources Directorate, Mission Critical Skills Division, U.S. Air Force Materiel Command.
- Alliger, G.M. Tannenbaum, S.I., & Bennett, Jr., W. (July, 1996). A Comparison and Integration of Three Training Evaluation Approaches: Effectiveness, Utility, and Anticipatory Evaluation of Training. Human Resources Directorate, Technical Training Research Division, U.S. Air Force Materiel Command.

Presentations

- Randall, J., Alliger, G.M., & Dalal, D. (2017, April). Trends in Job Analysis Research & Practice. Community of Interest at the annual Society for Industrial-Organizational Psychology (SIOP) Conference, Orlando, FL.
- Cerasoli, C. P., Alliger, G. M., Tannenbaum, S. I., & Mathieu, J. E. (2017, April). Unobtrusive measurement of team resilience using computer-aided text analysis. Poster presented at the annual Society for Industrial-Organizational Psychology (SIOP) Conference, Orlando, FL.
- Shepherd, A., Rowe, L., Keeney, M., Alliger, G.M., Bennett, W. (August, 2016). Validating the sUAS Curriculum: A Collaborative Approach. Presentation at Unmanned Systems Academic Summit, Dayton, OH.
- Rowe, L., Shepherd, A., Bridewell, J., Alliger, G.M., Keeney, M., & Bennett, W. (August, 2016). Key Competencies, Knowledge, Skills, and Developmental Experiences for UAS. Presentation at Midwest UAS conference, Dayton, OH.
- Alliger, G.M., Garrity, M.J., Keeney, M.J., & Winner, J. (2016, April). Training Needs for Civil Government and Commercial UAS Applications. In R. Beard (Chair), Creating and Sustaining Unmanned Aerial Systems: Opportunities for I/O Psychology. Symposium conducted at the annual Society for Industrial-Organizational Psychology (SIOP) Conference, Philadelphia, PA.
- Tannenbaum, S.I., Mathieu, J.E., Alliger, G.M., Cerasoli, C.P., & Donsbach, J.S. (2015, April). Using realistic analog environments to test team self-debriefing for astronauts. In W. B. Vessey (Chair), Teams on ICE: Team Research in Spaceflight Analogs. Symposium conducted at the annual Society for Industrial-Organizational Psychology (SIOP) Conference, Philadelphia, PA.
- Cerasoli, C.P., Alliger, G.M., & Tannenbaum, S.I. (2015, April). Team resilience: Its need, nature, and facilitating factors. In M. Jimenez-Rodriguez and J. A. Gallus (Chairs), Mission possible: The research imperative for understanding resilience in teams. Symposium conducted at the annual Society for Industrial-Organizational Psychology (SIOP) Conference, Philadelphia, PA.
- Alliger, G.M., Bennett, W., Rowe, L., Donsbach, J.S., Beard, R., Colegrove, C. (2015, April). Competencies Across the Training Continuum: Fundamental to Mission Essential Competencies. In W. Bennett (Chair), Determining Training Needs: Applications in and Lessons From Military TNA. Symposium conducted at the annual Society for Industrial-Organizational Psychology (SIOP) Conference, Philadelphia, PA.
- Avenoso, A., Donsbach, J.D., Alliger, G.M., Bennett, W. Jr., Lyon, S., White, J. & Beard, R.L. (December, 2014). Fundamental Competency Sets (FCS) Definition to Support Technology Development for Pilot Training. Paper to be presented at the Interservice/Industry Training, Simulation, and Education Conference (I/ITSEC), Orlando, FL.

- Bennett, Jr., W., Alliger, G.M., Rowe, L., & Colegrove, C. (2012). Skill Decay and the Value of Training. Paper presented at the NATO RTO System Analysis and Studies Panel (SAS) Workshop held in Amsterdam, Netherlands.
- Tannenbaum, S.I., Donsbach, J.S., Alliger, G.M., Mathieu, J.E., Salas, E., Goodwin, G.F., & Metcalf, K.A. (2011). Team Composition Optimization: Testing and Refining the Team Composition System (TCS). Working Manuscript.
- Tannenbaum, S.I., Donsbach, J.S., Alliger, G.M., Mathieu, J.E., Salas, E., Goodwin, G.F., & Metcalf, K.A. (2011). Team Composition Optimization: Testing and Refining the Team Composition System (TCS). 27th Army Conference, Orlando, FL.
- Colegrove, C., Rowe, L., Alliger, G.M., Garrity, M., Bennett Jr, W. (2009). Defining the Training Mix - Sorties, Sims, and Distributed Mission Operations, In Proceedings of the Interservice/Industry Training, Simulation & Education Conference 2009, Orlando FL.
- Donsbach, J.S., Tannenbaum, S.I., Alliger, G.M., Mathieu, J.E., Salas, E., Goodwin, G.F., & Metcalf, K.A. (2009). Team Composition Optimization: The Team Optimal Profile System (TOPS). Technical Report 1249, United States Army Research Institute for the Behavioral and Social Sciences.
- Colegrove, C., Alliger, G.M., Beard, R., Bennett, W., & Garrity, M. J. (2008). M. Scott Myers Award for Applied Research in the Workplace: Mission Essential Competencies: An operations-centric approach to improving training and job performance. Presentation at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Alliger, G.M., Baetz, W., Narigon, D., Bennett, Jr., W., & Barrera, K. (2007). Applying the Mission Essential Competency Development Process to an Emergency Operations Center. Paper presented at the 2007 SISO Conference, Orlando.
- Tossell, C., Alliger, G.M., Garrity, M.J., Bennett, W. Jr., & Garcia (2006). Defining and Measuring Competence in a Military Organization: A Case Study Showing the Effectiveness of a New Competency-Based Approach to Training. Presented at the 11th International Command and Control Research and Technology Symposium.
- Tossell, C., Wiese, E. E., Garrity, M. J., Denning, T., & Alliger, G. M. (2006). Developing command and control performance-based training criteria in a network centric environment. Proceedings of the 11th International Command and Control Research and Technology Symposium, Cambridge, UK.
- Bennett, Jr., W., Borgvall, J., Laven, P., Gehr, S.E., Alliger, G., & Beard, R. (2006). International Mission Training Research "IMTR": Competency-Based Methods for Interoperable Training, Rehearsal and Evaluation. 2006 Proceedings of Euro Simulation Interoperability Workshop, Stockholm, Sweden.
- Alliger, G.M., Garrity, M.J., See, K., McCall, J.M., Tossell, C. (2004). Advanced Training for Commanders: A Competency-Based Approach to Training Requirements Definition for the JFACC. 2004 Proceedings of Interservice/Industry Training, Simulation and Education Conference.

- Alliger, G.M., McCall, J.M., Beer, L., Tossell, C. (2004). Cross-Divisional Analysis of Competency-Based Training Requirements for the Air and Space Operations Center (AOC). 2004 Proceedings of Interservice/Industry Training, Simulation and Education Conference.
- Alliger, G.M., McCall, J. M., Garrity, M. J., Morley, R. M., Beer, L., & Rodriguez, D. (2003). Mission essential competencies for the AOC: A basis for training needs analysis and performance improvement. Proceedings of the Interservice/Industry Training, Simulation and Education Conference (I/ITSEC). Arlington, VA: NDIA.
- Alliger, G.M., McCall, J.M., Garrity, M.J, Morley, R., Beer, L., & Rodriguez, D. (2003). Competency-Based Definition of Work and Performance for Command and Control. Paper presented at the annual conference of the Interservice/Industry Training & Simulation Conference, Orlando.
- Alliger, G.M., Colegrove, C., & Bennett, W. Jr. (2003). Mission Essential Competencies: New Method for Defining Operational Readiness and Training Requirements Paper presented at the Thirteenth International Occupational Analyst Workshop, San Antonio.
- Colegrove, C., & Alliger, G. M. (2002). Mission Essential CompetenciesSM: Defining Combat Mission Readiness in a Novel Way. Paper presented at: NATO Research & Technology Organization, Studies, Analysis, and Simulation Panel, Conference on Mission Training via Distributed Simulation (SAS 38), Brussels, Belgium
- Alliger, G.M., Tannenbaum, S.I., Bennett, Jr., W., Traver, H., & Shotland, A. (May, 1998). A meta-analysis of the relations among training criteria. Air Force Materiel Command, Air Force Research Laboratory, Human Effectiveness Directorate. AFRL-HE-BR-TR-1998-0130.
- Feigelson, M., & Alliger, G.M. (1998). New dimensions in task analysis. Paper presented at the thirteenth annual conference of the Society for Industrial and Organizational Psychology, Dallas.
- Dwight, S.A., & Alliger, G.M. (1997). Using response latencies to identify overt integrity test dissimulation. In G.J. Lautenschlager (chair), Faking on noncognitive measures: the extent, impact and identification of dissimulation. Symposium held at the 12th annual SIOP convention in St. Louis.
- Dwight, S.A. & Alliger, G.M. (1996). Applicant Reactions to Overt Integrity Test Items. Paper presented as part of the symposium "Reactions to Selection Techniques," J. Breaugh, chair. Presented at the annual meeting of the Academy of Management, Cincinnati.
- Alliger, G.M., Tannenbaum, S.I., & Bennett, Jr., W. (1995). A Meta-Analysis of the Relations Among Training Criteria. Paper presented as part of the symposium Meta-analytic Investigations of Training Effectiveness, M. Teachout, chair. Presented at the annual meeting of the American Psychological Association, New York.

- Alliger, G.M., Bennett, Jr., W., & Tannenbaum, S.I. (1995). Transfer of Training: Comparison of Paradigms. Paper presented as part of the symposium "Searching for Solutions to the 'Transfer of Training Problem': A Multi-Disciplinary Approach, K.A. Smith & E. Salas, Chairs. Presented at the tenth annual conference of the Society for Industrial and Organizational Psychology, Orlando.
- Lilienfeld, S.O., Alliger, G.M., & Mitchell, K.E. (1995). Susceptibility of Overt and Covert Integrity Tests to Faking and Coaching Instructions. Paper presented at the tenth annual conference of the Society for Industrial and Organizational Psychology, Orlando
- Alliger, G.M., & Mitchell, K.E. (1994). "Essential Functions," Disability, and Job Analysis. In D. Stone, (Chair), Research on Access and Treatment of Individuals in Organizations. Symposium presented at the ninth annual conference of the Society for Industrial and Organizational Psychology, Nashville.
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- Alliger, G.M. (1993), for Skill Dynamics, an IBM Company. Measurement Series. A series of five guides to training evaluation.
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