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**CHRISTOPHER D. NYE, Ph.D.**

*Department of Psychology*

*Michigan State University*

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*Last Modified on May 2, 2022*

***EDUCATION***

University of Illinois at Urbana-Champaign

**Ph.D,** Industrial/Organizational Psychology (August, 2011)

**Minor:** Quantitative Psychology

**Dissertation:** *The Development and Evaluation of Effect Size Measures for CFA and IRT Studies of Measurement Equivalence*

University of Illinois at Urbana-Champaign

**M.A.,** Industrial/Organizational Psychology (2006)

**Thesis:** *Two-Step Testing in Employee Selection: Is Score Inflation a Problem?*

Washington State University at Vancouver

**B.S.,** Psychology and General Studies in Personnel Psychology (2003)

***RESEARCH INTERESTS***

Employee selection, assessment, and hiring

Quantitative methods and talent analytics

Individual differences at work and over time

***ACADEMIC APPOINTMENTS***

2019- present Michigan State University, East Lansing, MI

Associate Professor, Organizational Psychology

2013- 2019 Michigan State University, East Lansing, MI

Assistant Professor, Organizational Psychology

2011- 2013 Bowling Green State University, Bowling Green, OH

Assistant Professor, Industrial/Organizational Psychology

***HONORS AND AWARDS***

· *Innovations in Assessment Award*, International Personnel Assessment Council (IPAC) (2020)

· *Early Career Achievement Award*, Academy of Management, Research Methods Division (2018)

· *M. Scott Myers Award for Applied Research in the Workplace*, Society for Industrial and Organizational Psychology (SIOP) (2015)

· *Distinguished Alumni Award*, Washington State University, Vancouver (2014)

· *Center for Human Resource Management Research Award*, University of Illinois at Urbana-Champaign (2011)

· *James C. Johnson Student Paper Award*, International Personnel Assessment Council (IPAC) (2011)

· *Graduate Student Scholarship*, Society for Industrial and Organizational Psychology (SIOP) (2010)

· *College Board Research Fellowship Award* (2009)

· *Nancy Hirschberg Award for Outstanding Research*, Department of Psychology, University of Illinois at Urbana-Champaign (2008)

· *Campus List of Teachers Ranked as Excellent by their Students* (Fall 2008)

· *Lyle H. Lanier Travel Award*, University of Illinois (2008)

· *Graduate College Travel Award*, University of Illinois (2008)

***RESEARCH FUNDING***

· Examining the effects of work on personality trait change in young adulthood (PI). Funded by the *National Science Foundation*.

**Total costs**: $563,096.00 (2018-2022)

· AI-based decision support for linking workers with future jobs and for planning work transitions and career pathways (co-PI). Funded by the *National Science Foundation*.

**Total costs**: $403,086.00 (2019-2021)

· Examining the employee selection process (PI). Funded by *TJX Companies, Inc.*

**Total costs**: $31,498.14. (2019-2020)

· Examining the selection and assessment of insurance agents (PI). Funded by *IdealTraits, LLC.*

**Total costs**: $15,806.00. (2019)

· Examining the use of machine learning for employee selection (PI). Funded by *Knoxx, LLC.*

**Total costs**: $25,275.00. (2018-2019)

· Examining personality assessments for the selection of Soldiers in special duty assignments (PI). Funded by *DCG*.

**Total costs**: $60,600.00. (2017-2019)

· Examining the Student Behavior and Experiences Inventory (SBEI) for academic admissions (Co-PI with Neal Schmitt and Ann Marie Ryan). Funded by *Michigan State University*.

**Total Costs**: $248,542.00. (2014-2017)

· The validity of personality assessments for predicting Soldiers’ attitudes and performance (PI). Funded by *DCG*.

**Total costs**: $15,150.00. (2014)

***PUBLICATIONS***

**Scholarly Articles**

**Nye, C. D.**, & Ryan, A. M. (in press). Improving graduate admissions by expanding rather than eliminating predictors. *Perspectives on Psychological Science*.

**Nye, C. D.**, Ma, J., & Wee, S. (in press). Cognitive ability and job performance: Meta-analytic evidence for the validity of narrow cognitive abilities. *Journal of Business and Psychology*.

Somaraju, A. V., **Nye, C. D.,** Olenick, J. (in press). A review of measurement equivalence in organizational research: What’s old, what’s new, and what’s next? *Organizational Research Methods*.

**Nye, C. D.** (2022). Assessing interests in the twenty-first-century workforce: Building on a century of interest measurement. *Annual Review of Organizational Psychology and Organizational Behavior*, *9, 415-440*.

**Nye, C. D**., Wille, B., Amory, J., & De Fruyt, F. (2021). Are work activities related to interest change over time?: A 22-year longitudinal study. *Journal of Personality and Social Psychology*, *121*, 865-893.

**Nye, C. D.**, Prasad, J., & Rounds, J. (2021). The effects of vocational interests on motivation, satisfaction, and performance: Test of a mediated model. *Journal of Vocational Behavior*, *127*, 103583

Prasad, J., Gardner, D. M., Leong, F. T., Zhang, J., & **Nye, C. D.** (2021). The criterion validity of career adapt–abilities scale with cooperation among Chinese workers. *Career Development International*.

**Nye, C. D.,** Joo, S. H., Zhang, B., & Stark, S. (2020). Advancing and evaluating IRT model data fit indices in organizational research. *Organizational Research Methods*, *23*, 457-486.

**Nye, C. D.,** Chernyshenko, O. S., Stark, S., Drasgow, F., Phillips, H. L., Phillips, J. B., & Campbell, J. S. (2020). More than g: Evidence for the incremental validity of performance‐based assessments for predicting training performance. *Applied Psychology*, *69*(2), 302-324.

Zhang, B., Sun, T., Drasgow, F., Chernyshenko, O. S., **Nye, C. D.,** Stark, S., & White, L. A. (2020). Though forced, still valid: Psychometric equivalence of forced-choice and single-statement measures. *Organizational Research Methods*, *23*, 569-590.

**Nye, C. D.,** White, L. A., Drasgow, F., Prasad, J., Chernyshenko, O. S., & Stark, S. (2020). Examining personality for the selection and classification of Soldiers: Validity and differential validity across jobs. *Military Psychology*, *32*, 60-70.

**Nye, C. D.,** White, L. A., Horgen, K., Drasgow, F., Stark, S., & Chernyshenko, O. S. (2020). Predictors of attitudes and performance in U.S. Army Recruiters: Does personality matter?. *Military Psychology*, *32*, 81-90.

Kirkendall, C. D., **Nye, C. D.,** Rounds, J., Drasgow, F., Chernyshenko, O. S., & Stark, S. (2020). Vocational interest diagnostic: Informing and improving the job selection process. *Military Psychology*, *32*, 91-100.

**Nye, C. D.**, Bradburn, J., Olenick, J., Bialko, C., & Drasgow, F. (2019). How big are my effects? Examining the magnitude of effect sizes in studies of measurement equivalence. *Organizational Research Methods*, *22*, 678-709.

Highhouse, S., **Nye, C. D.,** & Zhang, D. (2019).Dark motives and elective use of brainteaser interview questions. *Applied Psychology: An International Review*, *68*, 311-340.

Zhang, D., Highhouse, S., & **Nye, C. D.** (2019). Development and validation of the General Risk Propensity Scale (GRiPs). *Journal of Behavioral Decision Making*, 32, 152-167.

Larsen, S. E., **Nye, C. D.,** & Fitzgerald, L. F. (2019). Sexual harassment expanded: An examination of the relationships among sexual harassment, sex discrimination, and workplace aggression. *Military Psychology*, *31*, 35-44.

Burgoyne, A. P., **Nye, C. D**., Macnamara, B. N., Charness, N., & Hambrick, D. Z. (2019). The impact of domain-specific experience on chess skill: Re-Analysis of a key study. *American Journal of Psychology*, *132*, 27-38.

Schmitt, N., Prasad, J., Ryan, A. M., Bradburn, J., & **Nye, C. D.** (2019).Culture as a determinant of option choice in a situational judgment test: A new look. *Journal of Occupational and Organizational Psychology*, *92*, 330-351.

Ion, A., **Nye, C. D.,** & Iliescu, D. (2019). Age differences in the variability of vocational interests. *Journal of Career Assessment*, *27*, 97-113

**Nye, C. D.,** Butt, S., Prasad, J., & Bradburn, J. (2018). Examining interests as an omitted variable in the college admissions process. *Journal of Vocational Behavior*, *108*, 178-189.

**Nye, C. D.,** Prasad, J., Bradburn, J., & Elizondo, F. (2018). Improving the operationalization of interest congruence using polynomial regression. *Journal of Vocational Behavior*, *104*, 154-169.

Hopwood, C. J., **Nye, C. D.,** Blomquist, K. K., & Grilo, C. M. (2018). Confirmatory validation and measurement equivalence of the Eating Loss of Control Scale in clinical and non-clinical samples. *Journal of* *Psychopathology and Behavioral Assessment*, *40*, 476-483.

**Nye, C. D**., Leong, F., Prasad, J. Gardner, D., & Tien, H. L. S. (2018). Examining the Structure of the Career Adapt-Abilities Scale: The cooperation dimension and a 5-factor model. *Journal of Career Assessment*, *26*, 549-562.

**Nye, C. D.,** Perlus, J. G., & Rounds, J. (2018). Do ornithologists flock together? Examining the homogeneity of interests in occupations. *Journal of Vocational Behavior*, *107*, 195-208.

**Nye, C. D.,** & Sackett, P. (2017). New effect sizes for tests of categorical moderation and differential prediction. *Organizational Research Methods*, *20*, 639-664.

Prasad, J., Showler, M. B., Ryan, A. M., Schmitt, N., & **Nye, C. D.** (2017). When belief precedes being: How attitudes and motivation prior to entry lead to fit and performance. *Journal of Vocational Behavior*, *100*, 27-42.

Highhouse, S., **Nye, C. D.,** Zhang, D., & Rada, T. (2017). Structure of the DOSPERT: Is there evidence for a general risk factor? *Journal of Behavioral Decision Making*, *30*, 400-406.

Prasad, J., Showler, M. B., Schmitt, N., Ryan, A. M., & **Nye, C. D.** (2017). Using biodata and situational judgment inventories across cultural groups. *International Journal of Testing*, *17*, 210-233.

**Nye, C. D.,** Su, R., Rounds, J., & Drasgow, F. (2017). The relationship between interests and performance: An updated meta-analysis. *Journal of Vocational Behavior*, *98*, 138-151.

Highhouse, S., **Nye, C. D.,** & Matthews, R. A. (2017). Finding meaning in the struggle of work: Construct redundancy in work-importance measurement. *Journal of Personnel Psychology*, *16*, 137-149.

**Nye, C. D.,** Allemand, M., Gosling, S. D., Potter, J., & Roberts, B. W. (2016). Personality trait differences between young and middle-aged adults: Measurement artifacts or actual trends? *Journal of Personality*, *84*, 473-492.

**Nye, C. D.**, Brummel, B. J., & Drasgow, F. (2014). Understanding sexual harassment using aggregate construct models. *Journal of Applied Psychology*, *99*, 1204-1221.

Stark, S., Chernyshenko, O. S., Drasgow, F., **Nye, C. D.,** White, L. A., Heffner, T., & Farmer, W. L. (2014). From ABLE to TAPAS: A new generation of personality tests to support military selection and classification decisions. *Military Psychology*, *26*, 138-152.

White, L. A., Rumsey, M. G., Mullins, H. M., **Nye, C. D.,** & LaPort, K. A. (2014). Toward a new attrition screening paradigm: Latest Army advances. *Military Psychology*, *26*, 153-164.

Larsen, S. E., **Nye, C. D.,** Ormerod, A. J., Ziebro, M., & Siebert, J. E. (2013). Do actions speak louder than words? A comparison of three organizational practices for reducing racial/ethnic harassment and discrimination. *Military Psychology*, *25*, 602-614.

McCance, A. S., **Nye, C. D.**, Wang, L., Jones, K., & Chiu, C. Y. (2013). Alleviating the burden of emotional labor: The role of social sharing. *Journal of Management*, *39*, 392-415.

**Nye, C. D.,** Su, R., Rounds, J., & Drasgow (2012). Vocational interests and performance: A quantitative summary of over 60 years of research. *Perspectives on Psychological Science*, *7*, 384-403.

**Nye, C. D.**, & Drasgow, F. (2011). Effect size indices for analyses of measurement equivalence: Understanding the practical importance of differences between groups. *Journal of Applied Psychology*, *96*, 966-980.

Beaty, J. C., **Nye, C. D.**, Borneman, M. J., Drasgow, F., Kantrowitz, T. M., & Grauer, E. (2011). Proctored vs. unproctored internet tests: Are unproctored noncognitive tests as predictive of job performance? *International Journal of Selection and Assessment*, *19*, 1-10*.*

**Nye, C. D.**, & Drasgow, F. (2011). Assessing goodness of fit: Simple rules of thumb simply don’t work. *Organizational Research Methods*, *14*, 548−570.

**Nye, C. D.**, Brummel, B. J., & Drasgow, F. (2010). Too good to be true? Understanding change in organizational outcomes. *Journal of Management*, *36*, 1555−1577.

**Nye, C. D.**, Newman, D. A., & Joseph, D. L. (2010). Never say “Always”?: Extreme item wording effects on scalar invariance and item response curves. *Organizational Research Methods*, *13*, 806−830.

Wood, D., **Nye, C. D.**, & Saucier, G. (2010). Identification and measurement of a more comprehensive set of person-descriptive trait markers from the English lexicon. *Journal of Research in Personality*, *44*, 258−272.

Drasgow, F., **Nye, C. D.**, Carretta, T. R., & Ree, M. J. (2010). Factor structure of the Air Force Officer Qualification Test Form S: Analysis and comparison with previous forms. *Military Psychology, 22*, 68−85.

**Nye, C. D.**, Brummel, B. J., & Drasgow, F. (2009). Differentiating sexist behavior and gender discrimination through an examination of their antecedents and outcomes. *Military Psychology*, *21*, 299-314.

Drasgow, F., **Nye, C. D.**, Guo, J., & Tay, L. (2009). Cheating on proctored tests: The other side of the unproctored debate*.* *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *2*, 46-48.

**Nye, C. D.**, Do, B-R., Drasgow, F., & Fine, S. (2008). Two-step testing in employee selection: Is score inflation a problem? *International Journal of Selection and Assessment*, *16*, 112-120.

**Nye, C. D.**, Roberts, B. W., Saucier, G., & Zhou, X. (2008). Testing the measurement equivalence of personality adjective items across cultures*. Journal of Research in Personality*, *42*, 1524-1536.

**Conference Proceedings**

**Nye, C. D.**, & Drasgow, F. (2012). Small, medium, or large? Empirical guidelines for evaluating measurement nonequivalence. *Academy of Management Best Papers Proceedings.*

**Books and Book Chapters**

Ryan, A. M., & **Nye, C. D.** (in press). Fairness in technology-enhanced selection assessments: Promises and Challenges. In K. Geisinger & J. L. Jonson (Eds.), *Fairness in Educational and Psychological Testing: Examining theoretical, research, practice, and policy implications of the 2014 Standards*. American Educational Research Association.

**Nye, C. D.**, & Roberts, B. W. (2019). The neo-socioanalytic model of personality trait change. In B. Baltes, C. Rudolph, & H. Zacher (Eds.), *Work Across the Lifespan* (pp. 47-80)*.* Elsevier Academic Press.

**Nye, C. D**., & Rounds, J. (2019). *Vocational Interests in the Workplace: Rethinking Behavior at Work.* New York: Routledge.

**Nye, C. D**., Bhatia, S., & Prasad, J. (2019). Vocational interests and work outcomes. In C. D. Nye & J. Rounds (Eds.), *Vocational Interests in the Workplace: Rethinking Behavior at Work* (pp. 97-128). New York: Routledge.

Chernyshenko, O. S., Stark, S., **Nye, C. D.** (2019). Interest measurement. In C. D. Nye & J. Rounds (Eds.), *Vocational Interests in the Workplace: Rethinking Behavior at Work* (pp. 80-96). New York:Routledge.

Drasgow, F., **Nye, C. D.,** Stark, S., & Chernyshenko, O. S. (2018). Differential item and test functioning. In P. Irwing, T. Booth, & D. J. Hughes (Eds.), *Handbook of psychometric testing* (pp. 885-900). Hoboken, NJ: Wiley-Blackwell.

Su, R., & **Nye, C. D**. (2017). Interests and person-environment fit: A new perspective on workforce readiness and success. In J. Burrus, K. D. Mattern, B. Naemi, & R. D. Roberts (Eds.), *Building better students: Preparation for the workforce* (pp. 177-206). New York: Oxford University.

Beals, E. & **Nye, C. D.** (2016). Missing Data. In S. Rogelberg, K. Shockley, & S. Tonidandel (Eds.), *Encyclopedia of Industrial and Organizational Psychology* (2nd ed.). Thousand Oaks, CA: Sage.

**Nye, C. D.,** & Roberts, B. W. (2013). A developmental perspective on the importance of personality for understanding workplace behavior. In N. Christiansen & R. Tett (Eds.), *Handbook of personality at work* (pp. 796-818). New York: Routledge.

Drasgow, F., **Nye, C. D.**, & Tay, L. (2010). Indicators of quality assessments. In J. C. Scott & D. H. Reynolds (Eds.), *Handbook of workplace assessment: Selecting and developing organizational talent* (pp. 27−59). San Francisco, CA: Pfeiffer.

**Nye, C. D.** (2009). Selection. In C. Wankel (Eds.), *The encyclopedia of business in today’s world* (p. 198). Thousand Oaks, CA: Sage.

**Technical Reports**

Horgen, K. E., **Nye, C. D.,** White, L. A., Laporte, K. A., Hoffman, R. R., Drasgow, F., Chernyshenko, O. S., Stark, S., & Conway, J. S. (2013). *Validation of the Non-Commissioned Officer Special Assignment Battery (NSAB)* (Technical Report 1328).Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

**Nye, C. D.,** Drasgow, F., Chernyshenko, O. S., Stark, S., Kubisiak, C., White, L. A., & Jose, I. (2012). *Assessing the Tailored Adaptive Personality Assessment System (TAPAS) as an MOS Qualification Instrument* (Technical Report 1312). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Ormerod, A.J., **Nye, C.D.**, Joseph, D.L., Fitzgerald, L.F., & Rock, L. (2010). 2010 *Gender Relations Survey of Active Duty Members: Report on Scales and Measures* (Report No. 2010-028). Arlington, VA: DMDC.

Joseph, D. L., Ormerod, A. J., **Nye, C. D.,** & Fitzgerald, L. F. (2010). *Employee engagement and Job Attitudes: Redundant Measures?*. Arlington, VA: DMDC.

Ormerod, A. J., Joseph, D. L., **Nye, C. D.,** & Fitzgerald, L. F. (2010). *2009 DMDC Climate Survey: Scales and Measures Report.* Arlington, VA: DMDC.

**Nye, C. D.,** Fitzgerald, L. F., Joseph, D. L., & Ormerod, A. J. (2010). *Predicting intent to leave and identifying key factors in the decision.* Arlington, VA: DMDC.

Joseph, D. L., **Nye, C. D.,** & Ormerod, A. J. (2009). *2009 Workplace and Equal Opportunity Survey of Active Duty Members: Report on scales and measures* (Report No. 2009-035). Arlington, VA: DMDC.

Ormerod, A. J., Larsen, S.E., **Nye, C.** **D.**, & Rock, L.M. (November 2008). *2008 Workplace and Gender Relations Survey of Reserve Component Members: Report on scales and measures* (Report No. 2008-046). Arlington, VA: DMDC.

Larsen, S. E., Ormerod, A. J., **Nye, C. D.**, Drasgow, F., & Fitzgerald, L. F. (November 2008). *2007 Workplace and Equal Opportunity Survey of Reserve Component Measures: Report on scales and measures* (2008-042). Arlington, VA: DMDC.

Drasgow, F., **Nye, C. D.**, & Guo, J. (2008). *The stability of item parameters over time for the NCLEX-RN exam: A report to the National Council of State Boards of Nursing.* The National Council of State Boards of Nursing.

Drasgow, F., **Nye, C. D.**, Liu, Y., Woo, S. E., & Lytell, M. C. (2008). *Analyses of Biology and World History Tests.* The College Board.

Ormerod, A. J., Fitzgerald, L. F., Lytell, M. C., Larsen, S. E., **Nye, C. D.**, Ziebro, M. A., Drasgow, F., & Hong, J. S. (2007). *Report on Stalking in the Service Academy 2006 Gender Relations Survey (SAGR2006)*. Arlington, VA: DMDC.

**Nye, C. D.**, Lytell, M. C., Ormerod, A. J., Larsen, S. E., Perry, L. A., Wright, C. V., Fitzgerald, L. F., & Drasgow, F. (March 2007). *2006 Workplace and Gender Relations Survey of Active Duty Members: Report on scales and measures* (2007-027). Arlington, VA: DMDC.

Ormerod, A. J., Lawson, A. K., Lytell, M. C., Wright, C. V., **Nye, C. D.**, Perry, L. A., Drasgow, F., Fitzgerald, L. F., Kusznir, C., & Rynczak, D. (June 2007). *2005 Workplace and Equal Opportunity Survey of Active Duty Members: Scales and measures report* (2007-004). Arlington, VA: DMDC.

Do, B-R., **Nye, C. D.**, & Drasgow, F. (2006). *Analyses report for the Survey of Skills for Everyday Living*. Michigan State University Extension.

***INVITED TALKS***

**Nye, C. D.** (May, 2020).*Reviewer Resources: Structural Equations Modeling.* Invited talk presented for the Consortium for the Advancement of Research Methods and Analysis (CARMA).

**Nye, C. D.** (May, 2020).*Applications of Forced-Choice Assessments in Non-Cognitive Testing.* Invited talk presented for the Personnel Testing Council of Metropolitan Washington (PTCMW).

**Nye, C. D.** (January, 2020). *Getting interested in interests: Understanding the role of vocational interests in work and academic behavior.* Invited talk presented at Wayne State University.

**Nye, C. D.** (June, 2019).*Getting interested in interests: Understanding the role of vocational interests in work and academic behavior.* Invited talk presented at the Shanghai Symposium on Work and Career Psychology.

**Nye, C. D.** (February, 2019).*Effect sizes for categorical moderation.* Invited talk presented for the Consortium for the Advancement of Research Methods and Analysis (CARMA).

**Nye, C. D.**, & White, L. A. (October, 2018). *Validity evidence for the Tailored Adaptive Personality Assessment System (TAPAS).* Invited talk presented to the U. S. Office of Personnel Assessment Expert Review Panel for the TAPAS.

**Nye, C. D.** (May, 2017). *The validity and utility of interests at work and in school*. Invited talk presented at the University of Groningen.

**Nye, C. D.** (March, 2017). *Revisiting the study of vocational interests: The utility of fit at work and in school*. Invited talk presented at Singapore Management University.

**Nye, C. D.** (February, 2017). *Vocational interests at work and in school: Understanding the importance of fit*. Invited talk presented at Bowling Green State University.

**Nye, C. D.** (July, 2014). *Vocational interests as predictors of work and academic performance*. Invited talk presented at the University of Tübingen.

**Nye, C. D.** (March, 2013). *Selecting better employees in the 21st Century: Broadening the range of potential predictors*. Invited talk presented at Singapore Management University.

**Nye, C. D.** (October, 2012). *How do we select high quality employees? Reevaluating what we think we know*. Invited talk presented at a colloquium for the I/O Psychology group at Wayne State University.

**Nye, C. D.** (March, 2012). *How do we select high quality employees? Reevaluating what we think we know*. Invited talk presented at a colloquium for the I/O Psychology group at the University of Akron.

**Nye, C. D.**, Su, R., Rounds, J., & Drasgow, F. (July, 2011). *Vocational interests and performance: A quantitative review of over 60 years of research*. Invited talk presented at the International Personnel Assessment Council annual conference, Washington, D.C.

**Nye, C. D.** (December, 2009). *Personality, bias, and employee selection: Understanding the practical importance of differences between groups.* An invited talk presented as part of the *Knowledge for All* lecture series in the Psychology Department at the University of Illinois.

**Nye, C. D.**, Larsen, S. E., & Fitzgerald, L. F. (August, 2008). *Indicators of gendered hostility: Understanding the experiences of women at work.* Invited talk presented to the Inter-Service Survey Coordination Committee at the Defense Manpower Data Center.

***CHAIRED SYMPOSIA***

**Nye, C. D.** (April, 2022). *The power of vocational interests: Understanding choices, attitudes, and behavior*. Symposium presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

**Nye, C. D.** (April, 2022). *Are you interested? New developments in interest assessments*. Symposium presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Wee, S. & **Nye, C. D.** (May, 2019). *The effects of fit and fitting in: Feeling good, doing good, and doing well?* Symposium presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

Keller, A. & **Nye, C. D.** (May, 2019). *The role of personal resources to face career changes.* Symposium presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

**Nye, C. D.**, & Kirkendall C. (October, 2018). *Examining the assessment of vocational interests in the U.S. military*. Symposium presented at the annual conference of the International Military Testing Association, Kingston, Canada.

Wille, B., & **Nye, C. D.** (July, 2018). *The nature and power of interests revisited: New findings on interest structure, development and validity.* Symposium presented at the 19th European Conference on Personality, Zadar, Croatia.

**Nye, C. D.** (April, 2018). *New advances in vocational interest research.* Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Page, R., & **Nye, C. D.** (April, 2018). *Assessing interests across cultures: Issues, challenges, and applications.* Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Nye, C. D.** & Muhammad, R. (October, 2017). *In-service testing for predicting success in special duty assignments.* Symposium presented at the annual conference of the International Military Testing Association, Bern, Switzerland.

**Nye, C. D.** (April, 2017). *New advances in research on the validity of vocational interests.* Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Nye, C. D.,** & Ion, A. (April, 2017). *New directions for vocational interest research in organizations.* Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Nye, C. D.** (April, 2016). *Rethinking the study of vocational interests at work.* Symposium presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

**Nye, C. D.** (April, 2016). *Advancing the validity of vocational interests in the workplace.* Symposium presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Ock, J., & **Nye, C. D.** (May, 2014). *The wild frontier of measurement invariance.* Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Wille, B., & **Nye, C. D.** (May, 2014). *Personality dynamics at work: Conceptual, empirical, and methodological advances.* Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

**Nye, C. D.**, & Sin, H.-P. (April, 2010). *Toward better structural modeling: Effect size, residuals, and multilevel mediation.* Symposium presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

***CONFERENCE PRESENTATIONS***

**Nye, C. D.**, & Gardner, D. (April, 2022). Examining moderator effects on the relationship between interests and satisfaction. In C. D. Nye (Chair),*The power of vocational interests: Understanding choices, attitudes, and behavior.* Symposium presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Bradburn, J., **Nye, C. D.**, Putka, D., Boyce, A., Martin, N., Elizondo, F., & Justenhoven, R. (April, 2022). Personality and P-E fit: The potential contribution of machine learning to prediction. In J. J. Prasad (Chair),*Exploring the utility of machine learning.* Symposium presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Prasad, J. J., Somaraju, A., **Nye, C. D.**, & Sun, T. (April, 2022). Clarifying the utility of machine learning. In J. J. Prasad (Chair),*Exploring the utility of machine learning.* Symposium presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Alanis, J., Gardner, D., & **Nye, C. D.** (April, 2022). *Explaining the gender pay gap through vocational interest fit*. Poster presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Hanna, A., Morris, M., Hoff, K., Jones, K., **Nye, C. D.**, & Rounds, J. (April, 2022). A large-scale investigation of gender, ethnicity, and educational differences in interest fit. In N. A. Morales and S. P. Shaughnessy (Co-Chairs),*Unique approaches to fit: Expanding the nomological network of person-environment fit.* Symposium presented at the 37th annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

**Nye, C. D.,** Kirkendall, C., Rounds, J., Drasgow, F., Chernyshenko, O. S., & Stark, S. (October, 2019). *Predicting Performance in Military Occupations with Vocational Interests*. Paper presented at the annual conference of the International Military Testing Association, Tallinn, Estonia.

**Nye, C. D.,** White, L., Drasgow, F., Chernyshenko, O. S., & Stark, S. (October, 2019). *Validity of Noncognitive Assessments for Predicting Drill Sergeant Performance*. Paper presented at the annual conference of the International Military Testing Association, Tallinn, Estonia.

**Nye, C. D.**, Prasad, J., & Rounds, J. (May, 2019). The validity and incremental validity of interest fit: A mediated model of academic performance. In S. Wee & C. D. Nye (Co-Chairs),*The effects of fit and fitting in: Feeling good, doing good, and doing well?* Symposium presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

Wille, B., **Nye, C. D.**, & De Fruyt, F. (May, 2019). Do interests change over time?: A 22-year longitudinal study of stability and change in vocational interests at work. In S. Woods (Chair),*Development and change in personality, vocational interests, and identity at work: Exploring the interplay of person and work criteria.* Symposium presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

**Nye, C. D.**, Collier-Spruel, L., & Donnellan, B. (May, 2019). The effects of individual differences and academic performance on post-college job offers. In A. Keller & C. D. Nye (Co-Chairs),*The role of personal resources to face career changes.* Symposium presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

Leong, F. T. L., Gardner, D., **Nye, C. D.**, & Prasad, J. (May, 2019). Career Adapt-Abilities Scale’s (CAAS-5) predictive and incremental validity with work-related outcomes. In A. Keller & C. D. Nye (Co-Chairs),*The role of personal resources to face career changes.* Symposium presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.

**Nye, C. D.**, Rounds, J., Walker, R., Swaney, K., Page, R., & Morris, M. (April, 2019). Exploring the basic interest structure of vocational interests. In B. Wille (Chair),*Theoretical advances in vocational interest research: Moving beyond Holland’s theory.* Symposium presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Gardner, D. M., & **Nye, C. D.** (April, 2019). *Understanding machine learning assessments: Does the reality match the hype?* Paper presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

**Nye, C. D.**, Wee. S., & Ma, J. (April, 2019). Reexamining the relationship between narrow cognitive abilities and job performance. In H. Kell & S. Wee (Co-Chairs),*Very much more than g: Further evidence for the importance of specific abilities.* Symposium presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Zhang, B., Sun T., Drasgow, F. Chernyshenko, O., **Nye, C. D.,** Stark, S., & White, L. (April, 2019). Though forced, still valid: Equivalence between FC format and single statement scales. In P. Lee (Chair), *Examining the effectiveness of MFC personality assessments from diverse perspectives*. Symposium presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Collier-Spruel, L. A., **& Nye, C. D.** (April, 2019). Post college job offers: The role of individual differences and academic performance. In M. Beier & M. H. J. Kim (Co-Chairs),*What do you do? Determinants of job choice and career trajectoris.* Symposium presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Marquez, S., **Nye, C. D.**, & Wee, S. (April, 2019). *Are vocational interests susceptible to faking?* Paper presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Kirkendall, C., **Nye, C. D.,** Rounds, J., Drasgow, F., Chernyshenko, O. S., & Stark, S. (October, 2018). Development of the Adaptive Vocational Interest Diagnostic (AVID). In C. D. Nye & C. Kirkendall (Co-Chairs), *Examining the assessment of vocational interests in the U.S. military*. Symposium presented at the annual conference of the International Military Testing Association, Kingston, Canada.

**Nye, C. D.**, Rounds, J., Swaney, K., Page, R., & Morris, M. (July, 2018). Identifying a comprehensive set of narrow vocational interest dimensions. In B. Wille & C. D.Nye (Co-Chairs),*The nature and power of interests revisited: New findings on interest structure, development and validity.* Symposium presented at the 19th European Conference on Personality, Zadar, Croatia.

Wille, B., **Nye, C. D.**, & De Fruyt, F. (July, 2018). The changing nature of vocational interests: Findings from a 22-year follow-up. In B. Wille & C. D.Nye (Co-Chairs),*The nature and power of interests revisited: New findings on interest structure, development and validity.* Symposium presented at the 19th European Conference on Personality, Zadar, Croatia.

**Nye, C. D**., Prasad, J., & Rounds, J. (July, 2018). Vocational interests, motivation, and academic performance: Testing a mediated model. In J. Rounds (Chair), *Continuity and change in interests*. Symposium presented at the 19th European Conference on Personality, Zadar, Croatia.

Stark, S., Oliveri, M. E., & **Nye, C. D.** (July, 2018). *International Journal of Testing: Submission trends, highlights, and upcoming issues*. Presentation at the International Test Commission conference, Montreal, Quebec, Canada.

Prasad, J. J., **Nye, C. D.,** Leong, F., Gardner, D., & Tien, H. S. (June, 2018). *Examining the structure of the Career Adapt-Abilities Scale: The cooperation dimension and a 5-factor model*. Paper presented at the International Congress of Applied Psychology, Montreal, Quebec, Canada.

Nye, C. D., **Prasad,** **J. J.,** Rounds, J.(June, 2018).*The effects of vocational interests on motivation, satisfaction, and performance: Test of a mediated model.* Paper presented at the biennial conference for the Society for Vocational Psychology, Scottsdale, Arizona.

Prasad, J., **Nye, C. D.**, & Rounds, J. (April, 2018). Examining mediators between vocational interests fit and academic performance. In C.D. Nye (Chair), *New advances in vocational interest research.* Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Wille, B., **Nye, C. D.**, & De Fruyt, F. (April, 2018). The changing nature of vocational interests. In C.D. Nye (Chair), *New advances in vocational interest research.* Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Nye, C. D.,** Rounds, J., Drasgow, F., Chernyshenko, O. S., Stark, S., & Kirkendall, C. (April, 2018). Developing a model of basic interests for job classification. In R. Page & C.D. Nye (Co-Chairs), *Assessing interests across cultures: Issues, challenges, and applications.* Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Zhang, B., Sun, T., Drasgow, F., Chernyshenko, O. S., **Nye, C.,** Stark, S., & White, L. A. (April, 2018). Reliability of unfolding rating scales and multidimensional forced choice measures. In J. A. DeSimone (Chair), *What should we do about alpha II? Alternatives to Alpha?.* Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Butt, S. M., **Nye, C. D.**, Bradburn, J., Boyce, A., & Elizondo, F. (April, 2018). The validity of personality: P-E fit matters. In D. Wood (Chair), *Extending our understanding of the nature of person-environment fit*. Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Nye, C. D.,** Rounds, J., Drasgow, F., Chernyshenko, O. S., Stark, S., & Kirkendall, C. (October, 2017). *Assessing vocational interests for classification into military occupations*. Paper presented at the annual conference of the International Military Testing Association, Bern, Switzerland.

**Nye, C. D.,** Muhammed, R., Drasgow, F., Chernyshenko, O. S., & Stark, S. (October, 2017). The validity of noncognitive assessments for Recruiters. In C. D. Nye & R. Muhammad (Co-Chairs), *In-service testing for predicting success in special duty assignments.* Symposium presented at the annual conference of the International Military Testing Association, Bern, Switzerland.

Muhammed, R., **Nye, C. D.,** Rupprecht, E., Drasgow, F., Chernyshenko, O. S., & Stark, S. (October, 2017). The validity of noncognitive assessments for Drill Sergeants. In C. D. Nye & R. Muhammad (Co-Chairs), *In-service testing for predicting success in special duty assignments.* Symposium presented at the annual conference of the International Military Testing Association, Bern, Switzerland.

Bradburn, J, Ryan, A. M., Schmitt, N., Showler, M., Prasad, J., & **Nye, C. D.** (June, 2017). *Non-cognitive predictors of student success: A predictive validity comparison between domestic and international students*. Paper presented at the 29th annual convention of the Association for Psychological Science.

**Nye, C. D.,** Joo, S. & Stark, S. (April, 2017). Advancing and evaluating IRT model data fit indices. In M. Zickar & H. Min (Co-Chairs), *Item response theory:* *New directions for research and practice.* Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Highhouse, S., **Nye, C. D.,** & Matthew, R. (April, 2017). Evidence for a general work-importance factor. In J. P. Meriac (Chair), *New developments in work ethic research: Antecedents, impact, and distinctiveness.* Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Bradburn, J., **Nye, C. D.,** & Prasad, J. (April, 2017). Interests in college admissions decisions: An omitted and underappreciated variable. In C. D. Nye (Chair), *New advances in research on the validity of vocational interests.* Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Prasad, J. & **Nye, C. D.** (April, 2017). Improving the operationalization of interest congruence using polynomial regression. In C. D. Nye & A. Ion (Co-Chairs), *New directions for vocational interest research in organizations.* Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Marquez, S. M., **Nye, C. D.**, & Bradburn, J. (April, 2017). *Do course difficulty, conscientiousness, and SES explain predicted performance differences?* Paper presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Showler, M. B., Ryan, A. M., Schmitt, N. W., Prasad, J., Bradburn, J., & **Nye, C. D.** (April, 2017). *It’s not where you come from: Impact of contextual variables.* Paper presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Perlus, J. G., Hoff, K. A., Rounds, J. B., & **Nye, C. D.** (May, 2016). *Homogeneity of interests within occupations*. Paper presented at the 28th annual convention of the Association for Psychological Science, Chicago, IL.

Prasad, J. J., Showler, M. B., Schmitt, N. W., Ryan, A. M., & **Nye, C. D.** (April, 2016). *Using biodata and situational judgement inventories across cultural groups*. Paper presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Drasgow, F., Stark, S. Chernyshenko, O. **Nye, C. D.,** White, L., & Heffner, T. S. (April, 2016). *From research to practice: Evolution of high-stakes workplace personality assessment*. Paper presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

**Nye, C. D.,** Drasgow, F., Rounds, J., Chernyshenko, O. S., & Stark, S. (September, 2015). *Using vocational interest measures for soldier selection and classification*. Paper presented at the 57th annual conference of the International Military Testing Association, Stockholm, Sweden.

Leong, F. T. L., & **Nye, C. D.** (August, 2015). A disentangling approach to racial and ethnic health disparities research. In F. T. L. Leong (Chair), *New Developments in Cross-Cultural and Multicultural Psychology.* Symposium presented at the 123rd annual convention of the American Psychological Association, Toronto, Ontario, Canada.

Highhouse, S., & **Nye, C. D.** (April, 2015). Dark side of oddball interview questions? In N. Wiita (Chair), *Cows in Canada? Examining non-traditional interview questions.* Symposium presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

**Nye, C. D.,** Horgen, K. E., White, L. A., LaPort, K. A., Hoffman, R. R., Drasgow, F., Chernyshenko, O. S., & Stark, S. (October, 2014). *Predicting the performance and job attitudes of military recruiters*. Symposium presented at the 56th annual conference of the International Military Testing Association, Hamburg, Germany.

**Nye, C. D.,** Allemand, M., Gosling, S. D., Potter, J., & Roberts, B. W. (July, 2014). *Personality differences across age groups: Artifact or substantive difference?* Paper presented at the 17th European Conference on Personality, Lausanne, Switzerland.

**Nye, C. D.,** Drasgow, F., White, L., Kubisiak, U. C., Chernyshenko, O. S., & Stark, S. (July, 2014). *The validity of forced-choice personality measures in operational testing environments.* Paper presented at the 9th conference of the International Test Commission, San Sebastian, Spain.

**Nye, C. D.,** & Bialko, C. (May, 2014). Does measurement nonequivalence really matter? In J. Ock & C. D. Nye (Chairs), *The wild frontier of measurement invariance.* Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

**Nye, C. D.,** Jackson, J. J., & King, R. (May, 2014). Does exiting the workforce affect personality traits in older workers? In B. Wille & C. D. Nye (Chairs), *Personality dynamics at work: Conceptual, empirical, and methodological advances.* Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Stark, S., Drasgow, F., Chernshenko, O. S., **Nye, C. D.,** & White, L. A. (May, 2014). Forced choice method for high stakes personality testing. In A. W. Meade & N. Christiansen (Chairs), *Personality measurement without (much) faking: Alternatives to self-report Likert scales.* Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

**Nye, C. D.,** Drasgow, F., White, L., Kubisiak, U. C., Chernyshenko, O. S., & Stark, S. (May, 2014). The validity of forced-choice personality measures for selection and classification. In J. Seybert & R. D. Roberts (Chairs), *Advances in the measurement and application of forced-choice noncognitive assessments.* Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Highhouse, S., **Nye, C. D.,** Zhang, D., & Rada, T. (May, 2014). Is there a general appetite for risk. In D. K. Dalal & D. L. Diab (Chairs), *New findings in JDM-I-O research: Understanding individual decision making.* Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Earl, K., **Nye, C. D.,** Su, R., Rounds, J., & Drasgow, F. (May, 2014). The relationship between interests and performance: An updated meta-analysis. In R. Su (Chair), *Interests: New frontier for personnel selection.* Symposium presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

**Nye, C. D.,** Beal, S. A., Drasgow, F., Dressel, J. D., White, L. A., & Stark, S. (October, 2013). Predicting Army Special Operations Forces (ARSOF) Selection Outcomes with TAPAS scores. In O. S. Chernyshenko (Chair), *Psychometric and empirical considerations in the development of forced-choice personality tests*. Symposium presented at the 55th annual conference of the International Military Testing Association, Seoul, South Korea.

**Nye, C. D.,** Stark, S., Drasgow, F., Kubisiak, U. C., White, L. A., & Jose, I. (October, 2013). Assessing the Tailored Adaptive Personality Assessment System (TAPAS) as an MOS Qualification Instrument. In O. S. Chernyshenko (Chair), *Psychometric and empirical considerations in the development of forced-choice personality tests*. Symposium presented at the 55th annual conference of the International Military Testing Association, Seoul, South Korea.

**Nye, C. D.,** & Sackett, P. (April, 2013). *The effects of bias: Understanding the implications of differential prediction.* Paper presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

**Nye, C. D.,** & Roberts, B. W. (April, 2013). Theoretical advances in understanding personality trait change at work. In N. Christensen (Chair), *Personality at work: Expanding the nomological network.* Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

\***Nye, C. D.**, & Drasgow, F. (August, 2012). *Small, medium, or large? Empirical guidelines for evaluating measurement nonequivalence.* Paper presented at the annual meeting of the Academy of Management, Boston, MA.

\*Selected as one of the best papers submitted to the Research Methods Division of the Academy of Management (Top 10%)

**Nye, C. D.,** Allemand, M., & Roberts, B. W. (April, 2012). Personality differences across age groups: Artifact or substantive difference? In N. Carter & A. Mead (Chairs), *Recent developments in personality measurement invariance: Time, culture, and forms.* Symposium presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Brummel, B. J., **Nye, C. D.**, & Drasgow, F. (August, 2011). *Understanding sexual harassment using formative indicator models: Bridging theory and measurement.* Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.

**Nye, C. D.** (May, 2011). *Personality, bias, and employee selection: Understanding the practical importance of differences between groups.* Paper presented at the annual meeting of the Personnel and Human Resources Research Group, Bowling Green, OH.

**Nye, C. D.**, & Drasgow, F. (August, 2010). *Bias in employee selection: Understanding the practical importance of differences between groups.* Paper presented at the annual meeting of the Academy of Management, Montreal, QC.

**Nye, C. D.** (April, 2010). An effect size index for studies of measurement equivalence. In C. D. Nye & H.-P. Sin (Chairs), *Toward better structural modeling: Effect size, residuals, and multilevel mediation.* Symposium presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Wood, D., **Nye, C. D.**, & Saucier, G. (January, 2010). Identification and measurement of a representative set of person-descriptive adjectives from the English lexicon. In J. Jackson & B. W. Roberts (Chairs), *What is below the Big Five? Structure and utility of lower levels of analysis.* Symposium presented at the 11th annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

**Nye, C. D.**, Newman, D. A., & Rhodes, D. (August, 2009). *Never say "always"?: Extreme item wording effects on scalar invariance and item response curves.* Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

**Nye, C. D.**, & Drasgow, F. (April, 2009). *Goodness of fit: Simple rules of thumb simply don’t work.* Paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Nye, C. D.**, & Drasgow, F. (April, 2009). Infit, outfit, and misfit: Does your model fit? In F. Drasgow (Chair), *Advances in item response theory.* Symposium presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Guo, J., **Nye, C. D.**, & Drasgow, F. (April, 2009). Estimating item parameters from a sparse CAT response matrix. In F. Drasgow (Chair), *Advances in item response theory.* Symposium presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Larsen, S. E., **Nye, C. D.**, & Fitzgerald, L. F. (April, 2009). Beyond sexual harassment: An integrated model of gendered hostility. In L. F. Fitzgerald (Chair), *New perspectives in sexual harassment research: Theoretical and empirical innovations.* Symposium presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Dalal, R., **Nye, C. D.**, & Sims, C. (April, 2009). Climate for CWB: Its incremental and interactional impact on CWB. In S. Stewart & M. Gruys (Chairs), *New directions in counterproductive work behavior research.* Symposium presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Do, B.-R., **Nye, C. D.**, Drasgow, F., & Fine, S. (April, 2009). *Testing the measurement equivalence of proctored and unproctored tests across cultures.* Paper presented at the 24th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Ormerod, A. J., Larsen, S. E., & **Nye, C. D.** (March, 2009). Unwanted lessons: The influence of college and workplace harassment on entry-level women. In A. Ormerod (Chair), *Sexual harassment and incivility in women’s educational and work lives.* Invited symposium for the Science Track at the annual meeting of the Association of Women in Psychology, Newport, RI.

Larsen, S. E., **Nye, C. D.**, & Fitzgerald, L. F. (May, 2008). *Sexual harassment as an indicator of generalized hostility: Extending an integrated model*. Paper presented at the 20thannual convention of the Association for Psychological Science, Chicago, IL.

**Nye, C. D.**, Brummel, B. J., & Drasgow, F. (April, 2008). *Too good to be true? Detecting spurious effects in surveys*. Paper presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Nye, C. D.**, Roberts, B. W., Saucier, G., & Goldberg, L. (April, 2008). *Testing the measurement equivalence of personality traits across cultures*. Paper presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Holub, A. S., **Nye, C. D.**, Jones, K., Wang, L., Chen, J., & Chiu, C. Y. (April, 2008). The attenuating effects of social sharing on emotional labor outcomes. In A. Grandey & J. Diamond (Chairs), *Reversing the flow: How customer behaviors influence service employees.* Symposium presented at the 23rd annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Nye, C. D.**, Brummel, B. J., & Drasgow, F. (April, 2007). *Sexist behavior and gender discrimination: What’s the difference?* Paper presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

**Nye, C. D.**, Do, B.-R., Drasgow, F., & Fine, S. (April, 2007). Two-step testing in employee selection: Is score inflation a problem? In F. Drasgow, B.-R. Do, & B. J. Brummel (Chairs), *Advancing research on unproctored Internet testing.* Symposium presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Ormerod, A. J., **Nye, C. D.**, Larsen, S. E., Ziebro, M., & Siebert, J. (August, 2007). *Do actions speak louder than words? Organizational practices for reducing racial/ethnic harassment and discrimination.* Paper presented at the 115th annual convention of the American Psychological Association, San Francisco, CA.

***RESEARCH AFFILIATIONS***

***Senior Consortium Research Fellow:*** U. S. Army Research Institute for the Behavioral and Social Sciences, 12/2011-5/2012; 1/2016-8/2017.

***Consortium Research Fellow:*** Defense Manpower Data Center, 8/2005-8/2007 and 6/2008-7/2011.

***TEACHING EXPERIENCE***

***Graduate:***

*Research Methods in I/O Psychology*

*Organizational Staffing*

*Statistical Theory I* (Regression)

*Structural Equations Modeling*

*Criterion Theory and Development*

*Psychological Testing and Measurement*

***Undergraduate:***

*Survey of Industrial/Organizational Psychology*

*Measurement and Research Design*

***CONSULTING AND WORK EXPERIENCE***

***Consultant:*** Cedar Fair Entertainment Company, 5/2013-9/2013

**Duties:** Develop and validate an employee selection system for seasonal workers.

***Consultant:*** PMC Coaching, 5/2013-10/2013

**Duties:** Provide a psychometric evaluation of the company’s coaching measures.

***Director:*** BGSU Institute for Psychological Research and Application, 8/2012-7/2013

**Duties:** Supervise students doing external consulting projects obtained by the I/O program.

***Consultant:*** McEleney Chevrolet-Buick-GMC-Toyota, 8/2012-10/2012

**Duties:** Evaluate the job satisfaction of employees and provide recommendations for improving employee attitudes.

***Consultant:*** EASI•Consult, LLC, 4/2008-6/2008

**Duties:** Provide recommendations regarding the assessment of applicants for officer commissioning programs in the U.S. Air Force.

***Consultant:*** Michigan State University Extension, Summer 2006

**Duties:** Examine a decision making scale used by the program and provide recommendations for improvement.

***Intern:*** Washington State School for the Blind, 8/2002-5/2003

**Duties:** Develop an employee recognition program and train employees on the Family and Medical Leave Act (FMLA).

***PROFESSIONAL SERVICE***

**Chair**, *Task Force on AI-Based Assessments*, Society for Industrial and Organizational Psychology (SIOP), 4/2021-present.

**Chair**, *Task Force on Personality Assessments*, Society for Industrial and Organizational Psychology (SIOP), 4/2021-present.

**Chair**, *Open Science and Practice Committee*, Society for Industrial and Organizational Psychology (SIOP), 4/2022-present.

**Chair**, *Student Paper Competition Committee*, International Personnel Assessment Council (IPAC), 10/2014-present.

**Workshop Instructor**, *Fair AI-Based Recruitment.* Institute of Electrical and Electronics Engineers (IEEE), 11/18/2019.

**Lecturer**, *Advanced Training Institute*, American Psychological Association (APA), 2014-present (annually).

**Member**, *Scientific Affairs Committee*, Society for Industrial and Organizational Psychology (SIOP), 2011-2017.

**Workshop Instructor**, *Advanced Research Design*, Consortium for the Advancement of Research Methods and Analysis (CARMA), 11/18/2015-11/20/2015.

**Editor:**

*International Journal of Testing*

**Associate Editor:**

*European Journal of Psychological Assessment*

**Guest Editor:**

*Journal of Vocational Behavior, Special issue on methods in vocational and work behavior research*

**Editorial Boards**:

*Journal of Applied Psychology*

*Organizational Research Methods*

*Personnel Assessment and Decisions*

*Journal of Management*

*Journal of Business and Psychology*

**Ad Hoc Reviewer**:

*Psychological Methods*

*Personnel Psychology*

*American Psychologist*

*Journal of Research in Personality*

*Journal of Personality*

*Perspectives on Psychological Science*

*Journal of Management*

*Journal of Personality Assessment*

*European Journal of Personality*

*Journal of Occupational and Organizational Psychology*

Society for Industrial and Organizational Psychology Annual Conference

Academy of Management Annual Conference

***PROFESSIONAL AFFILIATIONS***

American Psychological Association (APA)

Society for Industrial and Organizational Psychology (SIOP)

Academy of Management (AOM):

Research Methods Division

Human Resources Division