**Vita**
**J. Kevin Ford**

## Personal Data

Department of Psychology                                      (517) 353-50006
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315 Psychology Building
East Lansing, MI  48824

## Education

Bachelor of Science, cum laude, Psychology, The University of Maryland, 1976
Master of Arts, Industrial/Organizational (I/O) Psychology, Ohio State University, 1979
Doctor of Philosophy, I/O Psychology, Ohio State University, l983

## Professional Honors

Fellow, American Psychological Association
Fellow, Society of Industrial and Organizational Psychology

## Professional Experience

| | |
|---|---|
| June l994 - present | Professor |
| Department of Psychology, Michigan State University | |
| | |
| July 1988 to May l993 | Associate Professor |
| Department of Psychology, Michigan State University | |
| | |
| January 1983 to June 1988 | Assistant Professor |
| Department of Psychology, Michigan State University | |
| | |
| March - June 1991 | Sabbatical Leave |
| University of Manchester Institute of Science and Technology, Manchester England | |
| | |
| June - September 1988 | Research Fellowship |
| Summer Faculty Research Program, Human Resources Laboratory U.S. Air Force Office of Scientific Research, Brooks AFB, Texas | |
| | |
| June - July 1985 | Overseas Instructor |
| Personnel Business Management Program in Sweden | |
| | |
| January 1982 - December 1982 | Instructor |
| Department of Psychology, Michigan State University | |
| | |
| June l979 - December 1981 | Research Director |
| Department of Public Safety, Columbus, Ohio | |

## Publications

Ford, J.K., Baldwin, T.P., & Prasad, J. (in press). Transfer of training: the known and unknown. Annual Review of Organizational Psychology and Organizational Behavior.

Lauricella, T.K., Ford, J.K., Riley, S.J., Power, C.L, & Lederle, P. (2017). Employee perceptions regarding an organizational change initiative in a state wildlife agency. Human Dimensions of Wildlife, 22 (5), 422-437.

Bell, B., Tannenbaum, S., Ford, J.K., Noe, R., & Kraiger, K. (2017) . 100 years of training and development research: What we know and where should go. Journal of Applied Psychology, 102, 305-323.

Baldwin, T., Ford, J.K., & Blume, B. (2017). The state of transfer of training research: Moving toward more consumer centric inquiry. Human Resources and Development Quarterly, 28, 17-28.

Yelon, S., & Ford, J.K. (2016). Four cases of transfer leading to accomplishment. Performance Improvement Quarterly. 29, 201-230.

Huang, J., Ford, J.K., & Ryan, A.M. (2016). Ignored no more: Within-person variability enables better understanding of training transfer. Personnel Psychology, 69, 1-40.

Yalch, M.M., Vitale, E.M., & Ford, J.K. (2016). Diagnosing Cartman: Psychology students' use of symptoms and traits to assess child antisocial behavior. Teaching of Psychology, 43, 227-2311-5.

Duah, D., Ford, J.K., & Syal, M.. (2016). The role of expert knowledge in home energy retrofits. International Journal of Architecture, Engineering, and Construction, 5, 185-195.

Hodgkinson, G.P., & Ford, J.K.. (2016). Reflecting on the past and looking to the future. Journal of Organizational Behavior, 37, 3-8.

Huang, J. L., Blume, B. D., Ford, J. K., & Baldwin, T. T. (2015). A tale of two transfers: Disentangling maximum and typical transfer and their respective predictors. Journal of Business and Psychology, 30, 709-732. doi: 10.1007/s10869-014-9394-1

Hodgkinson, G.P.,& Ford, J.K. (2015). What makes excellent literature reviews excellent? A clarification of some common mistakes and misconceptions. Journal of Organizational Behavior, 36, 1-5.

Duah, D., Ford, J.K., & Syal, M. (2014). Expert knowledge elicitation for decision making in home energy retrofits. Structural Survey, 32, 5, 377-395.

Ford, J.K., Kozlowski, S.W.J., & Ryan, A.M. (2014). Solutions in Search of the Problem: Innovation, Flexibility, and Graduate Education. Industrial and Organizational Psychology: Perspectives on Science and Practice, 7, 44- 50.

Yelon, S., Ford, J.K., & Bhatia, S. (2014). How trainees transfer what they have learned: Toward a

taxonomy of use. <u>Performance Improvement Quarterly</u>. <u>27</u>, 27-52.

Yelon, S., Ford, J.K., & Anderson, W. (2014).  Twelve tips for increasing transfer of training from faculty development programs.  <u>Medical Teacher</u>, 36, 945-950.

Hodgkinson, G.P., & Ford, J.K. (2014). Narrative, meta-analytic, and systemic reviews: What are the differences and why do they matter? <u>Journal of Organizational Behavior</u>. 35, 1-5.

Yelon, S., Ford, J.K., & Golden, S. (2013).  Transfer over time: Stories about transfer years after training. <u>Performance Improvement Quarterly</u>. 25,  43 – 66.

Hodgkinson, G.P., & Ford, J.K. (2013). Change and continuity in the advancement of scholarly knowledge and its dissemination. Journal of Organizational Behavior.

Huang, J.L., & Ford, J.K. (2012). Driving locus of control and driving behaviors: Inducing change through driver training. Transportation Research (Part F), 15, 358- 368.

Ford, J.K., Yelon, S., & Billington, A. (2011).  How much is transferred from  training to the job? The ten percent delusion as a catalyst for thinking about transfer. <u>Performance Improvement Quarterly</u>, 24, 7-24.

Weissbein, D., Huang, J., Ford, J.K., & Schmidt, A.M. (2011). Influencing learning states to enhance trainee motivation and improve training transfer. <u>Journal of Business and Psychology</u>, 26, 423-435.

Blume, B., Ford, J.K., Baldwin, T., & Huang, J. (2010). Transfer of training: A meta-analytic review. <u>Journal of Management</u>.  20, 1-41.

Ryan, A.M., & Ford, J.K. (2010). Organizational psychology and the tipping point of professional identity. <u>Industrial and Organizational Psychology: Perspectives on Science and Practice</u>, 3, 241-258.

Ryan, A.M., & Ford, J.K. (2010). A profession awry or poised for the future? Work psychology and professional identify. <u>Industrial and Organizational Psychology: Perspectives on Science and Practice</u>, 3, 300-304.

Ford, J.K. (2008). Transforming our models  of learning and development: How far do we go?  Industrial and Organizational Psychology: <u>Perspectives on Science and Practice</u>, 1, 468-471.

Mothersell, W., Moore, M., Ford, J.K., & Farrell, J. (2008). Transforming human resources in state government: Developing human resource leaders in the State of Michigan. <u>Public Personnel Management</u>, <u>37</u>, 1- 22.

Ford, J.K., (2007). Building capability throughout a change effort: leading the transformation of a police agency to community policing  <u>American Journal of Community Psychology</u>, <u>39</u>:321–334.

Bell, B., & Ford, J.K. (2007). Reactions to skill assessment: the forgotten factor in explaining motivation to learn. <u>Human Resource Development Quarterly</u>, <u>18</u>, 33-62.

Yelon, S., Sheppard, L, Sleight, D., & Ford, J.K. (2004). Intention to transfer: How do autonomous professionals become motivated to use new ideas? Performance Improvement Quarterly, 17, 82-103.

Schmidt, A., & Ford, J.K. (2003). Learning within a Learner Control Training Environment: The Interactive Effects of Goal Orientation and Metacognitive Instruction on Learning Outcomes. Personnel Psychology, 56, 405-430.

Carr, J., Schmidt, A., Ford, J.K., and DeShon, R. (2003). Climate Perceptions Matter: A Meta-Analytic Path Analysis Relating Molar Climate, Cognitive and Affective States, and Individual Level Work Outcomes. Journal of Applied Psychology, 88, 605-619.

Ford, J.K., Weissbein, D., & Plammondon, K. (2003). Distinguishing organizational commitment from strategy commitment: Linking officer commitment to community policing to work behaviors and job satisfaction. Justice Quarterly., 20, 159-185.

Baldwin, T.P., Ford, J.K., & Naquin, S.S. (2001). Managing transfer before learning begins: Enhancing the motivation to improve work through learning.  Advances in Developing Human Resources, 8, 23-35.

Ford, J.K., & Schmidt, A. (2000). Training in emergency preparedness: Strategies for enhancing real world performance. Journal of Hazardous Materials, 75, 195-215.

Ford, J.K., Boles, J., Plamondon, K., & White, J. (1999, December). Transformational leadership and community policing: A roadmap for change.  Police Chief, 14-22.

Yelon, S., & Ford, J.K. (1999).  Pursuing a multidimensional model of training transfer.  Performance Improvement Quarterly, 12, 58-78.

Weissbein, D., Plamondon, K., & Ford, J.K. (1999).  Linking commitment to work behaviors: Commitment to a  strategy.  Journal of Community Policing, 1, 47-64.

Ford, J.K., Smith, E., Weissbein, D., Gully, S., & Salas, E. (1998). The influence of goal orientation, metacognitive activity, and practice strategies on learning outcomes and transfer.  Journal  of Applied Psychology, 83, 218-233.

Fisher, S., & Ford, J.K. (1998). Differential effects of learning effort and goal orientation on two learning outcomes.  Personnel Psychology, 51, 397-420.

Ford, J.K. (1997). Transfer of training: The criterion problem. Applied Psychology: An International Review, 46, 349-354.

Ford, J.K., & Weissbein, D. (1997). Training of training: An updated review.  Performance and Instruction Quarterly., 10, 22-41.

Teachout, M., Sego, D., & Ford, J.K. (1997).  An integrated approach to summative evaluation for facilitating training  course improvement.  Training Research Journal, 3, 169-184.

Quinones, M., Ford, J.K., Sego, D., & Smith, E. (1996). The effects of individual and transfer environment characteristics on the opportunity to perform trained tasks. Training Research Journal, 1, 29-48.

Ford, J.K., & Kraiger, K. (l995). The application of cognitive constructs to the instructional systems model of training: Implications for needs assessment, design, and transfer. International Review of Industrial and Organizational Psychology, 10, 1-48.

Quinones, M., Ford, J.K., & Teachout, M. (l995). The relationship between work experience and job performance: A conceptual and meta-analytic review. Personnel Psychology, 48, 887-910.

Hattrup, K. & Ford, J.K. (l995). The roles of information characteristics and accountability in moderating stereotype-driven processes during social decision making. Organizational Behavior and Human Decision Processes, 63, 73-86.

Ford, J.K. (l994). The question of defining transfer of learning: The meaning is in the answers. Adult Learning, April.

Ford, J.K., & Fisher, S. (l994). The transfer of safety training in work organizations: A systems perspective to continuous learning. Journal of Occupational Medicine: State of the Art Reviews, 9, 241-260.

Ford, J.K., Major, D., Seaton, F., & Krifcher, H. (l993). The effects of organizational, training, and individual characteristics on scanning of training needs information. Human Resources Development Quarterly, 4, 333-352.

Major, D., Ford, J.K., & Felber, H.K. (l993). The scanning construct and its relationship to continuous learning. Human Resources Development Quarterly, 4, 361-366.

Ford, J.K., Smith, E., Sego, D., & Quinones (l993). The impact of individual and task experience factors on training needs assessment ratings. Journal of Applied Psychology, 78, 583-590.

Kraiger, K., Ford, J.K., & Salas, E. (l993). Application of cognitive, skill-based, and affective theories of learning outcomes to new methods of training evaluation. Journal of Applied Psychology (Monograph), 78, 311-328.

Ford, J.K., & Kraiger, K. (1993). Police officer selection project: The multi-jurisdictional police officer examination. Journal of Business Psychology, 7, 421-430.

Ford, J.K., Quinones, M., Sego, D., & Sorra, J. (1992). Factors affecting the opportunity to perform trained tasks on the job. Personnel Psychology, 45, 511-528.

Kozlowski, S.W.J., & Ford, J.K. (l991). The effects of ratee similarity and ratee performance level on information acquisition: Tracing the rater's search processes. Organizational Behavior and Human Decision Processes, 49, 282-301.

Zalesny, M.D., & Ford, J.K. (l990). Extending the social information perspective: Linkages to attitudes, behaviors and perceptions. Organizational Behavior and Human Decision Processes, 47, 205-246.

Kraiger, K., & Ford, J.K. (1990). The relation of job knowledge, job performance, and supervisory ratings as a function of ratee race. Human Performance, 3, 269-279.

Ford, J.K. (l990). Understanding training transfer: The water remains murky. Human Resource Development Quarterly, 1, 224-229.

Ford, J.K., Schmitt, N., Schechtman, S.L., Hults, B.M., & Doherty, M.L. (l989). Process tracing methods: Contributions, problems, and neglected research questions. Organizational Behavior and Human Decision Processes, 43, 75-117.

Baldwin, J. & Ford, J.K. (l988). Transfer of Training: A review and directions for future research. Personnel Psychology, 41, 63-106.

Ford, J.K., & Noe, R.A. (1987). Self-assessed training needs: The effects of attitudes towards training, managerial level, and function. Personnel Psychology, 40, 39-53.

Ford, J.K., Kraiger, K., & Schechtman, S. (1986). The study of race effects in objective indices and subjective evaluations of performance: A meta-analysis of performance criteria. Psychological Bulletin, 99, 330-337.

Ford, J.K., MacCallum, R.C., & Tait, M. (1986). The application of exploratory factor analysis in applied psychology. Personnel Psychology, 39, 291-314.

Schmitt, N., Ford, J.K., & Stults, D. (1986). Changes in self-perceived ability as a function of performance in an assessment center. Journal of Occupational Psychology, 59, 327-335.

Kraiger, K., & Ford, J.K. (1985). A meta-analysis of ratee race effects in performance ratings. Journal of Applied Psychology, 70, 56-65.

Ford, J.K., & Wroten, S.P. (1984). Introducing new methods for conducting training evaluation and for linking training evaluation to program redesign. Personnel Psychology, 37, 651-665.

Wroten, S.P., & Ford, J.K. (1983). Two methods for validating and redesigning training programs. Personnel Selection and Training Bulletin, 4, 137-146

Ford, J.K., & Weldon, E. (1981). The effects of forewarning and accountability on memory-based interpersonal judgments. Personality and Social Psychology Bulletin, 7, 264-268.

**Books  Series**

Hodgkinson, G.P., & Ford, J.K. (2012). International Review of Industrial and Organizational Psychology, Chichester England: John Wiley

Hodgkinson, G.P., & Ford, J.K. (2011).  International Review of Industrial and Organizational Psychology, Chichester England: John Wiley

Hodgkinson, G.P., & Ford, J.K. (2010).  International Review of Industrial and Organizational Psychology, Chichester England: John Wiley

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Hodgkinson, G.P., & Ford, J.K. (2006). International Review of Industrial and Organizational Psychology, Chichester, England: John Wiley.

Hodgkinson, G.P., & Ford, J.K.  (2005). International Review of Industrial and Organizational Psychology, Chichester, England: John Wiley.

**Books**

Ford, J.K., Hollenbeck, J., & Ryan, A.M. (2014). The Nature of Work.  American Psychological Association.  Washington DC

Cutcher-Gershenfeld, J., & Ford, J.K. (2005).  Valuable Disconnects for Learning: Integrating Bold Visions and Harsh Realities for Sustaining Organizational Learning.  New York: Oxford Press.

Goldstein, I., & Ford, J.K. (2002).  Training in organizations (4th edition). Pacific Grove, CA: Wadsworth: Thomson Learning..

Morash, M., & Ford, J.K. (2002).  New move to community policing: Making change happen.  Thousand Oaks, CA: Sage Publications.

Ford, J.K., and Associates (1997).  Improving training effectiveness in work organizations. Lawrence Earlbaum & Associates.

**Chapters**

Ford, J.K.,, Santoro, J., & Showier, M. (2017)  Time to expertise. In K. Brown (Ed.), Cambridge Handbook on Workplace Training and Development.  Cambridge Press.

Ford, J.K. (2016). Transfer of training. In S. Rogelberg (Ed.) Encyclopedia of Industrial and Organizational Psychology (2nd edition). Thousand Oaks, CA: Sage Publications.

Ford, J.K., & Meyer, T. (2013). Advances in training technology: Meeting the workplace challenges of talent development, deep specialization, and collaborative learning. In M. Coovert and L. Thompson (Eds.), The Psychology of Workplace Technology, Society of Industrial and Organizational Psychology Frontiers Series. Routledge.

Ford, J.K., & Foster-Fishman, P. (2012). Organizational change and development: Linking research from the profit, non-profit, and public sectors. Handbook of Industrial and Organizational Psychology

Ford, J.K., Kraiger, K., & Merritt, S. (2010). The multidimensionality of learning outcomes revisited. In S.W.J. Kozlowski and E. Salas (Eds.). Learning, training, and development in organizations. (pp. 135-165). Mahwah, NJ: LEA.

Foster-Fishman, P., & Ford, J.K. (2010). Improving service delivery and effectiveness: taking an organizational learning approach to consulting. In S. McMahon & J. Viola (eds.), Consulting and evaluation with nonprofit and community based organizations (pp. 265-282). Boston: Jones and Bartlett.

Baldwin, T., Ford, J.K., & Blume, B. (2009). Transfer of training 1998-2008: An updated review and agenda for future research. In G. Hodgkinson & J.K. Ford (Eds.) International Review of Industrial and Organizational Psychology, Chichester, England: John Wiley

Ford, J.K., & Ruchi, S. (2008). Advances in the research and practice of training evaluation. In C. Cooper (Ed.). Handbook of Personnel Psychology (pp. 291-315). Oxford University Press.

Ford, J.K. (2007). Transfer of training. In S. Rogelberg (Ed.) Encyclopedia of Industrial and Organizational Psychology. Thousand Oaks, CA: Sage Publications.

Kraiger, K., & Ford, J.K. (2007). The history of training in Industrial/Organizational Psychology. In L. Koppes (Ed.), The Science and Practice of Industrial and Organizational Psychology: Historical Aspects from The First 100 Years. Mahwah, NJ: LEA

Ford, J.K., & Oswald, F.L. (2003). Understanding the dynamic learner: Linking personality traits, learning situations, and individual behavior. In A. Ryan and M. Barrack (eds.) Personality and Work. San Francisco: Jossey-Bass.

Brown, K., Milner, K., Ford, J.K., & Golden, W. (2002). Creating web-based training from instructor-led training: A case study and lessons learned from a formative evaluation. In. B. Kahn (Ed.), Effective Web-Based Instruction. Englewood Cliffs, NJ: Educational Technology Publicaitons.

Ford, J.K. (2002). Organizational change and development: Fundamental principles, core dilemmas, and leadership challenges in the move towards a community policing strategy. In M. Morash & J.K. Ford (Eds.), The move to community policing: Making change happen. Thousand Oaks, CA: Sage Publications

Ford, J.K., & Morash, M. (2002). Transforming police organizations. In M. Morash & J.K. Ford (Eds.), The move to community policing: Making change happen. Thousand Oaks, CA: Sage Publications.

Morash, M., Ford, J.K., White, J., & Boles, J. (2002). Directing the future of community policing initiatives. In M. Morash & J.K. Ford (Eds.), The move to community policing: Making change happen. Thousand Oaks, CA: Sage Publications.

Davis, C., & Ford, J.K. (2002). Using assessment tools to jump start the move to community policing. In M. Morash & J.K. Ford (Eds.), The move to community policing: Making change happen. Thousand Oaks, CA: Sage Publications.

Brown, K., & Ford, J.K. (2001). Using computer technology in training: Building an infrastructure for active learning. In K. Kraiger (ed.) Creating, implementing, and managing effective training and development. SIOP Practice Series, San Francisco: Jossey-Bass.

Ford, J.K. (2000). Employee training and development. In the American Psychological Association Encyclopedia of Psychology.

Ford, J.K. (1999). Organizational development. In M. McKenna, D. Langdon, and K. Whiteside (Eds.) Performance Technology Research Guide. San Francisco: Jossey-Bass.

Ford, J.K. (1997). An historical perspective to training. In J. K. Ford, S.W.J. Kozlowski, K. Kraiger, E. Salas, and M. Teachout (Eds.) Improving training effectiveness in work organizations (pp. 1-18). Lawrence Earlbaum & Associates.

Ford, J.K., & Fisher, S. (1997). Training and the Changing Workforce: Embracing Diversity in Organizations. In E. Kossek (Ed.) Human Resource Strategies for Managing Diversity. Blackwell Press, Cambridge, MA.

Smith, E., Ford, J.K., & Kozlowski, S. (1997). Building Adaptive Expertise: Implications for Training Design. In M. Quinones (Ed.). Training for a rapidly changing workplace (pp. 89-118). APA Publications: Washington D.C.

Ford, J.K. & Wasson, D. (1997) Learning and instructional techniques. In L. Peters, C. Greer, and S. Youngblood (Eds.) The Blackwell Encyclopedic Dictionary of Human Resource Management

Cutcher-Gershenfeld, J., & Ford, J.K. (l993). Worker training in Michigan: A framework for public policy. In Policy Choices: Framing the Debate for Michigan's Future, Institute for Public Policy and Social Research, Michigan State University Press.

Ford, J.K., & Clifford, R. (l992). Staff development, and patient education (pp. 333-358). In P. Decker and E. Sullivan (Eds.) Nursing Administration, Appelton & Lange.

Noe, R.A., & Ford, J.K. (1992). Training research: Review and future directions. For G. Ferris & R. Rowland (Eds.) Research in Personnel and Human Resource Management, Vol. 12. 345-384.

Ostroff, C., & Ford, J.K. (1989). Introducing a levels perspective to training needs assessment: Implications for research and practice. In I. Goldstein (Ed.) Training and Career Development. New York: Jossey-Bass.

## Research Grants

Watts, S. (PI), Ford, J.K, (evaluator). MSU BEST (Broadening experiences in scientific training. National Institutes of Health, September 2014 – September 2019. $1,884,860.

Riley, S., & Ford, J.K. Formative and summative evaluation of Wildlife Division strategic planning: measuring performance and effectiveness. Department of Natural Resources, State of Michigan. 2011 – 2016. $450,000.

Morash, M, Ford, K., Martini, A., & Boles, J. Community oriented policing services project. Over $3M; March 1996 - 2006.

Moore, M., Mothersell, B., & Ford, J. K. Developing human resource competencies. State of Michigan. $382,000; January 2002 to December 2003.

Ford, J.K. The opportunity to perform and team training. Naval Training Systems Center, Orlando, Florida, $45,400; July l993 - April l995.

Kozlowski, S.W.J., & Ford, J.K. Guidelines for training transfer and skill enhancement for tactical decision-making teams. Naval Training Systems Center, Orlando, Florida, $96,846; September 30, l991 - May 31, l993.

Ford, J.K. Co-Principal Investigator with HumRRO; Training Effectiveness Model; Air Force Human Resource Directorate, Brooks AFB, TX; $58,500; October 1, l991 - September 30, l992.

Knott, J., Block, R., Ford, J.K., & Cutcher-Gershenfeld, J. Toward a comprehensive Human Resource Policy for the State of Michigan. Michigan Department of Commerce and the Governor's Office of Job Training, $100,000, Sept l989 - December l990.

Ford, J.K. Task experience and training transfer: A Longitudinal Study. Universal Energy Systems, Dayton, Ohio and the Air Force Human Resources Laboratory, Brooks AFB, Texas, $59,150; February l990 - August l991.

Kraiger, K., & Ford, J.K. Evaluating learning during aircrew coordination training. Naval Training Systems Center, Orlando, Florida; $45,500; March l990 - March l991.

Ford, J.K., & Kozlowski, S.W.J. Organizational analysis and training needs assessment for Great Lakes Industry, Jackson, Michigan; $29,500; January l990 - June l991.

Ford, J.K. Training evaluation/needs assessment linkage. Universal Energy Systems, Dayton, Ohio, and the Air Force Human Resources Laboratory, Brooks AFB, Texas; $26,500; March l989 - October l989.

Ford, J.K.  The validation of the Michigan Pharmacy Technician Certification Examination.  Michigan Pharmacy Association, $9,660, July, l989 - June l990.

Ford, J.K. Linking training evaluation to training needs reassessment:  An investigation of training efficiency.  Air Force Office of Scientific Research, $19,954, December 15, l988 - September 15, l989.

Ford, J.K.  The identification of training needs in Michigan manufacturing companies.  Social Science Research Bureau,  Michigan State University, $42,000, Sept 1987- Dec 1988.

Ford, J.K.  Evaluation of self efficacy training for unemployed individuals.  Employers Designing Gainful Employment, Battle Creek, MI; $6,500, Oct l988 - Dec l98

## Convention Presentations

Baldwin, T, Ford, J.K., & Blume, B. (2017). The state of training transfer research. Presented at the Annual Conference of the Society of Industrial and Organizational Psychology Conference.  Orlando, FL. .

Blume, B., Ford, J.K., Surface, E., & Olenick, J. (2017). An expanded model of training transfer. Presented at the Annual Conference of the Society of Industrial and Organizational Psychology Conference.  Orlando, FL. .

Ford, J.K., (2015). Understanding use as an indicator of training transfer: Development of a conceptual framework.  In the symposium, New direction for understanding Training effectiveness. Presented at the Annual Conference of the Society of Industrial and Organizational Psychology Conference.  Philadelphia, PA.

Riley, S., Triezenberg, H., Ford, J.K., & Lederle, P.E. (2015). Factors affecting hunters' trust and confidence in a state wildlife agency.  Pathways Conference, Pittsburg, PA.

Bhatia, S., Ford, J.K., & Yelon, S. (2015) How do trainees transfer what they have learned? Let us count the ways. In the symposium, New direction for understanding Training effectiveness. Presented at the Annual Conference of the Society of Industrial and Organizational Psychology Conference.  Philadelphia, PA.

Huang, J., Ford, J.K., & Ryan, A.M. (2014). Ignored no more: Within-person variability enables better understanding of training transfer.  Academy of Management Conference, Philadelphia, PA.

Ott-Holland, Mak, S., Ford, J.K., Riley, S., & Lederlie, P. (2014).  Moving toward more collaborative and adaptive management of wildlife: Changing perspectives of state wildlife agency personnel.  Pathways Conference: Integrating Human Dimensions into Fish and Wildlife Management.  Boulder, CO.

Riley, S., Triezenberg, H., Ford, J.K., & Lederle, P. (2014). Factors affecting hunters' trust and confidence in a state wildlife agency. Pathways Conference: Integrating Human Dimensions into Fish and Wildlife Management.  Boulder, CO.

Riley, S., Triezenberg, H., & Ford, J.K. (2014). Trust and confidence in state wildlife agencies.  Wildlife Society 21st Annual Conference, Pittsburg, PA.

Yelon, S., Golden, S., & Ford, J.K. (2013). Investigating the dynamics of transfer. Presented at the Annual Conference of the Society of Industrial and Organizational Psychology Conference, Houston, TX .

Huang, J.L., Blume, B.D., Ford, J.K., & Baldwin, T.T. (2012). Paths to transfer: A meta-analytic investigation of the roles of cognitive, skill based, and affective training outcomes. Presented at the Annual Conference of the Society of Industrial and Organizational Psychology Conference, San Diego, CA.

Huang, J., & Ford, J.K., (2011). Driving Locus of Control and Driving Behaviors: Inducing Change through Driver Training. Academy of Management Conference, San Antonio, TX.

Ford, J.K., (2010). Transfer of training: New findings and new directions. Symposium Chair. Presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Blume, B., Huang, J., Ford, J.K., & Baldwin, T.P. (2010). Transfer of training: A meta-analytic review. Presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Billington, A., Ford, J.K., & Yelon, S. (2010). The decision to transfer: Examining trainee perceptions, intentions, and training transfer. Presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Ford, J. K. (2009). The changing landscape of training and development. Presented to the IOOB Graduate Student Conference, Chicago, Ill.

Ford, J.K., Torff, B., Shute, V., & Salas, E. (2007). Applications of principles that promote performance. Lifelong learning at work and at home speakers series. Association for Psychological Science Convention, Washington, D.C.

Bell, B., & Ford, J.K. (2005). Reactions to Skill Assessment: The Forgotten Factor in Explaining Motivation to Learn. Academy of Management Conference. Honolulu, Hawaii.

Irwin, M., & Ford, J.K. (2005) Integrating driver performance measurement and defensive driving training to enhance truck driver safety. International Truck and Bus Safety Conference. Alexandria, VA.

Ford, J.K., Binder, D., & Murphy, S (2004). Building accountability mechanisms into culture-change initiatives. Presented at the 19th Annual Conference of the Society of Industrial and Organizational Psychology, Chicago, Ill.

Oswald, F., & Ford, J.K. (2003). New thoughts on personality and work: Learning. Presented at the 18th Annual Conference of the Society of Industrial and Organizational Psychology, Orlando, FL.

Milner, K., & Ford, J.K. (2003). Test of a Model of Transfer Motivation: Examining the Role of Goal Hierarchies, Goal Valence, and Implementation Goals. Presented at the 18th Annual Conference of the Society of Industrial and Organizational Psychology, Orlando, FL.

Ford, J.K. (2002). Discussant; The role of active learning in distance and e-learning situations. Presented at the 17th Annual Conference of the Society of Industrial and Organizational Psychology, Toronto, CA.

Weissbein, D., & Ford, J.K. (2002). Improving training effectiveness through motivation: Creating a psychological states intervention. Presented at the 17th Annual Conference of the Society of Industrial and Organizational Psychology, Toronto, CA

Schmidt, A., & Ford, J.K. (2002). The role of goal orientations on metacognitive activity and learning outcomes. Presented at the 17th Annual Conference of the Society of Industrial and Organizational Psychology, Toronto, CA

Schmidt, A.M., & Ford, J.K. (2001). Promoting active learning through metacognitive instruction. Presented at the 16$^{th}$ Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA.

Toney, R., & Ford, J.K., (2001). Leveraging the capabilities of web-based instruction to foster active learning. Presented at the 16$^{th}$ Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA

Brown, K., & Ford, J.K., (2001). Using computer technology in training: Building an infrastructure for active learning. Presented at the 16$^{th}$ Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA

Carr, J., & Ford, J.K. (2001). An integrative review of climate research: Where have we been, where do we need to go? Presented at the 16$^{th}$ Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA

Ford, J.K. (1999). Discussant: The role of work experience. Presented at the 14$^{th}$ Annual Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Ford, J.K., (1999). Discussant: Emerging training technologies. Presented at the 14$^{th}$ Annual Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Plamondon, K., Weissbein, D. & Ford, J.K. (1998). Linking commitment to work behaviors: Commitment to a strategy. Paper presented at the 13$^{th}$ Annual Conference of the Society of Industrial and Organizational Psychology, Dallas, TX.

Ford, J.K. (1996, May). Discussant; Intelligent tutoring systems in work organization. Symposium presented at the Society of Industrial and Organizational Psychology Conference, San Diego.

Ford, J.K. (1996, May). Panel discussion; Graduate training in industrial and organizational psychology: The scientist/practitioner split. Presented at the Society of Industrial and Organizational Psychology Conference, San Diego.

Smith, E., Ford, J.K., Weissbein, D., & Gully, S. (1995, May). The effects of goal orientation, metacognition, and practice strategies on learning and transfer. Presented at the Society of Industrial and Organizational Psychology Conference, Orlando, FL.

Fisher, S., & Ford, J.K. (l995, May). Training and the Changing Workforce:  Embracing Diversity in Organizations. Presented in a symposium on Workforce Diversity at the Society of Industrial and Organizational Psychology Conference, Orlando, FL.

Sego, D., Ford, J.K., & Teachout, M. (l995, May). A multi-level investigation of the work experience - performance relationship: The importance of partitioning performance variance. Presented at the Society of Industrial and Organizational Psychology Conference, Orlando, FL.

Ford, J.K. (l994). Panel discussion; Cognitive issues applied to training.  Ninth Annual I/O Psychology Conference, Nashville, TN.

Ford, J.K. (l994). Discussant: Training and development: A lever for resocialization in changing organizations. Ninth Annual I/O Psychology Conference, Nashville, TN.

Quinones, M., & Ford, J.K. (l993).  Individual and task experience effects on transfer of training: A field study.  Eight Annual I/O Psychology Conference, San Francisco, CA.

Ford, J.K. (l992).  Chairperson; The ABCs of training evaluation:  New perspectives and methods. Seventh Annual I/O Psychology Conference, Montreal, Canada.

Quinones, M., Ford, J.K., Sego, D., & Smith, E. (l992).  The opportunity to perform trained skills:  A predictive study.  Seventh Annual I/O Psychology Conference, Montreal, CA.

Kraiger, K., & Ford, J.K. (l992).  Comprehensive training evaluation. Seventh Annual I/O Psychology Conference, Montreal, CA.

Smith, E., Ford, J.K., & Sego, D. (l992).  Factors affecting training emphasis ratings. Seventh Annual I/O Psychology Conference, Montreal, CA.

Ford, J.K. (l992).  Panel discussion; Future directions in training research and practice.  Seventh Annual I/O Psychology Conference, Montreal, CA.

Ford, J.K., Sego, D., & Teachout, M. (l991).  The effects of ability, tenure, and task experience on task performance.  Sixth Annual I/O Psychology Conference, St. Louis, MO.

Ford, J.K., Quinones, M., Sego, D., & Speer, J. (l991).  Transfer of Training:  Factors affecting the opportunity to perform.  Sixth Annual I/O Psychology Conference, St. Louis, MO.

Ford, J.K., Major, D., & Seaton, F. (l991).  An investigation of factors related to movement towards continuous learning.  Sixth Annual I/O Psychology Conference, St. Louis, MO.

Ford, J.K. (l990). Promoting increased concern for science in industrial and organizational psychology. Fifth Annual I/O Psychology Conference, Miami Beach, Fl.

Ford, J.K. (l989). Discussant; Advanced training systems. APA Convention, New Orleans, LA.

Ouweneel, B., & Ford, J.K. (l989). <u>Workplace dynamics and job retraining</u>.  Society for I/O Psychology Workshops, Boston, MA.

Ford, J.K. (l988).  Discussant; <u>Testing/selection III</u>.  Academy of Management, Anaheim, CA.

Seaton, F., & Ford, J.K. (l988).  <u>The adaptation of training and management development to environmental change</u>.  Academy of Management, Anaheim, CA.

Ford, J.K., & Kozlowski, S.J. (1988).  <u>Ratee familiarity, performance, and information acquisition: Tracing rater's search processes</u>.  Fourth I/O Psychology Conference, Dallas, TX

Ford, J.K., & Seaton, F. (1988).  <u>Understanding the organizational needs assessment process</u>.  Fourth Annual I/O Psychology Conference, Dallas, TX.

Ostroff, C. & Ford, J.K. (1988).  <u>Implications of a levels perspective to training needs assessment</u>. Fourth Annual I/O Psychology Conference, Dallas, TX

Ford, J.K. & Baldwin T. (1987).  <u>Training transfer:  Directions for research</u>. Academy of Management, New Orleans, LA

Ford, J.K., & Kirsch, M. (1987).  <u>Factors influencing rater integration</u>.  Third Annual I/O Psychology Conference, Atlanta, GA

Schechtman, S., & Ford, J.K. (1987).  <u>Information acquisition and performance assessment</u>.  Third Annual I/O Psychology Conference, Atlanta, GA

Ford, J.K. (1986).  Discussant; <u>Performance appraisal</u>. Academy of Management, Chicago, Ill.

Kirsch, M., & Ford, J.K. (1986).  <u>The effect of type of data on integration strategies</u>. APA Convention, Washington, D.C.

Seaton, F. & Ford, J.K. (1985).  <u>Linking the training function to organizational effectiveness</u>.  National Conference of the Association of Human Resources Management, Boston, MA

Ford, J.K., Schechtman, S., & Kraiger, K. (1985).  <u>The relationship among criteria as a function of subgroup membership</u>.  APA Convention, Los Angeles, CA

Ford, J.K. & Kraiger, K. (1984).  <u>Study of racial effects in objective and subjective evaluations of performance</u>.  APA Convention, Toronto, Canada

Ford, J.K. (1984). Chair; <u>Goal setting effects</u>.  Academy of Management, Boston, MA.

Ford, J.K. (1984).  Chair; <u>The fair evaluation of women</u>.  Midwest Academy of Management, Notre Dame, IN.

Ford, J.K., & Wroten, S.P. (1983). <u>Police use of force:  An evaluation of recruit training</u>.  APA Convention, Anaheim, CA

Kraiger, K., & Ford, J.K. (1983).  <u>A meta-analysis of ratee race effects in performance evaluations</u>.  APA Convention, Anaheim, CA

Ford, J.K. (1983).  <u>Designing personnel functions in the 80's</u>.  International Personnel Management Conference, Washington, D.C.

Ford, J.K., & Wroten, S.P. (1982).  <u>A content validity ratio approach to determine training needs</u>.  APA Convention, Washington, D.C.

Ford, J.K. (1981). Chair; <u>Biases in performance measures</u>. Midwest Academy of Management, Chicago, ILL

Ford, J.K., & Klimoski, R.J. (1980).  <u>The concept of rater preparedness and implications for interpersonal judgments</u>.  Midwest Academy of Management Meeting, Cincinnati, OH.


**<u>Invited Talks, Workshops  and Training Seminars</u>**

Integrating bold visions with the harsh realities of organizational change initiatives. Michigan State University Executive Development Leadership Series, E. Lansing, MI.  2017

Trainer Workshop: Enhancing knowledge and changing behaviors.  MCOLES, Lansing, MI. 2016.

 Mediator training: Enhancing knowledge and building skills.  Michigan Department of Justice, Lansing, MI. 2015.

Building a great workforce.  Michigan Association of I/O Psychology, Novi, MI.  2013.

Training and development of the virtual workforce. Presented at the 7th Annual Society of Industrial and Organizational Psychology Leading Edge Consortium. Louisville, Kentucky. 2011.

Transfer of training: Moving towards a view of transfer as a personal choice. Industrial and Organizational/Organizational Behavior Conference, Chicago, Ill.  2009.

Workshops on the Teaching of Psychology. Six 3 hour workshops for graduate students on how to teach. Ford, J.K., & Yelon, S. (2007 – present).

Effective Leadership Development. Workshop for Police Executives. For the Michigan Regional Center for Community Policing. E. Lansing, MI.  2008

Being a change leader. Presentation at the Police Executive Development Seminar. Michigan State University School of Criminal Justice Outreach. E. Lansing, MI. 2007

Becoming a change facilitator. Presentation to the Office of Great Work Place Development, State of Michigan, Lansing, MI. 2007.

Integrating Bold Visions with the Harsh Realities of Organizational Change Initiatives. Presentation to the Capitol Quality Initiative, Lansing, MI. 2007

What is strategic planning? For Trinity Holding Company, Jackson, MI. 2007.

Managing performance. Workshop for the Diocese of Lansing, Lansing, MI. November 2006.
Building collaborations. Workshop for the Diocese of Lansing, Lansing, MI. 2006

Facilitating organizational change. Office of Workforce Development, State of Michigan, Lansing, MI. 2006.

Integrating bold visions with the harsh realities of organizational change. Capital Quality Initiative, Lansing, MI, 2006.

Executive leadership for challenging times. Workshop for Police Executives; E. Lansing, MI, 2004.

The changing landscape of training in work organizations. Invited presentation at the Industrial and Organizational Psychology Graduate Student Conference, Akron, Ohio, 2003.

Developing human resource competencies. Designed and facilitated (with M. Moore and W. Mothersell) 9 days of active learning processes for Human Resource personnel for the State of Michigan. 2002 - 2003.

Developing a continuous learning orientation. Michigan Disabilities Council, Lansing, MI. Lansing, MI. 2003.

The need for changing mindsets and changing skill sets in workplace training. Invited presentation to the Michigan Industrial and Organizational Psychology (MAIOP) group, Novi, MI., 2002.

Planning for the change to community policing: Developing an implementation plan. Facilitation meeting for the Jackson Police Department, Jackson, MI, 2001.

Making change happen: Successful strategies for the community policing leader. Weeklong training seminar for police chiefs, Lansing, MI, 2000.

Strategic training evaluation. Presented to the University of Kentucky Injury Prevention Research Center. Lexington, KY. 1999

Organizational change and community policing. Presented at the National Community Policing Conference, Grand Rapids, Michigan, 1999.

Administrative strategies for organizational change and development. Presented to the D.A.R.E. Michigan

In-Service Training Conference, Lansing, MI.  1998.

Organizational development and change.  3rd National Disability Managers' Training Conference, E. Lansing, MI. 1997.

New direction in Training. Presented at the Gateway Industrial and Organizational Psychology Conference, St. Louis, MO. September, 1996.  Also presented at a faculty colloquium at the University of Colorado at Denver, 1996.

Transfer of Training: One Step Beyond.  Presented to the Training and Organizational Development Departments of Detroit Edison, Detroit, MI,  1995

Building Adaptive and Routine Expertise.  Presented to the Hazardous Waste Conference, Kellogg Center, E. Lansing, MI,  1995.

Training disconnects: Building bridges for continuous learning.  Presented to the American Society of Training and Development, Detroit, MI,  1994.

Transfer of training: Opportunities lost and opportunities found.  Presented to the Department of Psychology, Wayne State University, Detroit, MI, , 1992.

New Directions in Training Evaluation.  Presented to School of Business, University of London, London, England, , 1991.

Training as a Continuous Learning Process. Presented to the Management Department, Heriot Watt University, Edinburgh, Scotland,  1991.

Training as an Integrated Activity.  Presented to the Michigan Association of Industrial/Organizational Psychologist Meeting, Novi, MI,  1990.

Training Transfer: Factors Affecting Opportunities to Use Trained Skills.  Presented to the Department of Psychology, University of Wisconsin-Oshkosh, Oshkosh, WI.,  1990.

Training Systems.  Presented to Industrial and Organizational/Organizational Behavior Graduate Student Conference, Columbus, Ohio,, 1990.

Reassessing Training Systems.  Presented to Central Michigan University, Department of Psychology, 1990.

Training Transfer:  An Examination of Task Experience and Task Proficiency.  Presented to The Ohio State University, Department of Psychology,  1989

Reconceptualizing Training Evaluation.  Presented to the Department of Psychology and Department of Management, University of Missouri-St. Louis, 1989.

Linking Training Evaluation to Training Needs Assessment.  Presented to the Training Systems Division

of the Air Force Human Resources Laboratory, Brooks AFB, Texas,  l988.

Research Trends in Human Resource Development.  Presented to the Western Michigan Chapter of the American Society for Training and Development,  l988.

Needing assessment:  Needs assessment. Presented to the I/O Psychology Department, The University of Maryland,  1987.

Issues in criterion measurement:  Understanding rater processes.  Presented to the I/O Psychology Department, The Ohio State University, M 1986.

Validation of a police training program.  Presented to the Ohio Personnel Association, Columbus, Ohio, 1981.


## Technical and Other Reports

Teachout, M.S., Ford, J.K., Gray, R., Shore, W., Vowels, C., & Crabb, B. (2017). Skill decay for U.S. Army collective tasks.  Draft technical report for the U.S. Army Research Institute for the Behavioral and Social Sciences.

Lauricella, T., & Ford, J.K., (2017). 2017 Employee Focus Group Report.  Report to the Wildlife Division, State of Michigan, Lansing MI.

Lauricella, T., Ford, J.K., & Riley, S. (2016). The 2015 Employee Survey Results. Report to the Wildlife Division, State of Michigan, Lansing MI.

Ford, J.K., & Pacic, E. (2014). Michigan DNR Wildlife Division: Representative Interview Results on Collaboration.  Report to the Wildlife Division, State of Michigan, Lansing MI.

Ford, J.K., Riley, S., Ott-Holland, C., Mak, S. & Riley, S.  (2014). The 2013 Employee Survey Results. Report to the Wildlife Division, State of Michigan, Lansing MI.

Ford, J.K., & Mak, S. (2014). Solutions, Inc. Development Program: Stories of Use. Report to Kelly Services, Troy, MI.

 Duah, D., Ford, J.K., & Syal, M. Expert knowledge elicitation for decision making in home energy retrofits. Structural Survey:

Meyer, T., Ford, J.K., & Riley, S. (2012).  Report on Wildlife Division Employee Survey Results. Michigan Department of Natural Resources. Lansing, MI>
Ford, J.K., (2012). Catholic principals selection system. Diocese of Lansing, MI.

Ford, J.K. (2011). Catholic teacher selection system. Diocese of Lansing, MI.

Ford, J.K. (2008). Strategic planning report for F.P. Miller. Jackson, MI.

Ford, J.K. (2007). Strategic planning report for Great Lakes Industries. Jackson, MI.

Ford, J.K. (2007). Jackson area health improvement organization vision for the future. Foote Hospital, Jackson, MI.

Pachulicz, S. & Ford, J.K. (2007). Survey results on problem oriented policing. Reports to various individual police agencies

Ford, J.K., & Curran, P. (2006). Healthy Initiative Organization: Focus group report. Foote Hospital Systems, Jackson, MI.

Kim, B., & Ford, J.K. (2005). Truck safety training and return on investment. A white paper. Michigan Center for Truck Safety. Lansing, MI.

Bell, B., Kim, B., & Ford, J.K. (2004). Evaluation of the Baker College DPM Step II Program: A Final Report: Updated and Revised. Michigan Center for Truck Safety, Lansing, MI.

Ford, J.K., & Porter, S. (2004). Analysis of a problem solving system: Jackson Police Department, Jackson, MI.

Bell, B., & Ford, J.K., (2003). Evaluation of the DPM Step II program for Baker College. Final report. Michigan Truck Safety Commission, Lansing, MI.

Bell, B.S., & Ford, J.K. (2002). Multiple source evaluation of the Michigan Center for Truck Safety skid pad training program. Michigan Truck Safety Commission, Lansing, MI.

Davis, C., & Ford, J.K. (2002). Focus group report. Michigan Department of Information Technology. Lansing, MI.

Ford, J.K. & Uhlmann, R.A. (2001). Summary of MCTS hazardous materials training course evaluation. Michigan Truck Safety Commission, Lansing, MI.

Ford, J.K. & Bell, B. (2000). Evaluation of the Driver Performance Measurement Step Two Program. Michigan Truck Safety Commission, Lansing, MI.

Bell, B., Ford, J.K.,& Ulhmann, R. (2000). Evaluation of the Driver Performance Measurement System. Michigan Truck Safety Commission, Lansing, MI.

Ford, J.K., Boles, J., & Davis, C. (2000). Making change happen: Successful strategies for the community policing leader. Regional Community Policing Institute, E. Lansing, MI.

Ford, J.K., Boles, J., Davis, C., & Plamondon, K. Leadership think tank: Facilitating organizational change. Regional Community Policing Institute, E. Lansing, MI.

Plamondon, K., & Ford, J.K. (1999). Summary report on organizational analysis for Community

oriented Policing Survey. Submitted to the National Center for Community Policing, Department of Justice, Washington, D.C.

Toney, R., Ford, J.K., & DeShon, R. (1999). Air Force Climate Survey: Analyses to Reduce Survey Instrument and to examine underlying structure. Submitted to the U.S. Air Force, Brooks AFB, San Antonio, TX

Brown, K., Milner, K., & Ford, J.K. (1998). The design of asynchronous distance learning courses. Technical report for the National Center for Manufacturing Sciences and the Michigan Virtual Automotive College, Ann Arbor, MI.

Plamondon, K., & Ford, J.K. (1998). Summary report on organizational analysis for Community oriented Policing Survey. Submitted to the National Center for Community Policing, Department of Justice, Washington, D.C.

Weissbein, D., & Ford, J.K., (1998). Internal and external focus group reports. Presented to the Michigan Occupational Safety and Health, Lansing, MI.

Kraiger, K, Kamensky, M., Ford, J.K., & McFarland, L. (1997). Guidelines for measuring broad-based academy outcomes. U. S. Air Force Grant (F41624-93-C-5104), Brooks AFB, TX:

Teachout, M., Sego, D., & Ford, J.K. (l995). Application of the training efficiency and effectiveness methodology (TEEM) to Aerospace Ground Equipment technical training. AL/HR-TP-l995-0013, Brooks AFB, TX.

Teachout, M., Sego, D., & Ford, J.K. (l995). Extending the training efficiency and effectiveness methodology (TEEM) with training transfer data. AL/HR-TP-0015, Brooks AFB, TX.

Ford, J.K., & Smith, E. (l995). Learner control, meta-cognition, and training adaptability. Final report, Naval Training Systems Center, Orlando, FL.

Kozlowski, S.W.J., Ford, J.K., & Smith, E.M. (l993). Training concepts, principles, and guidelines for the acquisition, transfer, and enhancement of team tactical decision making skills: A conceptual framework and literature review. Prepared for the Naval Training Systems Center, Orlando, FL.

Ford, J.K., Quinones, M., Smith, E., Sego, D., & Smith, M. (l992). Longitudinal analyses of training transfer. Prepared for Human Resources Research Organization, Alexandria, VA.

Ford, J.K., Quinones, M., Sego, D., & Sorra, J. (l991). Assessing training efficiency. Final Report: Air Force Contract No. F41689-86-D-0052, Universal Energy Systems, Dayton, Ohio.

Ford, J.K., & Sego, D. (l990). An investigation of training content validity and training efficiency in the Air Force Airmen Basic-in-Residence Training Course. Final Report: Air Force Contract No. F41689-86-D-0052, Universal Energy Systems, Dayton, Ohio.

Cutcher-Gershenfeld, J., & Ford, J.K. (l990). The scope and implications of private employer-specific

training initiatives in Michigan.  Report to the State of Michigan, Lansing, MI.

Coovert, M., Ford, J.K., Craiger, J., Sego, D., Quinones, M., & Speer, J. (l990).  Job experience assessment: Selection and training implications.  Final Report:  Air Force Contract No. F41689-86-D-0052, Universal Energy Systems, Inc., Dayton, Ohio.

Ford, J.K. (l988).  Linking training evaluation to training needs assessment: Development of a conceptual model. Final Report: l988 USAF-UES Summer Faculty Research Program. Contract No.  F49620-87-R-0004.  Sponsored by the Air Force Office of Scientific Research; Universal Energy Systems, Inc., Dayton, Ohio.

Sackett, P.R., Callahan, C., Ford, J.K., Kozlowski, S.J., & DeMuse, K. (1986).  Research involvement by academic and nonacademic psychologists:  A look at changes over time. The Industrial/Organizational Psychologist, 24, 40-43.

Ford, J.K., & Wroten, S.P. (1982).  Police training academy validation project.  Public Safety Department, Columbus, OH

Ford, J.K., Kraiger, K., Kriska, S.D., & Miller, S. (1981).  Police office selection validation project. Columbus, OH

Marcus, S., & Ford, J.K. (1981).  Survey of attitudes towards the assessment center method.  Fire Division, Columbus, OH

Ford, J.K., Wroten, S.P., & Miller, S. (1980).  Evaluation of use-of- force training by the Police Division.  Columbus, OH

Ford, J.K. (1978).  Job analysis project for technical and management positions.  Prudential Insurance Co., Newark, NJ

Hakel, M.D., Decker, P., Ford, J.K., Hicks, W.D., & Robinson, R. (1977).  The development of the retail outlet manager selection program.  Standard Oil Company, Cleveland, OH

Billings, R.S., Chapman, E., Doty, R., Ford, J.K., Hicks, W., Mitchell, T., Sanders, W., & Wroten, S. (1977).  A diagnosis of organizational conflicts. Columbus Institute, Col., OH

## Consulting Activities

Advance Turning, Jackson, MI. Facilitation of strategic planning. January 2103 – present.

Eaton Steel, Oak Park, MI. Development of a training program for machine operators. 2015-2017.

Christman Construction, Lansing, MI.  Enhancing learning and transfer of a planning and scheduling workshop,  2012.

Allegience Health Systems.  Jackson, MI. Building healthy communities: Revisiting vision, goal, and

strategies and meeting facilitation. 2010 – 2015.

Diocese of Lansing, MI.  Transforming Catholic Schools.  2010 – 2014.

Great Lakes Industry, Inc., Jackson, MI. Strategic planning; organizational development, leadership. 1994 to present.

Foote Hospital Systems, Jackson, MI. Strategic Planning around building healthy communities. May 2006 to 2008.

Karl Schmidt Unisia, Inc.  Business Unit team problem solving. February 2003 .

Strategic Interactive; Consultant on Six Sigma Training project. October 2002 – December 2003

Stat e of Michigan. Training human resource professionals. April 2002 – September 2004.

Industrial Steel Treating Company, Inc. Jackson, MI.  Creating a team based work system. May 2001 to December 2002.

MORPACE International, Strategic planning on the design and implementation of innovative human resources products and services. October 2000 – December 2002.

Regional Community Policing Institute. Workshop on Transformational Leadership.  September 2000.

Michigan Truck Safety Commission.  Training design and evaluation of a truck safety program. September 1999 to present.

Union Pacific; Leadership development workshop.  March 1999.

Michigan Occupational Health and Safety.  Strategic planning for organizational change.  February 1998 to December 1998.

Michigan Virtual Automotive College, Workforce readiness and quality standards for training.  January 1998 to May 1999.

Strategic Interactive; Member of the Executive Advisory Board. Developing a learning architecture for organizations. September 1996 to present.

Tenneco Automotive; Employee relations survey and audit process. August 1996 to November 1997.

A.O. Smith; Leadership development. May 1996 to June 1997.

The Toledo Hospital; Leadership Assessment: A Survey Feedback Approach. November l994 to 1998.

Michigan Department of Natural Resources; Facilitator -- Movement towards Continuous Quality Improvement in the DNR. January l993 to 1996.

Tenneco Automotive;  Leadership Assessment and Total Quality Management.  May l993 to May 1996.

Chrysler Corporation; Training Needs Assessment: Survey and Analysis.  Chrysler Financial, Detroit, MI.  September l993 - May l993.

United States Navy; Training Design and Team Skills.  Naval Training Systems Center, Orlando, FL. September l991 – August 1997.

United States Air Force; Training Efficiency and Effectiveness. HumRRO, Alexandria, VA. October l991 - December l992.

United States Air Force;  An examination of training efficiency and training transfer.  Subcontracts with Universal Energy Systems, Inc., Dayton, Ohio.  December l988 - l991.

Great Lakes Industry, Jackson, MI; Organizational analysis and training needs assessment.  January l990 - June l994.

United States Navy; Examination of learning in an aircrew coordination training program.  Naval Training Research Center, Orlando, FL.  April l990 - December l991.

General Motors; Buick-Oldsmobile-Cadillac Headquarters, Troy, MI;  Managerial training on performance coaching and participative management, January l988 - December l988.

College of Osteopathic Medicine, Michigan State University; Leadership training workshop, September l987

Key State Bank, Owosso, MI; Training of first line supervisors, 1985.

Oldsmobile Training Division, Lansing, MI;  Managerial training needs survey, 1984-l985.

Michigan Department of Corrections;  Supervisory performance evaluation workshops, May - November 1984.

Expert Witness; Columbus, Ohio; Validity of police training practices, 1983.

Training Staff, Communication skills training for managers;  Ford Motor Company and ARMCO Steel, Inc., 1977, 1978, 1979.

**Professional Activities**

Co-editor, International Review of I/O Psychology.  2006 - 2015
Editorial Board, Journal of Applied Psychology 2002 – 2014
Editorial Board, Human Performance; 1997 to present

Editorial Board, Academy of Management Journal; 1993 - 1996

Editorial Board, Personnel Psychology; l990 - 1996
Editorial Board, Training Research Journal; l993 – 1998

Presented with the "Partner in Safety" award for my expertise and contributions in providing research for the Michigan Center for Truck Safety training programs in the spring 2004.

President, Michigan Association of I/O Psychologists, l992 - l994.
   Executive Committee, Member-at-Large (1986-1988)
Chairperson, APA Program Committee, Division 14, l989
Chairperson, Society of Industrial/Organizational Psychology, Program Committee, l990
SIOP Program Committee 1986; 1987; Executive Committee, l988-l990
APA, Division 14 Scientific Affairs Subcommittee, 1983-84; Program Committee, 1985; 1986.