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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
Organizational research methods
Individual differences

ACADEMIC APPOINTMENTS

2013- present 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

- *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)
- Examining personality assessments for the selection of Soldiers in special duty assignments (PI). Funded by *Drasgow Consulting Group*.
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 *Drasgow Consulting Group*.
Total costs: \$15,150.00. (2014)

PUBLICATIONS

Scholarly Articles

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

Highhouse, S., Nye, C. D., & Zhang, D. (in press). The dark side of oddball interview questions. *Applied Psychology: An International Review*.

- Zhang, D., Highhouse, S., & Nye, C. D. (in press). Development and validation of the General Risk Propensity Scale (GRiPs). *Journal of Behavioral Decision Making*.
- Nye, C. D., Chernyshenko, O. S., Stark, S., & Drasgow, F., Phillips, H. L., Phillips, J. B., & Campbell, J. S. (in press). Definitely more than g: Evidence for the incremental validity of specific cognitive abilities for predicting training performance. *Applied Psychology: An International Review*.
- Burgoyne, A. P., Nye, C. D., Macnamara, B. N., Charness, N., & Hambrick, D. Z. (in press). The impact of domain-specific experience on chess skill: Re-Analysis of a key study. *American Journal of Psychology*.
- Nye, C. D., White, L. A., Drasgow, F., Prasad, J., Chernyshenko, O. S., & Stark, S. (in press). Examining personality for the selection and classification of Soldiers: Validity and differential validity across jobs. *Military Psychology*.
- Ion, A., Nye, C. D., & Iliescu, D. (in press). Age differences in the variability of vocational interests. *Journal of Career Assessment*.
- 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 Chapters

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

Nye, C. D., Bhatia, S., & Prasad, J. (in press). Understanding the relationship between vocational interests and work behavior. In C. D. Nye & J. Rounds (Eds.), *Vocational Interests in the Workplace: Rethinking Behavior at Work*.

Chernyshenko, O. S., Stark, S., **Nye, C. D.** (in press). Interest measurement. In C. D. Nye & J. Rounds (Eds.), *Vocational Interests in the Workplace: Rethinking Behavior at Work*.

Nye, C. D., & Roberts, B. W. (in press). The neo-socioanalytic model of personality trait change. In B. Baltes, C. Rudolph, & H. Zacher (Eds.), *Work Across the Lifespan*.

Hulin, C. L., & **Nye, C. D.** (in press). Measurement, measures, and validity of job attitudes. In H. Weiss (Ed.), *The Oxford handbook of work attitudes and affect*. Oxford University Press.

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.). 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.**, & 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 the 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., & 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

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.**, Rupperecht, 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.
- Dragow, 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., Dragow, 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., Dragow, 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., Dragow, 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 20th annual 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

Teaching Recognition: University of Illinois Campus List of Teachers Ranked as Excellent by their Students (Fall 2008)

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

Member, *Scientific Affairs Committee*, Society for Industrial and Organizational Psychology (SIOP), 6/2011-present.

Lecturer, *Advanced Training Institute*, American Psychological Association (APA), 6/2014, 6/2015, 6/2016, 6/2017, 6/2018.

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

Associate Editor:

International Journal of Testing

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

Ad Hoc Reviewer:

Psychological Methods

American Psychologist

Journal of Research in Personality
Journal of Personality
Perspectives on Psychological Science
Journal of Management
Journal of Personality Assessment
Assessment
European Journal of Personality
Asian Journal of Social Psychology
Theory and Psychology
Journal of Occupational and Organizational Psychology
Society for Industrial and Organizational Psychology Annual Conference
Academy of Management Annual Conference

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology (SIOP)
Academy of Management (AOM):
 Research Methods Division
 Human Resources Division