

Michael A. Gillespie**Curriculum Vitae***Last updated January 2024*

Associate Professor, Psychology
 University of South Florida, Sarasota-Manatee campus
 8350 N. Tamiami Trail, SMC, B311
 Sarasota, FL 34243
magillespie@usf.edu

POSITIONS HELD

- 2017 – now **Associate Professor, University of South Florida, Sarasota-Manatee campus,**
 Department of Psychology; Sarasota, FL
- 2018 – 2020 **President, Faculty Senate, University of South Florida, Sarasota-Manatee;**
 Sarasota, FL
- 2016 – 2020 **Director, Quality Enhancement Plan (Incredi-Bull Critical Thinking), University**
of South Florida Sarasota-Manatee; Sarasota, FL
- 2011 – 2016 **Assistant Professor, University of South Florida Sarasota-Manatee,** Department
 of Psychology; Sarasota, FL
- 2009 – 2011 **Assistant Professor and Assessment Coordinator, Bowling Green State**
University, College of Education and Human Development; Bowling Green, OH
- 2008 – 2009 **Instructor and NCATE Standard 2 Coordinator, Bowling Green State**
University, College of Education and Human Development; Bowling Green, OH,
- 2006 – 2009 **Adjunct Assistant Professor / Instructor, Bowling Green State University;**
 Bowling Green, OH
- 2005 – 2008 **Research Director / Senior Researcher, Denison Consulting;** Ann Arbor, MI
- 2004 – 2005 **JDI Administrative Assistant, Bowling Green State University;** Bowling Green,
 OH
- 2003 – 2004 **Data Analyst, Institute for Social Research, University of Michigan;** Ann Arbor,
 MI
- 2001 – 2003 **Research Assistant/Consultant, The College Board;** New York, NY
- 2000 – 2003 **Research Assistant/Consultant, The Ball Foundation;** Glen Ellyn, IL
- 2000 – 2001 **Consultant, City of Ann Arbor Human Resources;** Ann Arbor, MI
- 1999 – 2000 **Recruiter, Suncoast Schools Federal Credit Union;** Tampa, FL
- 1999 **Intern, Assessment Services, City of Lakeland;** Lakeland, FL

EDUCATION**Bowling Green State University**

Ph.D., Industrial/Organizational Psychology, December 2005

Advisor: Dr. Milton D. Hakel

Dissertation title: Critical Thinking About Values: The Effects of an Instructional Program, Reasons for Attending College, and General Life Goals on the Application of Critical Thinking to Values Expressed in an Essay Prompt.

Michigan State University

M.A., Industrial/Organizational Psychology, 2003

Advisor: Dr. Frederick Oswald

Thesis title: The Influence of Personality Traits on Person-Organization Fit Perceptions.

University of South Florida

B.A. Psychology, *Cum Laude*, 1999

Advisor: Dr. Walter Borman

Honors Thesis title: An Investigation of the Interactions among Leadership Style, Task Structure, and Subordinate Locus of Control in Accordance with the Path-Goal Theory of Leadership.

REFEREED PUBLICATIONS

Gillespie, M. A., & Marquet, L. D. (2018). Senior Leaders Are Extreme Cases, Not Special Cases. *Industrial and Organizational Psychology, 11*(4), 682-685.

Gillespie, M. A., Gillespie, J. Z., Sliter, K. A., Colatat, M. C., Nolan, K. P., & Guion, R. M. (2018). An SK BARS System: Ongoing Performance Management with Municipal Police. *Public Personnel Management, 44*, 93-114. DOI: 0091026017738538.

Gillespie, M. A., Gillespie, J. Z., Brodke, M. H., & Balzer, W. H. (2016). The importance of sample composition depends on the research question. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 9*, 207-211.

Gillespie, M. A., Balzer, W. K., Brodke, M. H., Garza, M., Gerbec, E. N., Gillespie, J. Z., Gopalkrishnan, P., Lengyel, J. S., Sliter, K. A., Sliter, M. T., Withrow, S. A., & Yugo, J. E. (2016). Normative Measurement of Job Satisfaction in the US. *Journal of Managerial Psychology, 31*(2), 516-536.

Boyce, A. S., Nieminen, L. R., Gillespie, M.A., Ryan, A. M., & Denison, D. R. (2015). Which Comes First, Organizational Culture or Performance? A Longitudinal Study of Causal Priority with Automobile Dealerships. *Journal of Organizational Behavior, 36*(3), 339-359.

Carter, N.T., Kotrba, L., Diab, D.L., Lin, B.C., Pui, S.-Y., Lake, C.J., Gillespie, M.A., Zickar, M.J., & Chao, A. (2012). A comparison of a subjective and statistical method for establishing score comparability in an organizational culture survey. *Journal of Business and Psychology, 27*(4), 451-466

Kotrba, L. M., Gillespie, M. A., Schmidt, A. M., Smerek, R., Ritchie, S., & Denison, D. R. (2012). Do consistent corporate cultures have better business performance? Exploring the interaction effects. *Human Relations, 65*(2), 241-262.

Oyer, B., Gillespie, M. Fasko, Jr., D., & Issah, M. (2012). The Role of Personality in Argument Evaluation. *Inquiry: Critical Thinking Across the Disciplines, 27*(2), 40-49.

Yankelevich, M., Broadfoot, A., Gillespie, J. Z., Gillespie, M. A., & Guidroz, A. M. (2012). General job stress: A unidimensional measure and its non-linear relations with outcome variables. *Stress & Health, 28*(2), 137-148.

Gillespie, M. A. (2011). Assessing Critical Thinking about Values: A Quasi-Experimental Study. *Inquiry: Critical Thinking across the Disciplines, 26*(1), 19-28.

- Sakurai, K., Jex, M. S., & Gillespie, A. M. (2011). Impact of coworker workplace incivility: Employee negative, emotion, job satisfaction, and work withdrawal behavior. *Japanese Association of Industrial/Organizational Psychology Journal*, 25, 13-23.
- Guidroz, A. M., Yankelevich, M., Barger, P., Gillespie, M. A., & Zickar, M. J. (2009). Methodological considerations for creating and using organizational survey norms. *Consulting Psychology Journal*, 61, 85-102.
- Gillespie, M.A., Denison, D.R., Haaland, S., Smerek, R. & Neale, W.S. (2008). Linking organizational culture and customer satisfaction: Business-unit results from two companies in different industries. *European Journal of Work and Organizational Psychology*, 17(1), 112-132.
- Diab, D., Gillespie, M. A., & Highhouse, S. (2008). Are maximizers really unhappy? The measurement of maximizing tendency. *Judgment and Decision Making*, 3(5), 364-370.
- Ramsay, L., Schmitt, N., Oswald, F., Kim, B., & Gillespie, M. (2006). The impact of situational context variables on responses to biodata and situational judgment inventory Items. *Psychology Science*, 48(3), 268-287.
- Converse, P.C, Oswald, F.L, Gillespie, M.A., Field, K., & Bizot, E.B., (2004). Matching individuals to occupations using abilities and the O*NET: Issues and an application in career guidance. *Personnel Psychology*, 57, 451-487.
- Oswald, F. L., Schmitt, N., Kim, B. H., Ramsay, L. J., & Gillespie, M. A. (2004). Developing a biodata measure and situational judgment inventory as predictors of college student performance. *Journal of Applied Psychology*, 89, 187-207.
- Schmitt, N., Oswald, F. L., Kim, B. H., Gillespie, M. A., & Ramsay, L. J. (2004). The impact of justice and self-serving bias explanations for the perceived fairness of different types of selection tests in college admissions. *International Journal of Selection and Assessment*, 12, 160-171.
- Schmitt, N., Oswald, F. L., Kim, B. H., Gillespie, M. A., Ramsay, L. J., & Yoo, T. (2003). Impact of elaboration on social desirability and the validity of biodata measures. *Journal of Applied Psychology*, 88, 979-988.

BOOK CHAPTER

- Schmitt, N., Oswald, F. L., & Gillespie, M. A. (2004). Implications of broadening the performance domain for the prediction of academic success. In W. F. Camara and E. Kimmel (Eds.), *Choosing students: Higher Education Admission Tools for the 21st Century*. Mahwah, NJ: Erlbaum.

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- Balzer, W. K, Brodke, M. H., Gillespie, J. Z., & Gillespie, M. A. (2009). Job Descriptive Index and Norms. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX007283154

Balzer, W. K., Brodke, M. H., Gillespie, J. Z., & Gillespie, M. A. (2009). Job In General and Norms. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX007283163

Balzer, W. K., Brodke, M. H., Gillespie, J. Z., & Gillespie, M. A. (2009). Abridged Job Descriptive Index and Norms. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX007283164

Balzer, W. K., Brodke, M. H., Gillespie, J. Z., & Gillespie, M. A. (2009). Abridged Job in General and Norms. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX007283168

Balzer, W. K., Brodke, M. H., Gillespie, J. Z., & Gillespie, M. A. (2009). Stress in General and Norms. Bowling Green State University: Bowling Green, OH., U.S. Copyright TX007283171

* Authorship is based on alphabetical order.

MANSCRIPTS IN PROGRESS

Gillespie, M.A., Highhouse, S. E., Brooks, M. E., & Stevenor, B. A. (4th wave of data collection in progress). Development, validation, and physiological correlates of a measure of Work-related Decision-making Styles.

Marquet, L.D., & Gillespie, M.A., (Book under contract, writing stage). Be Your Own Coach.

Owens, M.Y., Latibeaudiere, A., Butler, S., & Gillespie, M. A. (in preparation, data collection underway). Adapting the Iowa Gambling Task for use with EEG.

GRANTS AWARDED

Licato, J., Canavan, S., Owens, M. L., & Gillespie, M. A. [2022 – 2027 renewable] Psychologically-grounded, artificially intelligent models of soldier performance. Intercollege (CSE, CAS), intercampus grant (Tampa, St Petersburg, Sarasota-Manatee). US Govt grant funded by DEVCOM/DAC.
My subaward approximately \$250,000 across years.

Gillespie, M. A., Gillespie, J. Z., Withrow, S., Kirkendall, S., & Kostek, J. (December, 2010). BGeX Assessment Advisory Council: Values recognition pre-post assessment. IPRA: Bowling Green State University.

Gillespie, M. A., Daniels, M. A., & Lake, J. C. (June, 2010). The BGSU Alumni Association: Surveying alumni attitudes toward implementation of membership dues. IPRA: Bowling Green State University.

Brodke, M. H. B., Gillespie, M. A., & Pui, S-Y. (2010, February). Technical report for Louise Greene: Scoring and data analysis of the JDI & JIG. IPRA: Bowling Green State University.

Gillespie, M. A., Alexander, K., Carter, N., Daniels, M., Herman, M., & Sliter, M. (May, 2008). BGeX program impact report follow-up study: Values recognition. Report Submitted to BGeX Director and BGeX Advisory Council. IPRA: Bowling Green State University.

Schmidt, A. M., Gillespie, M. A., & Kotrba, L. M. (2007). Profiles in Culture: Establishing the Link between Configurations of Organizational Culture Traits and Organizational Effectiveness. Small Grant, Society for Industrial and Organizational Psychology.

Kim, B., Ramsay, L., & Gillespie, M. (2003). Developing viable strategies and measures for outcomes assessment in higher education institutions: Ensuring accountability for continuous quality improvement. College Board Research Grants Program, The College Board, New York, NY.

Gillespie, M. A., Kim, B. H., & Manheim, L. J. (2002). A Quandary in Alternative Assessment Measures: Faking on Biodata and Situational Judgment Inventory Items Used in College Admissions. College Board Research Grants Program, The College Board, New York, NY.

Oswald, F. L., Converse, P. D., Gillespie, M. A., Field, K., Bizot, E. B., Tirre, B., & Hendershot, P. (2001). Having a fit: Using the O*NET for person-job fit across ability and vocational interest domains. Small Grant, Society for Industrial and Organizational Psychology.

NATIONAL CONFERENCE POSTERS AND PRESENTATIONS

Gillespie, M.A., Highhouse, S. E., Brooks, M. E., & Stevenor, B. A. (April, 2023). Construct Validity Evidence for a Measure of Work-Related Decision-Making Style. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Gillespie, M.A., Deal, C., & Denison, D.R. (2023). From O to I and back: Measuring Organizational Culture and Effectiveness. In, Fleyshmakher, D. (Chair), Sutphin, D. J. (Chair), Cheban, Y. M. (Co-Chair), & Cohen-Charash, Y. (Co-Chair) (2023). Bridging I & O Psychology II: A Two-Way Street [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Gillespie, M.A., Highhouse, S. E., Brooks, M. E., & Stevenor, B. A. (April, 2022). *Development and Validation of a Measure of Work Decision-Making Styles*. To be presented at the 37th conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Penney, L.M., Andel, S. A., & Gillespie, M. A. (April, 2021) *Mindfulness and Decision-Making: A Quasi-Experimental Classroom Field Study*. Presented at the 36th annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Gillespie, M. A. & Post, J. (December, 2017). *Creating structures and processes to promote success in your mission*. Presented at SACSCOC annual meeting, Dallas, TX.

Gillespie, M. A., & Le Clainche, M. (December, 2016). *Outcome development and calibration at a crossroads: Pathways for excellent rubrics*. Presented at SACSCOC annual meeting, Atlanta, GA.

Gillespie, M. A., Gillespie, J. Z., Sliter, K. A., Colatat, M. C., Nolan, K., & Guion, R. M. (April, 2016). *SK BARS System: Ongoing Performance Management for Municipal Police*. Poster presented at

the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA

- Brodke, M. H., Gillespie, M. A., Gillespie, J. Z., & Balzer, W. K. (April, 2015) *Mediators of the Trustworthiness – Intent to Quit Relationship*. Poster presented at the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Gillespie, M. A., Balzer, W. K., Brodke, M. H., Gerbec, E. N., Gillespie, J. Z., Gopalkrishnan, P., Sliter, K. A., Sliter, M. T., Withrow, S. A., Yankelevich, M., & Yugo, J. E. (May, 2014). *National overall norms for revised JDI/JIG job satisfaction measures*. Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Oyer, B. J., Gillespie, M. A., & Fasko, D. (October, 2010). *The Role of Personality in Argument Evaluation*. Paper presented at the Midwest Educational Research Association, Columbus, OH.
- Brodke, M.H., Gillespie, M.A., Withrow, S.A., Sliter, M.T., Gopalkrishnan, P., Gillespie, J.Z., & Balzer, W.K. (2010, April). *Industry membership and outcomes related to trust in management*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA. Featured Top-Rated Poster
- Sliter, M.T., Withrow, S.A., Brodke, M.R.H., Balzer, W.K., Gillespie, J.Z., Gillespie, M.A., Gopalkrishnan, P., & Yankelevich, M. (2010, April). *Psychometric and normative focused reduction strategies for the 2009 aJDI*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Withrow, S.A., Balzer, W.K., Sliter, M.T., Gopalkrishnan, P., Gillespie, M.A., Gillespie, J.Z., & Brodke, M.R.H. (2010, April). *A practical approach to identifying and creating subgroup survey norms*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Brodke, M. H., Balzer, W. K., Gillespie, J. Z., Gillespie, M. A., Gopalkrishnan, P., Sliter, M. T. and Withrow, S. A. (October, 2009). *The Role of Managerial Status and Gender in Ratings of Four Dimensions of Trust in Management*. Presented at the Midwest Academy of Management conference, Chicago, IL.
- Sakurai, K., Jex, S. M., & Gillespie, M. A. (October, 2009). *Impacts of incivility on employee affective and job-related outcomes: investigating the role of cognitive evaluative processes*. Presented at Midwest Academy of Management, Chicago, IL.
- Boyce, A., Gillespie, M., & Ryan, A. M. (2008, April). *Social Context and Performance: An Examination of Causal Priority*. Poster presented at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.
- Carter, N., Kotrba, L. M., Gillespie, M. A., Zickar, M. J., Diab, D., Pui, S., & Lin, B. (2008, April). *Substantive vs. Quantitative Determination of Comparability in Organizational Culture Surveys*. In Guidroz, A. M., & Gillespie, M. A. (Chairs), *Organizational Survey Norming, Validation, and Feedback in a Global Environment*. Symposium conducted at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.

- Christiansen, N.C., Bennet, M., & Gillespie, M. A. (2008, April). Disentangling Rater Bias from Leadership Behavior-Effectiveness Relationships. In Brown, D. (Chair), *Intersecting Questions at the Leading Edge of Leadership Research*. Symposium presented at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.
- Gillespie, M. A. (2008, April). Chair: Innovative use of Survey Data for Organizational Change and Restructuring. Symposium conducted at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.
- Guidroz, A. M., & Gillespie, M. A. (2008, April). Co-chairs: Organizational Survey Norming, Validation, and Feedback in a Global Environment. Symposium conducted at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.
- Guidroz, A. M., Yankelevich, M., Gillespie, M. A., Barger, P., & Zickar, M. J. (2008, April). Methodological Considerations for Creating and Utilizing Organizational Survey Norms. In Guidroz, A. M., & Gillespie, M. A. (Chairs), *Organizational Survey Norming, Validation, and Feedback in a Global Environment*. Symposium conducted at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.
- Ramsay, L. J., Kim, B. H., Oswald, F. L., Schmidt, N., & Gillespie, M. A. (2008, April). Bogus Items, their Content, and Responses under Different Situational Constraints. Poster presented at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.
- Schmidt, A. M., Gillespie, M. A., Kotrba, L. M., Ritchie, S., & Denison, D. R. (2008, April). Profiles of Organizational Culture: The Variable Effects of Consistency. Poster to be presented at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.
- Yankelovich, M., Broadfoot, A., Gillespie, J. Z., Gillespie, M. A., & Guidroz, A. M. (2008, April). The Stress in General Scale Revisited: A One-factor Structure. Poster presented at the 22nd Annual Convention of the Society for Industrial/Organizational Psychology, San Francisco, CA.
- Gillespie, M. A. (2006, August). Culture variance matters when predicting organizational performance. In Denison, D. R. (Chair), *Rater Agreement and Reliability: Must Disagreement be Invalid?* Symposium conducted at the Annual Convention of the Academy of Management Conference, Atlanta, GA.
- Gillespie, M. A., Hakel, M. D., Blackburn, J. L., & Zarubin, A. (2006, May). Investigation of a Critical Thinking about Values Program. Presented at the 18th Annual Convention of the Association for Psychological Science, New York, NY.
- Gillespie, M. A. (2006, May). Facilitator: Aging. Interactive poster session conducted at the 21st Annual Convention of the Society for Industrial/Organizational Psychology, Dallas, TX.
- Howell, A. W & Gillespie, M. A. (2006, May). Co-Chairs: Creating Change through Leadership Development. Symposium conducted at the 21st Annual Convention of the Society for Industrial/Organizational Psychology, Dallas, TX.

- Salter, N. & Gillespie, M.A. (2006, May). A trait-activation approach to the study of values, interests, and college student performance. Presented at the 20th Annual Convention of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Hakel, M. D., & Gillespie, M. A. (2004, November). Applying Principles of Learning in Diverse Undergraduate Educational Settings: Experimental and data intensive Social Sciences, related areas within Psychology, and Management. Proceedings of the second National Reinvention Center Conference, Washington, DC.
- Gillespie, M. A., Kim, B. H., Ramsay, L. J., Friede, A. J., Schmitt, N., & Oswald, F. L. (2004). The effect of required elaboration on means and validity of a biographical data inventory. In Oswald, F.L., & Ramsay, J.L. (Chairs), Problems and Possibilities with Biodata. Symposium conducted at the 19th Annual Convention of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Schmitt, N., Oswald, F.L., Kim, B.H., Ramsay, L.J., & Gillespie, M.A. (2004). Biodata and Situational Judgment: Complements to Standardized Tests in Academic Prediction. In W. J. Camara (Chair), Complementary Tests for Admissions to Academic Institutions: Beyond Cognitive Ability. Symposium conducted at the 19th Annual Convention of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Kim, B. H., Schmitt, N. W., Friede, A., Oswald, F. L., Ramsay, L. J., & Gillespie, M. A. (2004). Differential item functioning in situational judgment tests: Is it a function of the scoring procedure? In M. Zickar (Chair), Recent Advances in Item Response Theory Research. Symposium conducted at the 19th Annual Convention of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Gillespie, M. A., Oswald, F. L., Schmitt, N., Kim, B. H., and Ramsay, L. J. (2003). The influence of personality traits on subjective measures of P-O fit. Presented in Ryan, A. M. (Chair), Redefining Personality's Role in Fit Assessments. Symposium conducted at the 18th Annual Convention of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Kim, B. H., Schmitt, N., Oswald, F. O., Gillespie, M. A., & Ramsay, L. J. (2003). Job knowledge tests on the path to successful performance. Presented in Chan, D. (Chair), What should you do to research situational judgment tests? Symposium conducted at the 18th Annual Convention of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Kim, B., Schmitt, N., Gillespie, M., Ramsay, L. J., Oswald, F. L., & Yoo, T., (2003). Impact of Elaboration on Social Desirability and the Validity of Biodata Measures. Presented in invited symposium at the 18th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.
- Oswald, F. L., Converse, P. D., Gillespie, M. A., Field, K., Bizot, E. B., Tirre, B., & Hendershot, P. (2003). Having a fit: Using the O*NET for person-job fit across ability and vocational interest domains. Small Grant, to be presented at the 18th Annual Convention of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ramsay, L. J., Schmitt, N., Oswald, F. L., Kim, B. H., & Gillespie, M. A., (2003). Personality and performance: Is there more than the big five?. Presented in H. Moon (Chair), Lumpers and

splitters: The utility of personality beyond the FFM. Symposium conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Gillespie, M. A., Kim, B. H., Manheim, L. J., Yoo, T., Oswald, F. L., & Schmitt, N. (2002). The Development and Validation of Biographical Data and Situational Judgment Inventories in the Prediction of College Student Success. Presented in A. M. Ryan (Chair), *Beyond g: Expanding thinking on predictors of college success*. Symposium conducted at the 14th Annual American Psychological Society Convention, New Orleans, Louisiana, 2002.

Gillespie, M. A., Oswald, F. L., & Converse, P. D (2002). A Comparison of the Individual Correction Versus Artifact Distribution Method of Correcting for Artifactual Variance in Meta-Analysis. Presented in S. Morris (Chair), *Rethinking Artifact Corrections in Meta-Analysis: Innovations and Extensions*. Symposium conducted at the 17th Annual Convention of the Society for Industrial and Organizational Psychology, Toronto, CN.

Gillespie, M. A., Oswald, F. L., Schmitt, N., Manheim, L. J., Kim, B. H. (2002). A situational judgment test of college success. Presented in F. Drasgow (Chair), *Situational judgment tests: Constructs, validity, and faking*. Symposium conducted at the 17th Annual Convention of the Society for Industrial and Organizational Psychology, Toronto, CN.

Manheim, L. J., Oswald, F. L., Kim, B. H., Gillespie, M. A., Yoo, T., & Schmitt, N. (2002). Expanding the Criterion Space of College Student Success: Beyond GPA. Presented in A. M. Ryan (Chair), *Beyond g: Expanding thinking on predictors of college success*. Symposium conducted at the 14th Annual American Psychological Society Convention, New Orleans, Louisiana, 2002.

Converse, P. D., Oswald, F. L., & Gillespie, M. A. (2002). Matching Ball Aptitude Battery profiles to O*NET Flieshman ability ratings. Presented in F. Oswald (Chair), *It's New and It's Used: Applications of O*NET*. Symposium conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Gillespie, M. A. (2001). An Investigation of the Interactions among Leadership Style, Task Structure, and Subordinate Locus of Control in Accordance with the Path-Goal Theory of Leadership. Poster presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Gillespie, M. A., Converse, C. D., and Oswald, F. L. (2001). Matching job seekers to jobs: the art and the science. Poster presentation at the Science, Engineering, and Technology Day, Michigan State University.

INVITED PRESENTATIONS AND WORKSHOPS

Marines

Project Warrior

Gillespie, M. A. (2021, Jan 22). *Critical Thinking and Not So Critical Thinking*. Invited presentation at Bowling Green State University, OH.

- Gillespie, M. A. (2019, Oct 4). *Critical Thinking Across the Disciplines, Across the Region*. Plenary address to be delivered at University of South Florida St. Petersburg's Critical and Creative Thinking Conference.
- Gillespie, M. A. (2019, January). *Psychological foundations of Intent-Based Leadership*. TTSA, LLC. Hotel Venezia, Venice, FL.
- Gillespie, M. A. (2018, October). *Stress at Work*. Lake Erie College of Osteopathic Medicine. Bradenton, FL.
- Gillespie, M. A. (2017, November). *The Psychology behind Intent-Based Leadership*. TTSA, LLC. Venice, FL.
- Gillespie, M. A. (2017, October). *Stress at Work*. Lake Erie College of Osteopathic Medicine. Bradenton, FL.
- Gillespie, M. A. (2017, August). *10 psychology studies that every IBL coach needs to know*. TTSA, LLC. Venice, FL.
- Gillespie, M. A. (2016, June). *Interview Workshop*. Lake Erie College of Osteopathic Medicine. Bradenton, FL.
- Gillespie, M. A. & Roberts, D. L., (2014, February). Strategy Counts at JFCS: Final presentation at staff retreat. Presented to Jewish Family and Children's Services, Sarasota, FL.
- Gillespie, M. A. & Roberts, D. L., (2013, January). Strategy Counts at JFCS: Phase 2 presentation at staff retreat. Presented to Jewish Family and Children's Services, Sarasota, FL.
- Gillespie, M. A., & Roberts, D. L. (2012, January). Strategy Counts at JFCS: Phase 1 presentation at executive board retreat. Presented to Jewish Family and Children's Services, Sarasota, FL.
- Roberts, D. L., & Gillespie, M. A. (2012, January). Strategy Counts at JFCS: Phase 1 presentation at staff retreat. Presented to Jewish Family and Children's Services, Sarasota, FL.
- Gillespie, M. A. (2012, April). A demographic comparison of US workers' facet and overall job satisfaction ratings. Brownbag talk presented to the Industrial/Organizational Psychology Program at University of South Florida, Tampa.
- Gillespie, M. A. (2007, December). Research at Denison Consulting. Lectures presented to MGMT 454, MGMT 361, Department of Management, Bowling Green State University.
- Gillespie, M. A. (2007, May). Research at Denison Consulting. Brownbag talk presented to the Industrial/Organizational Psychology Program at the University of Akron.
- Gillespie, M. A. (2007, February). Linking organizational culture and customer satisfaction: Business-unit results from two companies in different industries. Brownbag talk presented to the Industrial/Organizational Psychology Program at Wayne State University.

- Gillespie, M. A. (2007, October). The Bowling Green eXperience: “Critical Thinking about Values”. Brownbag talk presented to the Industrial/Organizational Psychology Program at Bowling Green State University.
- Gillespie, M. A., Hakel, M. D., Blackburn, J. L., & Zarubin, A. (2007, June). Critical Thinking about Values: The effect of BGX on students’ application of critical thinking to values expressed in essay prompts. Invited presentation at the Workshop on Evaluating Values Education, Bowling Green State University.
- Gillespie, M. A. (2006, March) Critical Thinking about Values: The effect of BGX on students’ application of critical thinking to values expressed in essay prompts. Invited presentation at the panel discussion, Evaluating the Teaching of Critical Thinking about Values.
- Gillespie, M. A. (2005, December). Research at Denison Consulting. Brownbag talk presented to the Industrial/Organizational Psychology Program at Bowling Green State University.

TECHNICAL REPORTS

- Gillespie, M. A. (October, 2016). *Interview Training and Development Report*. Submitted to Lake Erie College of Osteopathic Medicine.
- Gillespie, M. A., Gillespie, J. Z., Kirkendall, S., Kostek, J., & Withrow, S. (Spring, 2011). *Values recognition pre-post assessment*. Report submitted to the BGeX Advisory Council, Bowling Green State University.
- Gillespie, M. A., Daniels, M. A., & Lake, C. J. (June, 2010). *Surveying alumni attitudes toward implementation of membership dues*. Report submitted to the BGSU Alumni Association, Bowling Green State University.
- Brodke, M.R.H., Gopalkrishnan, P., Oyer, B., Yankelevich, M., Withrow, S., Lake, C.J., Gillespie, M.A., Gillespie, J.Z. and Balzer W.K. (2009). *Job Descriptive Index and Job in General: Quick Reference Guide*, Bowling Green State University: Bowling Green, OH.
- Brodke, M.R.H., Gopalkrishnan, P., Oyer, B., Yankelevich, M., Withrow, S., Lake, C.J., Gillespie, M.A., Gillespie, J.Z. and Balzer W.K. (2009). *Stress in General: Quick Reference Guide*, Bowling Green State University: Bowling Green, OH.
- Brodke, M.R.H., Gopalkrishnan, P., Oyer, B., Yankelevich, M., Withrow, S., Lake, C.J., Gillespie, M.A., Gillespie, J.Z. and Balzer W.K. (2009). *Trustworthiness of Management: Quick Reference Guide*, Bowling Green State University: Bowling Green, OH.
- Gillespie, M. A. (June, 2009). *Summary and Analysis of BGeX Assessments from 2007 through 2008*. Report submitted to George Agich, Director, Bowling Green eXperience.
- Gillespie, M. A., Alexander, K., Carter, N., Daniels, M., Herman, M., & Sliter, M. (May, 2008). *BGeX Program Impact Report follow-up study: Values Recognition*. Report submitted to BGeX Director and BGeX Advisory Council.

- Gillespie, M. A., Kim, B. H., Oswald, F. L., Ramsay, L. J., & Schmitt, N. (2002). *Biodata and situational judgment inventories as measures of college success: Development and pilot testing phases*. New York, NY: College Board.
- Friede, A., Gillespie, M., Kim, B., Oswald, F., Ramsay, L., & Schmitt, N. (2002). *Final Report, Development and Validation of Alternative Measures of College Student Success*. New York, NY: College Board.
- Converse, P. D., Gillespie, M. A., & Oswald, F. L. (2001). *Report to the Ball Foundation*. Glen Ellyn, IL: Ball Foundation.
- Gillespie, M. A. (2000). *Human Resources and Development Procedure Manual*. Prepared for Suncoast Schools Federal Credit Union, Tampa, FL

SERVICE

Professional:

Associate Editor:

Personnel Assessment and Decisions

Ad Hoc reviewer:

Educational Assessment
European Journal of Work and Organizational Psychology
International Journal of Selection and Assessment
Journal of Applied Social Psychology
Journal of Managerial Psychology
Journal of Occupational and Organizational Psychology
Journal of World Business

Conference reviewer:

Academy of Management
Society for Industrial/Organizational Psychology

Academic:

USF

2020 – 2021. Ex officio, Faculty Senate Executive Committee
2020 – 2021. Ex officio, Faculty Senate
2019 – 2020. Faculty Success Workgroup, USF
2019 – 2020. Critical and Creative Thinking Conference Advisory Board, USFSP
2018 – 2020. Member, System Faculty Council.
2018 – 2020. Member, Academics and Campus Environment Advisory Council.
2018 – 2020. Member, Academic Program Advisory Council
2018 – 2019. Member, Consolidation Implementation Committee.
2018 – 2019. Member, Faculty Success Committee.

Campus (USF Sarasota-Manatee)

2020 – 2021. Ex officio, Sarasota-Manatee Faculty Council

2018 – 2020. President, Faculty Senate
2016 – 2020. Director, Quality Enhancement Plan (Incredi-Bull Critical Thinking)
2016 – 2020. Advisory Member, Core Curriculum Committee
2017 – 2018. Co-Chair, Faculty and Staff Campaign
2017 – 2018. Chair, Academic Programs Council
2017, Fall. Member, Ad Hoc Committee on Promotion to Full Professor
2016 – 2017. Member, Academic Programs Council
2016 – 2017. At Large Representative, Faculty Senate
2015 – 2016. Member, Restructuring workgroup for Registration and Advising
2015 – 2016. Vice Chair, Quality Enhancement Plan (QEP) committee
2015 – 2016. CAS Representative, Parliamentarian, Faculty Senate
2014 – 2015. Chair, CCC/Instructor Search Committee
2013 – 2014. Member, Search Committee for Visiting Instructor, ISS/Political Science
2012 – 2015. Member, Core Curriculum Committee (USFSM)
2010 – 2011. Member, Advisory Committee for the Center of Excellence: Developing Effective Businesses and Organizations. (BGSU)
2009 – 2011. Co-chair, BGeX Assessment Advisory Council (BGSU)
2009, Spring. Member, BGeX Assessment Advisory Council (BGSU)

College

2017 – 2022. Member, Tenure and Promotion Committee.
2017 – 2021. Member, Annual Review Committee.
2013 – 2014. Member, Visiting Instructor search committee, Interdisciplinary Social Sciences.
2012 – present. eIRB reviewer, College of Arts & Sciences.
2012. Honors Thesis external reviewer, Jessica Reyka.
2011 – 2013. Member, ad hoc committee to pilot and develop alternative student learning assessment. (USFSM)
2010 – 2011. Chair, Advanced Program Council Committee (BGSU)
2009 – 2010. Member, Advanced Program Council Committee (BGSU)
2008 – 2011. Member, EGADS Steering Committee (BGSU)
2008 – 2011. Member, NCATE Steering Committee (BGSU)

Department

2022 – 2023. Assistant Professor and Assistant/Associate Professor search committee, Psychology (USFT)
2021 – 2022. Instructor search committee, Psychology (USFSP)
2011, Fall. Member, Visiting Instructor search committee, Psychology. (USFSM)
2009, Fall. *Ad hoc* Member, Personnel Committee (BGSU)
2009, Fall. Chair, *ad hoc* Committee for Survey of Graduates revision (BGSU)

Community:

2016 – 2022. Consultant to Turn the Ship Around, LLC.

2016 – 2020. Consultant to GraceLife Sarasota.

2015 – 2016. Consultant to Lake Erie College of Osteopathic Medicine (LECOM). Training and Development of Applicant Interview Process.

2012 – 2014. Gillespie, M. A. Consultant to Jewish Family and Children’s Services, as part of a peer-reviewed *Strategy Counts!* grant awarded by the Alliance for Children & Families, and funded by the Kresge Foundation.

Johnson, P., Ingle, W. K., & Gillespie, M. A. (2010) *Stakeholder Survey-Facilities, Anthony Wayne Local School District*. Collaborated with district- level school administrators to design and administer a stakeholder survey for gauging perceptions of district administrators’ performance and support for school budget referenda.

Johnson, P., Ingle, W. K., & Gillespie, M. A. (2009) *Stakeholder Survey, Anthony Wayne Local School District*. Collaborated with district- level school administrators to design and administer a stakeholder survey for gauging perceptions of district administrators’ performance and support for school budget referenda.

Gillespie, M. (2009, July). Consulted with Morning Star Catholic School, Pinellas Park, FL, to help them maintain and analyze their student, parent, and teacher opinion inventory data.

Gillespie, M. A., Gillespie, J. Z., & Gillespie, M. B. (2006). *National Study of School Evaluation Data Summary: Student, Parent, and Teacher Opinion Inventories 2001-2002 to 2006-2007*. Prepared for Morning Star Catholic School, Pinellas Park, FL.

TEACHING

Courses Taught:

Graduate

- Industrial Psychology
- Multivariate Statistics
- Research Methods
- Structural Equation Modeling

Undergraduate

- Experimental Design & Analysis
- Industrial/Organizational Psychology
- Pro Seminar: Psychology at Work
- Psychological Statistics
- Psychological Tests & Measures

Theses/Dissertations:

Dissertation Committees

- Member, David Sleasman, 2015, BGSU
- Member, Ruth Ann Petroff, 2015, BGSU
- Member, Mohammed Issah, 2013, BGSU
- Member, Kenji Sakurai, 2011, BGSU
- Member, Patricia Barger, 2009, BGSU

Master's Thesis/Final Project Committees

Member, Scott Withrow, 2014, BGSU
Member, Mohammed Issah, 2011, BGSU
Member, Xu Liang, 2010, BGSU
Member, Yuchun Zhou, 2010, BGSU
Member, Jie Wang, 2009, BGSU
Member, Birget Peter, 2009, BGSU

Undergraduate

External reviewer, Jessica Reyka Honors Thesis, 2012