

Curriculum Vita

Olexander (Sasha) Chernyshenko



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EDUCATION

- 2002 **Ph. D.**, University of Illinois at Urbana-Champaign
Major: Industrial and Organizational Psychology
Minors: Quantitative Psychology & Labor and Industrial Relations
Chairman of the dissertation committee: Prof. Fritz Drasgow

- 2000 **M. A.**, University of Illinois at Urbana-Champaign
Major: Industrial and Organizational Psychology
Director of thesis research: Prof. Janet Sniezek

- 1998 **M.A.**, University of Minnesota, Twin Cities, MN
Major: Counseling and Student Personnel Psychology

- 1995 **B.A.**, Bemidji State University, Bemidji, MN
Major: Psychology

RELEVANT ACADEMIC EXPERIENCE

Associate Professor (Tenured) in Strategy, Management and Organization

Nanyang Business School, Nanyang Technological University, Singapore

2007 - present

Senior Lecturer (Tenured) in Industrial and Organizational Psychology:

Psychology Department, University of Canterbury, New Zealand

2005 - 2007

Lecturer in Industrial and Organizational Psychology:

Psychology Department, University of Canterbury, New Zealand

2002 - 2004

Lecturer/Instructor:

Psychology Department, Bemidji State University, MN, USA

Summers only, 1997-2001.

Research Assistant:

American Institute of Certified Public Accountants.

Supervisor: Fritz Drasgow.

2000 –2002.

Work Experiences Laboratory (University of Illinois).

Supervisor: Louise Fitzgerald.

2000 – 2002.

Judgment and Decision Making Laboratory (University of Illinois).

Supervisor: Professor Janet A. Sniezek.

1997 - 2000.

RELEVANT CONSULTING EXPERIENCE

Various projects in the area of Personnel Selection and Assessment:

- US Army Research Institute
- US Navy and Marine Corps
- New Zealand Police
- Kenexa Corporation, USA
- Harcourts Assessments, USA
- Center for High Performance Development, UK
- Capital One, USA
- Psychometrics Ltd (Psytech), UK

- Applied Behavioral Science Department, Singapore
- Personnel Decisions Research International (PDRI), USA
- McKensey & CO

TEACHING

(G=graduate; U=undergraduate; W = Workshop)

- Talent Management (G)
- Research Methods (G)
- Personnel Selection (U/G)
- Performance Theory and Assessment (G)
- Modeling Individual Behavior in Organizations (G)
- Organizational Survey Design and Analysis (G)
- Advanced Topics in Human Resource Management (G)
- Industrial-Organizational Psychology (U)
- Item Response Theory (W)
- IRT and CFA Methods for Measurement Invariance Research (W)

RESEARCH

(1) Refereed Journal Publications:

Guenole, N., Chernyshenko, O.S., Stark, S., Cockerill, T., & Drasgow, F. (in press). Modern assessment centers can measure dimensions: Evidence from over 1,200 executives from Fortune 500 firms. Journal of Occupational and Organizational Psychology.

Chan, K. Y., Ho, M-H. R., Chernyshenko, O., Bedford, O. A., Uy, M. A., Gomulya, D. A., Sam, E. Y., & Phan, J. W. (2012). Entrepreneurship, professionalism, leadership: A framework and measure for understanding boundaryless careers. Journal of Vocational Behavior, 81, 73-88.

Stark, S., Chernyshenko, O.S., Drasgow, F., & White, L.A. (2012). Adaptive testing with multidimensional pairwise preference items: Improving the efficiency of personality and other noncognitive assessments. *Organizational Research Methods*, 15, 463 – 487.

Stark, S., & Chernyshenko O. S. (2011). Computerized adaptive testing with the Zinnes and Griggs pairwise preference ideal point model. International Journal of Testing, 11, 231-247

Stark, S., Chernyshenko, O.S., & Guenole, N. (2011). Can subject matter expert ratings of statement extremity be used to streamline the development of unidimensional pairwise preference scales? Organizational Research Methods, 14, 256 – 278.

Stark, S., Chernyshenko, O.S., Lee, W.C., Drasgow, White, L.A., & F., Young, M.C. (2011). Optimizing prediction of attrition with the U.S. Army's Assessment of Individual Motivation (AIM). Military Psychology, 23, 180 – 201.

Drasgow, F., Chernyshenko, O.S., & Stark, S. (2010). 75 Years after Likert: Thurstone was right! Industrial and Organizational Psychology: Perspectives on Science and Practice, 3, 465-476.

Drasgow, F., Chernyshenko, O.S., & Stark, S. (2010). Ideal point models rock (response to commentaries). Industrial and Organizational Psychology, 3, 515 – 520.

Haultain, S. Kemp, S., & Chernyshenko, O. (2010). The structure of attitudes to student debt. Journal of Economic Psychology, 31, 322-330

Chernyshenko, O.S., & Stark, S., & Williams, A. (2009). Latent Trait Theory Approach to Measuring Person-Organization Fit: Conceptual Rationale and Empirical Evaluation. International Journal of Testing, 9, 358 - 380.

Crede, M., Chernyshenko, O.S., Bagram, J., & Sully, M. (2009). Contextual performance and the job satisfaction-dissatisfaction distinction: Examining artifacts and utility, Human Performance, 22, 246 - 272.

Lopez-Rivas, G., Stark, S., & Chernyshenko, O.S. (2009). The effects of referent item parameters upon DIF detection using the free-baseline likelihood ratio test. Applied Psychological Measurement, 33, 251 – 266.

Chernyshenko, O. S., Stark, S., Prewett, M. S., Gray, A. A., Stilson, F. R., & Tuttle, M. D. (2009). Normative scoring of multidimensional pairwise preference personality scales using IRT: Empirical comparisons with other formats. Human Performance, 22, 105–127.

Myors, B. et al. (2008). International perspectives on the legal environment for selection. Industrial and Organizational Psychology: Perspectives on Science and Practice, 1, 206-246.

Lawton, K. & Chernyshenko, O.S. (2008). Examining determinants of employee benefit preferences: Joint effects of personality, work values, and demographics. Asia Pacific Journal of Human Resources, 46, 220-240.

Guenole, N., Chernyshenko, O.S., Stark, S., McGregor, K., & Ganesh, S. (2008). Measuring stress reaction style: A construct validity investigation. Personality and Individual Differences, 44, 250-262.

Chernyshenko O. S., Stark, S., & Guenole, N. (2007). Can the discretionary nature of certain criteria lead to differential prediction across cultural groups? International Journal of Selection and Assessment, 15, 175 – 184.

Chernyshenko, O.S., Stark, S., Drasgow, F., & Roberts, B.W. (2007). Constructing personality scales under the assumptions of an ideal point response process: Toward increasing the flexibility of personality measures. Psychological Assessment, 19, 88 – 106.

Credé, M., Chernyshenko, O.S., Stark, S., Bashshur, M., & Dalal, R.S. (2007). Job Satisfaction as Mediator: An Assessment of Job Satisfaction's position within the Nomological Network. Journal of Occupational and Organizational Psychology, 80, 515-538.

Capon, J., Chernyshenko, O.S., & Stark, S. (2007). Applicability of civilian retention theory in the New Zealand military. New Zealand Journal of Psychology, 36, 49-55.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2006). Detecting differential item functioning with CFA and IRT? Toward a unified strategy. Journal of Applied Psychology, 91, 1292 – 1306.

Stark, S., & Chernyshenko, O.S. (2006). Multi-Stage testing: Widely or narrowly applicable? Applied Measurement in Education, 19, 257-260.

de la Torre J., Stark, S., & Chernyshenko, O.S. (2006). Markov chain Monte Carlo estimation of item parameters for the Generalized Graded Unfolding model. Applied Psychological Measurement, 30, 1-17.

Stark, S., Chernyshenko, O.S., & Drasgow, F., & Williams, B.A. (2006). Examining assumptions about item responding in personality assessment: Should ideal point methods be considered for scale development and scoring? Journal of Applied Psychology, 91, 25-39.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2005). Identifying and understanding the effects of unmotivated examinees on test dimensionality: Application of optimal appropriateness measurement. International Journal of Testing, 5, 247 - 263.

Guenole, N., & Chernyshenko, O.S. (2005). The suitability of Goldberg's Big Five personality markers in New Zealand: A dimensionality, bias, and criterion validity evaluation. New Zealand Journal of Psychology, 34, 85 - 95.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2005). An IRT approach to constructing and scoring pairwise preference items involving stimuli on different dimensions: An application to the problem of faking in personality assessment. Applied Psychological Measurement, 29, 184 – 201.

Roberts, B., Chernyshenko, O.S., Stark, S., & Goldberg, L. (2005). The construct of conscientiousness: The convergence between lexical models and scales drawn from six major personality questionnaires. Personnel Psychology, 58, 103-139.

Stark, S., Chernyshenko, O. S., & Drasgow, F. (2004). Examining the effects of differential item/test functioning (DIF/DTF) on selection decisions: When are statistically significant effects practically important? Journal of Applied Psychology, 89, 497–508.

Roberts, B. W., Bogg, T., Walton, K., Chernyshenko, O. S., & Stark, S. (2004). A lexical investigation of the lower-order structure of conscientiousness. Journal of Research in Personality, 38, 164-178.

Chernyshenko, O. S., Miner, A. G., Baumann, M. R., & Sniezek, J. A. (2003). The impact of information distribution and group discussion on member judgment: The Differential Cue Weighting model. Organizational Behavior and Human Decision Processes, 91, 12 – 25.

Stark, S., Chernyshenko, O. S., Lancaster, A. R., Drasgow, F., & Fitzgerald, L. F. (2002). Toward standardized measurement of sexual harassment: Shortening the SEQ-DoD using item response theory. Military Psychology, 14, 49 – 72.

Chernyshenko, O. S., Stark, S., Chan, K. Y., Drasgow, F., & Williams, B. A. (2001). Fitting item response theory models to two personality inventories: Issues and insights. Multivariate Behavioral Research, 36, 523 – 562.

Stark, S., Chernyshenko, O. S., Chan, K. Y., Lee, W. C., & Drasgow, F. (2001). Effects of the Testing Situation on Item Responding: Cause for Concern. Journal of Applied Psychology, 86, 943–953.

Chernyshenko, O. S., Stark, S., & Chan, K. (2001). Investigating the hierarchical factor structure of the Fifth Edition of the 16PF: An application of the Schmid-Leiman orthogonalization procedure. Educational and Psychological Measurement, 61, 290-302.

Chernyshenko, O. S. & Ones, D. (1999). How selective are psychology graduate programs?: The effect of the selection ratio on the GRE validity. Educational and Psychological Measurement, 59, 951-961.

(2) Book Chapters:

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2011). Constructing fake-resistant personality tests using item response theory: High stakes personality testing with multidimensional pairwise preferences. In Matthias Ziegler, Carolyn MacCann, & Richard D. Roberts (Eds.). *New Perspectives on Faking in Personality Assessments* (pp. 215 – 239). NY: Oxford University Press.

Moon-Ho, R.H., Stark, S., & Chernyshenko, O.S. (2012). Graphical representation of structural equation models using path diagrams. In Rick Hoyle, David Kaplan, George Marcoulides, and Steve West (Eds.). *Handbook of Structural Equation Modeling* (pp. 43 – 55). NY: Guilford Press.

Guenole, N., Chernyshenko, O., Stark, S., Cockerill, T., & Drasgow, F. (2011). We're Doing Better than You Might Think: A Large Scale Demonstration of Assessment Centre Convergent and Discriminant Validity. In G. Thornton III & N. Povah (Eds.). *Assessment and Development Centers: Strategies for Global Talent Management* (pp. 15 – 32). Farnham Surrey, UK: Gower .

Chernyshenko, O. S., Stark, S., & Drasgow, F. (2010). Individual differences, their measurement and validity. In S. Zedeck (ed.) APA Handbook of Industrial and Organizational Psychology, Vol 2: Selecting and Developing Members for the Organization. pp. 117-151. Washington: American Psychological Association.

Drasgow, F., Chernyshenko, O. S., & Stark, S. (2009). Test theory and personality measurement (pp. 59 – 80). In J.N. Butcher (Ed.). *Oxford Handbook of Personality Assessment*. London: Oxford University Press.

Oolders, T., Chernyshenko, O.S., & Stark, S. (2009). Cultural Intelligence as a mediator of relationships between Openness to Experience and Adaptive performance. . In L. Van Dyne and S. Ang (Eds.), Handbook of Cultural Intelligence: Theory, Measurement, and Applications. pp. 145-158. New York: M E Sharpe, Inc.

Chernyshenko, O.S., & Stark, S. (2006). The Sixteen Factor Personality Questionnaire. Encyclopedia of Career Development v. 2, 743-743. London: Sage Publications.

Stark, S., & Chernyshenko, O.S. (2006). Standardized testing (pp. 754 -758). In S.G. Rogelberg (Ed.). Encyclopedia of I/O Psychology (Vol. 2). Thousand Oaks, CA: Sage Publications, Inc.

Chernyshenko, O.S., & Stark, S. (2005). Measurement in Organizational Psychology. Encyclopedia of Social Measurement, Vol. 2, 957-963. San Diego, CA: Academic Press.

Romano, J. L. & Chernyshenko, O. S. (1997). Training and practice of professional counselors and counseling psychologists in the United States. In N. B. Krylova (Ed.), New Educational Values, Institute of Pedagogical Innovation, Moscow, Russia.

(3) Manuscripts in Review:

Chernyshenko, O.S., Stark, S., Nye, C.D., Drasgow, F., Phillips, H.L., Phillips, J.B., & Campbell, J.S. (R&R). Definitely more than g: Evidence for the incremental validity of specific cognitive abilities for predicting training performance. *Journal of Applied Psychology*.

Seybert, J.M., Stark, S., & Chernyshenko, O.S. (2012). Detecting DIF with ideal point models: A comparison of area and parameter difference methods. Applied Psychological Measurement.

Woo, S. E., Chernyshenko, O.S., Longley, A., Zhang, Z., Chiu, C., Stark, S. (revise and resubmit, round 2). Openness to Experience: Its Lower-Level Structure, Measurement, and Cross-Cultural Equivalence. Journal of Personality Assessment.

Woo, S. E., Chernyshenko, O.S., Stark, S., & Conz, G. (revise and resubmit, round 2). Validity of Six Openness Facets in Predicting Work Behaviors: A Meta-Analysis. Journal of Personality Assessment.

(4) Manuscripts in Preparation:

Woo, S. E., Chernyshenko, O.S., Stark, S., Longley, A., Conz, G. (in preparation). Openness to Experience: Its facet structure, measurement, and usefulness in predicting work behaviors. Personnel Psychology.

Guenole, N., Chernyshenko O. S., Stark, S., Cockerill, T., & Drasgow, F. (in preparation). Modern assessment centers can measure dimensions: Evidence from the domain of leadership. Personnel Psychology.

Guenole, N., Chernyshenko O. S., Ho, R. Stark, S., & Milne, K. (in prep.). Why are they still smoking in Geneva? Insights from Growth mixture modeling in New Zealand.

Chan, K. Y., & Chernyshenko, O.S. (in review). Criterion driven design and teaching of leadership. Academy of Management Learning and Education.

Guenole, N., Chernyshenko, O.S., Milne, K., & Stark, S. (in prep). Is support for a national smoking ban in hospitality venues determined by rationality or justice? A longitudinal study of New Zealand bar managers.

Stark, S., & Chernyshenko, O.S. (invited revision). Adaptive testing with the Multi-Unidimensional Pairwise Preference Model. Applied Psychological Measurement.

(5) Technical Reports:

Stark, S., Chernyshenko, O.S., & Drasgow, F. (2006). Examination of the computerized adaptive NCAPS program. Millington, TN: U.S. Navy (NPRST).

Stark, S., Chernyshenko, O.S., & Drasgow, F. (March, 2004). Description of the computer adaptive testing and scoring algorithm Lincoln, NE: Kenexa Corporation.

Chernyshenko, O.S., Stark, S., & Drasgow, F. (2003). CAT item pool development: Item quality results for the first five months of item pretesting efforts. Lincoln, NE: Kenexa Corporation.

Drasgow, F., Lee, W. C., Stark, S., & Chernyshenko, O.S. (Spring, 2001). Alternative methodologies for predicting attrition in the Army: The new AIM scales. (Report to HUMMRO). Alexandria, VA.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (Spring, 2001). Identification of unmotivated examinees on the CPA exam using optimal appropriateness measurement: Assessment of the CPA exam. Jersey City, NJ: American Institute of Certified Public Accountants.

Drasgow, F., Chernyshenko, O. S., Stark, S., Munson, L., & Wang, J. (Fall, 2000). Classical test theory and item response theory analysis of the AICPA exam. Technical report. Jersey City, NJ: American Institute of Certified Public Accountants.

Schrah, G. E., Chernyshenko, O. S., Baumann, M. R., & Sniezek, J.A. (Fall, 2000). Performance measurement system for DC-TRAIN: Evaluation of reliability and validity. Technical report. Office of Naval Research, Surface Warfare Officers School, RI.

Stark, S., & Chernyshenko, O. S. (Summer, 1999). Shortening the SEQ-DoD using item response theory: Report on measurement of sexual harassment. Technical report. Defense Manpower Data Center, Arlington, VA.

Sniezek, J. A., & Chernyshenko, O. S. (Spring, 1999). Psychological evaluation of Co-RAVEN technology for battlefield decision-making: Probabilistic reasoning by army intelligence experts. Technical Report. Army Research Laboratories, Ft. Huachuca, AZ.

Chan, K., Chernyshenko, O. S., & Stark, S. (Spring 1998). Psychometric evaluation of the fifth edition of the 16PF: IRT analyses. Unpublished technical report prepared for the Institute of Personality and Ability Testing. Champaign, IL.

Chan, K., Chernyshenko, O. S., & Stark, S. (Fall, 1997). Factor analysis of the fifth edition of the 16PF. Unpublished technical report prepared for the Institute of Personality and Ability Testing. Champaign, IL.

(6) Conference Presentations 2012

Stark, S., Chernyshenko, O.S., & Drasgow, F. (July, 2012). *Development of a person-fit index for multidimensional pairwise preference tests*. Invited presentation at the 8th conference of the International Test Commission. Amsterdam, NE.

Chernyshenko, O.S., Stark, S., & Drasgow, F. (July, 2012). *Investigating effects of unmotivated responding on validities of multidimensional forced choice personality tests*. Invited presentation at the 8th conference of the International Test Commission. Amsterdam, NE.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (June, 2012). *Development and validation of multidimensional pairwise preference personality tests*. Invited presentation at the Canadian Forces Personnel Research Conference. Ottawa, ON, Canada.

Seybert, J.M., Stark, S., & Chernyshenko, O.S. (April, 2012). *Shedding new light on the trouble with DIF detection using ideal point models: A comparison of area and parameter difference methods*. Paper presented at the 27th annual conference for the Society of Industrial and Organizational Psychology. San Diego, CA.

2011

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2011). *Comparing nonadaptive and adaptive multidimensional personality tests using IRT*. Paper presented at the 26th annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2011). *Adaptive testing with the multi-unidimensional pairwise preference model*. Paper presented at the annual conference of the National Council on Measurement in Education. New Orleans, LA.

Chernyshenko, O.S., & Stark, S. (April, 2011). *Empirical comparisons of nonadaptive and computerized adaptive forced-choice tests*. Paper presented at the 26th annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

Drasgow, F., Stark, S., & Chernyshenko, O.S. (April, 2011). *Tailored Adaptive Personality Assessment System (TAPAS) prediction of soldier performance*. Paper presented at the 26th annual conference for the Society of Industrial and Organizational Psychology. Chicago, IL.

2010

Stark, S., Chernyshenko, O.S., & Drasgow, F. (September, 2010). *Update on Tailored Adaptive Personality Assessment System (TAPAS): Results and ideas to meet the challenges of high stakes testing*. Paper presented at the 52nd annual conference of the International Military Testing Association. Lucerne, Switzerland.

Stark, S., Chernyshenko, O.S., & Moon-ho, R.H. (June, 2010). *Scoring multidimensional pairwise preference tests with item response theory: Comparisons with other methods and formats*. Paper presented at the 7th annual conference of the International Testing Commission. Hong Kong.

2009

Stark, S., Chernyshenko, O.S., & Guenole, N. (April, 2009). Streamlining the development and use of adaptive pairwise preference scales in organizational research. Paper presented at the 24th annual conference for the Society of Industrial and Organizational Psychology. New Orleans, LA.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (October 2009). Update on Tailored Adaptive Personality Assessment System (TAPAS): A Pilot testing program on the ASVAB testing platform. Paper presented at the 51st annual conference of the International Military Testing Association. Tartu, Estonia.

Drasgow, F., Chernyshenko, O.S., & Stark, S., Phillips, H.L., Phillips, J., Olson, T., Olde, B., Walker, P. (October 2009). Scoring the Performance Based Measurement (PBM) test to enhance naval aviation selection decisions. Paper presented at the 51st annual conference of the International Military Testing Association. Tartu, Estonia.

2008

Stark, S., & Chernyshenko, O.S. (June, 2008). Development of a multidimensional forced choice CAT to measure lower order facets of the Big Five. Paper presented at the 32nd annual conference on personnel assessment for the International Public Management Association for Human Resources. Oakland, CA.

Stark, S., & Chernyshenko, O.S., Drasgow, F., White, L.A., Heffner, T., & Hunter, A. (October 2008). Using multidimensional pairwise preference personality tests in military contexts: Development and evaluation of the TAPAS-95S. Paper presented at the 50th annual conference of the International Military Testing Association. Amsterdam, NL.

2007

Stark, S., & Chernyshenko, O.S. (August, 2007). Examining the recovery of normative trait scores for nonadaptive and adaptive multidimensional forced-choice tests. Paper presented at the 2007 annual meeting of the American Psychological Association. San Francisco, CA.

Stark, S., & Chernyshenko, O.S. (June, 2007). Adaptive testing with the multi-unidimensional pairwise preference (MUPP) model. Paper presented at the 2007 Graduate Management Admissions Council conference on computerized adaptive testing. Minneapolis, MN.

Stark, S. (presenter), & Chernyshenko, O.S. (presenter) (May, 2007). Item response theory. Invited leaders for community of interest (COI) discussion at the 22nd annual conference for the Society of Industrial and Organizational Psychologists. New York, NY.

2006

Stark, S., & Chernyshenko, O.S. (August, 2006). Streamlining the Construction of Unidimensional Pairwise Preference Scales: Effects on Scoring Accuracy and Test Validity.

Paper presented at the 2006 annual meeting of the American Psychological Association. New Orleans, LA.

Stark, S., & Chernyshenko, O.S. (April, 2006). Item response theory. Invited community of interest (COI) presentation at the 21st annual conference for the Society of Industrial and Organizational Psychologists. Dallas, TX.

Chernyshenko O. S., Stark, S., Prewett, M., Gray, A., Stilson, R., & Tuttle, M.. (May, 2006). Normative Score Comparisons from Single Stimulus, Unidimensional Forced Choice, and Multidimensional Forced Choice Personality Measures using Item Response Theory. Paper presented at the 21th annual conference for the Society of Industrial and Organizational Psychologists. Dallas, TX.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (November, 2005). Toward Increased Utilization of Multidimensional Forced Choice Measures in Personality Assessment. Paper presented at the 21th annual conference for the Society of Industrial and Organizational Psychologists. Dallas, TX.

2005

Chernyshenko, O.S., Stark, S., Prewett, M., Gray, A., Stilson, R., & Tuttle, M. (November, 2005). Normative score comparisons from single stimulus, unidimensional forced choice, and multidimensional forced choice personality measures using Item Response Theory. Paper presented at the 47th annual conference of the International Military Testing Association. Singapore.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (November, 2005). Examining the recovery of normative scores with three- and five- dimensional nonadaptive multidimensional forced choice tests. Paper presented at the 47th annual conference of the International Military Testing Association. Singapore.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2005). Are CFA and IRT equally viable methods for detecting biased items? Toward a unified strategy for DIF detection. Paper presented at the 20th annual conference for the Society of Industrial and Organizational Psychologists. Los Angeles, CA.

Guenole, N., Chernyshenko, O.S., Stark, S., & McGregor, K. (April, 2005). Measuring dispositional stress reactions: A new measure. Poster presented at the 20th annual conference for the Society of Industrial and Organizational Psychologists. Los Angeles, CA.

Raju, N.S. (presenter), Chernyshenko, O.S. (presenter), & Stark, S. (presenter). (April, 2005). Item response theory: An introduction. Invited tutorial at the 20th annual conference for the Society of Industrial and Organizational Psychologists. Los Angeles, CA.

2004

Capon, J., Chernyshenko, O.S., & Stark, S. (October, 2004). Applicability of civilian retention theory in the military: Predicting Retention in New Zealand. Paper presented at the 46th annual conference of the International Military Testing Association. Brussels, Belgium.

Stark, S., & Chernyshenko, O.S. (2004). Developing computer adaptive measures of personality and performance: Improvements in item selection and scoring. Paper presented at the 19th annual conference for the Society of Industrial and Organizational Psychologists. Chicago, IL.

Chernyshenko, O.S., & Stark, S. (April, 2004). Investigating Relational and Measurement Equivalence of Conscientiousness Facets Between the United States (US) and New Zealand (NZ). Paper presented at the 19th annual conference for the Society of Industrial and Organizational Psychologists. Chicago, IL.

Chernyshenko, O.S., & Stark, S. (January, 2004). Using unfolding models for personality scale construction. Paper presented at the 2nd International Conference on Measurement in Health, Education, Psychology and Marketing: Developments with Rasch and Unfolding. Perth, Western Australia.

2003

Stark, S., Chernyshenko, O.S., & Drasgow, F. (November, 2003). A new approach to constructing and scoring fake-resistant personality measures. Paper presented at the 45th annual conference of the International Military Testing Association. Pensacola, FL.

Chernyshenko, O.S., Stark, S., & Drasgow, F. (November, 2003). Predicting attrition of army recruits using optimal appropriateness measurement. Paper presented at the 45th annual conference of the International Military Testing Association. Pensacola, FL.

Chernyshenko, O. S., & Stark, S. (2003, April). Constructing personality scales under the assumption of an ideal-point response process. Paper presented at the 18th annual conference for the Society of Industrial and Organizational Psychologists. Orlando, FL.

Stark, S., & Chernyshenko, O.S. (2003, April). Methods to construct and score personality measures that are fake-resistant. Paper presented at the 18th annual conference for the Society of Industrial and Organizational Psychologists. Orlando, FL.

Chernyshenko, O.S., Stark, S., Crede, M., Wadlington, P., & Lee, W. (2003, April). Improving the measurement of job attitudes: The development of the JSI. Paper presented at the 18th annual conference for the Society of Industrial and Organizational Psychologists. Orlando, FL.

Crede, M., Stark, S., Chernyshenko, O.S., Bashshur, M. R., Dalal, R. S., & Ben-Roy, D. (2003, April). Development of an integrative model of the antecedents and consequences of job

satisfaction. Paper presented at the 18th annual conference for the Society of Industrial and Organizational Psychologists. Orlando, FL.

2002

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2002). Investigating the effects of local dependence on the accuracy of IRT ability estimation. Paper presented at the 2002 Annual Meeting of the National Council on Measurement in Education. New Orleans, LA.

Stark, S., Chernyshenko, O.S., & Drasgow, F. (April, 2002). Examining the effects of differential item/test functioning (DIF/DTF) on selection decisions: When are statistically significant effects practically important? Paper presented at the 17th annual conference for the Society of Industrial and Organizational Psychologists. Toronto, Canada.

Cohorn, C.A., Chernyshenko, S. & Fitzgerald, L.F. (2002, April). The Development and Validation of Gender-Related Work Discrimination Scale. Paper presented at the 17th annual conference for the Society of Industrial and Organizational Psychologists. Toronto, Canada.

Chernyshenko, S., Stark, S. & Drasgow, F. (2002, April). Identifying Causes of Differential Item Functioning Using Optimal Appropriateness Measurement. Paper presented at the 17th annual conference for the Society of Industrial and Organizational Psychologists. Toronto, Canada.

2001

Lee, W. C., Stark, S., & Chernyshenko, O. S. (April, 2001). Selecting IRT models for cognitive and noncognitive data. Paper presented at the 16th SIOP Annual conference, San Diego, CA.

Stark, S., & Chernyshenko, O. S. (April, 2001). Examining model-data fit using graphical and statistical methods. Paper presented at the 16th SIOP Annual conference, San Diego, CA.

Chernyshenko, O. S., & Stark, S. (April, 2001). Using IRT methods for test construction: Creating parallel forms. Paper presented at the 16th SIOP Annual conference, San Diego, CA.

Stark, S., & Chernyshenko, O. S. (April, 2001). Methods for detecting differential item/test functioning. Paper presented at the 16th SIOP Annual conference, San Diego, CA.

Stark, S., Chernyshenko, O. S., & Drasgow, F. (April, 2001). Identifying and understanding the effects of unmotivated examinees on test dimensionality using Optimal Appropriateness Measurement: Assessment of the AICPA exam. Paper presented at the Annual conference of the American Educational Research Association, Seattle, WA.

1994 - 2000

Jones, P. M., Hayes, C. C., Wilkins, D. C., Bargar, R., Sniezek, J., Asaro, P., Danner, N., Tu, N., Ergon, H., Lu, L., Eychaner, J., Chernyshenko, O.S., & Schrah, G. (March, 2000). Knowledge-Based support for intelligence analysis. Conference proceedings of the Federated Lab Symposium. University of Maryland, College Park, MD.

Hayes, C., Penner, R., Ergon, H., Lu, L, Tu, N., Jones, P., N. Tu, Asaro, P., Bargar, R., Chernyshenko, O., Choi, I., Danner, N., Mengshoel, O., Sniezek, J., and Wilkins, D. (2000) CoRAVEN: Model-Based Design of a Cognitive Tool for Real-Time Intelligence Monitoring and Analysis. Proceedings of Systems, Man, and Cybernetics, Nashville, TN.

Chernyshenko, O. S., & Sniezek, J. A. (November, 2000). Video-conferencing technology and group decision-making: Studying the effects of discussion manipulation on the individual and group judgment. Paper presented at the Annual Meeting of the Society for Judgment and Decision Making, New Orleans, LA.

Chernyshenko, O. S., Miner, A. G., & Stark, S. (2000, April). Computational modeling the effects of cue repetition on individual and group judgment. Paper presented at the 15th SIOP Annual conference, New Orleans, LA.

Miner, A. G., Chernyshenko, O. S., & Stark, S. (2000). A dynamic computational model of cue weighting during group discussion. Paper presented at the 15th SIOP Annual conference, New Orleans, LA.

Stark, S., Chernyshenko, O. S., & Lee, W. S. (2000, April). New insights in personality measurement: Application of an ideal point IRT model. Paper presented at the 15th SIOP Annual conference, New Orleans, LA.

Paullin, C., Carter, G. W., Chernyshenko, O. S., Davison, H. K., Houston, J. S., & Cochran, C. C. (2000, April). Applying Item Response Theory in the development of selection systems. Paper presented at the 15th SIOP Annual conference, New Orleans, LA.

Fitzgerald, L. F., Stark, S., & Chernyshenko O. S. (2000, April). Who Counts?: A rational-empirical algorithm for determining the incidence of sexual harassment in organizations. Paper presented at the 15th SIOP Annual conference, New Orleans, LA.

Schrah, G. E., Chernyshenko, O. S., Baumann, M. R., Sniezek, J. A., Bulitko, V., Borton, S., & Wilkins, D. C. (2000, April). A new approach to scoring dynamic decision making performance on high fidelity simulators: Reliability and validity issues. Poster presented at the 15th SIOP Annual conference, New Orleans, LA.

Stark, S. Chernyshenko, O. S., & Drasgow, F. (November, 1999). Shortening the Sexual Experiences Questionnaire –Department of Defense (DoD) using item response theory: Report on the measurement of sexual harassment. Conference proceedings of the 41st annual conference of the International Military Testing Association (IMTA) / Officer Selection Workshop. Monterey, CA.

Chernyshenko, O. S., Sniezek, J. A., & Schrah, G. (1999, November). Probabilistic reasoning by army intelligence experts: Psychological evaluations for Co-RAVEN technology for battlefield decision-making. Poster presented at the Annual Meeting of the Society for Judgment and Decision Making, Los Angeles, CA.

Chernyshenko, O. S., Chan, K., Stark, S., & Drasgow, F. (1999, April). Fitting item response theory models to personality data. Paper presented at the 14th SIOP Annual Conference, Atlanta, GA.

Stark, S., Chan, K., & Chernyshenko, O. S. (1999, April). Faking on personality measures: Is it an attribute of the person or the situation? Paper presented at the 14th SIOP Annual Conference, Atlanta, GA.

Wilkins, D. C., Mengshoel, O. J., Chernyshenko, O. S., Jones, P. M., Hayes, C. C., & Bargar R. (1999, January). Collaborative decision-making and intelligent reasoning in Judge Advisor Systems. Paper presented at the Hawaii International Conference on Systems Science, Hawaii, HI.

Chernyshenko, O. S., & Sniezek, J. A. (1998, November). Priming for expertise and confidence in choice: Evaluating the global improves calibration for the specific. Paper presented at the Annual Meeting of the Society for Judgment and Decision Making, Dallas, TX.

Chernyshenko, O. S., Miner, A., & Baumann, M. (1998, November). Modeling group judgment. Poster presented at the Annual Meeting of the Society for Judgment and Decision Making, Dallas, TX.

Ones, D. S., Kuncel, N. R., Hezlett, S. A., & Chernyshenko, O. S. (1998, August). Influence of statistical artifacts on GRE validity: Some meta-analytic findings. Paper presented at the 106 APA Annual Convention, San Francisco, CA.

Chernyshenko, O. S., & Ones, D. (1998, April). How selective are I/O psychology graduate programs?: The effect of the selection ratio on GRE validity. Paper presented at the 13th SIOP Annual Conference, Dallas, TX.

Chernyshenko, O. S., Nashimoto, K., & Kornienko, A. A. (1996, August). Stereotypical perception of Soviets: Cross-generational comparisons. Poster presented at the 26 International Congress of Psychology, Montreal, Canada.

Jackson, L. H., & Chernyshenko, O. S. (1995, August). Barriers to social change in Ukraine: A dimensional perspective. Poster presented at the 103 APA Annual Convention, New York, NY.

Chernyshenko, O. S., Kovalchuk, A., & Bogoslovsky, A. A. (1994, April). Using semantic differential technique on the early stages of an election company. Paper presented at the International Conference of Psychological Research, St. Petersburg, Russia.

RESEARCH INTERESTS

Assessing and utilizing noncognitive constructs in organizational settings.

Personality structure and measurement.

Measurement invariance.

Group decision-making.

Service

Professional

- 2007-present SIOP Dissertation Awards Committee
- 2006 SIOP Program Committee
- 2004-2007 SIOP COI Chair for IRT group
- 2002-2009 SIOP Program Reviewer

- **Editorial Boards**
 - International Journal of Testing

- **Ad-hoc Reviewer:**
 - Applied Psychological Measurement
 - Decision Sciences Journal
 - MIS Quarterly
 - Organizational Research Methods
 - Human Performance
 - Journal of Research in Personality

- New Zealand Journal of Psychology
- Personality and Individual Differences
- Psychometrika
- Journal of Economic Psychology
- Journal of Personality and Social Psychology
- Journal of Management
- Journal of Personality
- Journal of Managerial Psychology

University

2009 **Chair, HR Undergraduate Program's Curriculum Development Committee**

2008-present **OBHR Faculty Search Committee**

2008 **Member, RoD Selection Committee**

2004: **Coordinator of Applied Psychology Postgraduate Program**, Department of Psychology, University of Canterbury

2004 - 2005: **Chair, Physical Resources Committee**, Department of Psychology, University of Canterbury

2002 – 2005: **Member, Staffing Committee**, Department of Psychology, University of Canterbury

Thesis Supervision

Ph.D. Primary Supervisor for Nigel Guenole (now at University of London, Goldsmith College): "A Close Look at the Nomology of Support for National Smoking Bans amongst Hospitality Industry Managers: An application of Growth Mixture Modeling", University of Canterbury, 2003-2008.

Ph.D. Co-supervisor for Steve Haultain, University of Canterbury, 2005-2009.

Ph.D. Thesis committee member and internal assessor for Jeffrey Kennedy, Nanyang Technological University. 2007-2009 (now an assistant professor at NTU).

MBA Dissertation Supervision:

Wolfgang Koeppel, Richard Lou Yuqiao, Wayne Lim, Sim Meng Khuan (July, 2009). Business and cultural analysis of Sonova's late entry into Chinese hearing aid retail market. Master of Business Administration Dissertation. Nanyang Business School, NTU.

Ayush Amatya, Theresa Lim, Truly Hutapea, Chong Sheng Jiat Corey (July, 2009). Ascott group in Tianjin, China: A study of business and cultural obstacles. Master of Business Administration Dissertation. Nanyang Business School, NTU.

Ernie Widianty, Ng Ying Thong, Puneet Narula, Sebastian Tan Say Hwee. (November, 2008). Doing business with and in Ireland: A case study of Accenture's Challenges and Strategies. Master of Business Administration Dissertation (Nanyang Fellows). Nanyang Business School, NTU.

Angga Erlangga, Indri Megananda, Ng Kian Huat, Roland, Syyed Qasim Ali Shah (November, 2008). The Irish Times – Challenges and Strategies. Master of Business Administration Dissertation (Nanyang Fellows). Nanyang Business School, NTU.

Martin Baumann, Marc Hauser, Joseph Kennedy, and Oliver Wolter (May, 2008). Gloria Jean's entering the Vietnamese market. Master of Business Administration Dissertation. Nanyang Business School, NTU.

Chong Ee Har, Lim Yi Yung, Linawati Gunawan, Teo Ching Leong (May, 2008). Asia Pacific Breweries' Strategies in Vietnam – Culture Blend. Master of Business Administration Dissertation. Nanyang Business School, NTU.

Masters of Science Research Project Supervision (Applied Psychology-HR Track, University of Canterbury):

M.Sc. - Scott Tatom, Evaluating the Relative Effect of Subconscious Priming and Goal Setting on Performance In Comparison to Effects of Dispositions on Performance, 2006-2008

M.Sc. - Kaleena Muirhead, Why is the PO Fit-Turnover Intentions Relationship so Small? Personality Facets as Potential Moderators, 2006-2008

M.Sc. - Geoffrey Sutton, Turnover Intentions and its Antecedents: A Multi-Level Analysis of Workplace Attitudes, 2006-2008

M.Sc. - Gary Grace, An investigation into the structure of workaholism; the design of a new measure, tested against key antecedents and consequences, 2006-2008

M.Sc. - Katie Lawton, Towards further understanding of employee benefit preferences: Joint effects of personality, work values, and demographics, 2005-2007

M.Sc. – Mina Morris, Lower-order facets of Extraversion, Neuroticism and Agreeableness: Clarifying the Ambiguity, 2004-2006

M.Sc. – Alex Williams, Empirical Validation of A New Latent Trait Approach to P-O Fit Measurement, 2004-2006

M.Sc. – Rebecca Haig, Personality predictors of effective leadership among agricultural industry managers, 2004-2006

M.Sc. – Tania Oolders, Cultural intelligence: A theoretical rationale and an empirical investigation of its role as a mediator between openness to experience and adaptive performance, 2004-2006

M.Sc. – Andrew Fay, A Meta-Analytic Investigation of the Lower Order Facets of Extraversion in the Prediction of Workplace Outcomes, 2004-2006

M.Sc. – Gabrielle Koncz, Openness to experience and performance: A Meta-analytic investigation, 2004-2006.

M.Sc. – Andrew Longley, The development of a lower-order facet measure of Openness-to-Experience, 2004- 2006.

M.Sc. – Nicole Ayrton, Clarifying the Contribution of Self-Control and Impulsivity Personality Traits to the Prediction of Academic Performance, 2003-2005.

M.Sc. – Evan Puentener, Small group decision-making: The role of member extraversion and conscientiousness in the sharing and processing of information, 2003-2005

M.Sc. - Andrew Dodson, Increasing Organizational Performance: Evaluating the effectiveness of a Kellogg Rural Leadership Training program, 2002-2004

M.Sc. – John, Capone, Establishing the Applicability of Civilian Retention Theory in the Military: Predicting Retention in the New Zealand Army, 2002-2004.

INVITED PRESENTATIONS

2006 Keynote speaker for 1st Dutch-Flemish I/O Conference

2008 Invited talks at Beijing Normal, Tianjin Normal, and Renmin Universities (China)

2006-2208 Invited Facilitator for SIOP Conference Community of Interest Meeting (IRT)

SOCIETY MEMBERSHIPS

Society of Industrial and Organizational Psychology

Member since 2002

GRANTS (University)

Nanyang Business School	\$ 5,000	2008
Department of Psychology Research Grants	\$ 30,000	2002-2005
University of Canterbury Research Grant	\$ 20,000	July 2002

REFERENCES

<p>Dr. Fritz Drasgow <i>Professor of I/O Psychology, Labor and Industrial Relations, Dissertation Chair</i> Department of Psychology University of Illinois 603 East Daniel Champaign, IL 61820 Phone: (217) 333-2739 E-mail: fdrasgow@s.psych.uiuc.edu</p>	<p>Dr. Simon Kemp <i>Professor of Psychology</i> University of Canterbury Psychology Department University of Canterbury, Christchurch, New Zealand. Phone: +64 3 364 2968 E-mail: simon.kemp@canterbury.ac.nz</p>
<p>Dr. Walter Borman <i>Professor of I/O Psychology and CEO of Personnel Decisions Research International (PDRI)</i> Department of Psychology University of South Florida E-mail: Wally.Borman@pdri.com</p>	

