PAUL E. LEVY
Master Vita
August 14, 2015

Office: Department of Psychology
The University of Akron
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Current Rank: Full Professor with tenure, Industrial/Organizational Psychology
Chair, Department of Psychology
Associate Director, Center for Organizational Research
Fellow, Institute for Lifespan Development and Gerontology

Date of First Appointment: August 29, 1989 The University of Akron

A. Education

Ph.D., Virginia Polytechnic Institute and State University, Industrial/Organizational Psychology, 1989
M.S., Virginia Polytechnic Institute and State University, Industrial/Organizational Psychology, 1986
B.A., Washington and Lee University, Psychology, Economics, 1984

B. Professional Employment

Chair, Department of Psychology, The University of Akron, July 1, 2005-Present
Full Professor, August 26 2002- Present
Associate Director, Center for Organizational Research, 2001-Present
Associate Chair, Department of Psychology, The University of Akron, August 2000-June 2005
Chair I/O Program, Department of Psychology, The University of Akron, August 1995-June 2005
Associate Professor, Department of Psychology, The University of Akron, August 1995 - 2002.
Assistant Professor, Department of Psychology, The University of Akron, August 1989 - July 1995 (tenure conferred, August 1994).
Instructor, Psychology Department, Virginia Polytechnic Institute and State University, August 1988 - May 1989.
Teaching Assistant, Virginia Polytechnic Institute and State University, September 1984 - June 1988.

C. Teaching

The University of Akron

3750:763 Performance Feedback and Evaluation (2003-present)
3750:660 Science and Ethics of Industrial Psychology (2004-2006; 2009)
3750:660 Industrial/Organizational Psychology (2001-2003)
3750:754 Research Methods in Psychology (1994-2002)
3750:756 Attitudes and Values in I/O Psychology (1989-2005)
3750:100 Introduction to Psychology -- Course Coordinator: this involves developing lectures, tests, and materials as well as training TAs to teach the course, and overseeing the conduct of the course (1989-1996)
3750:380 Industrial/Organizational Psychology (1996-2005; 2010-present)
3750:780 Seminar in Performance Appraisal (1997)
3750:780 Feedback Seminar (1999)
3750:752 Selection and Performance Appraisal (1998-2002)
3750:780 Organizational Justice Seminar (2000-2001, 2003)

Virginia Polytechnic Institute and State University

Psych 2094 Social Psychology (1986-1989)
Psych 2084 Principles of Psychological Research (1988-1989)
Psych 4094 Industrial and Organizational Psychology (1988-1989)

Thesis and Dissertation Committees

Major Advisor: 20+ Theses (completed), 24 Dissertations (completed)

Committee Member: 40+ Theses (completed), 70+ Dissertations (completed)

D. Publications

Journals and Chapters

Levy, P.E., Cavanaugh, C.M., Frantz, N.B., Borden, L.A., & Roberts, A. (in press). Revisiting the social context of performance management: Performance appraisal effectiveness. In, N. Anderson, C. Viswesvaran, H.K. Sinangil, & D.S. Ones. Handbook of Industrial, Work, and Organizational Psychology, 2nd edition, London: Sage Publications.

Levy, P.E., Cavanaugh, C.M, Frantz, N.B., & Borden, L.A. (2015). The role of due process in performance appraisal: A 20-year retrospective. In R. S. Cropanzano & M.L.Ambrose (Eds.). The Oxford Handbook of Justice in the Workplace, NY: Oxford University Press, 605-620.

Levy, P. E., Silverman, S. B., & Cavanaugh, C. M. (2015). The Performance Management Fix Is In: How Practice Can Build on the Research. Industrial and Organizational Psychology, 8(01), 80-85.

Pichler, S., Varma, A., Michel, J. S., Levy, P. E., Budhwar, P. S., & Sharma, A. (2015). Leader-Member Exchange, Group-and Individual-Level Procedural Justice and Reactions to Performance Appraisals. *Human Resource Management*.

Gabriel, A.S., Frantz, N.B., Levy, P.E., & Hilliard, A.W. (2014). The supervisor feedback environment is empowering, but not all the time: Feedback orientation as a critical moderator. *Journal of Occupational and Organizational Psychology*, 87, 487-506.

Gabriel, A.S., Frantz, N.B., Levy, P.E., & Hilliard, A.W. (2014). Is the Feedback Environment Always Empowering? Feedback Orientation as a Critical Moderator. *Academy of Management Proceedings*, 2014.

Rosen, C.C. & Levy, P.E. (2013). Stresses, swaps, and skills: An investigation of the psychological dynamics that relate organizational politics to employee performance. *Human Performance, 26(1),* 44-65.

Pichler, S., Varma, A., Michel, J.S., Budhwar, P.S., & Levy, P.S. (2013). The Role of Procedural Justice Climate in Reactions to Performance Appraisals. *Academy of Management Proceedings*.

Gregory, J.B. & Levy, P.E. (2013). Humanistic/Person-centered Approaches. In Passmore, J., Peterson, D., & Freire, T. (Eds.), Wiley-Blackwell Handbook of the Psychology of Coaching and Mentoring. West Sussex: John Wiley and Sons, Ltd, 285-297.

Gregory, J.B., & Levy, P.E. (2012). Employee feedback orientation: Implications for effective coaching relationships. *Coaching: An International Journal of Theory, Research & Practice, 5(2),* 86-99.

King, A.E.A., & Levy, P.E. (2012). A theoretical framework for organizational politics during the economic downturn. In P.L. Perrewe, J. Halbesleben, & C.R. Rosen (Eds.) Research in Occupational Stress and Well Being, UK: Emerald Publishing, 87-130.

Levy, P.E., Herb, K., Frantz, N., & Carr, A. (2012). Employee well-being: Can performance management systems help? Yes, but they sure can hurt too. In N.P. Reilly, M.J. Sirgy, C.A. Gorman (Eds.) *Work and Quality of Life: Ethical Practices in Organizations*, International Handbooks of Quality of Life. UK: Springer-Science, 133-155.

Levy, P.E. & Thompson, D. J. (2012). Feedback in organizations: Individual differences and the social context. In Sutton, R., Hornsey, M., & Douglas, K. (Eds.), *Feedback: Handbook of praise, criticism, and advice.* New York: Peter Lang Publishers, 217-232.

Whitaker, B. & Levy, P.E. (2012). Linking feedback quality and goal orientation to feedback-seeking and job performance. *Human Performance, 25(2),* 159-178.

Gregory, J.B. & Levy, P.E. (2011). It's not me, it's you: A multi-level examination of variables that impact employee coaching relationships. *Consulting Psychology Journal: Practice and Research, 63(2),* 67-88.

Levy, P.E. & Marando, K. (2010). Industrial/Organizational Psychology and Human Factors. New York: Worth Publishers.

Linderbaum, B.G. & Levy, P.E. (2010). The development and validation of the Feedback Orientation scale. *Journal of Management, 36(6),* 1372-1405.

Gregory, J.B. & Levy, P.E. (2010). Employee coaching relationships: Enhancing concept clarity and measurement. *Coaching: An International Journal of Theory, Research, and Practice. 3(2),* 109-123.

Chang, C.H., Rosen, C.C., Levy, P.E. (2009). The relationship between perceptions of organizational politics and employee attitudes, strain, and behavior: A meta-analytic examination. *Academy of Management Journal, 52(4),* 779-801.

Chau, S.L, Dahling, J.J, Levy, P.E., & Diefendorff, J.M. (2009). A predictive study of emotional labor and turnover. *Journal of Organizational Behavior 30,* 1151-1163. {Runner up for 2009 JOB best paper award}.

Rosen, C.C., Chang, C.H., Johnson, R.E., & Levy, P.E. (2009). Perceptions of the organizational context and psychological contract breach: Assessing competing perspectives. *Organizational Behavior and Human Decision Processes, 108,* 202-217.

Dahling, J.J., Whitaker, B.D., & Levy, P.E. (2009). The development and validation of a new Machiavellianism scale. *Journal of Management, 35,* 219-257.

Medvedeff, M., Gregory, J. B., & Levy, P. E. (2008). How Attributes of the Feedback Message Affect Subsequent Feedback Seeking: The Interactive Effects of Feedback Sign and Type. *Psycholgica Belgica, 48 (2&3),* 109-125.

Johnson, R. E., Rosen, C. C., & Levy, P. E. (2008). Getting to the core of core self-evaluations: A review and recommendations. *Journal of Organizational Behavior, 29,* 391-413.

Elicker, J.D., Foust, M.S., O'Malley, A.L., & Levy, P.E. (2008). Employee lateness behavior: The role of lateness climate and individual lateness attitude. *Human Performance, 21(4),* 427-441.

Gregory, J.B., Levy, P.E., Montanari, M (2008). Development of a model of the feedback process within executive coaching. *Consulting Psychology Journal, 60(1),* 42-56.

Whitaker, B.D., Dahling, J.J., & Levy, P.E. (2007). The development of a feedback environment and role clarity model of job performance, *Journal of Management*, 33(4), 570-591.

Anseel, F., Lievens, F., & Levy, P.E. (2007). A Self-Motives Perspective on Feedback-Seeking Behaviour: Linking Organizational Behaviour and Social Psychology Research. *International Journal of Management Reviews, 9,* 211-236.

Levy, P.E., Pogson, C, & Chau, S. (2006). Giving and receiving feedback. In S. Rogelberg (Ed.) *Encyclopedia of Industrial/Organizational Psychology*. Sage Publications.

Levy, P.E., Rosen, C., & O'Malley, A. (2006). Performance feedback. In S. Rogelberg (Ed.) *Encyclopedia of Industrial/Organizational Psychology*. Sage Publications.

Levy, P.E. & Pogson, C. (2006). Procedural justice and career development. In J.H. Greenhaus (Ed.) *Encyclopedia of career development*. Sage Publications.

Foust, M.S., Elicker, J.D., & Levy, P.E. (2006). Development and validation of a measure of an individual's lateness attitude. *Journal of Vocational Behavior, 69(1),* 119-133.

Brown, D. J., Cober, R., Keeping, L. M., & Levy, P. E. (2006). Racial tolerance and reactions to diversity information in job advertisements. *Journal of Applied Social Psychology, 36(8),* 2048-2071.

Rosen, C.C., Chang, C., & Levy, P.E. (2006). Personality and politics perceptions: A new conceptualization and illustration using OCBs (Ch. 3, 29-52). In E. Vigoda-Gadot and A. Drory (Eds.) *Handbook of Organizational Politics.* Edward-Elgar Publishing House.

Elicker, J.D., Levy, P.E., & Hall, R.J. (2006). The role of leader-member exchange in the performance appraisal process. *Journal of Management*, 32(4), 531-551.

Farr, J.L. & Levy, P.E. (2006). Performance Appraisal (311-327). In L.L. Koppes (Ed.) *Historical Perspectives in Industrial and Organizational Psychology.* Mahwah, NJ: Erlbaum.

Brown, D.J., Cober, R.T., Kane, K, Levy, P.E., & Shalhoop, J. (2006). Proactive personality and the successful job search: A field investigation with college graduates. *Journal of Applied Psychology, 91*, 717-726.

Rosen, C.C., Levy, P.E., & Hall, R.J. (2006). Placing perceptions of politics in the context of the feedback environment, employee attitudes, and job performance. *Journal of Applied Psychology, 91(1),* 211-220.

Steelman, L. A. & Levy, P.E. (2005). Using advanced statistics. In F.T.L. Leong & J.T. Austin (Eds.), *The psychology research handbook: A guide for graduate students and research assistants (2nd Ed.)* (pp. 306-314). Sage Publications, Thousand Oaks, CA.

Norris-Watts, C. & Levy, P.E. (2004). The mediating role of affective commitment in the relation of the feedback environment to work outcomes. *Journal of Vocational Behavior, 65,* 351-365.

Levy, P.E. & Norris-Watts, C. (2004). Organizational Justice. In C.D. Spielberger (Ed.) *Encyclopedia of Applied Psychology* (Vol. 2, pp. 731-735*).* San Diego: Academic Press.

Levy, P.E. & Williams, J.R. (2004). The social context of performance appraisal. *Journal of Management (Annual Review Issue, 2004), 30(6)* 881-905.

Cober, R.T., Brown, D.J., Keeping, L.M., & Levy, P.E. (2004). Recruitment on the net: How do organizational web site characteristics influence applicant attraction? *Journal of Management, (Special Theory Issue) 30(5),* 623-646.

Cober, R.T., Brown, D. J., & Levy, P.E. (2004). Form, Content, and Function: An Evaluative Methodology for Corporate Employment Web Sites. *Human Resource Management (Special Issue on e-HR: The intersection of Information Technology and Human Resource Management), 43 (2-3),* 201-218.

Steelman, L.A., Levy, P.E., & Snell, A.F. (2004). The feedback environment scale (FES): Construct definition, measurement, and validation.. *Educational and Psychological Measurement, 64(1),* 165-184.

Levy, P.E., Cober, R.T., Norris-Watts, C. (2003). Specific personality measures. In J.C. Thomas (Ed.), *The Handbook of Psychological Assessment, Vol.4: Industrial/Organizational Assessment*. John Wiley & Sons, Inc, New York, NY.

Cober, R.T., Brown, D.J., Levy, P.E., Keeping, L.M., & Cober, A.B. (2003). Organizational websites: Website content and style as determinants of organizational attraction. *International Journal of Selection and Assessment, 11(2/3),* 158-169.

Levy, P.E., Cober, R.T., & Miller, T. (2002). The effect of transformational and transactional leadership perceptions on feedback-seeking intentions. *Journal of Applied Social Psychology, 32(8),* 1703-1720.

Pogson, C. E., Bott, J. P., Ramakrishnan, M., & Levy, P. E. (2002). A grounded theory approach to construct validity: Investigating first-order constructs in organizational justice to triangulate with current empirical research. *Research Methods Forum, 7.*

Levy, P.E. (2001). Let's not forget the *Organization* in organizational justice: It just wouldn't be fair. *Journal of Vocational Behavior, 58,* 273-278.

Haworth, C.L. & Levy, P.E. (2001). The importance of instrumentality beliefs in the prediction of organizational citizenship behaviors. *Journal of Vocational Behavior, 59*, 64-75.

Cober, R.T., Brown, D.J., Blumental, A.J., Doverspike, D., & Levy, P.E. (2000). The quest for the qualified job surfer: It's time the public sector catches the wave. *Public Personnel Management, 29(4),* 479-496.

Keeping, L.M. & Levy, P.E. (2000). Performance appraisal reactions: Measurement, modeling, and method bias. *Journal of Applied Psychology, 85(5)*, 708-723.

Williams, J. R. & Levy, P. E. (2000). Investigating some neglected criteria in performance appraisal: The influence of organizational level and perceived system knowledge on appraisal reactions. *Journal of Business and Psychology, 13(3),* 501-513.

Williams, J.R., Miller, C., Steelman, L. A., & Levy, P.E. (1999). Increasing feedback seeking in public contexts: it takes two (or more) to tango. *Journal of Applied Psychology, 84(6),* 969-976.

Cawley, B. D., Keeping, L. M. & Levy, P. E. (1998). Participation in the performance appraisal process and employee reactions: A meta-analytic review of field investigations. *Journal of Applied Psychology, 83*, 615-633.

Makiney, J.D. & Levy, P.E. (1998). The influence of self ratings versus peer ratings on supervisors' performance judgments. *Organizational Behavior and Human Decision Processes, 74*, 212-228..

Levy, P. E., Cawley, B. D., & Foti, R. J. (1998). Reactions to appraisal discrepancies: Performance ratings and attributions. *Journal of Business and Psychology, 12*, 437-455.

Levy, P. (1998). Industrial/Organizational Psychology. In L. Sdorow (Ed.), *Psychology*, 4th Edition. Brown & Benchmark, Madison, WI.

Levy, P. E., & Williams, J. R. (1998). The role of perceived system knowledge in predicting appraisal reactions, job satisfaction, and organizational commitment. *Journal of Organizational Behavior, 19,* 53-65.

Funderburg, M. A. & Levy, P. E. (1997). The influence of individual and contextual variables on 360-degree feedback system attitudes. *Group and Organization Management, 22,* (Special Issue on 360-degree feedback), 210-235.

Levy, P. E. & Steelman, L. A. (1997). Performance appraisal for team-based organizations: A prototypical multiple rater system. In M. Beyerlein, D. Johnson, & S. Beyerlein (Eds.), *Advances in interdisciplinary studies of work teams: Team Implementation Issues, Vol. 4* (pp. 141-165). JAI Press, Greenwich, CT.

Hyatt, D., Cropanzano, R., Finfer, L., Levy, P., Ruddy, T., Vandaveer, V., & Walker, S. (1997). Bridging the gap between academics and practice: Suggestions from the field. *The Industrial-Organizational Psychologist, 35 (1),* 29-32

Levy, P. E. & Steelman, L. A. (1996). Using advanced statistics. In F.T.L. Leong & J.T. Austin (Eds.), *The psychology research handbook: A guide for graduate students and research assistants* (pp. 219-228). Sage Publications, Thousand Oaks, CA.

Drogosz, L. & Levy, P. E. (1996). Another look at the effects of appearance, gender, and job type on performance-based decisions: An extension of Heilman and Stopeck (1985). *Psychology of Women Quarterly, 20*, 437-445.

Levy, P. E., Albright, M. D., Cawley, B. D. & Williams, J. R. (1995). Situational and individual determinants of feedback seeking: A closer look at the process. *Organizational Behavior and Human Decision Processes, 62*, 23-37.

Albright, M. D. & Levy, P. E. (1995). The effects of source credibility and performance rating discrepancy on reactions to multiple raters. *Journal of Applied Social Psychology, 25*, 577-600.

Lord, R. G. & Levy, P. E. (1994). Moving from cognition to action: A control theory perspective. *Applied Psychology: An International Review, 43*, 335-367. {1994 Best Paper Award, *Applied Psychology: An International Review*}

Levy, P. E. & Lord, R. G. (1994). Moving from cognition to action: A rejoinder. *Applied Psychology: An International Review, 43*, 391-398.

Levy, P. E. (1993). Self-appraisal and attributions: A test of a model. *Journal of Management, 19,* 51-62.

Williams, J. R. & Levy, P. E. (1992). The effects of perceived system knowledge on the agreement between self ratings and supervisor ratings. *Personnel Psychology, 45*, 835-847.

Levy, P. E., & Lord, R. G. (1992). Self-regulation: Bridging the gap between cognitive and motivational theories. *Applied Psychology: An International Review, 41*, 139-144.

Levy, P. E., & Baumgardner, A. H. (1991). Effects of self-esteem and gender on goal choice. *Journal of Organizational Behavior, 12*, 529-541.

Levy, P. E., & Foti, R. J. (1990). The effects of feedback sign, performance discrepancy, and attributional discrepancy on feedback reactions. In D. F. Ray (Ed.), *Proceedings of the Southern Management Association*, (pp. 387-389). Mississippi State, MS: Division of Business Research.

Baumgardner, A. H., Kaufman, C. M., & Levy, P. E. (1989). Regulating affect interpersonally: When low esteem leads to greater enhancement. *Journal of Personality and Social Psychology, 56,* 907-921.

Baumgardner, A. H., & Levy, P. E. (1988). The role of self-esteem in perceptions of ability and effort: Illogic or insight? *Personality and Social Psychology Bulletin, 14*, 429-438.

Books

Gregory, J.B. & Levy, P.E. (2015). , *Using Feedback in Organizational Consulting,* DC: Washington, American Psychological Association.

Levy, P.E. (2013). *Industrial/Organizational Psychology: Understanding the Workplace. Fourth Edition.* New York: Worth Publishers.

Levy, P.E. (2010). *Industrial/Organizational Psychology: Understanding the Workplace. Third Edition.* New York: Worth Publishers.

Levy, P.E. (2006). *Industrial/Organizational Psychology: Understanding the Workplace. Second Edition.* Boston, MA: Houghton Mifflin Company.

Norris-Watts, Levy, P.E., & Cober, R.T. (2006). Instructor's Manual and Test Bank to accompany, *Industrial/Organizational Psychology*: *Understanding the Workplace*, *Second Edition*. Boston, MA: Houghton Mifflin Company.

Levy, P. E. (2003). *Industrial/Organizational Psychology*: *Understanding the Workplace.* Boston, MA: Houghton Mifflin Company.

Cober, R.T. & Levy, P.E. (2003). Instructor's Manual and Test Bank to accompany, *Industrial/Organizational Psychology*: *Understanding the Workplace*. Boston, MA: Houghton Mifflin Company.

Norris-Watts, C. & Levy, P.E. (2003). Study Guide to accompany *Industrial/Organizational Psychology*: *Understanding the Workplace*. Boston, MA: Houghton Mifflin Company.

E. Honors and Awards

1994 Named "Outstanding Reviewer of the Year," by the *Journal of Organizational Behavior*.

1994 Won "Best Article" published in *Applied Psychology: An International Review* for: Lord, R. G. & Levy, P. E. (1994). Moving from cognition to action: A control theory perspective. *Applied Psychology: An International Review, 43*, 335-367.

2001 Chairs' Outstanding Achievement Award for Teaching, Buchtel College of Arts and Sciences, The University of Akron.

2002 Nominated for the University of Akron's Outstanding Teacher Award
2009 Runner-up for *Journal of Organizational Behavior* Best Paper Prize: Chau, S.L, Dahling, J.J, Levy, P.E., & Diefendorff, J.M. (2009), *30,* 1151-1163
2012 Named "Reviewer of the Year," by the *Journal of Business and Psychology*
2015 Graduate of the *Leadership Akron* class 31

F. Presentations:

Conference Presentations

Gabriel, A.S., Franz, N.B., Levy, P.E., & Hilliard, A.W. (2014, August). Is the feedback environment always empowering? Feedback orientation as a critical moderator. In Brett, J. (Chair), Giving feedback that can arouse motivation: Approach and framing of feedback matter. Symposium presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.

Lowman, R.L., Gregory, J.B., Levy, P.E., Finkelman, J., Friedman, H.L., Howland, A.C., Vandaveer, V. (2014, August). Fundamentals of Consulting Psychology 3: Feedback, Politics, and Multiculturalism / Internationalism. Symposium presented at the Annual Convention of the American Psychological Association, Washington, DC.

Levy, P.E. (2014, May). Discussant in Bracken, D. (Chair) Manager as coach: Defining, developing, and measuring effectiveness. Symposium presented at the 29th Annual Society for Industrial/Organizational Psychology Conference, Honolulu, HI.

Levy, P.E. (2014, May). Striking the right chord; Assessment feedback that maximizes leader development (Moye, N., Chair). Panel Discussion presented at the 29th Annual Society for Industrial/Organizational Psychology Conference, Honolulu, HI.

Thompson, D. & Levy, P.E. (2014, May). Individual and cultural antecedents of self-directed development. In Moye, N. (Chair), Recasting leader development: Motivating and enabling self-directed, experiential learning. Symposium presented at the 29th Annual Society for Industrial/Organizational Psychology Conference, Honolulu, HI.

Pichler, S., Varma, A., Michel, J.S., Budhwar, P.S., & Levy, P.E. (2013 August). The role of procedural justice climate in reactions to performance appraisal. In Johnson, D.E. (Chair), Performance Management Discussion Paper Session at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.

Cavanaugh, C.M., Schleicher, D. J., & Levy, P.E. (2013, April). Performance management researchers and practitioners… You need to hear this, 2.0!. Panel Discussion presented at the 28th Annual Society for Industrial/Organizational Psychology Conference, Houston, Texas.

Hunt, S., Haaland, D.E., Kleinman, M.S., Shoemaker, J., Biro, M.L., & Levy, P.E. (2013, April). Whose employees are best? Using performance management to categorize employees. Panel Discussion presented at the 28th Annual Society for Industrial/Organizational Psychology Conference, Houston, Texas.

Schleicher, D.J., Levy, P.E., and Knapp, D.J. (2013, April). HOT TOPIC: SIOP members and public policy: Evaluating teacher performance. A Community of Interest Discussion taking place at the 28th Annual Society for Industrial/Organizational Psychology Conference, Houston, Texas.

Gregory, J.B., & Levy, P.E. (2012). *Employee coaching relationships: Why they matter and how they are cultivated.* Poster presented at the 5th annual Harvard Coaching Conference, Boston, MA.

King, A. & Levy, P. E. (2012, June). *Politics is neither good nor bad, but thinking makes it so: The role of causal attributions in the perceptions of politics – well-being relationship.* Paper presented at the 3rd Annual Meeting of the Institute of Work Psychology International Conference, Sheffield, UK.

Levy, P.E. (2012, April). Discussant in Giumetti, G.W. & Wills Beeco, R. (Co-Chairs) Back into the web: New directions in applicant attraction research. Symposium presented at the 27th Annual Society for Industrial/Organizational Psychology Conference, San Diego, CA.

Schleicher, D. J, Levy, P.E., Baumann, H.M., & Hartwell, C.J. (2012, April). Calling all performance management researchers: You need to hear this! Panel Discussion presented at the 27th Annual Society for Industrial/Organizational Psychology Conference, San Diego, CA.

Herb, K.C. & Levy, P.E. (2012, April). Feedback seeking: the interaction of self-evaluation motives and feedback source. Poster presented at the 27th Annual Society for Industrial/Organizational Psychology Conference, San Diego, CA.

Carr, A.E., & Levy, P.E. (2011, April). *Factors predicting success as an executive coach.* Poster presented at the 26th annual Society for Industrial/Organizational Psychology Conference, Chicago, IL.

Gabriel, A.S., Levy, P.E., Hilliard, A.W., & Frantz, N.B. (2011, April). Psychological empowerment and resilience as mediators of the feedback environment. In Gabirel, A.S. & Levy, P.E. (Co-Chairs), Organizational feedback: Encouraging it, seeking it, and using it. Symposium presented at the 26th Annual Society for Industrial/Organizational Psychology Conference, Chicago, IL.

Levy, P.E. (2011, April). Discussant in Cober, R.T. (Chair), Performance management transformation: Systems, process, and practice issues. Symposium presented at the 26th Annual Society for Industrial/Organizational Psychology Conference, Chicago, IL.

Thompson, D. J. & Levy, P.E. (2010). Feedback Environment and Feedback Orientation Interaction in Organizational Effectiveness. In Schmidt, A. (Chair), *A Lens on the World: Traits and States Influencing Motivational Processes.* Roundtable Paper Session presented at 2010 Annual Meeting of the Academy of Management, Montreal, QC, Canada.

Levy, P.E. (2010). The SIOP conference past and present: A retrospective and critique. Panel discussion presented at the 2010 Annual Meetings of the Society for Industrial and Organizational Psychology, Atlanta GA, Levy, P.E. (Chair).

Gregory, J.B. & Levy, P.E. (2010). Employee coaching relationships: Enhancing construct clarity and measurement. Poster presented at the 2010 Annual Meetings of the Society for Industrial and Organizational Psychology, Atlanta, GA.

O'Malley, A.L. & Levy, P.E. (2010). How will it feel: Affective forecasts and feedback-seeking behavior. Poster presented at the 2010 Annual Meetings of the Society for Industrial and Organizational Psychology, Atlanta, GA

Levy, P.E. (2009). *The role of I-O psychology programs in educating executive coaches*. Panel Discussion presented at the 2009 Annual Meetings of the Society for Industrial and Organizational Psychology, New Orleans, LA, Ehrlich, J. S. (Chair).

Gregory, J.B. & Levy, (2009). Coaching in performance management: A review and research agenda. Poster presented at the 2009 Annual Meetings of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Gregory, J. B., & Levy, P.E. (2008). Supervisor feedback orientation: It's effect on the feedback environment. In Levy, P.E. & Gregory, J.B. (Chairs). *Feedback environment and feedback seeking: the role of the trusted supervisor.* Symposium presented at the 2008 Annual Meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA..

Chau, S.L, Levy, P.E., & Diefendorff, J.M. (2008). A longitudinal study of emotional labor and turnover. In Grandey, A.A. & Diefendorff, J.M. (Chairs). *A tale of two emotion strategies: Surface and deep acting.* Symposium presented at the 2008 Annual Meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Gregory, J.B. & Levy, P.E. (2008). *Integrating performance appraisal and development: A model for the future*. Poster presented at the 2008 Annual Meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Whitaker, B., Levy, P.E. Whitaker, J. (2008). *Goal orientation moderates the feedback environment-feedback seeking link*. Poster presented at the 2008 Annual Meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Rosen, C.C., Levy, P.E., & Johnson, R.E. (2007). Coping with strains and breaches: Consequences of organizational politics. In Greenberg, J. & Latham, G.P. (Chairs), *Political influences on human resource management practices*. Symposium presented at the 2007 Annual Meetings of the Academy of Management, Philadelphia, PA.

Medvedeff, M., Gregory, J.B., & Levy, P.E. (2007). The impact of feedback sign and regulatory focus on feedback-seeking behavior. In Ashford, S.J., De Stobbelein, K.E.M., & De Luque, M.F.S. (Chairs), *Feedback seeking behavior in organizations*. Symposium presented at the 2007 Annual Meetings of the Academy of Management, Philadelphia, PA.

Chau, S. L, Swee, H.Y., & Levy, P.E. (2007). The effects of self-concept on foci of commitment and performance. Paper presented at the 22nd Annual Meetings of the Society for Industrial and Organizational Psychology, New York, NY.

Gianvito, M, Chang, B, Levy, P.E., & Muller, W. (2007). Translating feedback into outcomes: The role of feedback discounting. Paper presented at the 22nd Annual Meetings of the Society for Industrial and Organizational Psychology, New York, NY.

Dahling, J., Whitaker, B.G., Levy, P.E., & Chau, S. L. (2007). The development and validation of the Machiavellian Personality Scale. Paper presented at the 22nd Annual Meetings of the Society for Industrial and Organizational Psychology, New York, NY.

Komar, J.A., Brown, D. J., Cober, R.T., Levy, P.E., & Keeping, L.M. (2007). Investing in Internet recruitment: Applying the Theory of Planned Behavior. Paper presented at the 22nd Annual Meetings of the Society for Industrial and Organizational Psychology, New York, NY.

Linderbaum, B.G. & Levy, P.E. (2007). The development and validation of the Feedback Orientation Scale. Paper presented at the 22nd Annual Meetings of the Society for Industrial and Organizational Psychology, New York, NY.

O'Malley, A. L. & Levy, P.E. (2007). The prevalence of self-enhancement in an organizational assessment context. Paper presented at the 22nd Annual Meetings of the Society for Industrial and Organizational Psychology, New York, NY.

Johnson, R. E., Rosen, C.R., & Levy, P.E. (2006). Getting to the core of core self-evaluations: A critical review. In Heller, D. & Ferris, L. (Chairs), *New directions in core self-evaluations research.* Symposium presented at the 21st Annual Meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.

Chang, B, Gianvito, M., Muller, W., & Levy, P.E. (2006). *Feedback discounting: A mediator of justice effects on OCBs.* Paper presented at the 21st Annual Meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.

Gordon, S. & Levy, P.E. (2006). *Managerial feedback seeking: The influence of perceived face loss costs.* Paper presented at the 21st Annual Meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.

Swee, H.Y., Chau, S.L., & Levy, P.E. (2006). *Effects of feedback seeking on affective commitment and performance ratings.* Paper presented at the 21st Annual Meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.

Levy, P.E. (2006). *What is executive coaching anyway? Graduate students question experts.* Panel Discussion presented at the 21st Annual Meetings of the Society for Industrial and Organizational Psychology, Dallas, TX., Dipboye, R.L., DiazGranados, D., & Bencaz, N. (Chairs).

Cober, R.T., Brown, D.J., McCallum, K.L, & Levy, P.E. (2006). Balancing the Net: Using job boards and corporate employment web sites. In Cober, R.Y & Goddard, T. (Chairs), *Roping in talent on the virtual frontier: Lessons and victories.* Practice Forum presented at the 21st Annual Meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.

Johnson, R.E., Pogson, C.E., & Levy, P.E. (2006). Fairness as a heuristic: What are the measurement implications? In R.E Johnson & P.E. Levy (Chairs), *Taking account of measurement issues regarding organizational justice.* Symposium presented at the 21st Annual Meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.

Norris-Watts, C. & Levy, P.E. (2006). Motivational context effects on goal orientation: The interactive role of affect. In C. Norris-Watts (Chair), *The contextual connection: Rethinking context in motivational and leadership processes.* Symposium presented at the 21st Annual Meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.

Grefe, B.A., Koumbis, V., & Levy, P.E. (2005). *Dampening the impact of justice outcomes and procedures on self-esteem*. Paper presented at the 20th Annual Meetings of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Chau, S.Le. & Levy, P.E. (2005). *Disentangling the effect of race on supervisor-subordinate agreement*. Paper presented at the 20th Annual Meetings of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Norris-Watts, C. & Levy, P.E. (2005). Motivational context effects on feedback-seeking behavior. In J. Nowakowski & S. Kozlowski (Chairs), *Feedback interventions and feedback seeking: Implications for self-regulation.* Symposium presented at the 20th Annual Meetings of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Cober, R.T., Brown, D.J., & Levy, P.E. (2005). Role of individual differences in online applicant attraction. In K. Holcombe Ehrhart (Chair), *Where recruitment is @: Current approaches to web-based attraction research.* Symposium presented at the 20th Annual Meetings of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Rosen, C.C., Levy, P.E., Hall, R.J. (2004). *Connecting constructs: Politics, the feedback environment, work attitudes, and job performance*. Paper presented at the 64th Annual Meeting of the Academy of Management, New Orleans, LA.

Cober, R.T., Brown, D., Keeping, L., Levy, P.E. (2004). Recruitment on the Net: Organizational Web site characteristics and applicant attraction. In Z. Song (Chair), *Do you think I'm pretty: Applicant attraction.* Symposium presented at the 64th Annual Meeting of the Academy of Management, New Orleans, LA.

Cober, R.T., Brown, D., & Levy, P.E. (2004). Emotions and job seeker attraction on the Internet: Test of a model. In JP Palmer (Chair), *Web recruitment: Examination of e-dimensions influencing job seekers' perceptions of organizations: Web-based recruitment effects*. Symposium presented at the 64th Annual Meeting of the Academy of Management, New Orleans, LA.

Rosen, C. C., Chang, Chu-Hsiang, & Levy, P.E. (2004). Effects of perceived organizational politics, agreeableness, and self-monitoring on OCBs. Paper presented at the 19th Annual Meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Brown, D.J., Cober, R.T., Shalhoop, J.H., Levy, P.E., & Kane, K. (2004). Proactive personality, conscientiousness, and the successful job search. Paper presented at the 19th Annual Meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Levy, P.E., Silverman, S.B., Norris-Watts, C, Diefendorff, J.M., & Ramakrishnan, M. (2003). Differences across cultures in developmental feedback. In L.W. Porter (Chair), *Cross-cultural perspectives on the feedback giving and responding process.* Symposium conducted at the 18th Annual Meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Selenta, C., Cober, R.T., Levy, P.E. Doverspike, D., Chang, Chu-Hsiang, & Pogson, C.E. (2003). The University of Akron's Center for Organizational Research (COR); How we got there from here! In A.G. Walker, S.G. Rogelberg, J.A. Fuller (Co-chairs), *Student perspectives on innovation in extending training beyond the classroom*. Education Forum conducted at the 18th Annual Meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Keeping, L.M., Brown, D.J., Scott, K.A., & Levy, P.E. (2003). The effects of uncertainty and voice on performance appraisal reactions. Paper presented at the 18th Annual Meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Cober, R.T., Brown, D.J., Levy, P.E., Keeping, L.M., Cober, A.B. (2003). Exploration of content and style: Job seeker attraction to online employers. In D.J. Brown & R.T. Cober (Co-chairs), *Internet recruitment: How do job seekers experience online recruiting*

material? Symposium conducted at the 18th Annual Meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Ramakrishnan, M., Levy, P.E., Pogson, C.E., & Moran, E. (2003). Accountability and the influence of multisource ratings on performance ratings. Paper presented at the 18th Annual Meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Pogson, C.E., Bott, J.P., Ramakrishnan, M., & Levy, P.E. (2003). Organizational justice: A qualitative investigation of victim's perspectives. Paper presented at the 18th Annual Meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Cober, R.T., Brown, D.J., Levy, P.E., Cober, A., Kermes, J., & Baznik, D. (2002). *The effects of job-seeker reactions to corporate employment websites*. Paper presented at the 17th Annual Meetings of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Elicker, J.D., Levy, P.E., & Hall, R.J. (2002). *An organizational justice explanation of feedback reactions in LMX relationships*. Paper presented at the 17th Annual Meetings of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Brown, D., Cober, R.T., Keeping, L.M., & Levy, P.E. (2002). *Racial tolerance and reactions to diversity information in job advertisements.* Paper presented at the 17th Annual Meetings of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Keeping, L.M., & Levy, P.E. (2002). *Self-ratings and reactions: Asking for input isn't always enough.* Paper presented at the 17th Annual Meetings of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Norris-Watts, C & Levy, P.E. (2002). *The feedback environment and work outcome variables*. Paper presented at the 17th Annual Meetings of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Shankster-Cawley, L.J., Walker, S.E., Nickels, B.J., Cawley, B.D., & Levy, P.E. (2002). *Now that we've grown up... challenges facing mid-career I/O psychologists*. Panel Discussion presented at the 17th Annual Meetings of the Society for Industrial and Organizational Psychology, Toronto, Canada

Steelman, L.A. & Levy, P.E. (2001). The feedback environment and its potential role in 360-degree feedback. In J.R. Williams (Chair), *Has 360-degree feedback really gone amok? New empirical data*. Symposium conducted at the 16th Annual Meetings of the Society for Industrial and Organizational Psychology, San Diego, CA.

Cober, R.T., Brown, D.J., Blumental, A.J., & Levy, P.E. (2001). What the "Best Companies" do: A qualitative analysis of internet recruiting practices. In S. Highhouse (Chair), *New approaches to research on job search and job choice*. Symposium conducted at the 16th

Annual Meetings of the Society for Industrial and Organizational Psychology, San Diego, CA.

Steelman, L.A., Rutkowski, K. & Levy, P.E. (2001). *When negative feedback isn't so negative*. Paper presented at the 16th Annual Meetings of the Society for Industrial and Organizational Psychology, San Diego, CA.

Brown, D.J, Cober, R.T., & Levy, P.E. (2001). *Does Interracial Tolerance Predict an Applicant's Pursuit Intentions?* Paper presented at the 13th Annual Meetings of the American Psychological Society, Toronto, Canada.

Cober, R.T., Levy, P.E., & Blumental, A. (2000). *Feedback environment scale as a diagnostic tool for organizational effectiveness.* Paper presented at the 15th Annual Meetings of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Levy, P.E., Miller, T., & Cober, R.T. (2000). *Effect of leadership perceptions on feedback seeking intentions.* Paper presented at the 15th Annual Meetings of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Moon, M. & Levy, P.E. (2000). *Relationships among context, goal orientation, and self-efficacy on performance and feedback seeking*. Paper presented at the 15th Annual Meetings of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Keeping, L.M., Makiney, J.D., Levy, P.E., Moon, M., & Gillette, L.M. (1999). Self-ratings and reactions to feedback: It's not how you finish, but where you start. In R. A. Noe (Chair), *New approaches to understanding employees' affective and behavioral responses to multi-rater feedback systems*. Symposium conducted at the 59th Annual Meetings of the Academy of Management, Chicago, IL.

Haworth, C. & Levy, P.E. (1999). *Subordinate perceptions of performance appraisal fairness and usage as predictors of organizational citizenship behavior*. Paper presented at the 14th Annual Meetings of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Keeping, L.M., Levy, P.E., & Brown, D. (1999). *Examining self-appraisal formality and expectations on appraisal reactions.* Paper presented at the 14th Annual Meetings of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Haworth, C. & Levy, P. E. (1998). *Investigating the motivational basis of organizational citizenship behavior*. In W. Arthur (Chair), *Elaborating the nomological network of job performance: Measurement, methods, and evidence for construct* validity. Symposium conducted at the 13th Annual Meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.

Gross, F. A. & Levy, P. E. (1998). *Do 360-degree feedback appraisals predict managerial effectiveness?*. In P.E. Levy (Chair), *Making performance appraisals more effective: Every*

which way you can. Symposium conducted at the 13th Annual Meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.

Keeping, L. M. & Levy, P. A. (1998). *Performance appraisal attitudes: What are we really measuring?*. In P.E. Levy (Chair), *Making performance appraisals more effective: Every which way you can*. Symposium conducted at the 13th Annual Meetings of the Society for Industrial and Organizational Psychology, Dallas, TX.

Makiney, J. & Levy, P. E. (1997). *Supervisor's use of self and peer ratings for appraisal decisions*. Paper presented at the 12th Annual Meetings of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Miller, C. & Levy, P. E. (1997). *Contextual and individual antecedents of feedback seeking behavior*. Paper presented at the 12th Annual Meetings of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Keeney, M. & Levy, P. E. (1997). *Influence of trust in supervisor-subordinate relationships*. Paper presented at the 105th Annual Meetings of the American Psychological Association, Chicago, IL.

Keeney, M. & Levy P. E. (1997). *Trust as a catalyst for feedback*. Paper presented as part of a shared interest track symposium at the 57th Annual Meetings of the Academy of Management, Boston, MA.

Levy, P. E. (1997). *I/O Psychology -- Science v. practice: Bridging the gap*. Panel member in panel discussion conducted at the 12th Annual Meetings of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Levy, P. E. & Steelman, L. A. (1996). *Performance appraisal for team-based organizations*. Paper presented at the 4th Annual Advanced Concepts Conference on Work Teams, Dallas, Tx.

Mellinger, A. E. & Levy, P. E. (1996). *The relationships among perceived system knowledge, expectations, and performance appraisal satisfaction*. Paper presented at the 11th Annual Meetings of the Society for Industrial and Organizational Psychology, San Diego, CA.

Steelman, L. A., Williams, J. R., & Levy, P. E. (1996). The environment for feedback seeking and feedback seeking behavior. In D. V. Day and Paula M. Caliguiri (Co-Chairs), *Impression management in work settings*. Symposium conducted at the 11th Annual Meetings of the Society for Industrial and Organizational Psychology, San Diego, CA.

Albright, M. D. & Levy, P. E. (1995). Determining reactions to multi-rater feedback systems: The influence of individual and contextual variables. In P. E. Levy (Chair), *Feedback from multiple sources: Evidence from the laboratory and the field*. Symposium conducted at the

10th Annual Meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Cawley, B. D. & Levy, P. E. (1995). Rating discrepancies: A direct test of multiple explanations. In P. E. Levy (Chair), *Feedback from multiple sources: Evidence from the laboratory and the field*. Symposium conducted at the 10th Annual Meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Williams, J. R. & Levy, P. E. (1995). A forgotten dimension: The role of organizational psychology in the performance appraisal process. In T. L. Dickinson (Chair), *Attitudes and the performance appraisal process*. Symposium conducted at the 10th Annual Meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.

Drogosz, L. M. & Levy, P. E. (1995). Effects of appearance, sex, and job type on performance-based evaluations. In D. J. Woehr (Chair), *Contextual effects on performance evaluation*. Paper session conducted at the 103rd Annual Meetings of the American Psychological Association, New York, NY.

Elicker, J. D. & Levy, P. E. (1995). The role of discrepancies in upward feedback: A field investigation. In V. Wan-Huggins (Chair), *Performance Evaluation Issues*. Paper session conducted at the 55th Annual Meetings of the Academy of Management, Vancouver, BC.

Levy, P. E., Albright, M. D., & Cawley, B. D. (1994). *Inquiry: Its relationship to feedback favorability, monitoring, and public self-consciousness*. Paper presented at the 9th Annual Meetings of the Society for Industrial and Organizational Psychology, Nashville, TN.

Levy, P. E. & Steelman, L. A. (1994). *Feedback seeking climate and performance appraisal*. Paper presented at the 9th Annual Meetings of the Society for Industrial and Organizational Psychology, Nashville, TN.

Levy, P. E., Williams, J. R., & Albright, M. D. (1994). *An investigation of the effects of perceived system knowledge on employee reactions and job attitudes*. Paper presented at the 9th Annual Meetings of the Society for Industrial and Organizational Psychology, Nashville, TN.

Cawley, B. D. & Levy, P. E. (1993). *A meta-analysis of participation and satisfaction in the performance appraisal process*. Paper presented at the 8th Annual Meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Haueter, J., Levy, P. E., & Steelman, L. A. (1993). *Feedback seeking: The effect of group composition*. Paper presented at the 8th Annual Meetings of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Albright, M. D., Levy, P. E., & Williams, J. R. (1992). Reactions to performance discrepancies from multiple raters. In R. J. Foti (Chair), *Feedback readiness, feedback reactions, and*

memory for feedback messages. Symposium conducted at the 7th Annual Meetings of the Society for Industrial and Organizational Psychology, Montreal, Quebec.

Cawley, B. D. & Levy, P. E. (1992). Appraisal discrepancies and feedback reactions: A field investigation. In R. J. Foti (Chair), *Feedback readiness, feedback reactions, and memory for feedback messages*. Symposium conducted at the 7th Annual Meetings of the Society for Industrial and Organizational Psychology, Montreal, Quebec.

Levy, P. E. (1992). *Discrepancies and negative suppressors*. Paper presented at the 7th Annual Meetings of the Society for Industrial and Organizational Psychology, Montreal, Quebec.

Levy, P. E. (1991). The target of feedback reactions. In R. J. Foti (Chair), *Feedback reactions, memory for feedback, and subsequent task performance*. Symposium conducted at the 6th Annual Meetings of the American Psychological Association, San Francisco, CA.

Levy, P. E., Cawley, B. D., & Albright, M. D. (1991). *Expectations, discrepancies, and reactions: What matters most?* Paper presented at the 6th Annual Meetings of the American Psychological Association, San Francisco, CA.

Levy, P. E. (1991). *Self-appraisal and attributional judgments*. Paper presented at the 6th Annual Meetings of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Levy, P. E., & Foti, R. J. (1990). *The effects of feedback sign, performance discrepancy, and attributional discrepancy on feedback reactions*. Paper presented at the Meetings of the Southern Management Association, Orlando, FL.

Levy, P. E., & Foti, R. J. (1989). *Reactions to performance feedback as a function of attributional and performance discrepancies*. Paper presented at the Meetings of the American Psychological Association, New Orleans, LA.

Levy, P. E., & Baumgardner, A. H. (1987). *Beyond expectancy theory: The role of self-esteem in goal choice.* Paper presented at the Meetings of the American Psychological Association, New York, NY.

Levy, P. E., & Baumgardner, A. H. (1986). *Interpersonal reactions to interpersonal feedback*. Paper presented at the Meetings of the American Psychological Association, Washington, DC.

Evensen, E. B., Austin, J. T., Levy, P. E., & Sgro, J. A. (1985). *The effects of traditional values as measured by academic major on personnel decisions*. Paper presented at the Meetings of the Southeastern Psychological Association, Orlando, FL.

Levy, P. E. (1984). *A laboratory study of post-purchase dissonance and state anxiety*. Paper presented at the Meetings of the Virginia Academy of Science, Richmond, VA.

Selected Working Papers

G. Professional Activities

Recent Invited Talks

University of Akron Honors College Colloquium Speaker, 2015: Find your passion; Write your story.

Walsh University, (November, 2013), *Industrial/Organizational Psychology*.

Oberlin College Department of Psychology (April, 2010), *I/O, I/O – it's off to work I go: Using psychology to understand the workplace.*

Waterloo University, Department of Psychology (April, 2008). *Feedback processes: Social context and the role of the feedback environment.*

Bowling Green State University, Department of Psychology, (February, 2007), *Performance Management: Social Context and the Role of the Feedback Process.*

The University of Akron chapter of the Society for Human Resource Management, (March 2005), *Performance Appraisal: One step backward and two steps forward…*

The Akron Area chapter of the Society for Human Resource Management, (March 2004): *Performance Evaluations: What we really know!*

Washington & Lee University, (February 2002): *I/O, I/O – it's off to work I go: Using psychology to understand the workplace*

Professional Organizations

Fellow, American Psychological Association (2007)
Program Committee (Reviewer) -- Annual Meeting of the American Psychological Association (Division 14), 1993-1994
Fellow, Association for Psychological Science (2009)
Program Committee (Reviewer) -- Annual Meeting of the American Psychological Society, 1992-1994
Member, Academy of Management (Organizational Behavior Division; Human Resources Division; Research Methods Division)
Program Committee (Reviewer) -- Annual Meeting of the Academy of Management (OB Division), 1995-1996; (RM Division), 1996-2000, 2002-2004; (HR Division), 2002

HR Division's Scholarly Achievement Award Committee, 1998
Participant in the HR Doctoral Student Consortium, 2000, Toronto.
Fellow, Society for Industrial and Organizational Psychology (2006)
Program Committee (Reviewer) -- Annual Meeting of the Society for Industrial and Organizational Psychology, 1991-2004; 2010-present
Program Steering Committee – Annual Meeting of the Society for Industrial and Organizational Psychology, 2001
Owens Scholarly Achievement Award Committee – 2001-2004
Chair, George C. Thornton Scholarship Committee – 2013- present
Chair, Division 14 History Committee, 2009-2012
Fellowship Committee, 2011-2014
SIOP Task Force on APA's Model Licensure Act, 2009
Member, Southern Management Association, 2001-2008

External Funding

Northeast Ohio Regional Sewer District ($17,600), Industrial Internship (Boris Genzer, 2015-2016)

Parker Hannifin ($7,200), Industrial Internship (Caitlin Cavanaugh, 2015)

Risk International ($16,000) Industrial Internship (Kelley Arredondo, 2015-2016)

Shaker ($24,500), Industrial Internship (Lauren Borden, 2015-2016)

Shaker ($24,500), Industrial Internship (Matt Sloan, 2015-2016)

Shaker ($24,500), Industrial Internship (Elizabeth Pears, 2015-2016)

Timken Steel ($13,600), Industrial Internship (Erica Greim, 2015-2016)

Leadership Akron ($13,600), Industrial Internship (Megan Nolan, 2015-2016)

Northeast Ohio Regional Sewer District ($16,000), Industrial Internship (Boris Genzer, 2014-2015)

OE Strategies ($9,360), Industrial Internship (Brendon Woghiren, 2014-2015)

OE Strategies ($4,167), Industrial Internship (Michael Leider, 2015)

Parker Hannifin ($24,000), Industrial Internship (Caitlin Cavanaugh, 2014-2015)

Shaker ($24,000), Industrial Internship (Noelle Frantz, 2014-2015)

Shaker ($24,000), Industrial Internship (Elizabeth Pears, 2014-2015)

Timken Steel ($15,200), Industrial Internship (Erica Greim, 2014-2015)

Timken Steel ($15,200), Industrial Internship (Andrew Barsa, 2014-2015)

Risk International ($6,400), Industrial Internship (Chris Madaj, 2015)

Risk International ($4,800), Industrial Internship (Adam Krutko, 2015)

Northeast Ohio Regional Sewer District ($16,320), Industrial Internship (Ali Benedetti, 2013-2014)

Northeast Ohio Regional Sewer District ($5600), Industrial Internship (Ali Benedetti, 2014)

Austen Bioinnovation Institute in Akron ($16,200), Industrial Internship (Noelle Frantz, 2013-2014).

OE Strategies ($12,960), Industrial Internship (Gina Seaton 2013-2014)

OE Strategies ($12,960), Industrial Internship (Kelsey Herb, 2013-2014)

Parker Hannifin ($20,825), Industrial Internship (Aaron Kraus, 2013-2014)

Shaker ($9,695), Industrial Internship (Jared Ferrell, 2013)

Timken Steel ($12,600), Industrial Internship (Erica Greim, 2013-2014)

Timken Steel ($12,600), Industrial Internship (Andrew Barsa, 2013-2014)

Risk International ($4800), Industrial Internship (Lauren Borden, 2014)

Northeast Ohio Regional Sewer District ($13,100). Industrial Internship (Allison Benedetti, 2012 – 2013).

Parker – Hannifin Corporation ($16,281). Industrial Internship (Aaron Kraus, 2012 – 2013).

Shaker Consulting Group ($21,708). Industrial Internship (Jared Ferrell, 2012 – 2013).

Organizational Effectiveness Strategies ($13,025). Industrial Internship (Kelsey Herb, 2012 – 2013).

The Timken Company ($13,748). Industrial Internship (Allison Carr, 2012 – 2013).

Austen Bioinnovation Institute in Akron ($23,490). Industrial Internship (Aimee King, 2012 – 2013).

The Timken Company ($13,075). Industrial Internship (Stephen Hill, 2012 – 2013).

Shaker Consulting Group ($19,350). Industrial Internship (Jacqueline Carpenter, 2012 – 2013).

The Timken Company ($13,320). Industrial Internship (Allison Carr, 2011 – 2012).

Austen Bioinnovation Institute in Akron ($16,920). Industrial Internship (Aimee King, 2011 – 2012).

Shaker Consulting Group ($13,320). Industrial Internship (Jacqueline Carpenter, 2011 – 2012).

The Timken Company ($13,320). Industrial Internship (Sara Shondrick, 2011- 2012).

Organizational Effectiveness Strategies ($13,320). Industrial Internship (Cecily Becker, 2011 – 2012).

Parker – Hannifin Corporation ($17,000). Industrial Internship (Darlene Thompson, 2011 – 2012).

Organizational Effectiveness Strategies ($12,663). Industrial Internship (Cecily Becker, 2010-2011.

Organizational Effectiveness Strategies ($22,637). Industrial Internship (Yoshie Nakai, 2010-2011

Parker-Hannifin Corporation ($16,281). Industrial Internship (Darlene Thompson, 2010-2011).

The Timken Company ($12,663). Industrial Internship (Grace Leung, 2010-2011).

The Timken Company ($12,663). Industrial Internship (Katey Foster, 2010-2011).

The Timken Company ($12,663). Industrial Internship (Grace Leung, 2009-2010).

The Timken Company ($12,663). Industrial Internship (Katey Foster, 2009-2010).

Organizational Effectiveness Strategies ($12,663). Industrial Internship (Yoshie Nakai, 2009-2010).

Facilitating Full and Flexible Employment for Older Workers; Roybal Centers for Translational Centers on Aging, National Institute on Aging, 200; RFA-AG-09-008; 2008, $1,932,819. Unfunded.

Organizational Effectiveness Strategies ($12,663). Industrial Internship (Stephanie Shively, 2008-2009).

Organizational Effectiveness Strategies ($12,663). Industrial Internship (Yoshie Nakai, 2008-2009).

The Timken Company ($12,663). Industrial Internship (Brodie Gregory, 2008-2009).

The Timken Company ($12,663). Industrial Internship (Candice Young, 2008-2009).

The Timken Company ($12,663). Industrial Internship (Samantha Ritchie, 2008-2009).

Shaker Consulting Group ($18,090). Industrial Internship (Chris Fluckinger, 2008-2009).

Shaker Consulting Group ($21,708). Industrial Internship (Lei Qin, 2008-2009).

Organizational Effectiveness Strategies ($12,580). Industrial Internship (Megan Medvedeff, 2007-2008).

Timken ($18,090). Industrial Internship (Samantha Ritchie, 2007-2008).

Shaker Consulting Group ($21,250). Industrial Internship (Christie Cox, 2007-2008).

Northeast Ohio Regional Sewer District ($12,580). Industrial Internship (Adam Tolli, 2007-2008).

Organizational Effectiveness Strategies ($17,085). Industrial Internship (Boin Chang, 2006-2007).

Organizational Effectiveness Strategies ($12,580). Industrial Internship (Megan Medvedeff, 2006-2007).

First Merit ($12,580). Industrial Internship (Samantha Chau, 2006-2007).

Shaker Consulting Group ($21,250). Industrial Internship (Maris Gianvito, 2006-2007).

Northeast Ohio Regional Sewer District ($12,580). Industrial Internship (Adam Tolli, 2006-2007).

First Merit ($12,060). Industrial Internship (Samantha Chau, 2005-2006)

Organizational Effectiveness Strategies ($15,075). Industrial Internship (Venette Koumbis, 2005-2006).

Manpower Validation Study and Literature Reviews II ($5068.75). Funded contract between COR and Manpower, Inc, (ORSSP #03842), 2004. Principal Investigator.

Organizational Effectiveness Strategies ($15,075). Industrial Internship (Beth Grefe, 2004-2005).

Organizational Effectiveness Strategies ($3859). Industrial Internship (Chris Selenta, Fall, 2003.

Manpower Validation Study ($8425). Funded contract between COR and Manpower, Inc, (ORSSP #03724), 2003. Principal Investigator.

Training Evaluation ($2598.16). Funded contract between COR and Leadership Mahoning Valley, (ORSSP #03394), 2001-2003. Principal Investigator.

Leadership Training ($2588.63). Funded contract between COR and Leadership Mahoning Valley, (ORSSP #03393), 2001-2003. Principal Investigator.

Recruiting in the 21st century: The effect of the internet on applicant attraction ($56,250) – Funded by the Society for Human Resource Management Foundation, (ORSSP #R5618), 2001-2003. Principal Investigator.

Regulatory Effectiveness and Excellence ($100,000) — Subcontract from LIMITCO (Funding Agency— Nuclear Regulatory Commission) — K97-177569 (ORSSP # R4322), 1997-1998. Principal Investigator.

Urban University Program competitive research grant 1998-1999 ($5446.40) — An employee survey of Coleman Professional Services: Modeling Organizational Relationships. Principal Investigator.

A Test of a Leadership Development Process Model – submitted to the U.S. Army Research Institute for Behavioral and Social Sciences (February, 2000). Co-investigator, total funds requested $196,000; not funded.

Editorial Reviewer

Editorial Board Member, *Research in Occupational Stress and Well Being*, 2012-present
Editorial Board Member, *Journal of Organizational Behavior,* 2012-2015
Editorial Board Member, *Human Performance*, 2006-present
Editorial Board Member, Journal of Business and Psychology, 2009-present
Editorial Board Member, *Organizational Behavior and Human Decision Processes*, 2004-2007;2014-present
Associate Editor, *Organizational Behavior and Human Decision Processes*, 2007-2014

Editorial Board Member, *Journal of Vocational Behavior*, 2002-2008
Editorial Board Member, *Journal of Management*, 2001-2007
Special Issue Editor, *Journal of Vocational Behavior*, 2000-2001
External Referee, Research Grants Council, Hong Kong, 2001
Reviewer: Harper-Collins, 1989-1996
Reviewer: Harcourt, Brace, Jovanovich, 1991-1996
Reviewer: Houghton Mifflin, 1992-1993
Reviewer: Allyn & Bacon, 1993-1996
Reviewer: Worth, 1996
Ad Hoc Reviewer: *Journal of Applied Social Psychology*, 1999-present
Ad Hoc Reviewer: *Journal of Applied Psychology*, 1992-2001
Ad Hoc Reviewer: *Journal of Management*, 1993-2000; 2007-present
Ad Hoc Reviewer: *Academy of Management Journal*, 1993-present
Ad Hoc Reviewer: *Academy of Management Review*, 1993-present
Ad Hoc Reviewer: *Journal of Business and Psychology*, 1993-2003
Ad Hoc Reviewer: *Journal of Organizational Behavior*, 1994-present
Ad Hoc Reviewer: *Personnel Psychology*, 1995-present
Ad Hoc Reviewer: *Organizational Behavior and Human Decision Processes*, 1995-2004
Ad Hoc Reviewer: *Journal of Vocational Behavior*, 2000-2002
Ad Hoc Reviewer: *Employee Rights and Responsibilities*, 2001
Ad Hoc Reviewer: *Journal of Occupational and Organizational Psychology*, 2002, 2004-present
Ad Hoc Reviewer: *Journal of Business Ethics*, 2004
Ad Hoc Reviewer: *Human Performance*, 2004-2006
Ad Hoc Reviewer: *The European Journal of Work and Organizational Psychology*, 2004, 2011

Professional Consulting

Radford Army Ammunition Plant, Radford, VA (1987-1988)
S. C. Johnson Wax, Racine, WI (1991-1993)
Bremer Banks, Minneapolis, MN (1991-1995)
Maysteel Inc., WI (1993-1995)
Ohio Edison, Akron, OH (1994-1996)
General Tire, Akron, OH (1994-1996)
NBC Depositor Services, NE (1994-1995)
GoodYear Tire and Rubber, Akron, OH (1995-1997)
Coleman Professional Services, Kent, OH (1997-1999)
Archer Institute, Broadview Heights, OH (1997-1998)
SANDIA National Labs, NM (1997)
INEEL, ID (1997-1998)
Leadership Mahoning Valley, (2000-2003)
Manpower, Inc, 2002-present
Visual Marking Systems (2004-2005)

Expert Testimony and Analysis
Mitchell v. Daimler-Chrysler, 2003

Manke v. Georgia Pacific, 2004-2006

University Committees

Chair, Department Chair Constituency Group to the Presidential Search Committee, 2014
Student Engagement and Success (SEAS) Committee (University Council) 2011- present
Chair, Student Engagement and Success (SEAS) Committee – 2013-2015
Department Chair Advisory Group to Becky Hoover (Talent Management), 2013-present
Student Success Steering Team, 2014-present
Life Awards Committee 2012-2013
Associate VP for Human Resources, Search Committee (2007)
Coordinator of Continuing Education, Search Committee (2006)
Budget Hearings Committee 2005-2006
Operations Advisory Committee 2005-2006
Student Services Task Force 1994-1997
BSMD Selection Committee 1994-present
NEOUCOM Advisory Committee, 2000-present
UA BSMD Admissions Subcommittee, 2004-present
NEOUCOM Admissions Committee, 2004-present
Served in Advisory capacity to President Proenza on HR issues at the university, 2001-2014
Participated in the Research in Education for Undergrads (REU) sponsored by NSF through collaboration with Kent State University, 2002, 2004
Participated in Panel for University of Akron Graduate Assistant Orientation, 2002
Buchtel College of Arts and Sciences, Promotion to Associate Professor Review Committee, 2003

Departmental Committees

Academic Policies Committee 1989-2005
Student Evaluations Committee 1989-1991
Research Ethics Committee 1989-2000
BCC Representative Alternate 1991-1995
Library Committee 1993-1996
Chair, Faculty Search Committee 1993-1994; 1998-1999; 2002-2003
Computer Programmer Search Committee 1994-1995
Graduate Faculty Committee 1994-1995
Space Committee 1995-2005
Budget Committee 1995-2005
Administrative Assistant Search Committee 1995, 1999
Computer Programmer Search Committee 1994-1995
Faculty Search Committee 1995-1996
Secretary Search Committee, 2000
Chair, Bylaws Committee, 2001

Community

SuperJudge for the NEO Science Fair, 1990-1994
Soccer Coach, CAA, 2000-2004
Baseball Coach, CAA 2001-present
Basketball Coach CAA 2001-2007
Pro Bono attitude survey development, analysis, report, and presentation for Montrose Zion United Methodist Church, 2000; 2003
Various Administrative committees, Montrose Zion United Methodist Church