

**VITA**  
**DEBRA A. MAJOR**  
August 2014

Department of Psychology  
Old Dominion University  
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**HONORS & AWARDS**

Fellow, American Psychological Association  
Fellow, Association for Psychological Science  
Fellow, Society for Industrial and Organizational Psychology  
Fellow, Society for the Psychology of Women

ODU Eminent Scholar (2014 – present)  
ODU College of Science Distinguished Research Award (2009-2010)  
ODU Certificate of Excellence in Promoting Undergraduate Research (2012, 2013, 2014)  
ODU Nominee for Virginia Outstanding Scientist of the Year (2013)  
ODU Champion of Diversity Award (2013)  
ODU College of Science Distinguished Teaching Award (2011-2012)  
ODU Graduate Student Mentor Award Finalist (2008, 2010)

Rosabeth Moss Kanter Award for Excellence in Work-Family Research: publication entitled *Contributors to stress resistance: A model of women's work-family conflict* named one of top 20 best papers (2001)  
Phi Beta Kappa Honor Society (1986-present)  
Phi Kappa Phi Honor Society (1986-present)  
Golden Key National Honor Society (1985-present)

**EDUCATION**

Ph.D.	Michigan State University, Industrial/Organizational Psychology	1992
M.A.	Michigan State University, Industrial/Organizational Psychology	1990
B.A.	Michigan State University, Communication & Psychology, with high honors	1987

**ACADEMIC POSTIONS**

Eminent Scholar, Old Dominion University	2014 - present
Associate Chair for Research, Department of Psychology, Old Dominion University	2010 - Present
Professor, Department of Psychology, Old Dominion University	2005 - Present
Adjunct Professor, Department of Pediatrics, Eastern Virginia Medical School	2000 - 2011
Visiting Scholar, Center for Pediatric Research, Eastern Virginia Medical School	2000
Associate Professor, Department of Psychology, Old Dominion University	1998 - 2005
Research Fellow, Naval Air Warfare Center Training Systems Division	1995
Assistant Professor, Department of Psychology, Old Dominion University	1992 - 1998

## PUBLICATIONS

### Edited Books

Burke, R. J. & Major, D. A. (Eds.). (2014). *Gender in organizations: Are men allies or adversaries to women's career advancement?* Cheltenham, UK: Edward Elgar.

Major, D. A., & Burke, R. J. (Eds.). (2013). *Handbook of work-life integration among professionals: Challenges and opportunities.* Cheltenham, UK: Edward Elgar.

### Peer-Reviewed Journal Articles

Morganson, V. J., Major, D. A., Streets, V. N., Litano, M. L., & Myers, D. P. (under review). Embeddedness among science, technology, engineering and mathematics majors: A qualitative study. *Career Development Quarterly*.

Major, D. A., Fletcher, T. D., Streets, V. N., & Sanchez-Hucles, J. (in press). One is the loneliest number: Comparing ethnic minority solos and non-solos. *Journal of Women and Minorities in Science and Engineering*.

Morganson, V. J., & Major, D. A. (2014). Exploring retaliation as a coping strategy in response to customer sexual harassment. *Sex Roles*, 71, 83-94.

Streets, V. N. & Major, D. A. (2014). The limited utility of stereotype threat research in organizational settings. *Industrial and Organizational Psychology: New Perspectives on Science and Practice*, 7, 447-449.

Major, D.A., Morganson, V. J., & Bolen, H. M. (2013). Predictors of occupational and organizational commitment in information technology: Exploring gender differences and similarities. *Journal of Business and Psychology*, 28, 301-314.

Holland, J. M., Major, D. A., & Orvis, K. A. (2012). Understanding how peer mentoring and capitalization link STEM students to their majors. *Career Development Quarterly*, 60, 343–354.

Lauzun, H. M., Major, D. A., & Jones, M. P. (2012). Employing a conservation of resources framework to examine the interactive effects of work domain support and economic impact on work-family conflict. *The Psychologist-Manager Journal*, 15, 25-36.

Major, D. A., Holland, J.M., & Oborn, K. L. (2012). The influence of proactive personality and coping on commitment to STEM majors. *Career Development Quarterly*, 60, 16-24.

Holland, J. M., Major, D. A., Morganson, V. J., & Orvis, K. A. (2011). Capitalizing on opportunity outside the classroom: Exploring the supports and barriers to the professional development activities of computer science and engineering majors. *Journal of Women and Minorities in Science and Engineering*, 17, 172-192.

Major, D.A., & Morganson, V. J. (2011). Applying I-O psychology to help organizations and individuals balance work and family. *Industrial and Organizational Psychology: New Perspectives on Science and Practice*,

4, 398-401.

- Major, D. A., & Morganson, V. J. (2011). Coping with work-family conflict: A leader-member exchange perspective. *Journal of Occupational Health Psychology, 16*, 126-138.
- Rizvi, M., Humphries, T., Major, D., Jones, M., & Lauzun, H. (2011). A CS0 course using Scratch. *Journal of Computing Sciences in Colleges, 26*, 19-27.
- Lauzun, H. M., Morganson, V. J., Major, D. A., & Green, A. P. (2010). Seeking work-life balance: Employees' requests, supervisors' responses and organizational barriers. *The Psychologist-Manager Journal, 13*, 184-205.
- Major, D. A., & Lauzun, H. M. (2010). Equipping managers to assist employees in addressing work-family conflict: Applying the research literature toward innovative practice. *The Psychologist-Manager Journal, 13*, 69-85.
- Morganson, V. J., Jones, M. P., & Major, D. A. (2010). Understanding women's underrepresentation in science, technology, engineering, and mathematics: The role of social coping. *Career Development Quarterly, 59*, 169-179.
- Morganson, V. J., Major, D. A., Oborn, K. L., Verive, J. M., Heelan, M. P. (2010). Comparing telework locations and traditional work arrangements: Differences in work-life balance support, job satisfaction and inclusion. *Journal of Managerial Psychology, 25*, 578-595.
- Morganson, V. J., Major, D. A., & Bauer, K. N. (2009). Work and family job analysis: Applying a classic tool to address a contemporary issue. *The Psychologist-Manager Journal, 12*, 252-274.
- Fletcher, T. D., Major, D. A., & Davis, D. D. (2008). The interactive relationship of competitive climate and trait competitiveness with workplace attitudes, stress and performance. *Journal of Organizational Behavior, 29*, 899-922.
- Major, D. A., Fletcher, T. D., Davis, D. D., & Germano, L. M. (2008). The influence of work-family culture and workplace relationships on work interference with family: A multilevel model. *Journal of Organizational Behavior, 29*, 881-897.
- Major, D. A., Verive, J. & Joice, W. (2008). Telework as a dependent care solution: Examining current practice to improve telework management strategies. *The Psychologist-Manager Journal, 11*, 65-91.
- Major, D. A., Davis, D. D., Germano, L. M., Fletcher, T. D., Sanchez-Hucles, J., & Mann, J. (2007). Managing human resources in information technology: Best practices of high performing supervisors. *Human Resource Management, 46*, 411-427.
- Butterfoss, F. S., Major, D. A., Cardenas, R. A., Clarke, S. M., Isaacman, D. J., Mason, J. D., & Clements, D. L. (2006). What providers from general emergency departments say about implementing a pediatric asthma pathway. *Clinical Pediatrics, 45*(4), 325-334.

- Fletcher, T. D., & Major, D. A. (2006). The effects of communication modality on performance and self-ratings of teamwork components. *Journal of Computer-Mediated Communication*, 11(2), article 9.
- Major, D. A., Clarke, S. M., Cardenas, R. A., Taylor-Fishwick, J. C., Kelly, C. S., & Butterfoss, F. D. (2006). Providing asthma care in elementary schools: Understanding barriers to determine best practices. *Family and Community Health*, 29, 256-265.
- Major, D. A., Turner, J. E., & Fletcher, T. D. (2006). Linking proactive personality and the big five to motivation to learn and development activity. *Journal of Applied Psychology*, 91, 927-935.
- Cardenas, R. A., & Major, D. A. (2005). Combining employment and breastfeeding: Utilizing a work-family conflict framework to understand obstacles and solutions. *Journal of Business and Psychology*, 20, 31-51.
- Cardenas, R. A., Major, D. A., & Bernas, K. H. (2004). Exploring work and family distractions: Antecedents and outcomes. *International Journal of Stress Management*, 11, 346-365.
- Fletcher, T. D., & Major, D. A. (2004). Medical students' motivations to volunteer: An examination of the nature of gender differences. *Sex Roles: A Journal of Research*, 51, 109-114.
- Major, D. A., Cardenas, R. A., & Allard, C. B. (2004). Child health: A legitimate business concern. *Journal of Occupational Health Psychology*, 9, 306-321.
- Taylor-Fishwick, J. C., Major, D. A., Kelly, C. S., Butterfoss, F. D., Clarke, S. M., & Cardenas, R. A. (2004). Assessing a community's pediatric asthma care needs: Insights gained from physicians, school nurses, and parents. *Pediatric Asthma, Allergy, and Immunology*, 17 (1), 25-35.
- Major, D. A. (2003). Utilizing role theory to help employed parents cope with children's chronic illness. *Health Education Research: Theory and Practice*, 18, 45-57.
- Hayes, B. C., Bartle, S., & Major, D. A. (2002). Climate for opportunity: A conceptual model. *Human Resource Management Review*, 12, 445-468.
- McFarlin, S. K., Fals-Stewart, W., Major, D., & Justice, E. (2001). Alcohol use and workplace aggression: An examination of perpetration and victimization. *Journal of Substance Abuse*, 13, 303-321.
- Bernas, K. L., & Major, D. A. (2000). Contributors to stress resistance: A model of women's work-family conflict. *Psychology of Women Quarterly*, 24, 170-178. (Designated as a "top 20" paper on work and family by the Kanter award committee.)
- Major, D. A., Fink, A. A., & Stout, R. J. (1998/1999). The development of shared understanding: Exploring team situational awareness through role theory. *Training Research Journal*, 4, 27-55.
- Major, D. A., & Kozlowski, S.W.J. (1997). Newcomer information seeking: Individual and contextual influences. *International Journal of Selection and Assessment*, 5, 16-28.

- Hollenbeck, J. R., Ilgen, D. R., Segoe, D. J., Hedlund, J., Major, D. A., & Phillips, J. (1995). Multi-level theory of team decision-making: Decision performance in teams incorporating distributed expertise. *Journal of Applied Psychology, 80*, 292-316.
- Major, D. A., Kozlowski, S.W.J., Chao, G. T., & Gardner, P. (1995). A longitudinal investigation of newcomer expectations, early socialization outcomes and the moderating effects of role development factors. *Journal of Applied Psychology, 80*, 418-431.
- Ford, J. K., Major, D. A., Seaton, F., & Krifcher-Felber, H. (1993). Effects of organizational, training system, and individual characteristics on training director scanning practices. *Human Resource Development Quarterly, 4*, 333-351.
- Major, D. A., Ford, J. K., & Krifcher-Felber, H. (1993). Final word: Scanning construct and its relationship to continuous learning. *Human Resource Development Quarterly, 4*, 361-365.

### **Book Chapters**

- Litano, M. L., Major, D. A., & Morganson, V. J. (in press). Best practices for managing IS&T professionals. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology*, 3rd ed. Hershey, PA: Information Science Reference.
- Streets, V.N., Major, D. A., & Morganson, V. J. (in press). Building inclusive IS&T work climates for women and men. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology*, 3rd ed. Hershey, PA: Information Science Reference.
- Burke, R. J., & Major, D. A. (2014). Advancing women's careers: Why men matter. In R. J. Burke & D. A. Major (Eds.), *Gender in organizations: Are men allies or adversaries to women's career advancement?* Cheltenham, UK: Edward Elgar.
- Litano, M. L., Myers, D. P., & Major, D. A. (2014). Achieving personal balance through positive crossover. In R. J. Burke & D. A. Major (Eds.), *Gender in organizations: Are men allies or adversaries to women's career advancement?* Cheltenham, UK: Edward Elgar.
- Major, D. A., & Bolen, H. M. (2014). Coping with work-family conflict: A multi-system perspective. In J. K. Ford, J. Hollenbeck, & A. M. Ryan (Eds.), *The Nature of Work: Advances in Psychological Theory, Methods, and Practice* (pp. 147-163). Washington, D.C.: APA.
- Major, D. A., & Litano, M. L. (2014). The role of adaptability in work-family conflict and coping. In D. Chan (Ed.), *Individual Adaptability to Changes at Work: New Directions in Research*. New York: Taylor & Francis Group.
- Streets, V.N., & Major, D. A. (2014). Gender and careers: Obstacles and opportunities. In S. Kumra, R. Simpson & R. J. Burke (Eds.), *The Oxford Handbook of Gender in Organizations*. New York: Oxford University Press.
- Major, D. A., Burke, R. J., & Fiksenbaum, L. M. (2013). Work and family life: Revitalizing research and practice. In D. A. Major & R. J. Burke (Eds.), *Handbook of Work-Life Integration among Professionals:*

- Challenges and Opportunities* (pp. 3-13). Cheltenham, UK: Edward Elgar.
- Major, D. A., Lauzun, H. M., & Jones, M. P. (2013). New directions in work-family coping research. In S. Poelmans, J. Greenhaus & M. Maestro (Eds.), *Expanding the Boundaries of Work-Family Research: A Vision for the Future* (pp. 193-211). New York: Palgrave Macmillan.
- Major, D. A., & Morganson, V. J. (2009). An inclusive IS&T work climate. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology*, 2<sup>nd</sup> ed. (pp. 1899-1905). Hershey, PA: Information Science Reference.
- Major, D. A., & Morganson, V. J. (2009). Best practices for IS&T supervisors. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology*, 2<sup>nd</sup> ed. (pp. 329-334). Hershey, PA: Information Science Reference.
- Major, D. A., & Cleveland, J. N. (2007). Strategies for reducing work-family conflict: Applying research and best practices for industrial and organizational psychology. In G. P. Hodgkinson and J. K. Ford (Eds.), *International review of industrial and organizational psychology*, vol. 22, (pp. 111-140). Chichester, England: John Wiley & Sons.
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., Downey, H. J., & Germano, L. M. (2007). Myths and realities in the IT workplace: Gender differences and similarities in climate perceptions. In R. J. Burke & M. C. Mattis (Eds.), *Women and minorities in science, technology, engineering and mathematics: Upping the number* (pp. 71-90). Cheltenham, United Kingdom: Edward Elgar.
- Davis, D. D., Major, D. A., Sanchez-Hucles, J. V., DeLoatch, S. J., Selgrade, K. A., Meert, S. K., Jackson, N., Downey, H. J., & Fodchuck, K. M. (2006). Enhancing inclusion in computer science education. In E. M. Trauth (Ed.), *Encyclopedia of gender and information technology* (pp. 269-274). Hershey, PA: Idea Group Reference.
- Davis, D. D., Selgrade, K. A., & Major, D. A. (2006). Gender and telework in information technology. In E. M. Trauth (Ed.), *Encyclopedia of gender and information technology* (pp. 460-466). Hershey, PA: Idea Group Reference.
- Major, D. A., & Germano, L. M. (2006). Survey feedback interventions in IT workplaces. In E. M. Trauth (Ed.), *Encyclopedia of gender and information technology* (pp. 460-466). Hershey, PA: Idea Group Reference.
- Major, D. A. (2006). Work-life/work-family balance. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology*, vol. 2 (pp. 888-892). Thousand Oaks, CA: Sage.
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., Germano, L. M., & Mann, J. (2006). IT workplace climate for opportunity and inclusion. In E. M. Trauth (Ed.), *Encyclopedia of gender and information technology* (pp. 1134-1141). Hershey, PA: Idea Group Reference.
- Major, D. A. & Germano, L. M. (2006). The changing nature of work and its impact on the work-home interface. In F. Jones, R. Burke, & M. Westman (Eds.), *Work-life balance: A psychological perspective* (pp. 13-38). London: Psychology Press.

- Major, D. A., & Cleveland, J. N. (2005). Psychological perspectives on the work-family interface. In S. M. Bianchi, L. M. Casper, & R. B. King (Eds.), *Work, family, health, and well-being* (pp. 169-186). Mahwah, NJ: Lawrence Erlbaum.
- Major, D. A. (2000). Effective newcomer socialization into high performance organizational cultures. In N. M. Ashkanasy, C. Wilderom, & M. F. Peterson (Eds.), *The Handbook of organizational culture and climate* (pp. 355-368). Thousand Oaks, CA: Sage.
- Fink, A. A., & Major, D. A. (1999). A role theory approach to strategizing for team situation awareness. In M. Scerbo & M. Mouloua (Eds.), *Automation technology and human performance: Current research and trends* (pp. 171-175). Mahwah, NJ: Lawrence Erlbaum.
- Hollenbeck, J. R., Segoe, D. J., Ilgen, D. R., Major, D. A., Hedlund, J., & Phillips, J. (1995). Team decision making accuracy under difficult conditions: Construct validation of potential manipulations and measures of TIDE<sup>2</sup> simulation. In M. T. Brannick, E. Salas, & C. Prince (Eds.), *Team Performance Assessment and Measurement: Theory, Research, and Application*. Hillsdale, NJ: Lawrence Erlbaum.
- Ilgen, D. R., Major, D. A., Hollenbeck, J. R., & Segoe, D. J. (1995). Raising an individual decision making model to the team level: A new research model and paradigm. In R. Guzzo & E. Salas (Eds.), *Team Effectiveness and Decision Making in Organizations*. San Francisco: Jossey Bass.
- Ilgen, D. R., Major, D. A., & Tower, S. L. (1994). The cognitive revolution in organizational behavior. In J. Greenberg (Ed.), *Organizational Behavior: The State of the Science*. Hillsdale, NJ: Lawrence Erlbaum.
- Ilgen, D. R., Major, D. A., Hollenbeck, J. R., & Segoe, D. J. (1993). Team research in the 1990s. In M. M. Chemers & R. Ayman (Eds.), *Leadership Theory and Research*. San Diego: Academic Press.

### **Editorial Columns and Contributions to *The Industrial-Organizational Psychologist***

- Major, D. A. (2004). From the editor: A fond farewell. *The Industrial-Organizational Psychologist*, 41 (4), 11-13.
- Major, D. A. (2004). From the editor: Revisiting the past and looking toward the future. *The Industrial-Organizational Psychologist*, 41 (3), 12-13.
- Ehler, M. L., Major, D. A., Fletcher, T. D. (2003). Applying I-O to medicine: Making the case that it can be done and should be done. *The Industrial-Organizational Psychologist*, 41 (1), 50-54.
- Major, D. A. (2003). From the editor: A gathering of scientists-practitioners. *The Industrial-Organizational Psychologist*, 40 (4), 11-13.
- Major, D. A. (2003). From the editor: SIOP & APA. *The Industrial-Organizational Psychologist*, 41 (2), 11-12.

- Major, D. A. (2003). From the editor: What's in a logo? *The Industrial-Organizational Psychologist*, 40 (3), 12-13.
- Major, D. A. (2003). From the editor: What's new? *The Industrial-Organizational Psychologist*, 41 (1), 16-18.
- Major, D. A. (2002). From the editor: A career transition. *The Industrial-Organizational Psychologist*, 40 (1), 10-23.
- Major, D. A. (2002). From the editor: Paths to professional involvement. *The Industrial-Organizational Psychologist*, 40 (2), 11-13.
- Major, D. A. (2002). From the editor: Reflections on a changing world. *The Industrial-Organizational Psychologist*, 39 (3), 17-18.
- Major, D. A. (2002). From the editor: The joy of "conferencing." *The Industrial-Organizational Psychologist*, 39 (4), 13-15.
- Major, D. A. (2001). From the editor: Notes and new columns. *The Industrial-Organizational Psychologist*, 39 (2), 13-15.
- Major, D. A. (2001). From the editor: Welcome! *The Industrial-Organizational Psychologist*, 39 (1), 17-20.
- Bachiochi, P. D., & Major, D. A. (1999). Spreading the good word: Introducing I-O in introductory psychology. *The Industrial-Organizational Psychologist*, 37, 108-110.
- Major, D. A., & Ayman, R. (1998). E & T liaison efforts. *The Industrial-Organizational Psychologist*, 36, 99-101.
- Major, D. A., (1996). Doctoral education in I/O psychology: A "sneak peek" at the revised guidelines. *The Industrial-Organizational Psychologist*, 34, 56-58.
- Maahs, C. J., & Major, D. A. (1995). Does your graduate program fully prepare you to enter the professional world? *The Industrial-Organizational Psychologist*, 32, 90-93.
- Major, D. A. (1995). Considering the person-environment fit in conducting your job search. *The Industrial-Organizational Psychologist*, 32, 95-97.



## RESEARCH FUNDING

### Federal Grants Awarded

Major, D. A., principal investigator (June 2014 – January 2016). *Research Experience for Undergraduates: GSE/RES- Patching the STEM Pipeline between College and Work: Investigating Gender Issues in Embeddedness*. National Science Foundation, \$49,750.

Major, D. A., principal investigator (February 2013 – January 2016). *GSE/RES- Patching the STEM Pipeline between College and Work: Investigating Gender Issues in Embeddedness*. National Science Foundation, \$524,917.

Major, D. A., principal investigator, Orvis, K. A., DeLoatch, S., & Morsi, R., co-investigators (September 2010-June 2014). *Research Experience for Undergraduates: GSE/RES-Collaborative Research: Capitalizing on Opportunity: Narrowing the Gender Divide in Engineering and Computer Science through Professional Development*. National Science Foundation, \$114,841.

Major, D. A., principal investigator, Orvis, K. A., DeLoatch, S., & Morsi, R., co-investigators (January 2010-June 2014). *GSE/RES-Collaborative Research: Capitalizing on Opportunity: Narrowing the Gender Divide in Engineering and Computer Science through Professional Development*. National Science Foundation, \$500,000.

Major, D. A., (May 2009-August 2010), \$25,600 subcontract from M. A. Rizvi & T. O. Humphries, *A Scratch-based CS0 Course for At-Risk Students*. National Science Foundation, \$143,425.

Davis, D. D., principal investigator, Major, D. A., Sanchez-Hucles, J., & DeLoatch, S., co-investigators (August 2004 - August 2008). *Creating an Inclusive Learning Environment: Enhancing Retention of Women and Minorities in Computer Science*. National Science Foundation, \$733,520.

Major, D. A., principal investigator, Davis, D. D., Sanchez-Hucles, J., & Mann, J., co-investigators (June 2002 - June 2005). *Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT*. National Science Foundation, \$497,257.

Isaacman, D., principal investigator & Major, D. A. et al., co-investigators (May 2002 - May 2005). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments*. Emergency Medical Services for Children, HRSA, \$721,765.

### Federal Contracts Awarded

Loftin, B., principal investigator, Major, D. A. & Dryer, D., co-investigators (June 2001-May 2002). *Team Performance Processes: Implications for Engineering in Distributed Collaborative Environments*. NASA, \$100,000.

Major, D. A., faculty sponsor & Fink, A., student trainee (July 2000-December 2000). *Developing an Integrative Model of Team Situation Awareness*. NASA Training Grant, \$22,000.

Major, D. A., faculty sponsor & Fink, A., student trainee (July 1999-July 2000). *Team Situation Awareness*. NASA Training Grant, \$22,000.

Major, D. A., principal investigator (June 1996 - August 1997). *Research on Teamwork/Taskwork Requirements for Aeronautical Decision-Making*. Naval Air Warfare Center Training Systems Division, \$17,632.

Major, D. A., principal investigator (May 1995-August 1995). *A Team Performance Approach to Understanding and Improving Aeronautical Decision Making*. Naval Air Warfare Center, Training Systems Division, Orlando, FL, \$15,000.

### **Other External Grants**

Rizvi, M. A., principal investigator, Humphries, T. O., Major, D. A., & Cooper, D., co-investigators (2011). *Lambert's Point Community Center Programming and Robotics Club (ProRoC): A Two-Pronged Approach to Attracting and Retaining Students in STEM Majors*. \$50,000.

Morganson, V. J., student awardee, & Major, D. A., faculty sponsor (December, 2007). *The Line in the Sand: Understanding Customer Sexual Harassment through a Psychological Contract Framework*. Clara Mayo, \$1,000.

Major, D. A., principal investigator (August 2001-May 2002). *Center for Pediatric Research Grant*. Eastern Virginia Medical School and Children's Hospital of the King's Daughters, \$30,064.

Major, D. A., principal investigator, Bartle, S., & Hayes, B. C., co-investigators (May 1997-January 1998). *Equal Opportunity Climate: A Construct Validation Study*. The Society for the Psychological Study of Social Issues Grants-In-Aid Program, \$1,977.

### **Internal Grants Awarded**

Major, D. A., principal investigator, Landers, R.N., & Cigularov, K., & Hu, X., co-investigators. (2013-2015). *Undergraduate Research Apprentice Program: Industrial/Organizational Psychology*. Honors College, Old Dominion University, \$44,000.

Major, D. A., principal investigator, Landers, R.N., & Cigularov, K. et al., co-investigators (2012). *Undergraduate Research Apprentice Program: Industrial/Organizational Psychology*. Honors College, Old Dominion University, \$22,000.

Major, D. A., principal investigator, Orvis, K.A., Landers, R.N., & Cigularov, K. et al., co-investigators (2011). *Undergraduate Research Apprentice Program: Industrial/Organizational Psychology*. Honors College, Old Dominion University, \$22,000.

Major, D. A., principal investigator, Orvis, K. A., Vahala, L., & Brunelle, J., co-investigators (December, 2008-June 2009). *Capitalizing on Opportunity: Barriers and Supports in the Growth and Retention of Women Undergraduates in Engineering and Computer Science*. Old Dominion University Multidisciplinary Seed Funding Program, \$17,366.

Major, D. A., principal investigator (June 2000-August 2000). *Faculty Innovator Grant*, Old Dominion University, \$3,000.

Major, D. A., principal investigator, (June 1993 - January 1994). *Staff Work in Hierarchical Teams: Factors Influencing the Willingness to Lead*. Office of Research and Graduate Studies, Old Dominion University, \$4,500.

## INVITED ADDRESSES

### International

Major, D. A., & Lauzun, H. M. (2009, July). *An I-deals approach to coping with work-family conflict: Antecedents and consequences*. Invited paper presented at the III International Conference of Work and Family, Barcelona, Spain.

Major, D. A., Morganson, V. J., & Oborn, K. L. (2009, May). *Understanding work-family coping through an LMX theory lens*. In L. Tetrick (Chair) Leadership and Health. Invited symposium presented at the 14<sup>th</sup> European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.

Major, D. A., Morganson, V. J., & Oborn, K. L. (2007, July). *Coping with work-family conflict: A leader-member exchange perspective*. Invited paper presented at the II International Conference of Work and Family, Barcelona, Spain.

Major, D. A. (1998, November). *The importance of LMX and liking to newcomer socialization*. Invited presentation given at the Department of Organisational and Labour Studies, The University of Western Australia, Perth, Australia.

Major, D. A. (1998, November). *The role of supervisory behavior in newcomer socialization*. Invited presentation given at the Department of Psychology, Murdoch University, Perth, Australia.

Major, D. A. (1998, October). *The impact of supervisory behavior on LMX and newcomer socialization*. Invited presentation given at the Psychology Department, Macquarie University, Sydney, Australia.

Major, D. A. (1998, October). *The role of immediate supervisors during organizational socialization*. Invited presentation given at the School of Business, Bond University, Gold Coast, Australia.

Major, D. A. (1998, October). *The role of organizational insiders during newcomer socialization*. Invited presentation given at the Australian Graduate School of Management, University of New South Wales, Sydney, Australia.

### National

Major, D. A. (2013, May). *Gender differences and similarities along the STEM career pipeline*. Invited address at the 25<sup>th</sup> annual Association for Psychological Science convention, Washington, D.C.

- Major, D. A., & Scott, J. (2012, August). *SIOP's role in APA: Opportunities for working together*. Invited session at annual meeting of the American Psychological Association, Orlando, FL.
- Major, D. A., & Streets, V.N. (2012, August). *The short-term and long-term benefits of networking – Insights from research and experience*. In R. Manes (Chair), *Making Professional Contacts: A Scientist's Guide to Networking*, invited session at annual meeting of the American Psychological Association, Orlando, FL.
- Major, D. A. (2010, July). *Breastfeeding and the work-family interface*. Invited presentation for the Contextual Influences on Breastfeeding Decision-Making Processes Workshop. National Institute of Child Health and Human Development, Silver Spring, MD.
- Major, D. A. (2008, February). *Work-family balance*. Invited presentation at the annual meeting of the Council of Graduate Departments of Psychology, San Antonio, TX.
- Major, D. A. (2007, April). *Gaining access to field research data*. Junior Faculty Consortium at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Cleveland, J. N., & Major, D. A. (2006, March). *Using a 360 degree approach to work and family research*. Invited workshop presented at the American Psychological Association's Sixth Interdisciplinary Conference on Occupational Stress and Health, Miami Beach.
- Cleveland, J. N., & Major, D. A. (2005, April). *Emerging perspectives of work and family interfaces*. Invited expanded tutorial given at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Major, D. A. (1998, August). *Women finding a balance: Combining academia and personal lives*. Invited address given to the American Psychological Association Science Student Council and the American Psychological Association Graduate Students at the 106<sup>th</sup> annual meeting of the American Psychological Association, San Francisco, CA.

### **Regional & Local**

- Major, D. A. (2012, September). *Undergraduate research opportunities in I/O Psychology*. In D. Gauthier (Chair), *Undergraduate Research Opportunities: A Roundtable*, invited session at the Old Dominion University Advising Network Conference “Engaging Students for Success.”
- Major, D. A., & Lauzun, H. L. (2011, June). *What to do about work-family conflict?* Invited presentation for the Ilgen-Schmitt Festschrift. Michigan State University, E. Lansing, MI.
- Major, D. A. & Oborn, K. L. (2008, April). *A multilevel examination of the links between LMX and work-family outcomes*. Invited presentation for the Psychology Department of George Mason University, Fairfax, VA.
- Major, D. A., (2008, March). *Leadership as relationship*. Invited address at the Leadership Luncheon series of First Presbyterian Church, Norfolk, VA.

- Sanchez, J., Major, D. A., & Fletcher, T. D. (2004, February). *Values, barriers, and strategies in work teams: Gender makes a difference*. Invited presentation given nationwide to Keane's Women's Initiative Network via webcast.
- Major, D. A. (1998, March). *A stress resistance model of women's work-family conflict*. Invited presentation for George Mason University's Industrial/Organizational Psychology Colloquium Series.
- Major, D. A. (1994, November). *Achieving person-organization fit in a buyer's market*. Invited paper presented at the Southern Academy of Management, New Orleans, LA.

## CONFERENCE PAPERS AND PRESENTATIONS

### International

- Major, D. A., Streets, V. N., & Morganson, V. J. (2014, July). *Staying in STEM: A model of embeddedness in STEM majors and careers*. Presented at the 28<sup>th</sup> International Congress of Applied Psychology, Paris, France.
- Major, D. A., Bauer, K. N., Morganson, V. J., & Orvis, K. A. (2014, July). *Staying in STEM: Anchoring effects of professional development among computer science and engineering students at a historically black university and a predominantly white university*. Accepted presentation to be given at the 14<sup>th</sup> International Conference on Diversity in Organizations, Communities and Nations, Vienna, Austria.
- Major, D. A., Morganson, V. J., & Bolen, H. (2013, May). *Job stress as a predictor of commitment for men and women in IT*. Paper presented at the Tenth International Conference on Occupational Stress and Health, Los Angeles, CA.
- Major, D. A., Morganson, V. J., & Orvis, K. A. (2012, July). *Predicting professional development in the sciences*. Presentation at the 30<sup>th</sup> International Congress of Psychology, Cape Town, South Africa.
- Lauzun, H. M., Jones, M. P., & Major, D. A. (2011, May). *Work support, work-family conflict and workaholism: Examining the moderating role of economic impact*. Paper presented at the American Psychological Association's Ninth International Conference on Occupational Stress and Health, Orlando, FL.
- Major, D. A., Lauzun, H. M., & Jones, M. P. (2011, May). *An i-deals model of preventive and episodic work-family coping*. Paper presented at the American Psychological Association's Ninth International Conference on Occupational Stress and Health, Orlando, FL.
- Major, D. A., & Morganson, V. J. (2010, July). *Attitudes toward information technology careers: Competing theories for understanding gender issues*. Paper presented at the 27<sup>th</sup> International Congress of Applied Psychology, Melbourne, Australia.
- Major, D. A., & Lauzun, H. M. (2009, November). *The influence of LMX on stress and work-family outcomes: Implications and recommendations for leader development*. In K. P. Cigularov (Chair), Developing Effective Leadership for Safety and Health: Successes, Challenges, & Recommendations. Symposium

presented at the American Psychological Association's Eighth International Conference on Occupational Stress and Health, San Juan, Puerto Rico.

- Major, D. A., Oborn, K., & Meert, S. (2008, July). *The influence of proactive personality and coping on commitment to STEM majors*. Poster presented at the quadrennial meeting of the International Congress of Psychology, Berlin.
- Cardenas, R. A., Major, D. A., & Oborn, K. L. (2008, March). *Examining linkages between workplace inclusion and stress: Measurement and model testing*. Paper presented at the American Psychological Association's Seventh International Conference on Occupational Stress and Health, Washington, D.C.
- Morganson, V.J., & Major, D.A. (2008, March). *Job analysis: A tool to resolve work-family conflict*. Poster presented at the American Psychological Association's 7th International Conference on Occupational Stress and Health, Washington, D.C.
- Oborn, K. L., & Major, D. A. (2008, March). *LMX and job stress: A multi-level examination of context effect*. Paper presented at the American Psychological Association's Seventh International Conference on Occupational Stress and Health, Washington, D.C.
- Major, D. A., Germano, L. M., Davis, D. D., Fletcher, T. D., & Sanchez-Hucles, J. (2006, March). *Alleviating stress in the information technology workforce: Supervisor best practices*. Sixth International Conference on Occupational Stress and Health, Miami Beach, FL.
- Cardenas, R. A. & Major, D. A. (2003, March). *Combining employment and breastfeeding: A work-family conflict framework*. Paper presented at the Fifth International Conference on Occupational Stress and Health, Toronto.
- Clarke, S. M. & Major, D. A. (2003, March). *The impact of children's asthma on mothers' employment*. Paper presented at the Fifth International Conference on Occupational Stress and Health, Toronto.
- Major, D. A., Cardenas, R. A., & Allard, C. (2003, March). *Assessing costs of poor child health: Employers' efforts and outcomes*. Paper presented at the Fifth International Conference on Occupational Stress and Health, Toronto.
- Fink, A., & Major, D. A. (1998, August). *Socialization for expatriates*. Paper presented at the 24th International Congress of Applied Psychology, San Francisco, CA.
- Major, D. A., & Fink, A. (1998, August). *Linking situation awareness to hierarchical team decision making*. Paper presented at the 24th International Congress of Applied Psychology, San Francisco, CA.
- Major, D. A., Hofler, K. L., Fink, A. & Kozlowski, S.W.J. (1998, August). *The role of proaction in newcomer organizational socialization: Insiders make the difference*. Paper presented at the 24th International Congress of Applied Psychology, San Francisco, CA.
- Turner, J. E., Major, D. A., & Hayes, B. C. (1998, August). *Contextual performance: Reactions to help seeking in the organizational setting*. Paper presented at the 24th International Congress of Applied Psychology.

National

- Morganson, V. J., & Major, D. A. (2014, August). *Retaliation coping in response to customer sexual harassment*. Poster presented at the 122<sup>nd</sup> annual American Psychological Association convention, Washington, D.C.
- Morganson, V. J., Streets, V., Major, D. A., Litano, M. L., & Myers, D. P. (2014, August). *A qualitative study of embeddedness in STEM majors*. Poster presented at the 122<sup>nd</sup> annual American Psychological Association convention, Washington, D.C.
- Litano, M. L., Major, D. A., & Bauer, K. N. (2014, June). *Gender match in supervisor-subordinate dyads: Implications for relationship quality and work interference with family*. In M. Mills (Chair), *Work-Life Interface Meets Employee Gender: Challenge and Opportunity*. Presentation at the Work and Family Researchers Network Conference, New York, NY.
- Bauer, K. N., Major, D. A., Orvis, K. A., Henson, J. M., & Morganson, V. J. (2014, May). *Trends in professional development among STEM students: Supports and barriers*. In T. Behrend and D. A. Major (chairs) *I-O Psychology's Contributions to Patching the STEM Career Pipeline*, symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Major, D. A. (2014, May). Panelist in L.M. Lapierre & R. A. Matthews (chairs) *Best Practices in the Collection of High-Quality Field Data*, panel presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Maduro, R. S., Litano, M. L., Paulson, J. F., Major, D. A., & Oettinger, E. (2013, August). *The crossover effects of fathers' attitudes on mothers' work commitment and work-family conflict*. Poster presented at the 121<sup>st</sup> annual American Psychological Association convention, Honolulu, HI.
- Major, D. A., Orvis, K. A., & Bauer, K. N. (2013, August). *Professional development in STEM: Gender differences and similarities in a SCCT model*. Poster presented at the 121<sup>st</sup> annual American Psychological Association convention, Honolulu, HI.
- Streets, V. N., & Major, D. A. (2013, August). *Mentoring the next generation of psychological scientists: Lessons learned*. Poster presented at the 121<sup>st</sup> annual American Psychological Association convention, Honolulu, HI.
- Myers, D., Bolen, H., & Major, D.A. (2013, May). *First generation college students more likely to capitalize on development opportunities*. Poster presented at the 25<sup>th</sup> annual Association for Psychological Science convention, Washington, D.C.
- Major, D. A. (2013, April). Discussant in K. P. Cigularov & J. Barnes-Farrell (co-Chairs), *Time to focus on context: Work-life issues in educational settings*. Symposium presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Major, D. A. (2013, April). Panelist in V. J. Morganson & L. K. Bryan (co-Chairs), *I/O's role in patching*

*the leaky pipeline for science and engineering women.* Panel discussion presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Major, D. A., Orvis, K. A., Bauer, K. N., Morganson, V. J., & Henson, J. M. (2013, April). *Antecedents and consequences of voluntary professional development among STEM majors.* Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Streets, V. N., & Major, D. A., (2013, April). *Understanding gender stereotyping as an impediment to women's leadership advancement.* Poster presented at 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Major, D. A., Lauzun, H. M., & Myers, D.P. (2012, August). *Contributions of preventive coping and supervisor support to reducing work interference with family.* Paper presented at the annual convention of the American Psychological Association, Orlando, FL.

Major, D. A., Orvis, K. A., Morganson, V. J., & Bauer, K. N. (2012, August). *Integrating proactive personality into a SCCT model to predict professional development.* Poster presented at the annual convention of the American Psychological Association, Orlando, FL.

Eaton, C., Major, D.A., Orvis, K.A., DeLoatch, S.J., & Morsi, R. (2012, June). *Capitalizing on opportunity: Narrowing the gender divide in engineering and computer science through professional development.* Presentation at the Joint Annual Meeting for the Education and Human Resources Directorate of the National Science Foundation, Washington, DC.

Major, D. A., & Morganson, V. J. (2012, June). *Applying industrial-organizational psychology to help organizations and individuals balance work and family.* In T. Rothausen (Chair), *New research approaches for greater impact: Responses to a recent work-family focal article and commentaries.* Presentation at the Work and Family Researchers Network Conference, New York, NY.

Mogan, T., Orvis, K. A., & Major, D. A. (2012, April). *No time for self-development: Moderating effects of individual differences.* Poster presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA

Major, D. A., discussant (2012, April). In Cigularov & Chen (Co-chairs), *The role of supervisors and leaders in managing work-family conflict.* Symposium presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Major, D. A., Orvis, K. A., Morganson, V. J., & Bauer, K. N. (2012, April). *Testing a social cognitive career theory model of professional development.* Poster presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Morganson, V. J., & Major, D. A. (2012, April). *Coping with customer sexual harassment: Retaliation and traditional coping strategies.* Poster presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA



- Bauer, K. N., Orvis, K. A., & Major, D. A. (2011, August). *Facilitating role of supervisor support in training transfer outcomes: Meta-analytically examining main effects and moderators*. Paper presented at the annual meeting of the American Psychological Association, Washington, D.C.
- Holland, J. M., Mogan, T., Morganson, V. J., and Major, D. A., & Orvis, K. A. (2011, August). *Examining benefits and barriers to capitalization in computer science and engineering undergraduates*. Paper presented at the annual meeting of the American Psychological Association, Washington, D.C.
- Jones, M. P., & Major, D. A. (2011, August). *Development and validation of a measure: Preventive coping with WFC*. In D. A. Major & M. P. Jones (Co-chairs), *Advances in understanding work-family coping*. Symposium presented at the annual meeting of the American Psychological Association, Washington, D.C.
- Lauzun, H. M., & Major, D. A. (2011, August). *Antecedents of policy-based and individually negotiated work-life accommodation seeking intentions*. In D. A. Major & M. P. Jones (Co-chairs), *Advances in understanding work-family coping*. Symposium presented at the annual meeting of the American Psychological Association, Washington, D.C.
- Holland, J. M., Major, D. A., & Orvis, K. A. (2011, May). *Investigating links between peer mentoring, undergraduate self-development, and professional identity*. Paper presented at the 23<sup>rd</sup> annual convention of the Association for Psychological Science, Washington, D.C.
- Major, D. A., Langford, L., Morganson, V. J. et al. (2011, May). *Developmental relationships among computer science and engineering majors: Implications for professional development*. Paper presented at the 23<sup>rd</sup> annual convention of the Association for Psychological Science, Washington, D.C.
- Rizvi, M., Humphries, T., Major, D. A., Jones, M. P., & Lauzun, H. M. (2011, May). *A new CSO course for at-risk majors*. Paper presented at the 2011 Conference on Software Engineering Education and Training, Honolulu, HI.
- Knapp, D., King, E., Major, D. A., & Maranto, D. (2011, April). *Improving SIOP's advocacy efforts*. Invited session at the 26th Annual Conference of the Society for Industrial/Organizational Psychology, Chicago, IL.
- Kozlowski, S.W.J., Kanfer, R., Weiss, H., & Major, D. A. (2011, April). *A strategy for building an infrastructure for science advocacy within SIOP*. Invited session at the 26th Annual Conference of the Society for Industrial/Organizational Psychology, Chicago, IL.
- Morganson, V. J., & Major, D. A. (2010, August). *Gender differences in satisfaction among IT professionals: A relative weight analysis approach*. Paper presented at the annual meeting of the American Psychological Association, San Diego, CA.
- Morganson, V. J., Major, D. A., Lauzun, H. M., & Green A. P. (2010, August). *Work-family hurdles: Barriers as an overlooked construct in family supportive work environments*. In J. Keeney & R. Sinha (Chairs), *Challenging Assumptions and Extending Theory in Work-Family Research through Qualitative Methods*. Symposium presented at the Annual conference of the Academy of Management, Montreal, Canada.

- Orvis, K. A., Bauer, K. N., Leffler, G. P., Major, D. A., & Morganson, V. J. (2010, August). *Meta-analytically investigating relationships between workplace support and training outcomes*. In K. A. Orvis (Chair), Supervisor Support in the Workplace: Investigating Antecedents, Incremental Validity and Moderators. Symposium presented at the Annual conference of the Academy of Management, Montreal, Canada.
- Davis, D. D., Jones, M. P., Oborn, K. L., Major, D. A., Sanchez-Hucles, J. V., & DeLoatch, S. J. (2010, April). *Impact of classroom climate on retention antecedents in STEM disciplines*. In D. A. Major (Chair), Building and Retaining the Science and Technology Workforce. Symposium presented at the 25<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Holland, J. M., Major, D. A., Morganson, V. J., & Orvis, K. A. (2010, April). *Increasing diversity in STEM through professional development activities*. In D. A. Major (Chair), Building and Retaining the Science and Technology Workforce. Symposium presented at the 25<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Morganson, V. J., Lauzun, H. M., & Major, D.A. (2010, April). *Customer sexual harassment: Expanding the nomological network and examining support*. In T. J. Bauerle, N. C., Johnson, & V. J. Magley (Chairs), Workplace Mistreatment: Advances on Understanding Perpetration, Effects, and Interventions. Symposium presented at the 25<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Davis, D. D., Oborn, K.L., Morganson, V.J., & Major, D.A. (2009, April). *Enhancing career self-efficacy and career commitment with realistic career previews*. In D. A. Major (Chair), Retention in IT and Computer Science: Repairing the Pipeline. Symposium presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Major, D. A., discussant, (2009, April). *The importance of values: Understanding workplace diversity and work-life issues*. Symposium presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Morganson, V. J., Jones, M. P., & Major, D. A. (2009, April). *Gender disparate retention: Exploring the role of social coping*. In D. A. Major (Chair), Retention in IT and Computer Science: Repairing the Pipeline. Symposium presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Morganson, V.J., & Major, D.A. (2009, April). *Understanding customer sexual harassment through a psychological contract framework*. In Major, D.A., & Morganson, V.J. (Chairs), Overreacting or Underreporting? Exploring Individual and Contextual Sexual Harassment Factors. Symposium presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Morganson, V.J., Major, D.A., & Verive, J. (2009, April). *Exploring the affective outcomes of telework program formality*. In N. DeLay & V.J. Morganson (Chairs), Leveraging Telework Sustainability: Examining the Impact of Program Characteristics. Symposium presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- Holland, J.M., & Major, D.A. (2009, February). *Operationalizing capitalization for computer science and engineering majors*. Poster presented at the 30th Annual Industrial Organizational and Organizational Behavior (IOOB) Conference, Chicago, IL.
- Lauzun, H. M., & Major, D. A. (2009, February). *Investigating the relationship between work-family conflict, proactive personality, and coping*. Poster presented at the 30th Annual Industrial Organizational and Organizational Behavior (IOOB) Conference, Chicago, IL.
- Morganson, V. J., & Major, D. A. (2008, October). *Coping strategies for computer science (CS) women*. Poster presented at the Grace Hopper Celebration of Women in Computing Conference: A Program of the Anita Borg Institute for Women in Technology, Keystone, CO.
- Davis, D. D., Meert, S. K., Major, D. A., Sanchez-Hucles, J. V., & DeLoatch, S. J. (2008, August). *Increasing retention of women and minorities in computer science*. Paper presented at the annual meeting of the American Psychological Association, Boston, MA.
- Cardenas, R. A., & Major, D. A. (2008, April). *An inclusive environment's impact on the work-family interface*. In D. A. Major (Chair), Exploring Linkages between Diversity and Work-Family Research. Symposium presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Davis, D. D., Meert, S.K., Oborn, K. L., & Major, D. A. (2008, April). *Retaining women and African Americans in computer science*. Poster presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Morganson, V. J., & Major, D.A. (2008, April). *Sexual harassment from third parties*. In A. A. Grandey & J. A. Diamond (Chairs), Reversing the Flow: How Customer Behaviors Impact Service Employees. Symposium presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial/Organizational Psychology, San Francisco, CA.
- Oborn, K. L., & Major, D. A. (2008, April). *The effect of context: A multi-level model of LMX and work-family conflict*. In D. A. Major & K. L. Oborn (Chairs), Multi-Level and Multi-Perspective Research in Leader-Member Exchange. Symposium presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Davis, D. D., Meert, S. K., Major, D. A., Sanchez-Hucles, J. V., DeLoatch, S. J., Williams, A., & Brunelle, J. (2008, March). *Enhancing computer science beliefs, self-efficacy, and coping skills among first year computer science students*. Paper presented at the annual meeting of the Special Interest Group on Computer Science Education, Association for Computing Machinery, Portland, OR.
- Davis, D. D., Major, D. A., Sanchez-Hucles, J. V., DeLoatch, S. J., Selgrade, K., & Meert, S. (2007, August). *Organization climate, satisfaction, commitment, and career change in computer science*. Poster presented at the 115<sup>th</sup> Annual Convention of the American Psychological Association, San Francisco, CA.
- Morganson, V.J., Major, D.A., Green, A.P. (2007, August). *Seeking work-life balance: Employees' requests and*

- managers' responses*. Poster presented at the 115<sup>th</sup> Annual Convention of the American Psychological Association, San Francisco, CA.
- Fletcher, T. D., Major, D. A., & Nusbaum, D. (2007, May). *Demographic differences in competition at work: Implications on P-E fit*. Poster presented at the 19<sup>th</sup> Annual Convention of the Association for Psychological Science, Washington D.C.
- Morganson, V.J., Oborn, K. L., Major, D.A., Verive, J.M., & Heelan, M.P. (2007, May). *Location, location, location: Differences in inclusion, work-life balance, and satisfaction among teleworkers*. Poster presented at the 19<sup>th</sup> Annual Convention of the Association for Psychological Science, Washington D.C.
- Major, D. A., Fletcher, T. D., & Davis, D. D. (2007, April). *Antecedents and consequences of inclusive climate*. In D. A. Major (Chair), *Advancing Diversity Research: Understanding Inclusion and Exclusion in Organizations*. Symposium at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Morganson, V.J., & Major, D.A. (2007, March). *Third party sexual harassment*. Poster presented at the 28<sup>th</sup> Annual Industrial Organizational and Organizational Behavior (IOOB) Conference, Indianapolis, IN.
- Major, D. A., Davis, D. D, Fletcher, T. D., & Germano, L. M. (2006, August). *Inclusion in human resource management theory and practice: An integrative approach*. Paper presented at the 66<sup>th</sup> Annual Conference of the Academy of Management, Atlanta, GA.
- Davis, D. D., Major, D. A., Selgrade, K. A., & Germano, L. M. (2006, May). *Leader-member exchange and telework in information technology organizations*. Paper presented at the 21<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Major, D. A., Davis, D. D, & Germano, L. M. (2006, May). *Differential career commitment among men and women in information technology*. Poster presented at the 19<sup>th</sup> Annual Convention of the Association for Psychological Science, New York, NY.
- Meert, S. K., & Major, D. A. (2006, May). *Effects of gender match on leader-member exchange and work-family conflict*. Paper presented at the 21<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Germano, L. M., & Major, D. A. (2005, August). *Personality and work-family conflict: Problem-focused coping as a potential mediator*. Paper presented at the 113<sup>th</sup> Convention of the American Psychological Association, Washington, D.C.
- Major, D. A., Davis, D. D., & Germano, L. M. (2005, August). *Men and women's experiences in IT: Differences in perceptions of climate and workplace relationships*. In D. A. Major (Chair), *The Under-Representation of Women in Information Technology: Four Theoretical Perspectives*. Symposium presented at the 65<sup>th</sup> Annual Conference of the Academy of Management, Honolulu, HI. (Best symposium nominee).

- Major, D. A., Fletcher, T. D., Davis, D. D., & Germano, L. M. (2005, April). *The influence of climate and workplace relationships on work-family conflict: A multilevel model of mediated effects*. In D. A. Major & L. M. Germano (Chairs), *Understanding Organizational Support and Its Influence on Work-Family Outcomes*. Symposium presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Qureshi F., Vasser E., Welch J. C., Goldblatt S., Major D., Butterfoss F., Mason J., Isaacman D. (2005, March). *Compliance with pediatric asthma guidelines in general emergency departments*. Oral presentation at the American Academy of Asthma, Allergy and Immunology 61st Annual Meeting, San Antonio, TX.
- Vasser E., Qureshi F., Welch J. C., Goldblatt S., Major D., Butterfoss F., Mason J., & Isaacman D. (2005, March). *Compliance with pediatric asthma guidelines in general emergency departments*. Oral presentation at the 19th National Conference on Chronic Disease Prevention and Control, Atlanta, GA.
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., & Mann, J. (2004, October). *Climate for opportunity and inclusion: Improving the recruitment, retention, and advancement of women and minorities in IT*. Proceedings of the National Science Foundation's ITWF & ITR/EWF Principal Investigator Conference, (pp. 108-113). Philadelphia: The Pennsylvania State University.
- Fletcher, T. D., Major, D. A., & Davis, D. D. (2004, August). *Congruence in personality and climate perceptions of competitiveness in the workplace*. Paper presented at the 64th Annual Conference of the Academy of Management, New Orleans, LA.
- Major, D. A., Cardenas, R. A., Davis, D. D., Germano, L. M., & Mickey, S. K. (2004, August). *Managing work-family conflict in the IT workplace*. In J. Cleveland (Chair), *Work & Family: Constructing a View Using Multiple Methods, Occupations, Cultures*. Symposium presented at the 112<sup>th</sup> Convention of the American Psychological Association, Honolulu, HI.
- Major, D. A., Fletcher, T. D., & Sanchez-Hucles, J. (2004, August). *The experience of tokenism in the information technology workforce*. Paper presented at the 112<sup>th</sup> Convention of the American Psychological Association, Honolulu, HI.
- Turner, J. E., Major, D. A., & Fletcher, T. D. (2004, August). *Personality predictors of motivation to learn*. Paper presented at the 112<sup>th</sup> Convention of the American Psychological Association, Honolulu, HI.
- Qureshi, F. A., Mason, J., Major, D. A., Butterfoss, F., Vasser, E., Welch, C., Goldblatt, S., & Isaacman, D. (2004, June). *Implementing pediatric asthma guidelines in adult emergency departments*. Poster presented at the Emergency Medical Services for Children Annual Grantee Meeting, Washington, DC.
- Fletcher, T. D., & Major, D. A. (2004, April). *Motivating medical students to volunteer: Implications for recruitment and training*. In K. E. Fox & R. P. Tett (Co-Chairs), *I-O Psychology in Medicine: Some Recent Empirical Applications*. Symposium conducted at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Major, D. A., panelist (2004, April). In R. P. Tett & K. E. Fox (Co-Chairs), *Gaps and bridges between I-O and medical practice*. Panel discussion presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Major, D. A., Fletcher, T. D., Cardenas, R. A., Clarke, S. M., & Davis, D. D. (2004, April). *Creating inclusion for men and women: Gender differences and similarities*. In D. A. Major (Chair), *Managing Diversity and Creating Inclusion*. Symposium conducted at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Major, D. A., Fletcher, T. D., & Miller, T. A. (2004, April). *Understanding the work-life interface: Why race matters*. In L. T. Eby & S. C. Evans (Co-Chairs), *Coming of Age: The New Era of Work-Family Research*. Symposium conducted at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Taylor-Fishwick, J., Butterfoss, F. D., Kelly, C. & Major, D. A. (2003, November). *Gathering and analyzing data with a community lens: The Allies Against Asthma experience*. Paper presented at the American Public Health Association 131<sup>st</sup> Annual Meeting, San Francisco, CA.
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., & Mann, J. (2003, October). *Climate for opportunity and inclusion: Improving the recruitment, retention, and advancement of women and minorities in IT*. Proceedings of the National Science Foundation's ITWF & ITR/EFW Principal Investigator Conference, (pp. 167-171). Albuquerque: The University of New Mexico.
- Wilson, J., Pescosolido, A., Fletcher, T. F., & Major, D. A. (2003, August). *Emergent leaders in virtual groups*. In A. Pescosolido & J. Wilson (Co-chairs), *Leadership in a Virtual Environment*. Symposium conducted at the 63<sup>rd</sup> Annual Conference of the Academy of Management, Seattle, WA.
- Butterfoss, F. D., & Major, D. A. (2003, June). *Focus on quality: Engaging health care providers to improve asthma care*. Paper presented at the Mid-Year Scientific Conference of the Society for Public Health Education, Las Cruces, New Mexico.
- Bernas, K. H., & Major, D. A. (2003, April). *Time-based work-family conflict: An assessment of underlying assumptions*. Presented in T. D. Allen (Chair), *New Directions in Work-Family Conflict Research*. Symposium conducted at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Fletcher, T. D., & Major, D. A. (2003, April). *The effects of communication modality on teamwork processes*. In T. N. Nielsen & T. R. Halfhill (Co-chairs), *Virtual Teams: Exploring New Frontiers in Research and Practice*. Symposium conducted at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Hayes, B. C., & Major, D. A. (2003, April). *Creating inclusive organizations: Its meaning and measurement*. Paper presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Major, D. A., Hammer, L., & Daum, D. (2003, April). *A work and family collaborative research solutions session*. Invited conference session the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Cardenas, R. A., Major, D. A., & Bernas, K. H. (2003, February). *Exploring work and family distractions: Antecedents and outcomes*. Paper presented at From 9-to-5 to 24/7: How Workplace Changes Impact Families, Work, and Communities, Orlando, FL.
- Taylor-Fishwick, J., Butterfoss, F. D., Kelly, C. & Major, D. A. (2002, November). *Gathering and analyzing data with a community lens: The allies against asthma experience*. Presentation at the 130th Annual Meeting of the American Public Health Association, Philadelphia, PA.
- Major, D. A., Clarke, S. M., & Cardenas, R. A. (2002, August). *The impact of child health on work and family life*. Presented in W. J. Casper & E. Ascalon (Co-chairs), Emerging Directions in Work and Family Research. Symposium conducted at the 110th Annual American Psychological Association Convention, Chicago, IL.
- Mihalecz, M. C., Emery, N. P., Liu, Y., McFarlin, S. K., Major, D. A., & Heyl, A. R. (2001, August). *Formal and informal mentoring among men and women in medical school*. Paper presented at the 61<sup>st</sup> Annual Academy of Management Conference, Washington, D.C.
- Clarke, S. M. & Major, D. A. (2001, June). *The impact of children's health on mothers' employment*. Paper presented at The Institute for Women's Policy Research's 6th Women's Policy Conference, Washington, D.C.
- Miller T. A., & Major, D. A. (2001, April). *Balancing work and family through role integration*. Paper presented at the 16<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Pittman, R. A., & Major, D. A. (2001, June). *The impact of employment on breastfeeding initiation and duration*. Paper presented at The Institute for Women's Policy Research's 6th Women's Policy Conference, Washington, D.C.
- Fink, A. A., & Major, D. A. (2000, October). *Measuring situation awareness: A comparison of three techniques* (pp. 256-261). Proceedings of the Human Performance, Situation Awareness and Automation: User-Centered Design for the New Millennium. Savannah, GA: SA Technologies, Inc.
- McFarlin, S. K., Fals-Stewart, W., Major, D. A., & Justice, E. M. (2000, April). *Alcohol use and workplace aggression: A national survey*. Paper presented at the 15<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Stage, V.C., Major, D.A., & Turner, J.T. (2000, April). *The proximal impact of proactive personality on newcomer socialization*. Paper presented at the 15<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- Bachiochi, P. D., & Major, D. A. (1999, August). *An instructor's guide for introducing I/O psychology in introductory psychology*. Demonstration presented at the 107th Annual Meeting of the American Psychological Association, Boston, MA.
- Major, D.A. (1999, August). *Perspectives on mentoring*. Symposium chaired at the 59th Annual Meeting of the Academy of Management, Chicago, IL.
- McFarlin, S. K, Fals-Stewart, W., Cole, V., & Major, D. A. (1999, August). *The response to workplace conflict scale: Psychometric properties*. Poster presented at the 107th Annual Meeting of the American Psychological Association, Boston, MA.
- Bachiochi, P. D., & Major, D. A. (1999, May). *New instructor's guide to I/O: Feedback on publicizing and distribution*. Roundtable discussion presented at the 14<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Major, D.A., Turner, J.E., & Cole, V.L. (1999, May). *The role of supervisors in newcomer organizational socialization*. Paper presented at the 14<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Major, D. A., panelist (1999, May). In K.C. Jagatic (Chair), *SIOP'S guidelines for education and training: Developing competent I/O psychologists*. Panel discussion presented at the 14<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- McFarlin, S.K., Fals-Stewart, W., Major, D.A., & Freitas, T. (1999, May). *Prevalence of workplace violence among substance abusers*. Paper presented at the 14<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Major, D. A., Turner, J. E., & Cole, V. (1998, August). *Effects of supervisory behaviors on newcomer relationships and socialization outcomes*. Paper presented at the 106th annual meeting of the American Psychological Association, San Francisco, CA.
- Turner, J. E., & Major, D. A. (1998, August). *Training using self-generation: Effects on self-efficacy, performance, and transfer*. Paper presented the 106th annual meeting of the American Psychological Association, San Francisco, CA.
- Fink, A., & Major, D. A. (1998, April). *The role of power in sexual harassment*. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Turner, J. E., & Major, D. A. (1998, April). *Training effectiveness using a self-generation approach*. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Fink, A., & Major, D. A. (1998, March). *A role theory approach to strategizing for team situation awareness*. Paper presented at 3rd Automation Technology and Human Performance Conference, Norfolk, VA



- Hayes, B. C., Bartle, S., & Major, D. A. (1997, August). *Equal opportunity climate: A conceptual model*. Paper presented at the 57th Annual Meeting of the Academy of Management, Boston, MA.
- Hayes, B. C., Turner, J. E., & Major, D. A. (1997, April). *Prosocial behavior: Determinants of helping and costs of seeking help*. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Hofler, K. L., & Major, D. A. (1997, April). *The "hardy" advantage: Effects on stress and work-family conflict*. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Wells, L., & Major, D. A. (1997, April). *"Supervoman's work-family conflict: The impact of perfectionism*. Paper presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Ceplenski, P. J., Scerbo, M. W., & Major, D. A. (1996, September). *Multiple monitors and knowledge of results in vigilance: The decrement still wins*. Proceedings of the 40th annual meeting of the Human Factors and Ergonomics Society.
- Wells, L., & Major, D. A. (1996, August). *The impact of organizational context factors on work-family conflict in dual career couples*. Paper presented at the 56th Annual Meeting of the Academy of Management, Cincinnati, OH.
- Major, D. A., Vandaveer, V., & Graddick, M. M. (1996, April). *Ensuring employability: Creating a competitive advantage for I/O graduates*. Roundtable presented at the 11th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Miller, T. A., & Major, D. A. (1995, May). *African-American women's career development: Influences of self-perception and social support*. Paper presented at the 10th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Major, D. A. (1994, August). *Why newcomers can't socialize themselves: The limitations of newcomer proactivity*. Paper presented at the 54th Annual Meeting of the Academy of Management, Dallas, TX.
- Chao, G. T., Kozlowski, S. W. J., Major, D. A., & Gardner, P. (1994, April). *The effects of individual and contextual factors on organizational socialization and outcomes*. Paper presented at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.
- Ilgen, D. R., Major, D. A., Hollenbeck, J. R., & Segoe, D. J. (1994, April). *Decision making in teams: Raising an individual decision making model to the team level*. Paper presented at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.
- Major, D. A. (1994, April). *Making the grade after graduate school*. Paper presented at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

- Sego, D. J., Major, D. A., Ilgen, D. R., & Hollenbeck, J. R. (1992, August). *Team decision making accuracy within three different base rate conditions*. Paper presented at the 100th annual meeting of the American Psychological Association, Washington, D.C.
- Major, D. A. (1992, May). *Succeeding in the non-academic sector: High achieving women discuss work and family issues*. D. A. Major & H. R. Krifcher (Co-chairs), Discussion panel at the 7th Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Quebec.
- Major, D. A., Kozlowski, S. W. J., Chao, G. T., & Gardner, P. D. (1992, May). *Newcomer expectations and early socialization outcomes: The moderating effect of role development factors*. Paper presented at the 7th Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Quebec.
- Major, D. A., Sego, D. J., Hollenbeck, J. R., & Ilgen, D. R. (1992, May). *Decision making in teams with distributed expertise*. Paper presented at the 7th Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, Quebec.
- Ford, J. K., Major, D. A., & Seaton, F. (1991, April). *Organizational factors related to movement towards a continuous learning training system*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Hollenbeck, J. R., & Major, D. A. (1991, April). *An empirical test of the theory of small wins*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Major, D. A., & Kozlowski, S.W.J. (1991, April). *Organizational socialization: The effects of newcomer, coworker, and supervisor proaction*. Paper presented at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Major, D. A., Seaton, F. W., Krifcher, H. R., Ford, J. K., & Hames, L. (1990, April). *The effects of organizational, training and individual characteristics on the acquisition of training needs information*. Paper presented at the 5th Annual Conference of the Society for Industrial and Organizational Psychology, Miami Beach, FL.

### **Regional and Local**

- Rizvi, M., Humphries, T., Major, D. A., Jones, M. P., & Lauzun, H. M. (2010, October). *A CSO course using Scratch*. Paper presented at the Consortium of Computing Sciences in Colleges (CCSC) Eastern Conference 2010, Huntingdon, PA. **\*\*Best paper award winner.**
- Rizvi, M., Humphries, T., Major, D. A., & Jones, M. P. (2010, August). *A CSO course using Scratch*. Paper presented at the Scratch@MIT Conference, Cambridge, MA.
- Morganson, V.J., & Major, D.A. (2007, May). *Third party sexual harassment: A special case of harassment perpetration*. Paper presented at the 85th Annual Meeting of the Virginia Academy of Science, Harrisonburg, VA.

- Aufenanger, S., Major, D. A., Fletcher, T. D., & Davis, D. D. (2005, April). *Workplace inclusion: The validation of a measure of inclusion in the workplace*. Paper presented at the spring meeting of the Virginia Psychological Association, Williamsburg, VA.
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J. & Germano, L. M. (2005, April). *Men and women in information technology careers: Similarities and differences in experiences of the work environment*. Paper presented at the 2nd Annual Old Dominion University Research Day, Norfolk, VA.
- Qureshi, F. A., Mason, J., Major, D. A., Butterfoss, F., Vasser, E., Welch, C., Goldblatt, S., & Isaacman, D. (2004, November). *Implementing pediatric asthma guidelines in adult emergency departments*. Paper presented at the Mid-Atlantic Regional Emergency Medical Services for Children Conference, Rehoboth Beach, DE.
- Aufenanger, S., Major, D. A., Fletcher, T. D., & Davis, D. D. (2005, April). *Workplace inclusion: The validation of a measure of inclusion in the workplace*. Paper presented at the spring meeting of the Virginia Psychological Association, Williamsburg, VA.
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J. & Germano, L. M. (2005, April). *Men and women in information technology careers: Similarities and differences in experiences of the work environment*. Paper presented at the 2nd Annual Old Dominion University Research Day, Norfolk, VA.
- Qureshi, F. A., Mason, J., Major, D. A., Butterfoss, F., Vasser, E., Welch, C., Goldblatt, S., & Isaacman, D. (2004, November). *Implementing pediatric asthma guidelines in adult emergency departments*. Paper presented at the Mid-Atlantic Regional Emergency Medical Services for Children Conference, Rehoboth Beach, DE.
- Major, D. A., Fletcher, T. D., & Sanchez-Hucles, J. (2004, April). *The experience of tokenism in the information technology workforce*. Paper presented at the 1st Annual Old Dominion University Research Day, Norfolk, VA.
- Germano, L. M., Major, D. A., Fletcher, T. D., Clarke, S. M., & Cardenas, R. A. (2003, May). *Belonging and contributing: Validation of an inclusion measure*. Paper presented at the 81st Annual Meeting of the Virginia Academy of Science, Charlottesville, VA.
- Cardenas, R., Clarke, S., & Major, D. A. (2002, May). *School nurses: Barriers to work effectiveness*. Paper presented at Work in Progress XII: A Conference on Feminist Scholarship, Norfolk, VA.
- Fletcher, T. D., Major, D. A., Gowen, C. W. (2001, April). *Understanding volunteerism: Medical students' motivations to volunteer*. Paper presented at the Virginia Psychological Association Convention, Roanoke, VA.
- Bernas, K. H., & Major, D. A. (1998, May). *Contributors to stress resistance: Testing a model of women's work-family conflict*. Paper presented at Work in Progress VIII: A Conference on Feminist Scholarship in Hampton Roads, Norfolk, VA.
- Cole, V. L., Bernas, K. H., Turner, J. E., & Major, D. A. (1998, May). *Perceptions of working parents' jobs and family selves*. Paper presented at Work in Progress VIII: A Conference on Feminist Scholarship in Hampton Roads, Norfolk, VA.

- Turner, J. E., & Major, D. A. (1997, March). *A comparison of self-generated task strategies and explicitly-provided task strategies in the context of goal setting*. Paper presented at the 18th Annual Industrial/Organizational Psychology-Organizational Behavior Graduate Student Conference, Roanoke, VA.
- Hayes, B. C., & Major, D. A. (1996, May). *The act of requesting performance feedback: Additional consideration of the motivators and deterrents*. Paper presented at the 74th Virginia Academy of Sciences, Richmond, VA.
- Hofler, K. L., & Major, D. A. (1996, May). *Work interference with family (W->F) and family interference with work (F->W): Antecedents and moderators*. Paper presented at the 33rd Annual Meeting of the Eastern Academy of Management, Arlington, VA.
- Ceplenski, P. J., Scerbo, M., & Major, D. A. (1995, April). *The role of communication in a task requiring sustained attention*. Paper presented at the Southern Society for Philosophy and Psychology, Virginia Beach, VA.
- Hayes, B. C., & Major, D. A. (1995, April). *Understanding more about outcomes*. Paper presented at the Southern Society for Philosophy and Psychology, Virginia Beach, VA.
- Maahs, C. J., & Major, D. A. (1994, April). *Assessing the adequacy of graduate training in industrial and organizational psychology*. Paper presented at the spring meeting of the Virginia Psychological Association, Charlottesville, VA.

### **Published Conference Proceedings**

- Major, D. A., Davis, D. D., Sanchez-Hucles, J., & Mann, J. (2004, October). Climate for opportunity and inclusion: Improving the recruitment, retention and advancement of women and minorities in IT; Project year 3. *Proceedings of the 2003 National Science Foundation Information Technology Workforce Principal Investigators' Conference*, Philadelphia, PA.
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., & Mann, J. (2003, October). Climate for opportunity and inclusion: Improving the recruitment, retention and advancement of women and minorities in IT; Project year 2. *Proceedings of the 2003 National Science Foundation Information Technology Workforce Principal Investigators' Conference*, Albuquerque, NM.
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., & Mann, J. (2002, October). Climate for opportunity and inclusion: Improving the recruitment, retention and advancement of women and minorities in IT; Project year 1. *Proceedings of the 2002 National Science Foundation Information Technology Workforce Principal Investigators' Conference*, College Park, MD.
- Hayes, B. C., Bartle, S., & Major, D. A. (1997, August). Equal Opportunity Climate: A Conceptual Model. *Proceedings of the 57th Annual Meeting of the Academy of Management*, Boston, MA.
- Cole, V. & Major, D. A. (1997, May). Supervisory behaviors that influence newcomer relationship building. *Proceedings of the 75th Virginia Academy of Sciences*, Blacksburg, VA.
- Hayes, B. C., & Major, D. A. (1995, May). Predicting team member behavior from the leader's performance history. *Proceedings of the 73rd Virginia Academy of Sciences*, Lexington, VA.

- Ceplenski, P. J., Scerbo, M., & Major, D. A. (1994, May). Improving vigilance performance through the use of highly acquainted individuals. *Proceedings of the 72nd Annual Meeting of the Virginia Academy of Science*, Harrisonburg, VA.
- Collier, F. K., & Major, D. A. (1993, May). Decision-making in hierarchical teams: The effects of cognitive frames and perceived control on the risk-taking of subordinates. *Proceedings of the 71st Annual Meeting of the Virginia Academy of Science*, Norfolk, VA.
- Ilgen, D. R., Hollenbeck, J. R., Segoe, D. J., Major, D. A., Phillips, J., & Hedlund, J. (1992). Team member abilities and problem solving strategy effects on team decision making outcomes and processes in teams with distributed expertise. *Proceedings of the 1992 Symposium on Command and Control Research*.
- Major, D. A., & Kozlowski, S. W. J. (1990, August). Self-efficacy and proaction in the organizational socialization context. *Proceedings of the 50th Annual Meeting of the Academy of Management*, San Francisco, CA.

## TECHNICAL REPORTS

- Major, D. A., & Morganson, V. J. (2014). *Annual Report (Year 1): GSE/RES- Patching the STEM Pipeline between College and Work: Investigating Gender Issues in Embeddedness*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.
- Major, D. A., Orvis, K. A., DeLoatch, S., & Morsi, R. (2013). *Annual Report (Year 4): GSE/RES- Collaborative Research: Capitalizing on Opportunity: Narrowing the Gender Divide in Engineering and Computer Science through Professional Development*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.
- Major, D. A., Orvis, K. A., DeLoatch, S., & Morsi, R. (2012). *Annual Report (Year 3): GSE/RES- Collaborative Research: Capitalizing on Opportunity: Narrowing the Gender Divide in Engineering and Computer Science through Professional Development*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.
- Major, D. A., Orvis, K. A., DeLoatch, S., & Morsi, R. (2011). *Annual Report (Year 2): GSE/RES- Collaborative Research: Capitalizing on Opportunity: Narrowing the Gender Divide in Engineering and Computer Science through Professional Development*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.
- Major, D. A., Orvis, K. A., DeLoatch, S., & Morsi, R. (2010). *Annual Report (Year 1): GSE/RES- Collaborative Research: Capitalizing on Opportunity: Narrowing the Gender Divide in Engineering and Computer Science through Professional Development*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.
- Davis, D. D., Major, D. A., & Sanchez-Hucles, J. (2009). *Final Report: Creating an inclusive learning environment: Enhancing retention of women and minorities in computer science*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.

- Davis, D. D., Major, D. A., & Sanchez-Hucles, J. (2008). *Annual Report (Year 4): Creating an inclusive learning environment: Enhancing retention of women and minorities in computer science*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.
- Davis, D. D., Major, D. A., & Sanchez-Hucles, J. (2007). *Annual Report (Year 3): Creating an inclusive learning environment: Enhancing retention of women and minorities in computer science*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.
- Davis, D. D., Major, D. A., & Sanchez-Hucles, J. (2006). *Annual Report (Year 2): Creating an inclusive learning environment: Enhancing retention of women and minorities in computer science*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J., Germano, L. M., & Fletcher, T. D. (2006). *Final Report: Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT*. Technical Report prepared for National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University.
- Davis, D. D., Major, D. A., & Sanchez-Hucles, J. (2005). *Annual Report (Year 1): Creating an inclusive learning environment: Enhancing retention of women and minorities in computer science*. Technical Report prepared for the National Science Foundation. Norfolk, VA: Old Dominion University.
- Major, D. A., Davis, D. D., Germano, L. M, Fletcher, T. D., Sanchez-Hucles, J., & Mann, J. (2005). *Information technology workforce survey feedback report for second assessment: Company B*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Davis, D. D., Germano, L. M., Fletcher, T. D., Sanchez-Hucles, J. V., & Mann, J. E. (2005). *Information technology workforce survey feedback report for second assessment: Company D*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Fletcher, T. D., Germano, L. M, Davis, D. D., Sanchez-Hucles, J., & Mann, J. (2005). *Information technology workforce survey feedback report for second assessment: Company F*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Germano, L. M., Fletcher, T. D., Davis, D. D., Sanchez-Hucles, J. V., & Mann, J. E. (2005). *Information technology workforce survey feedback report for second assessment: Company K*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J., Germano, L. M., & Fletcher, T. D. (2005). *Annual Report (Year 3): Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT*. Technical Report prepared for National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University.

- Major, D. A., Germano, L. M., Sanchez-Hucles, J., Fletcher, T. D., Davis, D. D., & Mann, J. (2005). *Information technology workforce survey feedback report for second assessment: Company C*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Sanchez-Hucles, J. V., Davis, D. D., Fletcher, T. D., Germano, L. M., & Mann, J. E. (2005). *Information technology workforce survey feedback report for second assessment: Company J*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Davis, D. D., Fletcher, T. D., Germano, L. M., & Sanchez-Hucles, J. (2004). *Information technology workforce survey feedback report for second assessment: Company H*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J., Clarke, S. M., Cardenas, R. A., Fletcher, T. D., & Germano, L. M. (2004). *Annual Report (Year 2): Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT*. Technical Report prepared for National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University.
- Major, D. A., Fletcher, T. D., Germano, L. M., Davis, D. D., & Sanchez-Hucles, J. (2004). *Information technology workforce survey feedback report for second assessment: Company E*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Clarke, S. M., Major, D. A., Cardenas, R. A., Germano, L., & Butterfoss, F. (2003). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments: Pre-Hospital Personnel Focus Group Report*. Prepared for the Emergency Medical Services for Children Grant, "Implementing a Pediatric Asthma Guideline in Adult Emergency Departments."
- Major, D. A., Cardenas, R. A., Clarke, S. M., Sanchez-Hucles, J. V., Fletcher, T. D., Davis, D. D., Germano, L. M., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company C*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Cardenas, R. A., Davis, D. D., Fletcher, T. D., Clarke, S. M., Germano, L. M., Sanchez-Hucles, J. V., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company H*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Cardenas, R. A., Davis, D. D., Fletcher, T. D., Clarke, S. M., Germano, L. M., Sanchez-Hucles, J. V., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company K*.

Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Clarke, S. M., Davis, D. D., Sanchez-Hucles, J. V., Fletcher, T. D., Cardenas, R. A., Germano, L. M., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company B*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Clarke, S. M., Fletcher, T. D., Davis, D. D., Cardenas, R. A., Germano, L. M., Mann, J. E., & Sanchez-Hucles, J. V. (2003). *Information technology workforce survey: Feedback report for company A*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Davis, D. D., Clarke, S. M., Fletcher, T. D., Cardenas, R. A., Mann, J. E., Germano, L. M., & Sanchez-Hucles, J. V. (2003). *Information technology workforce survey: Feedback report for company J*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Davis, D. D., Clarke, S. M., Fletcher, T. D., Cardenas, R. A., Sanchez-Hucles, J. V., Germano, L. M., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company F*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Davis, D. D., Fletcher, T. D., Cardenas, R. A., Clarke, S. M., Mann, J. E., Sanchez-Hucles, J. V., & Germano, L. M. (2003). *Information technology workforce survey: Feedback report for company G*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Davis, D. D., Sanchez-Hucles, J., Mann, J., Clarke, S. M., Cardenas, R. A., Fletcher, T. D., & Germano, L. M., (2003). *Annual Report (Year 1): Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT*. Technical Report prepared for National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University

Major, D. A., Fletcher, T. D., Davis, D. D., Clarke, S. M., Cardenas, R. A., Germano, L. M., Mann, J. E., & Sanchez-Hucles, J. V. (2003). *Information technology workforce survey: Feedback report for company E*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

Major, D. A., Fletcher, T. D., Sanchez-Hucles, J. V., Clarke, S. M., Davis, D. D., Cardenas, R. A., Mann, J. E., & Germano, L. M. (2003). *Information technology workforce survey: Feedback report for company D*. Technical report prepared as part of research funded by the National Science Foundation (Grant



No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

- Butterfoss, F., Clarke, S. M., Cardenas, R. A., & Major, D. A. (2002). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments: Shore Memorial Hospital Focus Group Report*. Prepared for the Emergency Medical Services for Children Grant, "Implementing a Pediatric Asthma Guideline in Adult Emergency Departments."
- Cardenas, R. A., Major, D. A., Clarke, S. M., & Butterfoss, F. (2002). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments: Louise Obici Hospital Focus Group Report*. Prepared for the Emergency Medical Services for Children Grant, "Implementing a Pediatric Asthma Guideline in Adult Emergency Departments."
- Clarke, S. M., Major, D. A., Cardenas, R. A., & Butterfoss, F. (2002). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments: Riverside Health System Focus Group Report*. Prepared for the Emergency Medical Services for Children Grant, "Implementing a Pediatric Asthma Guideline in Adult Emergency Departments."
- Major, D. A., Clarke, S. M., Cardenas, R. A., & Butterfoss, F. (2002). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments: Bon Secours Maryview Hospital Focus Group Report*. Prepared for the Emergency Medical Services for Children Grant, "Implementing a Pediatric Asthma Guideline in Adult Emergency Departments."
- Fletcher, T. D., & Major, D. A. (2001). A review of key team performance processes: Implications for engineering in distributed collaborative environments. *Initial Report for Grant NCC 1-01040 submitted to NASA Langley*.
- Major, D. A., Cardenas, R., & Clarke, S. (2001). *Allies Against Asthma needs assessment: School nurse focus group report*. Prepared for the Allies Against Asthma work group of the Consortium for Infant and Child Health (CINCH).
- Major, D. A., Clarke, S., & Cardenas, R. (2001). *Allies Against Asthma needs assessment: Parent focus group report*. Prepared for the Allies Against Asthma work group of the Consortium for Infant and Child Health (CINCH).
- Major, D. A., Clarke, S. M., & Cardenas, R. A. (2001). *Allies Against Asthma needs assessment: Physician focus group report*. Prepared for the Allies Against Asthma work group of the Consortium for Infant and Child Health (CINCH).
- Emery, N. P., Liu, Y., McFarlin, S. K., Mihalecz, M. C. & Major, D. A. (2000). *An exploratory evaluation of medical student mentoring at Eastern Virginia Medical School*. Prepared for the Office for Women's Affairs, Eastern Virginia Medical School.
- Major, D. A., Turner, J. E., & Cole, V. (1999). *Sun Microsystems: New employee attitudes and experiences*. Prepared for the executives of Sun Microsystems.
- Major, D. A. & Fink, A. (1997). *The development of shared understanding: Exploring team situation awareness through role theory*. Prepared for the Naval Air Warfare Center Training Systems Division.

Major, D. A., Turner, J. E., & Cole, V. (1997). *New employee attitudes and experiences*. Prepared for the executives of Boeing.

Kelley, M. L., Parsons, B. A., & Major, D. A. (1996). *Sexual harassment on the ODU campus: Results of a 1995-1996 university-wide survey of female employees and students*. Prepared for the Equal Opportunity/Affirmative Action Office, Old Dominion University.

Hollenbeck, J. R., Sego, D., Ilgen, D. R., & Major, D. A. (1991). *TIDE<sup>2</sup>: A program and paradigm for team research*. Prepared for Office of Naval Research.

Major, D. A. (1989). *Nippondenso training evaluation*. Prepared for executives of Nippondenso Manufacturing.

Krifcher, H.R., Major, D.A., & Ford, J.K. (1988). *Michigan manufacturing strategy survey report of results*. Prepared for the Center for the Revitalization of Industrialized States, Michigan State University and Chief Executive Officers in survey sample.

Major, D.A., McKellin, D.B., & Kozlowski, S.W.J. (1988). *The socialization and assimilation of college graduates: How new hires learn the ropes*. Prepared for the Collegiate Employment Research Institute--Career Planning and Placement Services, Michigan State University.

Boyle, B., Major, D. A., Speaks, J., & Zittel, M. (1987). *Reatta project communication analyses final report*. Prepared for General Motors Reatta Craft Centre, Lansing, Michigan.

## **NATIONAL PROFESSIONAL SOCIETIES: OFFICES HELD**

### Academy of Management

Offices: Human Resource Division Executive Committee (1998-1999)  
Human Resource Division Liaison (1997-1999)

### American Psychological Association

Offices: Committee on Division/APA Relations (2011-2012; Elected Chair 2013)  
Elected Council Representative for Division 14 (2010-2012)

### Society for Industrial and Organizational Psychology

Offices: Support, Planning, and Research Committee (2012-2017; Chair, 2014-2015)  
External Relations Committee (2010-2012)  
Executive Board (2010-2012)  
Scientific Advocacy Taskforce (2010-2011)  
Editor, *The Industrial-Organizational Psychologist* (2001-2004)  
Education and Training Chair (1997-1999)  
Guidelines for Doctoral Education Chair (1995-1998)  
Doctoral Consortium Co-Chair (1992-1995)

## **MEMBERSHIPS IN PROFESSIONAL SOCIETIES**

Academy of Management (1987-present)

American Psychological Association (1987-present)

Association for Psychological Science (2000-present)

National Career Development Association (2011 – present)  
Society for Industrial and Organizational Psychology (1987-present)  
Society for the Psychology of Women (2011-present)

## **CAMPUS SERVICE ACTIVITIES**

### **University:**

NCDA poster and poetry competition chair (2011-2012)  
Preparing Future Faculty Committee (2006-2010)  
Women's Caucus: Promotion and Tenure Workshop (2005, 2006)  
Dean Search Committee for College of Sciences (2003)  
Sexual Harassment Committee (1999-2000)  
Australia Liaison for International Programs (1998-1999)  
Sexual Harassment Policy Review Committee Co-Chair (1998-1999)  
IEEE Guest Speaker - Sexual Harassment (1997)  
Campus-wide Sexual Harassment Study - Results Distributed by President Koch (1996)  
China Liaison for International Programs (1994)

### **College of Sciences:**

Promotion and Tenure Committee (2006-2009)  
New Faculty Orientation (2000, 2004-2006, 2008)  
Human Subjects Committee (1998-2000)  
Commencement Marshall (1997)  
Women in Sciences Committee (1996-1997)

### **Psychology Department:**

Faculty Mentor - Xiaoxiao Hu (2012-present)  
    - Konstantin Cigularov (2010-present)  
    - Richard Landers (2009-present)  
    - Karin Orvis (2007-2011)  
    - Bryan Porter (1996-2002)  
I/O Psychology Search Committee (Chair-2009-2010 & 2011-2012)  
Perry Chair Search Committee (2008-2009)  
Chair, Faculty Affairs Committee (2007-2008)  
Personnel Psychology Search Committee (Chair-2005-2008)  
Chair - Departmental Tenure Committee (2001)  
General Psychology Degree Program Committee (2000)  
Chair - Human Subjects Committee (1998-2000)  
Academic Job Search Workshop (March 1998)  
Human Subjects Committee (1997-1998)  
Faculty Search Committee (1997-1998, 2000-2001)  
Honors Psychology Guest Speaker (1996)  
Faculty Affairs Committee (1994-1996, 2003-2005, 2007-2010)  
TELETECHNET Committee (1994-1995)  
Department Chairperson Search Committee (1993-1994; 2012-2013 Co-Chair)  
Undergraduate Honors Committee (1992-1994, 1996-1998, 2009-2012, 2013 Chair)  
I/O Ph. D. Program Committee (1992-present)

## PROFESSIONAL SERVICE

### Editor:

*The Industrial-Organizational Psychologist* (May 2001 to April 2004)  
*Journal of Business and Psychology*, Permanent Guest Editor (2014)

### Editorial Board:

*Career Development Quarterly* (July 2011 to present)  
*Journal of Applied Psychology* (January 2011 to present)  
*Journal of Business and Psychology* (December 2008 to present)  
*Journal of Management* (July 2008 to present)  
*Journal of Organizational Behavior* (August 2002 to present)

### Journal Reviewer:

*Academy of Management Journal*  
*Academy of Management Review*  
*Anxiety, Stress, and Coping: An International Journal*  
*Human Factors*  
*International Journal of Stress Management*  
*Journal of Family Issues*  
*Journal of Managerial Psychology*  
*Journal of Occupational Health Psychology*  
*Journal of Women and Minorities in Science and Engineering*  
*Organizational Analysis*  
*Organizational Behavior and Human Decision Processes*  
*Personnel Psychology*  
*The Psychologist Manager Journal*

### Grant Panel Reviews:

National Science Foundation (2002, 2003, 2010)  
National Defense Science & Engineering Fellowship (1996)  
Office of Naval Research (1995)

### Committee Work:

*Journal of Organizational Behavior* "Best Paper" Awards Committee (2012)  
Kanter Award for Excellence in Work-Family Research Committee (2002-2005, 2013)  
Academy of Management  
    Careers Division Program Committee (1995-2006)  
    International Programs Committee (1994-1995)  
    Organizational Behavior Division Program Committee (1993-2006)  
ODU Women's Caucus  
    University Climate Committee Chair (1994-1996)  
Society for Industrial and Organizational Psychology  
    SIOP Program Committee (1998-2001)  
    APA Program Committee (1997-1998, 2011-2012)  
    Education and Training Committee (1993-1996, 1997-1999 Chair)

### Conference Paper Reviewer:

American Psychological Association (2010-2013)

Midwest Academy of Management (1996-1997)  
Southern Management Association (1994)  
Eastern Academy of Management (1991, 1997)  
Academy of Management (1990-present)  
Society for Industrial and Organizational Psychology (1989-present)

**Textbook & Software Reviewer:**

Edward Elgar Publishing (2013)  
Worth Publishers (2010)  
Blackwell Publishing (2006, 2007, 2008)  
McGraw-Hill (2002)  
Wadsworth/Thompson Learning (2000)  
Prentice Hall (1998)  
SIGI Plus: Career planning software (1997)  
Harper Collins Publishers (1996)  
F. E. Peacock Publishers (1995)

**Media Coverage:**

2012, April, Vol. 34, no. 4 "APA divisions reach out to new psychologists" *APA Monitor*.

2012, Spring, "Today's student on research fast track" Old Dominion University's *Monarch Magazine*.

2010, Winter, Vol. 12, no. 2 "I am a computer scientist! I am an engineer!" Old Dominion University's *Quest Magazine*.

2006, Winter, Vol. 9, no. 1 "Count Me In: Recruiting and Retaining Women and Minorities in the IT Workforce," Old Dominion University's *Quest Magazine*.

2005, May, quoted in article by Kari Lomanno entitled, "At home with kids," *Tidewater Parent*.

2002, December 5, quoted in front page article entitled, "More Americans put families ahead of work," *USA Today*.

2002, September 30, article about my National Science Foundation grant entitled, "ODU study aims to build technology diversity," *The Virginian Pilot*.

2002, August 8, article about stress and relaxation for working people entitled, "Erholung beim Heavy-Metal Konzert," *Aufbau* (originally published in German).

2000, December/2001 January, magazine article entitled, "Thanks, Boss—I think?!", *Sesame Street Parents*.

2000, June 21, interview on working mothers' relationships with bosses for Atlanta radio station WSB.

2000, June 16, news story on the MSNBC website

2000, June 6, work-family column by Carol Kleinman entitled, "Striking balance between happy bosses, workers," *Chicago Tribune*.

2000, June 5, news article entitled, "Good relations with boss has price for working moms," *Daily Press*, Hampton Roads, VA.

2000, June 3, AP article entitled, "Mom's good relationship with boss brings trade-offs," *Richmond Times-Dispatch*.

2000, May, news item in "Balancing Act" section of *Working Mother* magazine.

2000, May 31, National Associated Press wire story entitled, "Study: Good relationship with boss has price for working moms." Appeared in numerous newspapers nationwide, including the *Los Angeles Times* and *Boston Globe*.

2000, April 9, article entitled, "On-the-job ambition can lead to home stress," *The Spokesman Review*, Spokane, WA.

2000, March 25, article entitled, "Rapport with boss affects women's stress level at job," *Atlanta Journal-Constitution*.

2000, March 20, feature story entitled "Women who like their boss find stress at home, study finds," *Inside Business*, 6(12).

2000, March 17, research highlighted in "Nice boss encourages more work, family stress," *The Virginian-Pilot*.

2000, March 16, radio interview with the *Virginia News Network* about issues faced by working mothers.

2000, February 25, research highlighted in "Good relationship with the boss may have a downside for working moms, prof's study shows," *The Courier*.

## COMMUNITY SERVICE

Park Place Child Life Center (2005-present)

Allies Against Asthma (2000-2009)

Guest speaker for Norfolk Sector FAA Conference on Employee Involvement (1995)

Postal Customer Advisory Council, Secretary (1994-1995)

## COURSES TAUGHT

### Undergraduate

PSYC 303: Industrial/Organizational Psychology (including TELETECHNET)

PSYC 345: Organizational Psychology

### Graduate

PSYC 750/850: Organizational Psychology

PSYC 851: Micro-organizational Psychology

PSYC 895: I/O Research Seminar  
 PSYC 896: Careers Seminar  
 PSYC 898: Research

## STUDENT GUIDANCE & SUPERVISION

### Undergraduate Honors Students

2011-2013	Chair	Dante Myers (Provost's Award for Outstanding Undergraduate Researcher)
1992-1994	Chair	Bryan C. Hayes (Departmental Award Winner-Best Honors Thesis)

### Independent Research & Readings Students (Graduate & Undergraduate)

2013-2014	Rachel Crawford Elisabeth Drewry Tia Eaglin Kelsey Ellis Brianna Haislip Katie Murphy Alexy Popov Abie Tremblay		Kurt Oborn Scott M. Trinh Shannon Meert Valerie Morganson Kurt Oborn Heather Downey Lisa Germano Shannon Meert
2012-2013	Christopher Donaldson Kimberly Haney Lauren Mahan Colin McDowell Cory Millard Dante Myers Ashlee Sawyer	2006-2007 2005-2006 2004-2005 2002-2004 2001 2000	Sharyn Aufenanger Lisa Germano Rebekah Cardenas Suzanne Clarke Tom Fletcher Jodie Fortner Karen Griffin
2011-2012	Jonathan Holland Heather Lauzun Shelby Davis Lauren Mahan Dante Myers Shannon Mullen	1998-1999 1997-1998 1996-1997	Jonathan Turner Alexis Fink Jonathan Turner Bryan Hayes Alexis Fink Bryan Hayes
2009-2010	Kristine Hommersand Ryan Jones Amber Jordan Lauren Langford Liz Pavelcheck Jennifer Steiger	1995-1996 1993-1994	Karyn Hofler Heather Loftus Cynthia Maahs Christopher Dunn Ed Pritchard David Wicker
2008-2009	Ryan Jones Valerie Morganson		

### First-year graduate student projects

2013-	Dante P. Myers	2006-2007	Valerie Morganson
2012-2013	Michael Litano	2004-2005	Sharyn Aufenanger
2011-2012	Valerie N. Streets	2002-2003	Lisa Germano
2008-2009	Jonathan Holland Heather Lauzun	2000-2001	Thomas Fletcher Rebekah Pittman

1998-1999	Jennifer Eells		Nicole Windfelder
1996-1997	Victoria Cole	1993-1994	Peter J. Ceplenski
1995-1996	Jonathan Turner		Cynthia Maahs
1994-1995	Bryan C. Hayes	1992-1993	Fleta K. Collier

### Master's Thesis Committees

2013-2014	Chair	Michael Litano		Chair	Thomas Fletcher
2012-2014	Chair	Valerie N. Streets	2000-2002	Chair	Suzanne Clarke
	Member	Jessica A. Bodkins	2000-2001	Member	Nathan Bailey
2010-2011	Member	Thivia Mogan	1998-1999	Member	Susan McFarlin
2009-2010	Chair	Jonathan Holland	1997-1998	Chair	Victoria Cole
	Chair	Meghan Jones		Member	Amy Fitzgibbons
	Chair	Heather Lauzun		Member	J. Quinn Schroeder
	Member	Kristina Bauer	1995-1998	Member	Treven Pickett
2008-2009	Member	Ann Edwards	1996-1997	Chair	Jonathan Turner
	Member	Greg Leffler		Chair	Ben Sian
2007-2008	Chair	Valerie Morganson		Member	Melinda Swager
	Member	Rachel Vedder	1995-1996	Chair	Bryan C. Hayes
2005-2006	Member	Michelle Tucker		Chair	Karyn Hofler
2004-2005	Member	Tejal Jakatdar		Chair	Nicole Windfelder
	Chair	Shannon Meert		Member	Alexis Fink
2003-2004	Chair	Lisa Germano		Member	Kristin Krahl
	Member	Rebecca D. Say		Member	Beth Parsons
	Member	Katherine Selgrade	1994-1995	Member	Peter J. Ceplenski
2002-2003	Member	Michael Mihalecz	1993-1994	Chair	Tonya A. Miller
	Member	Janet Bryant	1992-1993	Member	Keith Rettig
	Member	Erin Pladsen		Member	Andrea E. Berndt
2001-2002	Member	Yuko Yamamiya		Member	Chelley Merrill
2001-2002	Chair	Rebekah Cardenas			

### Ph. D. Dissertation Committees

2014	Member	Gargi Sawhney			
2012-2014	Chair	Heather (Lauzun) Bolen			
		<b>Title:</b> <i>Applying Leadership Theory to the Work-Family Interface: Examining the Interactive Effects of Family Supportive Supervisor Behaviors and Leader-Member Exchange</i>			
2010-2011	Chair	Valerie Morganson			
		<b>Title:</b> <i>Coping with Customer Sexual Harassment: Identifying Strategies and Testing a Contextual Model</i>			
2009-2010	Chair	Kurt Oborn			
		<b>Title:</b> <i>The Relationship between Leader Behaviors and Subordinate Performance: Examining the Moderating Influence of Leader-Member Exchange</i>			
2007-2009	Member	Katherine Fodchuck			
2005-2006	Member	Ying Liu			
2004-2008	Member	Janet Bryant			
2004-2007	Chair	Rebekah A. Cardenas			
		<b>Title:</b> <i>An Identity Approach to Understanding Diversity, Inclusion and the Work-Family Interface</i>			



2004-2005	Co-Chair	Thomas D. Fletcher <b>Title:</b> <i>The Effects of Parcels and Latent Variable Scores on the Detection of Interactions in Structural Equation Modeling</i>
2000-2004	Chair	Victoria Stage <b>Title:</b> <i>Creating Individual Behavior Change through 360-Degree Feedback: A Developmental Pipeline Perspective</i>
2000-2003	Chair	Jonathan Turner <b>Title:</b> <i>Proactive Personality and the Big Five as Predictors of Motivation to Learn</i>
1998-2002	Chair	Karyn Bernas <b>Title:</b> <i>Time-Based Work-Family Conflict: Myth or Reality?</i>
	Chair	Bryan Hayes <b>Title:</b> <i>Creating Inclusive Organizations: Its Meaning and Measurement</i>
1998-2000	Chair	Alexis Fink <b>Title:</b> <i>Toward a Model of Team Situation Awareness</i>
1998-1999	Chair	Tonya Miller <b>Title:</b> <i>Work-Life Integration: A Construct Validation Study</i>
1997-2004	Member	Cynthia Maahs
1997-1999	Member	Carl Liang
	Member	Lora Jacobi
1995-1997	Chair	Johanna Merritt <b>Title:</b> <i>To Lead a Team: Construct Validity Evidence of Team Leadership in the High-Tech Industry</i>
1994-1996	Member	Chris Rotolo
1993-1996	Chair	Lyse Wells <b>Title:</b> <i>Causal Models of Work-Family Conflict from Family and Organizational Perspectives</i>
	Member	Brian Ruggeberg
1993-1995	Member	Ann Marie Yanushefski
1992-1994	Member	Rebecca Rosenstein