

Curriculum Vitae

CHAD H. VAN IDDEKINGE

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PROFESSIONAL EMPLOYMENT

The Florida State University, College of Business, Department of Management, Tallahassee,
Florida

Synovus Research Associate (2010 to present)
Associate Professor of Management (2010 to present)
Assistant Professor of Management (2005 to 2009)

Human Resources Research Organization (HumRRO), Alexandria, Virginia
Senior Scientist (2004 to 2005)
Research Scientist (2001 to 2003)

EDUCATION

Ph.D. in Industrial and Organizational Psychology
Clemson University, Clemson, South Carolina

M.S. in Industrial and Organizational Psychology
Clemson University, Clemson, South Carolina

B.A. in Psychology, Minor in Business
Calvin College, Grand Rapids, Michigan

REFEREED JOURNAL PUBLICATIONS

1. **Van Iddekinge, C. H.**, Roth, P. L., & Raymark, P. H., & Odle-Dusseau, H. N. (in press). The critical role of the research question, inclusion criteria, and transparency in meta-analyses of integrity test research: A reply to Harris et al. and Ones et al. *Journal of Applied Psychology*.

2. **Van Iddekinge, C. H.**, Roth, P. L., & Raymark, P. H., & Odle-Dusseau, H. N. (in press). The criterion-related validity of integrity tests: An updated meta-analysis. *Journal of Applied Psychology*.
3. **Van Iddekinge, C. H.**, Roth, P. L., Putka, D. J., & Lanivich, S. E. (in press). Are you interested? A meta-analysis of relations between vocational interests and employee performance and turnover. *Journal of Applied Psychology*.
4. **Van Iddekinge, C. H.**, Morgeson, F. P., Schleicher, D. J., & Campion, M. A. Can I retake it? (in press). Exploring subgroup differences and criterion-related validity in promotion retesting. *Journal of Applied Psychology*.
5. Roth, P. L., Switzer, F. S., **Van Iddekinge, C. H.**, & Oh, I. S. (in press). Toward better meta-analytic input matrices: How matrix values change conclusions in human resource management simulations. *Personnel Psychology*.
6. Huffcutt, A. I., **Van Iddekinge, C. H.**, & Roth, P. L. (2011). Understanding applicant behavior in employment Interviews: A theoretical model of interviewee performance. *Human Resource Management Review*, 21, 353-367.
7. Ployhart, R. E., **Van Iddekinge, C. H.**, & MacKenzie, W. I. (2011). Acquiring and developing human capital in service contexts: The interconnectedness of human capital resources. *Academy of Management Journal*, 54, 353-368.
8. **Van Iddekinge, C. H.**, Putka, D. J., & Campbell, J. C. (2011). Reconsidering vocational interests for personnel selection: The validity of an interest-based selection test in relation to job knowledge, job performance, and continuance intentions. *Journal of Applied Psychology*, 96, 13-33.
9. **Van Iddekinge, C. H.**, Raymark, P. H., & Eidson, C. E., Jr. (2010). An examination of the validity and incremental value of needed-at-entry ratings for a customer service job. *Applied Psychology: An International Review*, 60, 24-45.
10. Schleicher, D. J., **Van Iddekinge, C. H.**, Morgeson, F. P., & Campion, M. A. (2010). If at first you don't succeed, try, try again: Understanding race, gender, and age differences in selection test score improvement. *Journal of Applied Psychology*, 95, 603-617.
11. McCarthy, J. M., **Van Iddekinge, C. H.**, & Campion, M. A. (2010). Are highly structured job interviews resistant to demographic similarity effects? *Personnel Psychology*, 63, 325-359.
12. **Van Iddekinge, C. H.**, Ferris, G. R., Perrewé, P. L., Perryman, A. A., Blass, F. R., & Heetderks, T. D. (2009). Effects of selection and training on unit-level performance over time: A latent growth modeling approach. *Journal of Applied Psychology*, 94, 829-843.
13. **Van Iddekinge, C. H.**, Ferris, G. R., & Heffner, T. S (2009). Test of a multistage model of distal and proximal antecedents of leader performance. *Personnel Psychology*, 62, 463-495.

14. **Van Iddekinge, C. H.**, & Ployhart, R. E. (2008). Developments in the criterion-related validation of selection procedures: A critical review and recommendations for practice. *Personnel Psychology*, 61, 871–925.
15. Mumford, T. V., **Van Iddekinge, C. H.**, Campion, M. A., & Morgeson, F. P. (2008). The team role test: Development and validation of a team role knowledge situational judgment test. *Journal of Applied Psychology*, 93, 250-267.
16. **Van Iddekinge, C. H.**, McFarland, L. A., & Raymark, P. H. (2007). Antecedents of impression management use and effectiveness in a structured interview. *Journal of Management*, 5, 752-773.
17. **Van Iddekinge, C. H.**, Raymark, P. H., Roth, P. L., & Payne, H. S. (2006). Comparing the psychometric characteristics of ratings of face-to-face and videotaped structured interviews. *International Journal of Selection and Assessment*, 14, 347-359.
18. **Van Iddekinge, C. H.**, Sager, C. E., Burnfield, J. L., & Heffner, T. S. (2006). The variability of criterion-related validity estimates among interviewers and interview panels. *International Journal of Selection and Assessment*, 14, 193-205.
19. Roth, P. L., **Van Iddekinge, C. H.**, Huffcutt, A. I., Eidson, C. E., Jr., & Schmit, M. J. (2005). Personality saturation in structured interviews. *International Journal of Selection and Assessment*, 13, 261-273.
20. **Van Iddekinge, C. H.**, Raymark, P. H., & Roth, P. L. (2005). Assessing personality with a structured employment interview: Construct-related validity and susceptibility to response inflation. *Journal of Applied Psychology*, 90, 536-552.
21. **Van Iddekinge, C. H.**, Putka, D. J., Raymark, P. H., & Eidson, C. E., Jr. (2005). Modeling error variance in job specification ratings: The influence of rater, job, and organization-level factors. *Journal of Applied Psychology*, 90, 323-334.
22. **Van Iddekinge, C. H.**, Taylor, M. A., & Eidson, C. E., Jr. (2005). Broad versus narrow facets of integrity: Predictive validity and subgroup differences. *Human Performance*, 18, 151-177.
23. **Van Iddekinge, C. H.**, Raymark, P. H., Eidson, C. E., Jr., & Attenweiler, B. (2004). What do structured interviews really measure? The construct validity of behavior description interviews. *Human Performance*, 17, 71-93.
24. **Van Iddekinge, C. H.**, Eidson, C. E., Jr., Kudisch, J. D., & Goldblatt, A. M. (2003). A biodata inventory administered via interactive voice response (IVR) technology: Predictive validity, utility, and subgroup differences. *Journal of Business and Psychology*, 18, 145-156.
25. Roth, P. L., **Van Iddekinge C. H.**, Huffcutt, A. I., Eidson, C. E., Jr., & Bobko, P. (2002). Corrections for range restriction in structured interview ethnic group differences: The values may be larger than researchers thought. *Journal of Applied Psychology*, 87, 369-376.

INVITED BOOK CHAPTERS

1. McFarland, L. A., **Van Iddekinge, C. H.**, & Ployhart, R. E. (in press). Measurement and methodology in organizational politics research. In G. R. Ferris, & D. C. Treadway (Eds.), *Politics in organizations: Theory and research considerations* (SIOP Frontier Series). New York: Routledge/Taylor and Francis.
2. Raymark, P. H., & **Van Iddekinge, C. H.** (in press). Assessing personality using job interviews. In N. Christiansen, & R. Tett (Eds.), *Handbook of personality at work*. New York: Routledge/Taylor and Francis.
3. **Van Iddekinge, C. H.** (2007). Employment interview. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial and organizational psychology* (pp. 198-202). Thousand Oaks, CA: Sage.

CONFERENCE PAPERS SELECTED FOR PROCEEDINGS OR AWARDS

1. **Van Iddekinge, C. H.**, Roth, P. L., Putka, D. J., & Lanivich, S. E. (2011, August). A meta-analysis of relations between vocational interests and employee performance and turnover. Paper to be presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX. Selected for best paper proceedings.
2. **Van Iddekinge, C. H.**, Roth, P. L., & Raymark, P. H., & Odle-Dusseau, H. N. (2010, August). The criterion-related validity of integrity tests: An updated meta-analysis. In R. N. Landers (Chair), *Measurement: Assessing the validity of measures of cultural values, personality, and integrity*. Symposium conducted at the 70th Annual Meeting of the Academy of Management, Montreal, Québec, Canada. Selected for best paper proceedings.
3. McCarthy, J. M., **Van Iddekinge, C. H.**, & Campion, M. A. (2009, April). *Birds of a feather: Does demographic similarity influence interview ratings?* Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. Selected as one of the 25 best conference papers.
4. **Van Iddekinge, C. H.**, Ferris, G. R., & Heffner, T. S. (2008, August). Selection constructs versus methods: The validity of alternative methods for predicting performance. In R. R. Portnoy (Chair), *Advances in selection research*. Symposium conducted at 68th Annual Meeting of the Academy of Management, Anaheim, CA. Selected for best paper proceedings.
5. Mumford, T. V., **Van Iddekinge, C. H.**, & Campion, M. A. (2007, August). The team role test: Development and validation of a team role knowledge situational judgment test. In R. S. Blackburn (Chair), *HR and teams*. Symposium conducted at 67th Annual Meeting of the Academy of Management, Philadelphia, PA. Selected for best paper proceedings.
6. **Van Iddekinge, C. H.**, Raymark, P. H., & Eidson, C. E., Jr. (2001, August). What do structured employment interviews? Examining the construct validity of a behavior description interview.

In P. W. Mulvey (Chair), *Personnel selection*. Symposium conducted at the 16th Annual Meeting of the Academy of Management, Washington, D.C. Awarded best Human Resources Division paper.

OTHER CONFERENCE PAPERS & PRESENTATIONS

1. Roth, P. L., Switzer, F. S., **Van Iddekinge, C. H.**, & Oh, I. S. (2011, August). *Toward better meta-analytic matrices: Input values affect conclusions in HRM simulations*. Paper to be presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.
2. MacKenzie, W. I., Ployhart, R. E., & **Van Iddekinge, C. H.** (2011, August). *Human capital: The importance of staffing levels*. Paper to be presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.
3. **Van Iddekinge, C. H.**, Morgeson, F. P., Schleicher, D. J., & Campion, M. A. (2010, August). Exploring the effects of retesting on subgroup differences and criterion-related validity. In P. L. Roth (Chair), *Selection: Methods of assessing candidates and their outcomes*. Symposium conducted at the 70th Annual Meeting of the Academy of Management, Montreal, Québec, Canada.
4. Putka, D. J., **Van Iddekinge, C. H.**, & Campbell, J. C. (2010, August). *Reconsidering vocational interests for personnel selection: There's life beyond the big five*. Presentation to the Personnel Testing Council of Metropolitan Washington, Washington, D.C.
5. MacKenzie, W. I., Ployhart, R. E., & **Van Iddekinge, C. H.** (2010, April). Single autoregressive latent trajectory models: Controlling for prior time periods. In P. J. Hanges & A. Fulmer (Chairs), *New developments in modeling longitudinal and dynamic data*. Symposium conducted at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
6. McCarthy, J. M., **Van Iddekinge, C. H.**, & Campion, M. A. (2010, April). Test perceptions of internal candidates: Anxiety, motivation, justice, and fakability. In G. Giumetti & J. Makiney (Chairs), *Internal-external candidate differences in selection/promotion: Insights from research and practice*. Symposium conducted at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
7. Roth, P. L., Switzer, F. S., Purvis, K. L., & **Van Iddekinge, C. H.** (2010, April). *Appropriate input estimates in personnel selection simulations*. Paper presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
8. **Van Iddekinge, C. H.**, Putka, D. J., & Campbell, J. C. (2009, August). Reconsidering vocational interests for personnel selection. In R. D. Zimmerman (Chair), *New avenues of employee selection research*. Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago.

9. Ployhart, R. E., **Van Iddekinge, C. H.**, & MacKenzie, W. I. (2009, August). Human resources in the service context: A unit level model. In L. Hunter (Chair), *The relationship between human resources management practices and firm, unit, and individual performance*. Symposium conducted at the 69th Annual Meeting of the Academy of Management, Chicago.
10. Ployhart, R. E., MacKenzie, W. I., & **Van Iddekinge, C. H.** (2009, April). Mediated latent growth models. In J. M. Cortina (Chair), *Grace to help in the time of need! I-O methodological developments*. Symposium conducted at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
11. **Van Iddekinge, C. H.**, Ferris, G. R., Perrewé, P. L., Perryman, A. A., Blass, F. R., & Heetderks, T. D. (2008, August). It's all about execution: Selection and training implementation and unit performance. In J. C. Molloy (Chair), *Bridging micro and macro HR: Emerging theoretical and empirical research*. Symposium conducted at 68th Annual Meeting of the Academy of Management, Anaheim, CA.
12. Huffcutt, A. I., **Van Iddekinge, C. H.**, & Roth, P. L. (2008, April). *Empirical review of employment interview constructs*. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
13. Schleicher, D. J., **Van Iddekinge, C. H.**, Morgeson, F. P., & Campion, M. A. (2008, April). Demographic differences in improvement with retesting. In J. P. Hausknecht (Chair), *Recent research on retesting and its implications for selection*. Symposium conducted at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
14. Raymark, P. H., Keith, M. K., Odle-Dusseau, H. N., Giumetti, G., Brown, B., & **Van Iddekinge, C. H.** (2008, April). *Snap decisions in the employment interview*. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
15. **Van Iddekinge, C. H.**, Odle-Dusseau, H. N., & Raymark, P. H. (2007, April). *The construct and incremental validity of compound personality-related variables*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York.
16. Huffcutt, A. I., **Van Iddekinge, C. H.**, & Roth, P. L. (2007, April). A comprehensive review of the constructs captured by employment interview ratings. In R. F. Piccolo & R. L. Klinger (Chairs), *The employment interview: constructs, questions, and directions for improvement*. Symposium conducted at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York.
17. Huffcutt, A. I., **Van Iddekinge, C. H.**, Roth, P. L., Mussel, P., & Schmitt, D. P. (2007, April). *General construct variance in situational and behavior description interviews*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York.

18. **Van Iddekinge, C. H.**, McFarland, L. A., & Raymark, P. H. (2006, August). The underlying structure of impression management behaviors in structured selection interviews. In C. H. Van Iddekinge (Chair), *Structured interviews*. Symposium conducted at the 66th Annual Meeting of the Academy of Management, Atlanta, GA.
19. **Van Iddekinge, C. H.**, McFarland, L. A., & Raymark, P. H. (2006, April). A trait-situation approach to understanding interviewee impression management. In M. A. Campion & J. Levashina (Chairs), *Impression management and faking in the employment interview*. Symposium conducted at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
20. **Van Iddekinge, C. H.**, & Henry, M. S. (2006, April). Are facets of cognitive ability differentially predictive of interview performance? In K. L. Ferstl & U-C. Klehe (Chairs), *New insights into the constructs underlying structured interview performance and validity*. Symposium conducted at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
21. Raymark, P. H., **Van Iddekinge, C. H.**, McClelland, L., Odle-Dusseau, H. N., Millard, M. R., & Bradley, J. L. (2006, April). Influence of interviewee faking on the accuracy of interviewer judgments. In K. L. Ferstl & U-C. Klehe (Chairs), *New insights into the constructs underlying structured interview performance and validity*. Symposium conducted at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
22. **Van Iddekinge, C. H.**, Raymark, P. H., & Eidson, C. E., Jr. (2005, April). The accuracy and incremental value of needed at entry ratings. In **C. H. Van Iddekinge** (Chair), *New evidence on individual differences in job analysis ratings*. Symposium conducted at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
23. **Van Iddekinge, C. H.**, Roth, P. L., Sager, C. E., & Heffner, T. S. (2005, April). A construct-oriented investigation of a structured employment interview. In U-C. Klehe and **C. H. Van Iddekinge** (Chairs), *New directions in research on structured interview validity*. Symposium conducted at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
24. **Van Iddekinge, C. H.**, & Sager, C. E. (2005, April). Expectations and personality as moderators of P-E fit validity. In C. E. Sager (Chair), *Assessing person-environment fit for selection*. Symposium conducted at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
25. Raymark, P. H., **Van Iddekinge, C. H.**, Odle-Dusseau, H. N., Bradley, J., Millard, M. R., & McFarland, L. A. (2005, April). Do interviewee impression management tactics bias interviewer judgments? In L. A. McFarland (Chair), *Making the right impression: Impression management in the employment interview*. Symposium conducted at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

26. Raymark, P. H., **Van Iddekinge, C. H.**, Odle-Dusseau, H. N., McClelland, L., Millard, M. R., Rizzo, B. S., & Bradley, J. (2005, April). *Demographic and contextual influences on the accuracy of interviewer ratings*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
27. Sager, C. S., **Van Iddekinge, C. H.**, & Russell, T. R. (2004, October). Select21 project predictor measures. In D.J. Knapp (Chair), *Selecting future Soldiers: Update on the U.S. Army's Select21 project*. Symposium presented at the 45th Annual Conference of the International Military Testing Association, Brussels.
28. **Van Iddekinge, C. H.**, Putka, D. J., McCloy, R. A., & Strickland, W. S. (2004, August). Constructing longitudinal models of Army attrition with $N > 2,000,000$. In B. Bell (Chair), *Attrition and retention among first-tour service members*. Symposium conducted at the 112th Annual Convention of the American Psychological Association, Honolulu, HI.
29. Putka, D. J., **Van Iddekinge, C. H.**, & Sager, C. E. (2004, August). Work-related interests and values for personnel selection: Assessing applicant fit. In M. Rumsey (Chair), *New directions in interest measurement*. Symposium conducted at the 112th Annual Convention of the American Psychological Association, Honolulu, HI.
30. **Van Iddekinge, C. H.**, McFarland, L. A., Lozzi, D. E., & Raymark, P. H. (2004, April). Effects of faking instructions and personality on interviewee impression management. In L. A. McFarland (Chair), *Making a good impression: Antecedents and consequences of impression management*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
31. **Van Iddekinge, C. H.**, Sager, C. E., Burnfield, J. L., & Heffner, T. S. (2004, April). A closer look at differences in interviewer validity and reliability. In **C. H. Van Iddekinge** and R. Posthuma (Chairs), *Using structured employment interviews to predict multiple dimensions of performance*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
32. Putka, D. J., **Van Iddekinge, C. H.**, Eidson, C. E., Jr., & Raymark, P. H. (2004, April). Demographic characteristics as moderators of applicant-incumbent differences on the Big Five personality factors. In E. D. Heggstad (Chair), *Effects of applicant faking on validity: Toward a better understanding*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
33. **Van Iddekinge, C. H.**, Putka, D. J., & Sager, C. E. (2003, November). Assessing person-environment (P-E) fit with the future Army. In D. J. Knapp (Chair), *Selecting soldiers for the objective force: The Select21 project*. Symposium conducted at the 45th Annual Conference of the International Military Testing Association, Pensacola Beach, FL.
34. Putka, D. J., **Van Iddekinge, C. H.**, & Sager, C. E. (2003, November). Developing measures of occupational interests and values for selection. In M. G. Rumsey (Chair), *Occupational interest*

measurement: Where are the services headed? Symposium conducted at the 45th Annual Conference of the International Military Testing Association, Pensacola Beach, FL.

35. McCloy, R. A., Putka, D. J., & **Van Iddekinge, C. H.** (2003, November). Developing operational personality assessments: Strategies for forced-choice and biodata-based measures. In D. Knapp (Chair), *Selecting soldiers for the objective force: The Select21 project*. Symposium conducted at the 45th Annual Conference of the International Military Testing Association, Pensacola Beach, FL.
36. **Van Iddekinge, C. H.**, Putka, D. J., Raymark, P. H., & Eidson, C. E., Jr. (2003, April). *Sources of variance in worker-oriented job analysis ratings*. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
37. **Van Iddekinge, C. H.**, Raymark, P. H., Eidson, C. E., Jr., & Putka, D. J. (2003, April). *Applicant-incumbent differences on personality, integrity, and customer service measures*. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
38. **Van Iddekinge, C. H.**, Raymark, P. H., & Roth, P. L. (2003, April). *Live versus videotaped structured interviews: Are they comparable?* Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
39. Roth, P. L., **Van Iddekinge, C. H.**, Huffcutt, A. I., Eidson, C. E., Jr., & Schmit, M. J. (2002, August). Personality saturation in structured interviews: Less than we thought? In J. M. Werner (Chair), *Issues in employment interviewing*. Symposium conducted at the 17th Annual Meeting of the Academy of Management, Denver, CO.
40. **Van Iddekinge, C. H.**, & Donsbach, J. S. (2002, June). *Behavioral versus situational interviews: Is one better than the other?* Symposium conducted at the 25th Annual International Personnel Management Association Assessment Council Conference on Professional Personnel Assessment, New Orleans, LA.
41. **Van Iddekinge, C. H.**, Raymark, P. H., & Roth, P. L. (2002, April). Using a structured selection interview to minimize response distortion on big five personality dimensions. In L. McFarland (Chair), *Applicant faking: New perspectives on an old issue*. Symposium conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, ON.
42. **Van Iddekinge, C. H.**, Roth, P. L., Huffcutt, A. I., & Eidson, C. E., Jr., (2001, April). Structured interview ethnic group differences: Greater than we once thought? In S. B. Morris (Chair), *Assessing and reducing adverse impact*. Symposium conducted at the 16th Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA.
43. **Van Iddekinge, C. H.**, & Switzer, F. S. (2001, April). *Do raters use the availability heuristic when evaluating worker performance?* Paper presented at the 16th Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA.

44. **Van Iddekinge, C. H.**, Taylor, M. A., & Eidson, C. E., Jr. (2001, April). *Investigating the validity of integrity sub-facets: A criterion-related study of an overt integrity test*. Paper presented at the 16th Annual Conference of the Society of Industrial and Organizational Psychology, San Diego, CA.
45. Fetzer, M., Eidson, C. E., Jr., Kudisch, J., & **Van Iddekinge, C. H.** (2000, April). *Incremental validity of multiple selection instruments: The next step*. Paper presented at the 15th Annual Conference of the Society of Industrial and Organizational Psychology, New Orleans, LA.
46. **Van Iddekinge, C. H.**, Eidson, C. E., Jr., Goldblatt, A., & Kudisch, J. (2000, April). *The predictive validity of a biodata instrument delivered via interactive voice response (IVR) technology*. Paper presented at the 15th Annual Conference of the Society of Industrial and Organizational Psychology, New Orleans, LA.

CHAired CONFERENCE SESSIONS

1. **Van Iddekinge, C. H.** (2006, August). *Structured interviews*. Symposium conducted at the 66th Annual Meeting of the Academy of Management, Atlanta, GA.
2. **Van Iddekinge, C. H.** (2005, April). *New evidence on individual differences in job analysis ratings*. Symposium conducted at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
3. Klehe, U.-C., & **Van Iddekinge, C. H.** (2005, April) *New directions in research on structured interview validity*. Symposium conducted at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
4. **C. H. Van Iddekinge** & R. Posthuma (2004, April), *Using structured employment interviews to predict multiple dimensions of performance*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

CONSULTING PROJECT REPORTS

1. Putka, D. J., & **Van Iddekinge, C. H.** (2007). Attitudinal criterion measures. In D. J. Knapp, & T. R. Tremble (Eds.), *Concurrent validation of experimental Army enlisted personnel selection and classification measures* (Technical Report 1205). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
2. Putka, D. J., & **Van Iddekinge, C. H.** (2007). Work preferences survey. In D. J. Knapp, & T. R. Tremble (Eds.), *Concurrent validation of experimental Army enlisted personnel selection and classification measures* (Technical Report 1205). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

3. Knapp, D. J., Moriarty, K. O., Campbell, R. C., **Van Iddekinge, C. H.**, Wadsworth, L.A. Sawyer, A., Ramli, M., Sinclair, A., & Noble, C. (2006). Development of prototype MOS assessments. In D. J. Knapp & R. C. Campbell (Eds.), *Army enlisted personnel competency assessment program: Phase II report* (Technical Report 1174). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
4. **Van Iddekinge, C. H.**, & Tsacoumis, S. (2006). *A comparison of incumbent and analyst ratings of O*NET skills* (FR-05-66). Alexandria, VA: Human Resources Research Organization.
5. Kilcullen, R. N., Putka, D. J., McCloy, R. A., & **Van Iddekinge, C. H.** (2005). Development of the Rational Biodata Inventory (RBI). In D. J. Knapp, C. E. Sager, & T. R. Tremble (Eds.), *Development of experimental Army enlisted personnel selection and classification tests and job performance criteria* (Technical Report 1168, pp. 105-116). Alexandria, VA: United States Army Research Institute for the Behavioral and Social Sciences.
6. **Van Iddekinge, C. H.** (2005). *Development and validation of a hands-on skills test for selecting general equipment operators* (FR-05-39). Alexandria, VA: Human Resources Research Organization.
7. **Van Iddekinge, C. H.** (2005). Modeling advanced individual training attrition. In W. J. Strickland (Ed.), *A longitudinal study of first term attrition and reenlistment among FY1999 enlisted accessions*. (Technical Report 1172, pp. 125-163). Alexandria, VA: United States Army Research Institute for the Behavioral and Social Sciences.
8. **Van Iddekinge, C. H.**, & Putka, D. J. (2005). Survey composite development and coding of criteria. In W. J. Strickland (Ed.), *A longitudinal study of first term attrition and reenlistment among FY1999 enlisted accessions*. (Technical Report 1172, pp. 11-43). Alexandria, VA: United States Army Research Institute for the Behavioral and Social Sciences.
9. **Van Iddekinge, C. H.**, Putka, D. J., & Sager, C. E. (2005). Attitudinal criteria. In D. J. Knapp, C. E. Sager, & T. R. Tremble (Eds.), *Development of experimental Army enlisted personnel selection and classification tests and job performance criteria* (Technical Report 1168, pp. 89-104). Alexandria, VA: United States Army Research Institute for the Behavioral and Social Sciences.
10. **Van Iddekinge, C. H.**, Putka, D. J., & Sager, C. E. (2005). Person-environment fit measures. In D. J. Knapp, C. E. Sager, & T. R. Tremble (Eds.), *Development of experimental Army enlisted personnel selection and classification tests and job performance criteria* (Technical Report 1168, pp. 195-255). Alexandria, VA: United States Army Research Institute for the Behavioral and Social Sciences.
11. **Van Iddekinge, C. H.**, Sager, C. E., & Le, H. (2005). Cross instrument analyses. In D. J. Knapp, C. E. Sager, & T. R. Tremble (Eds.), *Development of experimental Army enlisted personnel selection and classification tests and job performance criteria* (Technical Report 1168, pp. 257-296). Alexandria, VA: United States Army Research Institute for the Behavioral and Social Sciences.

12. Katz, B., & **Van Iddekinge, C. H.** (2003). *Evaluation of potential selection measures for four Bureau of Census positions* (FR-03-48). Alexandria, VA: Human Resources Research Organization.
13. Katz, B., **Van Iddekinge, C. H.**, & Donsbach, J. S. (2003). *Review of existing selection tools and procedures for four Bureau of Census positions* (FR-03-47). Alexandria, VA: Human Resources Research Organization.
14. McCloy, R. A., Putka, D. J., **Van Iddekinge, C. H.**, & Kilcullen, R. N. (2003). Temperament measures. In D. J. Knapp (Ed.), *Select21 measure development progress report*. (IR-03-74, pp. 30-39). Alexandria, VA: Human Resources Research Organization.
15. Putka, D. J., **Van Iddekinge, C. H.**, & Sager, C. E. (2003). Select21 person-environment (P-E) fit measures. In D. J. Knapp (Ed.), *Select21 measure development progress report*. (IR-03-74, pp. 64-87). Alexandria, VA: Human Resources Research Organization.
16. Tsacoumis, S., Schantz, L., Katz, B., **Van Iddekinge, C. H.**, & Donsbach, J. S. (2003). *Development of an assessment center for applicants to the 2002 Social Security Administration SES Career Development Program* (FR-03-16). Alexandria, VA: Human Resources Research Organization.
17. **Van Iddekinge, C. H.**, & Strickland, W. J. (2003). *Workforce attrition and retention in the military: An update*. (HumRRO Draft Final Report). Alexandria, VA: Human Resources Research Organization.
18. **Van Iddekinge, C. H.**, Strickland, W. J., & Sipes, D. E. (2003). *Attrition among the Army's FY99 entry cohort after three years of service*. (HumRRO Draft Final Report). Alexandria, VA: Human Resources Research Organization.
19. **Van Iddekinge, C. H.**, Strickland, W. J., & Sipes, D. E. (2003). *Career intentions among the Army's FY99 entry cohort after three years of service*. (FR-03-86). Alexandria, VA: Human Resources Research Organization.
20. Graves, C. R., **Van Iddekinge, C. H.**, & Keenan, P. A. (2002). *Revising U.S. Army Recruiting Command Form 1143-R-E* (FR-02-56). Alexandria, VA: Human Resources Research Organization.
21. Reardon, C., & **Van Iddekinge, C. H.** (2002). *NICHD software training needs assessment* (FR-03-02). Alexandria, VA: Human Resources Research Organization.
22. **Van Iddekinge, C. H.**, & Keenan, P. A. (2002). *Assessing the coping strategies and well-being of Army recruiters: A pilot test of the COPE and Quality of Life questionnaires* (FR-02-41). Alexandria, VA: Human Resources Research Organization.

23. **Van Iddekinge, C. H.**, Tsacoumis, S., & Donsbach, J. S. (2002). *A preliminary analysis of occupational task statements from the O*NET data collection program* (FR-02-52). Alexandria, VA: Human Resources Research Organization.
24. Schultz, S. R., **Van Iddekinge, C. H.**, & Donsbach, J. (2001). *SSA's Office of Human Resources Candidate Development Program: 2001 structured interview process* (FR-01-63). Alexandria, VA: Human Resources Research Organization.

GRANTS & AWARDS

Committee on Faculty Research Support (COFRS) Grant, Council on Research and Creativity, Florida State University (2011)
 Dean's Summer Research Grant, College of Business, Florida State University (2008-2011)
 Outstanding Research Recognition, Florida State University Office of Research (2009)
 Faculty Travel Grant, Florida State University (2007, 2009)
 First Year Assistant Professor Grant, Council on Research and Creativity, Florida State University (2006)
 Meredith P. Crawford Fellowship in I/O Psychology, HumRRO (2001)
 Seymour Adler Scientist-Practitioner Doctoral Dissertation Award, Assessment Solutions Incorporated (2001)
 SACE Research Fellowship, Southeastern Association of Colleges and Employers (2001)
 Best Human Resources Division Paper, Annual Meeting of the Academy of Management, Washington, D.C. (2001)
 Outstanding Doctoral Student, Clemson University Department of Psychology (2000-2001)
 Finalist for Outstanding Graduate Student Researcher Award, Clemson University (2001, 2002)

TEACHING EXPERIENCE

Courses Developed and Taught

Seminar in Research Design (Doctoral level, Florida State University, 2006-present)
 Organizational Staffing (Undergraduate level, Florida State University, 2005-present)
 Current Issues in Human Resources Management (Undergraduate level, Florida State University, 2007)
 Human Resources Management (Undergraduate level, Florida State University, 2006)
 Introduction to Industrial Psychology (Undergraduate level, Clemson University, 2000-2001)
 Introduction to Organizational Psychology (Undergraduate level, Clemson University, 2000)
 Lab in Behavioral Statistics (Undergraduate level, Clemson University, 1997-1998)

Member of Doctoral Dissertation Committees

Jeremy Brees, Florida State University, 2012 (expected)
 David Sikora, Florida State University, 2012 (expected)

Katina Thompson, Florida State University, 2012 (expected)
 Christopher Penney, Florida State University, 2011 (expected)
 Stephen Lanivich, Florida State University, 2011
 Laci Rogers, Florida State University, 2011
 Denise Breaux, Florida State University, 2010
 William (Ivey) MacKenzie, University of South Carolina, 2010
 James Summers, Florida State University, 2009
 Mara Dana Laird, Florida State University, 2008
 James Meurs, Florida State University, 2008
 Vickie Gallagher, Florida State University, 2007

SERVICE TO PROFESSION

Reviewer Activities

Associate Editor, *Personnel Psychology* (2010-present)
 Editorial board member, *Journal of Applied Psychology* (2009-present)
 Editorial board member, *Journal of Management* (2009-2010)
 Editorial board member, *Human Performance* (2009-2010)
Ad hoc reviewer for *Academy of Management Journal* (2011-present)
Ad hoc reviewer for *Personnel Psychology* (2006-2010)
 Academy of Management Annual Meeting, Human Resources Division (2006-2010)
 Academy of Management Annual Meeting, Research Methods Division (2006-2007)
 Society for Industrial and Organizational Psychology Annual Conference (2001-2007)
 Southern Management Association Annual Conference (2003-2005)

Professional Committees & Conference Service

Academy of Management Annual Conference, Human Resources Division Scholarly Achievement Award Committee (2008-present)
 Academy of Management Annual Conference, Human Resources Division Best Convention Paper Committee (2004-present)
 Volunteer session chair for Academy of Management Annual Conference (2006-present)
 Volunteer discussant for Academy of Management Annual Conference (2006-present)
 Society for Industrial and Organizational Psychology COI/IP/CE Committee (2007-2009)
 Sidney A. Fine Grant for Research on Job Analysis, Society for Industrial and Organizational Psychology (2007)
 Society for Industrial and Organizational Psychology Strategic Program Planning Committee (2004)

SERVICE TO DEPARTMENT & COLLEGE

Coordinator, Organizational Behavior and Human Resources (OBHR) and Strategic Management doctoral programs, Department of Management (2008-present)

Co-chair of committee to review undergraduate human resources management major (2007)
Member of College of Business' Center for Human Resources Management (2005-present)
Member of OBHR doctoral student selection committee (2006-present)
Member of OBHR doctoral student comprehensive exams committee (2006-present)

PROFESSIONAL AFFILIATIONS

Personnel/Human Resource Research Group (PHRRG), a small, by invitation-only group of human resources scholars (2007-present)
Academy of Management, Human Resources and Research Methods Divisions (2001-present)
Society for Industrial and Organizational Psychology (1998-present)

CONSULTING EXPERIENCE

Anesthesia Medical Group
BI-LO Supermarkets
Bureau of Alcohol, Tobacco, and Firearms
Bureau of Census
Department of Labor
MCI WorldCom
Metropolitan Washington Airport Authority
National Institute of Child Health and Human Development
Social Security Administration
United States Army
YUM! Corporation