

# Curriculum Vita

## I. Biographical

Crystal M. Harold

## II. Education, College Level

**George Mason University, Major: Industrial/Organizational Psychology, M.A., Ph.D.** (2000-2005)

Dissertation: *The Instrumental-Symbolic Model of Fit: An Examination of the Information Applicants Use and When*

**Temple University, Major: Psychology, B.A.** (1996-2000)

Senior Thesis: *Present Decisions and Future Plans: Delay Discounting in Job Choice*

### **Academic Awards, scholarships, fellowships or grants obtained while a student**

Meredith P. Crawford Fellowship in I/O Psychology, HumRRO, \$10000 (2004-2005)

American Psychological Association Dissertation Award, APA, \$1000 (2004-2005)

Graduate Fellowship, George Mason University (2000-2001)

Phi Beta Kappa (2000)

Temple University Presidential Scholar Award, Temple University (2000)

Marks and Emma Kohn Memorial Award, Temple University (2000)

Outstanding Achievement Scholarship, Temple University (1996-2000)

## III. Employment (in chronological order)

### **Academic**

**Associate Professor** of Human Resource Management Department, Temple University  
(July 2014 – Present)

Paul Anderson Research Fellow (July 2015 – present)

Cigna Research Fellow (October 2012 – 2015)

Dean Teaching Fellow (October 2012 – 2014)

**Assistant Professor** of Human Resource Management Department, Temple University  
(July 2008 – July 2014)

**Assistant Professor** of Psychology, Purdue School of Science, IUPUI (August 2005 – May 2008)

### **Non-Academic**

**Consultant**, Federal Management Partners, Incorporated (July 2003 – July 2005)

**Independent Consultant**, City of Toledo, OH (April 2002 – December 2003; March 2004 – March 2005)

**Independent Consultant**, Arlington County, VA (April 2003)

#### IV. **Awards, Fellowships, Grants**

GMU I/O Psychology Program Alumni of the Year (2019)

Journal of Business and Psychology Reviewer of the Year (2019)

Lindback Teaching Award (2018)

Fox Honors Distinguished Service Award (2017)

Honors Faculty Fellow (2016)

Paul Anderson Research Fellowship (2015)

Andrisani-Frank Undergraduate Teaching Award, Temple University (2014)

Dean Teaching Fellow, Temple University (2013)

Young Scholars Interdisciplinary Seed Funding, Temple University, \$2500 (2013)

Dean Teaching Fellow, Temple University (2012)

Cigna Research Fellow, Temple University (2012)

Young Scholars Interdisciplinary Seed Funding, Temple University, \$2000 (2012)

Young Scholars Interdisciplinary Seed Funding, Temple University, \$3200 (2010)

Faculty Senate Seed Money Grant, Temple University, \$8000 (2010-2011)

Honors Research Fellows Grant, IUPUI, \$3000 (2006)

#### V. **Teaching**

##### **Fox School of Business, Temple University**

###### **2018-2019 Academic Year**

BA 9003: *Seminar in Organizational Behavior* (Doctoral)

HRM 9011: *Professional Development Seminar* (Doctoral)

On medical leave during spring 2019

###### **2017-2018 Academic Year**

On sabbatical during fall 2017

HRM 9011: *Professional Development Seminar* (Doctoral)

HRM 3904: *The Leadership Experience* (Honors Undergraduate)

###### **2016-2017 Academic Year**

BA 9003: *Seminar in Organizational Behavior* (Doctoral)

HRM 9011: *Professional Development Seminar* (Doctoral)

HRM 3904: *The Leadership Experience* (Honors Undergraduate)

###### **2015-2016 Academic Year**

BA 9003: *Seminar in Organizational Behavior* (Doctoral)

HRM 9011: *Professional Development Seminar* (Doctoral)

HRM 3904: *The Leadership Experience* (Honors Undergraduate)

###### **2014-2015 Academic Year**

BA 9003: *Seminar in Organizational Behavior* (Doctoral)

HRM 3581: *Co-Op in Human Resource Management* (Undergraduate)

HRM 3904: *The Leadership Experience* (Honors Undergraduate)

###### **2013-2014 Academic Year**

BA 9003: *Seminar in Organizational Behavior* (Doctoral)

HRM 3581: *Co-Op in Human Resource Management* (Undergraduate)

HRM 3904: *The Leadership Experience* (Honors Undergraduate)

**2012-2013 Academic Year**

BA 9003: *Seminar in Organizational Behavior* (Doctoral)

HRM 3581: *Co-Op in Human Resource Management* (Undergraduate)

HRM 3904: *The Leadership Experience* (Honors Undergraduate)

*\*This course was originally developed by self*

**2011-2012 Academic Year**

BA 9003: *Seminar in Organizational Behavior* (Doctoral)

*\*This course was originally developed by self*

HRM 3581: *Co-Op in Human Resource Management* (Undergraduate)

*\*This course was substantially redesigned*

HRM 2501: *Introduction to Human Resource Management* (Undergraduate)

**2010-2011 Academic Year**

HRM 2501: *Introduction to Human Resource Management* (2 X Undergraduate)

BA 3102: *Business Society and Ethics* (2 X Undergraduate)

**2009-2010 Academic Year**

BA 3102: *Business Society and Ethics* (2 X Undergraduate)

HRM 2501: *Introduction to Human Resource Management* (2 X Undergraduate)

**2008-2009 Academic Year**

HRM 2501: *Introduction to Human Resource Management* (4 X Undergraduate)

**VI. Service Contributions**

**At Temple University**

CAFSBM Chair Elect (2019-)

Dean for Research and Doctoral Programs Search Committee (2019)

Fox School of Business Strategic Planning Task Force (2018-present)

Lindback Distinguished Teaching Award Review Committee (2018-present)

Research Excellence Committee (2018-present)

Temple University Graduate Board (2017-present)

Fox Research Roundtable Member (2017-present)

HRM Speaker Series Coordinator (2016-present)

Dissertation Committee Member (Brandon Stanford) (2016-present)

Concentration Advisor HRM/OB Doctoral Concentration (2015-present)

Doctoral Program Committee (2015-present)

Human Resource Management Faculty Recruitment Committee (2008-present)

Dissertation Committee Chairperson (Soojung Han) (2017-2019)

Job placement: California State-Los Angeles

AASCB Faculty Qualifications Committee Chair (2018-2019)

AASCB Vision Subcommittee (2018-2019)

Fox New Faculty Mentorship Director (2018-2019)

Fox Undergraduate Honors Advisory Panel (2016-2019)

Fox New Faculty Mentoring Program Redesign Committee Chair (2017-2018)

Alter Scholar's Thesis Advisor (2015-2017)

CAFSBM Steering Committee (2014-2017)

Dissertation Committee Member (Andrew Reinaker) (2015-2017)  
 CAFSBM Faculty Responsibility and Student Grievance Committee Chair (Fall 2014-Summer 2016)  
 Faculty Advisor to Executive Women International-Temple, Student Organization (Summer 2014-Summer 2016)  
 Dissertation Committee Member (Alice Min) (2016)  
 AACSB Re-accreditation Committee (Fall 2013, Fall 2014, Spring 2015)  
 CAFSBM Faculty Responsibility and Student Grievance Committee (Fall 2013-Fall 2014)  
 Fox Center for Teaching and Learning Roundtable (Fall 2013-2014)  
 MBA Case Competition Judge (August 2013)  
 Temple Undergraduate Research Forum and Creative Works Symposium (Turf-CreWS) Session Moderator (Spring 2012, 2013)  
 HRM Doctoral Development Committee (Spring 2012 – 2014)  
 Dissertation Committee Member (Steve Swanson) (2011-2013)  
 FSBM Doctoral Student Award Competition Judge (Fall 2011, 2012, 2013)  
 Dissertation Committee Member (Sabrina Volpone) (2011-2013)  
 Fox School MBA/MS Generation Committee (January 2012-May 2012)  
 Fox School of Business Journal Vetting Committee (2009-2011)  
 Tenure-Track committee representative for AACSB accreditation (2010)  
 Fox School of Business OMBA Certificate Curriculum Review (2009)  
 Faculty Co-Advisor Student Chapter Society for Human Resource Management Ambler (2008-2009)

### **Outside the University Community**

Personnel Psychology Best Paper Award Review Committee (Summer, 2018)  
 National Science Foundation (NSF) Grant Reviewer (2014-2016)  
 Ralph Alexander Dissertation Award Reviewer, AOM (2015-2016)  
 Reviewer, SHRM Foundation Research Grant (2010-2011; 2012-2013)  
 S. Rains Wallace Award Committee, SIOP (2006-2007)  
 Editorial Board:  
     Human Resource Management (2018-present)  
     Journal of Business and Psychology (2017-present)  
     Personnel Psychology (2015-present)  
     Journal of Occupational and Organizational Psychology (2013-present)  
 Ad-hoc Reviewer:  
     Journal of Organizational Behavior (2017-present)  
     Human Relations (2014-present)  
     Human Resource Management (2010-2018)  
     Journal of Management (2017)  
     Journal of Management Studies (2015-2016)  
     Organizational Research Methods (2011-2014)  
     Organizational Behavior and Human Decision Processes (2012-2014)  
     Personnel Psychology (2014-2015)  
     Journal of Occupational and Organizational Psychology (2008-2013)  
     European Journal of Work and Organizational Psychology (2011-2012)  
     Journal of Experimental Psychology-Applied (2011)

Human Resource Management Review (2010)  
Journal of Business Ethics (2006)  
Journal of Individual Differences (2006)  
Regular Reviewer:  
Society for Industrial/Organizational Psychology Annual Conference (2004-present)  
Academy of Management Annual Conference (HR & OB Divisions) (2006-present)

## VII. Research Contributions

### Refereed academic journal articles

\*Denotes student (co)author

\*Han, S., Harold, C.M., & Cheong, M. (2019). Examining why employee proactive personality influences empowering leadership: The roles of cognition- and affect-based trust. *Journal of Occupational and Organizational Psychology*, 92, 352-383.  
<https://doi.org/10.1111/joop.12252>

Harold, C.M., Oh, I.-S., Holtz, B.C., \*Han, S., & Giacalone, R.A. (2016). Fit and frustration as drivers of targeted counterproductive work behaviors: A multifoci perspective. *Journal of Applied Psychology*, 101, 1513-1535. [Lead Article] <http://dx.doi.org/10.1037/apl0000150>

Harold, C.M., Holtz, B.C., Griepentrog, B.K., Brewer, L., & Marsh, S.M. (2016). Investigating the effects of applicant justice perceptions on job offer acceptance. *Personnel Psychology*, 69, 199-227. <https://doi.org/10.1111/peps.12101>

Harold, C.M. & Holtz, B.C. (2015). The effects of passive leadership on workplace incivility. *Journal of Organizational Behavior*, 36, 16-38. <https://doi.org/10.1002/job.1926>

Oh, I.-S., Guay, R.P., Kwanghyun, K., Harold, C.M., Jong-Huyn, L., Chang-Goo, H., & Shin, K.H. (2014). Fit happens globally!: A cross-cultural meta-analysis comparing the relative importance of person-environment fit on work attitudes and performance. *Personnel Psychology*, 67, 99-152. <https://doi.org/10.1111/peps.12026>

Holtz, B.C. & Harold, C.M. (2013). Interpersonal justice and deviance: The moderating effects of interpersonal justice values and justice orientation. *Journal of Management*, 39, 339-365. <https://doi.org/10.1002/job.1926>

Holtz, B.C. & Harold, C.M. (2013). The effects of leader consideration and structure on employee perceptions of justice and counterproductive work behavior. *Journal of Organizational Behavior*, 34, 492-519. <https://doi.org/10.1002/job.1825>

Griepentrog, B.K, Harold, C.M., Holtz, B.C., Klimoski, R.J., Marsh, S.M. (2012). Integrating social identity and the theory of planned behavior: Predicting withdrawal from an organizational recruitment process. *Personnel Psychology*, 65, 723-753.  
<https://doi.org/10.1111/peps.12000>

Marks, M.M. & Harold, C.M. (2011). Who asks and who receives in salary negotiation. *Journal of Organizational Behavior*, 32, 371-394. <https://doi.org/10.1002/job.671>

\*Nolan, K.P. & Harold, C.M. (2010). Fit with what? The influence of multiple self concept images on organizational attraction. *Journal of Occupational and Organizational Psychology*, 83, 645-662. <https://doi.org/10.1348/096317909X465452>

Holtz, B.C. & Harold, C.M. (2009). Fair today, fair tomorrow? A longitudinal investigation of overall justice perceptions. *Journal of Applied Psychology*, 94, 1185-1199. <http://dx.doi.org/10.1037/a0015900>

Holtz, B.C. & Harold, C.M. (2008). When your boss says no!: The effects of leadership style and trust on employee perceptions of managerial explanations. *Journal of Occupational and Organizational Psychology*, 81, 777-802. <https://doi.org/10.1348/096317907X251569>

Harold, C.M. & Ployhart, R.E. (2008). What do applicants want: Examining changes in attribute importance judgments over time. *Journal of Occupational and Organizational Psychology*, 81, 191-218. <https://doi.org/10.1348/096317907X235774>

Harold, C.M., McFarland, L.A., & Weekley, J.A. (2006). The validity of verifiable and non-verifiable biodata items: An examination across applicants and incumbents. *International Journal of Selection and Assessment*, 14, 336-346. <https://doi.org/10.1111/j.1468-2389.2006.00355.x>

McFarland, L.A., Yun, G., Harold, C.M., Viera, L., & Moore, L.G. (2005). An examination of impression management use and effectiveness across assessment center exercises: The role of competency demands. *Personnel Psychology*, 58, 949-980. <https://doi.org/10.1111/j.1744-6570.2005.00374.x>

Ployhart, R.E. & Harold, C.M. (2004). A theory of applicant attributional processing in the formation of applicant reactions. *International Journal of Selection and Assessment*, 12, 84-98. <https://doi.org/10.1111/j.0965-075X.2004.00266.x>

Weekley, J.A., Ployhart, R.E., & Harold, C.M. (2004). Personality and situational judgment tests across applicant and incumbent settings: An examination of validity, measurement, and subgroup differences. *Human Performance*, 17, 433-463. [http://dx.doi.org/10.1207/s15327043hup1704\\_5](http://dx.doi.org/10.1207/s15327043hup1704_5)

### **Practitioner-Oriented Journal Article**

Oh, I-S. & Harold, C.M. (2013). Understanding the importance of work relationships in East Asia. *HQ Asia, Second Quarter/Spring*, 82-83.

### **Book Chapters**

Harold, C.M., Uggerslev, K.L., & Kraichy, D. (2013). Recruitment and job choice (pages 47-72). In T.K.Y. Yu & D.M. Cable (Eds.) *Oxford Handbook of Recruitment*.

Harold, C.M. & Nolan, K.P. (2009). Employer brand image: Review, strategies, and future directions. In T. Torres-Coronas & M. Arias-Oliva (Eds.) *The Encyclopedia of HRIS: Challenges in e-HRM*. Information Science Reference. Hershey: PA.

Ployhart, R.E. & Harold, C.M. (2005). Computational modeling. In J.M. Cortina (Ed.), *The Encyclopedia of Behavioural Statistics*. Wiley.

### **Under Review & Working Papers**

\*Han, S., Harold, C.M., Oh, I-S., & \*Kim, J.K. (under review). Deliberate or impulsive? A meta-analytic examination of the dual pathway model of workplace incivility and discretionary work behaviors. *Journal of Applied Psychology*.

Harold, C.M. & \*Hu, B. (under review). Stealing time on the company's dime: Examining the indirect effects of nonresponsive leadership on time theft. *Journal of Applied Psychology*.

\*Han, S., Harold, C.M., & Hu, B. The effects of differentiated empowering leadership on team-level creativity. *Manuscript in preparation for submission by September 2019. Target: Journal of Applied Psychology*

Harold, C.M., Holtz, B.C., & \*Kim, J. Management by competition. *Study 1 completed. Study 2 and 3 in development. Target: Academy of Management Journal*.

Holtz, B.C., & Harold, C.M. Reactions to socio-temporal transgressions. *Studies 1 and 2 completed. Study 3 in development. Target submission: Academy of Management Journal*.

Harold, C.M., & Kudesia, R.S. (authorship TBD). Reentering citizens experience with the job search. *Conceptual review under development for submission. Target: Journal of Applied Psychology*.

Harold, C.M. & Kudesia, R.S. (authorship TBD). The role of resources in the reentry process for persons with a criminal record. *Ethnographic study – data collection under way. Target: Administrative Science Quarterly*.

### **Papers included in Best Paper Proceedings**

Oh, I.S., Guay, R.P., Kwanghyun, K., Harold, C.M., Jong-Huyn, L., Chang-Goo, H., & Shin, K.H. (2013). *A meta-analytic cross-cultural comparison of person-environment fit dimensions*. Paper presented at the 73<sup>rd</sup> Annual Conference of the Academy of Management. Orlando, FL.

### **Chaired Conference Symposia**

Harold, C.M. & Hu, B. (August, 2019). *Examining the instigation and receipt of antisocial work behaviors*. Symposium to be presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management. Boston, MA.

Harold, C.M. (2016). *Contemporary approaches to person-environment fit research*. Symposium presented at the 31<sup>st</sup> Annual Conference for Industrial Organizational Psychology. Anaheim, CA.

Harold, C.M. (2013). *Incivility in the workplace*. Symposium presented at the 28<sup>th</sup> Annual Conference for Industrial Organizational Psychology. Houston, TX.

Harold, C.M. (2009). *Antecedents and consequences of psychological contracts: From development to breach*. Symposium presented at the 69<sup>th</sup> Annual Conference of the Academy of Management. Chicago, IL.

Harold, C.M. (2008). *The role of employer image on recruitment processes and outcomes*. Symposium presented at the 23<sup>rd</sup> Annual Conference for Industrial Organizational Psychology. San Francisco, CA.

Harold, C.M. (2007). *Fit happens!: Exploring person-environment fit during the employment life cycle*. Symposium presented at the 22<sup>nd</sup> Annual Conference for Industrial Organizational Psychology. New York, NY.

Harold, C.M. (2006). *Recruitment in the information age: An examination of emerging issues in the recruitment domain*. Symposium presented at the 66<sup>th</sup> Annual Conference of the Academy of Management. Atlanta, GA.

Harold, C.M. & Horvath, M. (2006). *Toward an understanding of the antecedents of initial organizational attraction*. Symposium presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial Organizational Psychology. Dallas, TX.

Harold, C.M. & Ingerick, M. (2006). *The rules of attraction: What, when, and why applicants choose*. Symposium presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial Organizational Psychology. Dallas, TX.

Harold, C.M. & Ployhart, R.E. (2005). *Elucidating "this thing called fit:" Toward a multidimensional approach*. Symposium presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Los Angeles, CA.

Harold, C.M. & Marks, M.A. (2005). *Enhancing recruitment utility: A stage perspective*. Symposium presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Los Angeles, CA.

### **Conference Papers and Presentations**

*Unless otherwise noted, lead author delivered the conference presentation.*

Harold, C.M., ^\*Hu, B., & \*Pardal, V. (August, 2019). *Examining the indirect effect of nonleadership on employee time theft*. Paper to be presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management. Boston, MA.

^The second author, Biyun Hu, is scheduled to deliver this presentation.

\*Han, S. Harold, C.M., & Vogel, R.M. (2018). *Antecedents of empowering leadership*. Paper presented at the 34<sup>th</sup> Annual Conference for Industrial Organizational Psychology. Chicago, IL.

\*Han, S., & Harold, C.M. (2017). *The effects of regulatory focus and perceptions of empowering on empowering leadership*. Paper presented at the 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.

\*Kim, J.K., Harold, C.M., & Kim, Y.J. (2017). *Organizational citizenship giving, receiving, and the mediating role of support*. Paper presented at the 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.

Harold, C.M., Oh, I-S., Holtz, B.C., \*Han, S., & Giacalone, R.A. (2016). *P-E fit, frustration, and discretionary work behaviors: A multifoci approach*. Paper presented at the 32<sup>nd</sup> Annual Conference for Industrial Organizational Psychology. Anaheim, CA.

Harold, C.M., Petrucci, T., & \*Han, S. (2016). *The interactive effects of agency and communalism on social undermining*. Paper presented at the 32<sup>nd</sup> Annual Conference for Industrial Organizational Psychology. Anaheim, CA.

\*Han, S., Harold, C.M., Kim, S., & Yun, S. (2015). *Employee learning goal orientation and empowering behavior*. Paper presented at the 31<sup>st</sup> Annual Conference for Industrial Organizational Psychology. Philadelphia, PA.

Oh, I.S., Guay, R.P., Kwanghyun, K., Harold, C.M., Jong-Huyn, L., Chang-Goo, H., & Shin, K.H. (2013). *A meta-analytic cross-cultural comparison of person-environment fit dimensions*. Paper presented at the 73<sup>rd</sup> Annual Conference of the Academy of Management. Orlando, FL.

Harold, C.M. (2013). *Demystifying I/O research and career options: Applied, academic, and everything between*. Panel discussion at the 28<sup>th</sup> Annual Conference for Industrial Organizational Psychology. Houston, TX.

Harold, C.M. & Holtz, B.C. (2013). *The effects of passive leadership on workplace incivility*. Paper presented at the 28<sup>th</sup> Annual Conference for Industrial Organizational Psychology. Houston, TX.

Holtz, B.C., & Harold, C.M. (2012). *The effects of consideration and structure on perceived justice and counterproductive behavior*. Paper presented at the 72<sup>nd</sup> Annual Conference of the Academy of Management. Boston, MA.

Griepentrog, B.K, Harold, C.M., Holtz, B.C., Klimoski, R.J., & Marsh, S.M. (2012). *Toward an understanding of applicant withdrawal from recruitment*. Paper presented at the 27<sup>th</sup> Annual Conference for Industrial Organizational Psychology. San Diego, CA.

Harold, C.M., Wiggins, B., Viera, L., & Marsh, S. (2011). *Cognitive mapping as an alternative to*

*studying employer image beliefs*. Poster presented at the 26<sup>th</sup> Annual Conference for Industrial Organizational Psychology. Chicago, IL.

Holtz, B.C., & Harold, C.M. (2011). *The Ohio state leadership factors, employee preferences and overall justice*. Poster presented at the 26<sup>th</sup> Annual Conference for Industrial Organizational Psychology. Chicago, IL.

Holtz, B.C. & Harold, C.M. (2010). *Interpersonal justice and counterproductive behavior: The moderating effect of employee values*. Paper presented at the 70<sup>th</sup> Annual Conference of the Academy of Management. Montreal, QB.

Holtz, B.C. & Harold, C.M. (2010). *The positive effects of transformational leadership on employee commitment over time*. Paper presented at the 70<sup>th</sup> Annual Conference of the Academy of Management. Montreal, QB.

Holtz, B.C. & Harold, C.M. (2010). *Clarifying the justice-deviance relationship: The moderating role of values*. Poster presented at the 25<sup>th</sup> Annual Conference for Industrial Organizational Psychology. Atlanta, GA.

Harold, C.M., McFarland, L.A., & Ployhart, R.E. (2009). *Applicant reactions over time: An investigation of how and why change occurs*. Paper presented at the 69<sup>th</sup> Annual Conference of the Academy of Management. Chicago, IL.

Lindley, S.N., & Harold, C.M. (2009). *Attributional processing following psychological contract breach*. Paper presented at the 69<sup>th</sup> Annual Conference of the Academy of Management. Chicago, IL.

Holtz, B.C. & Harold, C.M. (2008). *The mediating effects of overall justice: A longitudinal investigation*. Poster presented at the 23<sup>rd</sup> Annual Conference for Industrial Organizational Psychology. San Francisco, CA.

Nolan, K.P. & Harold, C.M. (2008). *A test of image congruity theory and organizational attraction*. Poster presented at the 23<sup>rd</sup> Annual Conference for Industrial Organizational Psychology. San Francisco, CA.

Steiner, Z.J. & Harold, C.M. (2008). *Is image malleable? Effects of publicity on image and attractiveness*. Paper presented at the 23<sup>rd</sup> Annual Conference for Industrial Organizational Psychology. San Francisco, CA.

Harold, C.M., & Slaughter, J.E. (2007). *Organization personality perceptions and attraction: The role of PO fit and recruitment information*. Paper presented at the 67<sup>th</sup> Annual Conference of the Academy of Management. Philadelphia, PA.

Holtz, B.C., & Harold, C.M. (2007). *Global justice perceptions as mediators of specific justice dimension effects*. Paper presented at the 67<sup>th</sup> Annual Conference of the Academy of Management. Philadelphia, PA.

Holtz, B.C., & Harold, C.M. (2007). *An empirical investigation of the effects of supervisor explanations on employee justice perceptions*. Paper presented at the XIIIth European Congress of Work and Organizational Psychology. Stockholm, Sweden.

Harold, C.M., & Holtz, B.C. (2007). *Examining the influence of corporate vision statements on organization attraction*. Poster presented at the 22<sup>nd</sup> Annual Conference for Industrial Organizational Psychology. New York, NY.

Harold, C.M., Ployhart, R.E., Steiner, Z.J., & Kotheimer, D.A. (2007). *Determinants of job seeker organization attraction: The relative importance of person-job, organization, and group fit*. Paper presented at the 22<sup>nd</sup> Annual Conference for Industrial Organizational Psychology. New York, NY.

Holtz, B.C., & Harold, C.M. (2007). *When the boss says no!: Leadership, trust, and explanation acceptance*. Paper presented at the 22<sup>nd</sup> Annual Conference for Industrial Organizational Psychology. New York, NY.

Nolan, K.P., Lewis, M.R., Harold, C.M., Young, B.D., Steiner, Z.J., & Parcus, S.J. (2007). *Cognitive processing of job advertisements: The impact on organizational attraction*. Poster presented at the 22<sup>nd</sup> Annual Conference for Industrial Organizational Psychology. New York, NY.

Harold, C.M., & Slaughter, J.E. (2006). *A longitudinal investigation of job search and trait inferences about organizations*. Paper presented at the 66<sup>th</sup> Annual Conference of the Academy of Management. Atlanta, GA.

Harold, C.M., Ingerick, M, Diaz, T, & Steiner, Z.J. (2006). *The organization offereth and the applicant taketh? Group- and individual- level differences in fit preferences and their affect on job choice*. Paper presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial Organizational Psychology. Dallas, TX

McFarland, L.A., Harold, C.M., & Bludau, T.M. (2006). *Does test-taking motivation result in more faking?* Poster presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial Organizational Psychology. Dallas, TX

Harold, C.M., & Holtz, B.C. (2005). *An exploration of procedural justice perceptions across the recruitment cycle*. Poster presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Los Angeles, CA.

Harold, C.M., & McFarland, L.A. (2005). *Person organization fit: The role of symbolic factors*. Poster presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Los Angeles, CA.

Harold, C.M., & McFarland, L.A. (2005). *Investigating person-environment fit: The role of instrumental and symbolic factors*. Symposium presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Los Angeles, CA.

Marks, M.A., Harold, C.M., & Yun, G. (2005). *The truth about job negotiations: who, when, and why people negotiate for jobs*. Symposium presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Los Angeles, CA.

McFarland, L.A., Yun, G., Harold, C.M., Viera, L., & Moore, L. (2005). *Effect of competency demands on impression management use and effectiveness*. Poster presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Los Angeles, CA.

Ployhart, R.E., Weekley, J.A., Harold, C.M., & Cooper-Hakim, A. (2005). *The influence of subject matter experts on SJT validity*. Paper presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Los Angeles, CA.

Harold, C.M., McFarland, L.A., Dudley, N., & Odin, E.P. (2004). *Personality and faking behavior: does warning moderate validity?* Paper presented at 19<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Chicago, Illinois.

Holtz, B.C., Harold, C.M., & Bliese, P.D. (2004). *Preparing for war: An investigation of soldiers' combat readiness perceptions*. Poster presented at 19<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Chicago, Illinois.

McFarland, L.A., Harold, C.M., & Lozzi, D.E. (2004). *Job performance changes: The relative contribution of ability and training*. Paper presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Chicago, Illinois.

McFarland, L.A., Lev-Arey, D., Ingerick, M., & Harold, C.M. (2004). *An examination of strategies to increase interviewer accuracy*. Poster presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Chicago, Illinois.

Harold, C.M., & Ployhart, R.E. (2003). *What do applicants want? A longitudinal examination of changes in applicant decision-making policies*. Paper presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Orlando, Florida.

Harold, C.M., McFarland, L.A., & Weekley, J. (2003). *The validity of biodata: Effect of context and item type*. Poster presented at the 18<sup>th</sup> Annual Conference of the Society for Industrial Organizational Psychology. Orlando, Florida.

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