

CURRICULUM VITAE

NAME

Kurt Kraiger

ADDRESS

Department of Psychology
Campus Delivery 1876
Colorado State University
Fort Collins, CO 80526

PHONE

(970) 491-6821

EDUCATION

1975 – 1979 B.A., Psychology, University of Cincinnati
1979 – 1982 M.A., Industrial-Organizational Psychology, The Ohio State University
1982 – 1983 Ph.D., Industrial-Organizational Psychology, The Ohio State University

ACADEMIC POSITIONS

2005 – present Professor of Psychology, Colorado State University
2005 – present Co-Director, Center for Organizational Excellence, Division of Continuing Education, Colorado State University
2004 – 2005 Chair, Department of Psychology, University of Tulsa
2002 – 2005 McFarlin (Endowed) Chair and Professor of Psychology, University of Tulsa
2001 - 2007 Visiting summer instructor, College of Business Administration, University of Hawai'i at Manoa
1996 - 2002 Professor of Psychology, University of Colorado at Denver
1992 - 2001 Director, Center for Applied Psychology, University of Colorado at Denver
1998 - 1999 Chair, Department of Psychology, University of Colorado at Denver
1991 - 1996 Associate Professor of Psychology, University of Colorado at Denver
1989 - 1990 Visiting Assistant Professor of Organizational Behavior, University of California Berkeley
1983 - 1991 Assistant Professor of Psychology, University of Colorado at Denver

SABBATICALS

1999 - 2000 Visiting Professor, College of Business Administration, University of Hawai'i at Manoa
1992 - 1993 Senior Research Associate, International Learning Systems, Golden, CO

CURRENT JOB DESCRIPTION

20 % Teaching 20% Research/Creative Activity 10 % Service/Outreach 50 % Admin

HONORS AND AWARDS

Fellow, Society of Industrial and Organizational Psychology (1996)
Academy of Management, Human Resources Division Best Paper Award (1994)

PUBLISHED WORKS

Books:

- 2002 Kraiger, K. (Ed.) *Creating, implementing, and managing effective training and development systems in organizations: State-of-the-art lessons for practice*. San Francisco: Jossey-Bass.
- 1997 Ford, J.K., Kozlowski, S.J., Kraiger, K., Salas, E., and Teachout, M.S. (Eds.) *Improving training effectiveness in work organizations*. Mahwah, NJ: Erlbaum.

Refereed Journal Articles:

- In press Kraiger, K. Transforming our models of learning and development: Web-based instruction as enabler of third generation instruction. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- In press Towler, A., Kraiger, K., Sitzmann, T., Van Overberghe, C., Cruz, J., Ronen, E., and Stewart, D. The seductive details effect in technology-delivered instruction. *Performance Improvement Quarterly*.
- 2006 Sitzmann, T.M., Kraiger, K., Stewart, D., and Wisher, R.A. The effectiveness of web-based training: A meta-analysis. *Personnel Psychology*, 59, 623-664.
- 2005 Smith-Jentsch, K.J., Mathieu, J.E., and Kraiger, K. Investigating linear and interactive effects of shared mental models on safety and efficiency in a field setting. *Journal of Applied Psychology*, 90, 523-535.
- 2004 Kraiger, K., McLinden, D., and Casper, W., Improving training and development through the application of theory and research. *Human Resource Management*, 43, 337-351.
- 1998-1999 Kraiger, K. Perspectives on training research. *Training Research Journal*, 4, 6-11.
- 1997-1998 Kraiger, K. Perspectives on training research. *Training Research Journal*, 3, 5-11.
- 1997 Aguinis, H., and Kraiger, K. Research in Industrial/Organizational Psychology at the University of Colorado at Denver. *International Journal of Selection and Assessment*, 5, 69-79.
- 1997 Stout, R.J., Salas, E., and Kraiger, K. The role of trainee knowledge structures in aviation team environments. *The International Journal of Aviation Psychology*, 7, 235-250.
- 1996-1997 Kraiger, K. Perspectives on training research. *Training Research Journal*, 2, 5-9.
- 1995/1996 Kraiger, K. Integrating training research. *Training Research Journal*, 1, 5-17.
- 1995 Kraiger, K., Salas, E., and Cannon-Bowers, J.A. Cognitively- based measures of learning during training. *Human Factors*, 37(4), 1-13.
- 1993 Ford, J.K., and Kraiger, K. Police officer selection validation project: The Multi-jurisdictional police officer exam. *Journal of Business and Psychology*, 7, 421-423.
- 1993 Kraiger, K., Ford, J.K., and Salas, E. Integration of cognitive, behavioral, and affective theories of learning into new methods of training evaluation. *Journal of Applied Psychology [Monograph]*, 78, 311-328.

- 1990 Kraiger, K., and Ford, J.K. The relation of job knowledge, job performance, and supervisory ratings as a function of ratee race. *Human Performance*, 3, 269-279.
- 1990 Kraiger, K., and Teachout, M.S. Generalizability theory as construct-related evidence of the validity of performance ratings. *Human Performance*, 3, 19-35.
- 1989 Kraiger, K., Billings, R.S., and Isen, A.M. The influence of positive affective states on task perceptions and satisfaction. *Organizational Behavior and Human Decision Processes*, 43, 271-276.
- 1986 Ford, J.K., Kraiger, K., and Schectman, S.L. Study of race effects in objective indices and subjective evaluations of performance: A meta-analysis of performance criteria. *Psychological Bulletin*, 99, 330-337.
- 1985 Kraiger, K. On learning from the past: A meta-analytic fable. *Personnel Psychology*, 38, 799-801.
- 1985 Kraiger, K., and Ford, J.K. A meta-analysis of ratee race effects in performance ratings. *Journal of Applied Psychology*, 70, 56-65.
- 1984 Kraiger, K., Hakel, M.D., and Cornelius, E.T., III. Exploring fantasies of TAT reliability. *Journal of Personality Assessment*, 48, 365-370.

Chapters in Books:

- In press Ford, J.K., Kraiger, K., and Merrit, S. Multidimensional learning outcomes. Chapter to appear in S.J. Kozlowski and E. Salas (Eds.), *Learning, Training, and Development in Organizations*.
- 2007 Kraiger, K., and Simpson, R. Establishing a university-based consulting practice. Chapter in: J.W. Hedge and W.C. Borman (Eds.), *The I/O Consultant's Handbook*.
- 2007 Kraiger, K., and Jerden, E. A new look at learner control: Meta-analytic results and directions for future research. Chapter in: S. M. Fiore and E. Salas (Eds.), *Where is the learning in distance learning? Towards a science of distributed learning and training*, pp. 65-90.
- 2006 Kraiger, K. Training: General. In S. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*, p.819. Thousand Oaks, CA: Sage.
- 2006 Kraiger, K. Training methods. In S. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*, p.823. Thousand Oaks, CA: Sage.
- 2006 Kraiger, K., and Ford, J. K. The expanding role of workplace training: Themes and trends influencing training research and practice. In L. L. Koppes (Ed.). *Historical perspectives in industrial and organizational psychology* (pp. 281-309). Mahwah, NJ: Lawrence Erlbaum Associates.
- 2004 Peterson, D.B., and Kraiger, K. A practical guide to evaluating coaching: Translating state-of-the art techniques to the real world. In J.E. Edwards, J.H. Scott, N.S. Raju (Eds.), *The Human Resources Program-Evaluation Handbook* (pp. 262-282).
- 2003 Kraiger, K. Perspectives on training. Chapter in W.C. Borman, D.R. Ilgen, & R.J. Klimoski (Eds.), *Comprehensive handbook of psychology, Volume 12, Industrial and Organizational Psychology*, (pp. 171-192).
- 2002 Kraiger, K. Industrial and organizational psychology: Science and practice. In N.J. Smelser & P.B. Baltes (Eds.), *International encyclopedia of the social and behavioral sciences*, 11, (pp. 7367-7371).

- 2002 Kraiger, K. Decision-based evaluation. Chapter in K. Kraiger (Ed.) *Creating, implementing, and managing effective training and development systems in organizations: State-of-the-art lessons for practice* (pp. 331 – 375).
- 2001 Kraiger, K., and Aguinis, H. Training effectiveness: Assessing training needs, motivation, and accomplishments. In M. London (Ed.), *How people evaluate others in organizations: Person perception and interpersonal judgment in I/O psychology* (pp. 203-219).
- 1999 Kraiger, K. Employee performance and learning in today's organization. In D. R. Ilgen & E. D. Pulakos (Eds.), *The changing nature of work performance: Implications for staffing, personnel actions and development* (pp. 366-396).
- 1997 Goldsmith, T., and Kraiger, K. Applications of structural knowledge assessment to training evaluation. In J.K. Ford and Associates (Eds.), *Improving training effectiveness in work organizations* (pp. 73-96).
- 1997 Kraiger, K., and Jung, K.M. Linking training objectives to evaluation criteria. In M. Quiñones and A. Ehrenstein (Eds.), *Training in a rapidly changing workplace: Applications of psychological research* (pp. 151-179).
- 1997 Kraiger, K., and Wenzel, L.H. A framework for understanding and measuring shared mental models of team performance and team effectiveness. In M.T. Brannick, E. Salas, and C. Prince (Eds.), *Team Performance Assessment and Measurement: Theory, Methods, and Applications* (pp. 63-84).
- 1996 Camara, W., and Kraiger, K. Organizational infra-structure for selection and assessment in the USA. In M. Smith and V. Sutherland (Eds.), *The International Handbook of Selection and Assessment, 2*, 139-146.
- 1995 Ford, J.K., and Kraiger, K. The application of cognitive constructs and principles to the instructional systems model of training: Implications for needs assessment, design, and transfer. In C.L. Cooper and I.T. Robertson (Eds.), *International Review of Industrial and Organizational Psychology, 10*, 1-48.

Refereed Proceedings/Transactions:

- 1995 Kraiger, K., and Ford, J.K. The application of cognitive principles to the training design of integrated delivery technologies. *Proceedings of the Advancements in Integrated Delivery Technologies Conference*.
- 1990 Kraiger, K. Models for the measurement of cognitive schemata of managers and the prediction of long-term development. *Assessment: National Assessment Conference Proceedings* (pp. 39-47), Minneapolis, MN: Personnel Decisions, Inc.
- 1984 Kraiger, K. Affective determinants of job perceptions. *Proceedings of the Annual Symposium of Psychology in the Department of Defense*.

Non-Refereed Journal Articles/Chapters/Proceedings/Transactions:

- 2005 Kraiger, K. A review of Cliff and Keats' *Ordinal Measurement in the Behavioral Sciences for Organizational Research Methods*, 8(4), 1-6.
- 2004 Kraiger, K., and Abalos, A. Rankings of graduate programs in I/O psychology based on student ratings. *The Industrial-Organizational Psychologist*, 42(1), 28-43.

- 1998 Kraiger, K. The SIOP dress code. *The Industrial-Organizational Psychologist*, 36(1), 21-23.
- 1997 Aguinis, H., and Kraiger, K. Practicing what we preach: Competency-based assessment of industrial/organizational psychology graduate students. *The Industrial-Organizational Psychologist*, 34(4), 34-49.
- 1996 Aguinis, H., and Kraiger, K. Intervening in emerging markets: Back to the basics or go home empty-handed. *The Industrial-Organizational Psychologist*, 33(3), 84-87.
- 1996 Kraiger, K., and Abbott, E. How the society works: Selecting a conference site and survey of member preferences. *The Industrial-Organizational Psychologist*, 34(2), 35-41.
- 1992 Kraiger, K., and Teachout, M.S. Training effectiveness research: Issues and agendas for the '90s. *The Industrial-Organizational Psychologist*, 29(3), 84-85.
- 1991 Kraiger, K. Issues in training and opportunities for involvement. *The Industrial-Organizational Psychologist*, 28(4), 79-81.
- 1991 Kraiger, K. Resources on the aged and adult learning, and a look back on diversity in the 1990's. *The Industrial-Organizational Psychologist*, 28(3), 83-85.
- 1991 Kraiger, K. Reasons not to manage diversity; Resources for managing diversity. *The Industrial-Organizational Psychologist*, 28(2), 79-81.
- 1990 Kraiger, K. Identifying basic skills and managers' perceptions of diversity issues. *The Industrial-Organizational Psychologist*, 28(2): 47-49.
- 1990 Kraiger, K. Vantage 2000: The Challenge for I/O psychology. *The Industrial/Organizational Psychologist*, 28(1): 61-64.

CONTRACTS & GRANTS

- 2008 SIOP Small Grant Award – Evaluation of a mentoring program (\$5,000)
- 2007 Department of Personnel and Administration, State of Colorado – Development of a 360-degree feedback system (\$23,812)
- 2006-2007 Larimer County, CO – Strategic planning and support for county leaders (\$11,000)
- 2006-2007 The TRACOM Group, Highlands Ranch, CO – Evaluation and comparison of three training programs on interpersonal skills (\$10,500)
- 2004-2006 Army Research Institute – Factors influencing the design and conduct of effective technology-delivered instruction. Principal investigator (\$365,00 over two years)
- 1999-2001 University of Colorado, Total Learning Environment program – Development of applied statistics course for undergraduates. Co-principal investigator (\$60,000 over three years)
- 1999-2000 Department of Education, Fund for the Improvement of Postsecondary Education (FIPSE): “Controlling Costs and Providing Quality with Internet Course Delivery.” Principal investigator (\$197,000 over two years)
- 1999 Veterans Affairs - Development of physical abilities tests and selection procedures for wage grade positions. Co-principal investigator (\$29,000 for one year)
- 1998-1999 US WEST - Distribution and analysis of employer diversity scale. Principal investigator (\$5,400 for one year)

1996-1997	Veterans Affairs - Development of content valid selection battery for cemetery caretakers (\$18,000 for one year)
1995-1996	Air Force Armstrong Laboratories - Construct valid measures of adaptive training technologies (\$16,000 for two years)
1995-1996	Naval Training Systems Center (NTSC) through Battelle Laboratories, Research Triangle, NC - Cognitive task analysis for FAA air traffic controllers (\$40,000 for two years)
1994-1995	State of Colorado - Program evaluation of youth service programs (\$12,000 for one year)
1994-1995	Air Force Armstrong Laboratories - Cognitive assessment of cadet field training (\$125,000 for two years)
1993-1995	Air Force Armstrong Laboratories - Construct valid measures of intelligent tutoring systems (\$350,000 for three years)
1993	Air Force Armstrong Laboratories through MEI Technologies, San Antonio TX - Conference on Innovations in Training Technologies (\$14,000 for one year)
1993-1995	Naval Training Systems Center (NTSC) through Battelle Laboratories, Research Triangle, NC - Deriving measures of shared mental models (\$33,000 for three years)
1993	Professional Dynametrics Programs, Inc. (PDP), Woodland Park, CO - Validation of the PDP PRO-SCAN for selection (\$6,000 for one year)
1990-1992	Naval Training Systems Center (NTSC) through Battelle Laboratories, Research Triangle, NC - Evaluation of aircrew coordination training (\$27,000 for three years)
1989	Summer faculty research fellowship, NTSC, US Navy, Orlando, FL (\$10,000 for one year)

PAPERS PRESENTED/SYMPOSIA/INVITED LECTURES/PROFESSIONAL MEETINGS/WORKSHOPS

2008	Crane, E., Liff, J., Rechlin, A., and Kraiger, K. <u>An evaluation of the effectiveness of three popular training programs to improve interpersonal skills</u> – Paper to be presented at the annual meeting of the American Psychological Association, Boston, MA.
2008	Ho-Chul, S., Tett, R., and Kraiger, K. <u>Main and interaction effects of personality and P-O fit in personnel selection</u> – Paper presented at the annual meeting of the Society for Industrial-Organizational Psychology (SIOP), San Francisco.
2008	Kraiger, K. Online graduate instruction in I/O Psychology: How to make the most of it – Interactive poster presented at the annual meeting of SIOP, San Francisco.
2007	Liff, J., & Kraiger, K. <u>An examination of learner control: Conceptual and empirical distinctions between objective and perceived control</u> – Paper presented at the annual meeting of SIOP, New York.
2006	Bishop, K., Kraiger, K., and Conklin, B. <u>Entrepreneurial training transfer: Influences on entrepreneurs' use of knowledge from training processes</u> – Paper presented at the Babson College Entrepreneurship Research Conference
2006	Sitzmann, T.M., Brown, K.G., and Kraiger, K. <u>The impact of anticipated reactions and core self-evaluations on motivation to learn, post-training reactions, and learning</u> – paper presented at the annual meeting SIOP

- 2006 Sitzmann, T., Stewart, D., Kraiger, K., and Wisher, R.A. Effectiveness of web-based instruction relative to classroom instruction: A meta-analysis – paper presented at the annual meeting of SIOP
- 2006 Sitzmann, T. and Kraiger, K. Effects of seductive details and on-screen text on training outcomes – paper presented at the annual meeting of the American Society of Training and Development (ASTD).
- 2006 Smith-Jentsch, K., Kraiger, K., Cannon-Bowers, J., and Salas, E. Can familiarity breed backup? Interactive effects of team efficacy and shared teammate knowledge – paper to be presented at the annual meeting of the Academy of Management (AOM)
- 2006 Van Overberghe, C., Kuo, J., Ronen, E., Chin-Perez, A., Patel, R., Towler, A., and Kraiger, K. - The effects of independent and dependent seductive details on training outcomes - paper to be presented at the annual meeting of the AOM
- 2005 Park, S. and Kraiger, K. Relationship between perceived and objective learner control – paper presented at the annual meeting of the AOM
- 2005 Sitzmann, T., Kraiger, K., Wisher, R.A., and Stewart, D. A meta-analysis of the effectiveness of web-based instruction – paper presented at the annual meeting of the AOM
- 2004 Kraiger, K., Salas, E., and Baker, D. Training principles: The influence of training research on training practice (Krokos, K., chair) – panel discussion presented at SIOP
- 2004 Jerden, E., and Kraiger, K. Research on learner control: Meta-analytic results and directions for the future – annual meeting of SIOP
- 2004 Kraiger, K., Bhawuk, D.P.S., and Brislin, R. Cross-cultural training – hosted at the annual meeting of the American Psychological Association (APA)
- 2004 Kraiger, K., and Stewart, D. Further evidence of the validity of collective climates in work organizations – paper presented at the annual meeting of the APA
- 2004 Sitzmann, T.M., Wisher, R.A., Kraiger, K., and Stewart, D. A meta-analytic investigation of the effectiveness of web-based instruction - paper presented at the annual conference on Distance Learning and Education
- 2004 Smith, A., Stewart, D., Abalos, A., Glasier, T.M., Kraiger, K., and Towler, A. The seductive details effect in computer-based training: An extended replication - annual meeting of SIOP
- 2003 Kraiger, K. Panelist in S.W.J. Kozlowski (Chair), Getting learning into web-based, distance, and distributed training - annual meeting of SIOP
- 2003 Kraiger, K., & Fox, K. Measures of shared cognition: Assessing shared task expectations and structural knowledge in teams – annual meeting of SIOP
- 2003 Mathieu, J. E., Smith-Jentsch, K. J., & Kraiger, K. Alternative measures and indices of shared mental models and their relationships to air traffic control effectiveness – annual meeting of SIOP
- 2002 Winzenburg, V., & Kraiger, K. An updated meta-analysis of cross-cultural training effectiveness – annual meeting of the Academy of Management
- 2002 Aramovich, N.P., & Kraiger, K. Influence of accountability and goal setting on transfer of training – annual meeting of SIOP

- 2002 Kraiger, K. Cross-cultural implications for instructional design, delivery, and evaluation – panel discussion at the annual meeting of the Society for I/O Psychology
- 2001 Kraiger, K. The E-learning revolution: Implications for practice - Hawaii Conference on Business, Waikiki, HI
- 2001 Kraiger, K. Creating, implementing, and managing effective training and development: Cutting edge lessons for practitioners - Hawaii Conference on Business, Waikiki, HI
- 2000 Kraiger, K., and Arenz, T. The Work Readiness Index: Interfacing strategies for screening, workforce development, and individual empowerment – paper presented at the annual meeting of the Society for I/O Psychology
- 2000 Kraiger, K., and Chrobot-Mason, D. Understanding bystander sexual harassment: Influences and consequences – annual meeting of the Society for I/O Psychology
- 1999 Chrobot-Mason, D. and Kraiger, K. Organizational climate, needs assessment, and workplace harassment training – annual meeting of the Society for I/O Psychology
- 1999 Kraiger, K., Kramer, K., and Loya, A. False issues in recruiting - annual meeting of the Society for I/O Psychology
- 1999 Kraiger, K., Smith-Jentsch, K.A., and Harrison, R.J. Validation of a technique for defining collective climates: A tool to support team training needs analysis - paper presented at the annual meeting of the Society for I/O Psychology
- 1999 Pierce, C. A., Aguinis, H., and Kraiger, K. - Link between dissolved workplace romances and sexual harassment in organizations - meeting of the American Psychological Society, Denver, CO.
- 1998 Kraiger, K. Aguinis, H., & Taylor, K.M. Work readiness as a predictor of employee acceptability and effectiveness - annual meeting of the Society for I/O Psychology
- 1998 Schmidt, J.M., Winckler, A.J, Kraiger, K., & Smith-Jentsch, K.A. Shared goal structures as indicators of team effectiveness - annual meeting of the Society for I/O Psychology
- 1998 Winckler, A.J., Schmidt, J.M., Kraiger, K., & Smith-Jentsch, K. The effects of organizational and situational variables on team competencies - annual meeting of the Society for I/O Psychology
- 1997 Hart, P.F., Kraiger, K., Jung, K.M., Teachout, M.S., and Lamb, T.A. Multi-faceted evaluation of learning during training: A field test - annual meeting of the Society for I/O Psychology
- 1997 Kraiger, K., and Winckler, A.J. Developing and assessing cognitively-based competency measures of cue-strategy association and mental models - biannual Human Aviation Symposium
- 1996 Kraiger, K., Krause, J.R., and Hart, P.F. Construct validation of multiple measures of shared mental models - annual meeting of the American Psychological Association
- 1995 Jung, K., Kraiger, K., and Zent, B. Summative evaluation of the Air Force Academy's CE351 program - annual meeting of the International Military Testing Association
- 1994 Cannon-Bowers, J., Ford, J.K., Kraiger, K., Salas, E., and Tannenbaum, S. Cognitive influences on training systems: The future is now - annual meeting of the Society for I/O Psychology

- 1993 Ford, J.K., and Kraiger, K. A criterion-based approach to learning: Implications for training needs assessment and training design - conference on advancements in integrated delivery technologies
- 1993 Kraiger, K. Further evidence of structural assessment as a valid measure of training evaluation - annual meeting of the American Psychological Association
- 1993 Kraiger, K., and Salas, E. An empirical test of two cognitively-based measures of learning during training - annual meeting of the Society for I/O Psychology
- 1993 Wenzel, L.H., and Kraiger, K. Development of a biodata questionnaire to predict classroom satisfaction - annual meeting of the American Psychological Association
- 1992 Kraiger, K. A demonstration of cognitively-based training evaluation measures for the prediction of transfer - annual meeting of the Society for I/O Psychology
- 1991 Kraiger, K. Evidence of the construct validity of a performance measurement system - annual meeting of the Society for I/O Psychology
- 1990 Banks, C.G., Campbell, J.P., and Kraiger, K. Into the 90s: Responding to changes in workgroup demography - annual meeting of the Society for I/O Psychology
- 1990 Kraiger, K., Favero, J.L., Bendel, S., and Nimmer, J. Job analysis responses as a function of incumbent expertise and affective state - annual meeting of the Society for I/O Psychology
- 1989 Kraiger, K. Teaching the ropes: A comparison of the effectiveness of a tacit knowledge bases and traditional training program - annual meeting of the American Psychological Association
- 1989 Kraiger, K., Mandrell, R., and Ruppe, E.S. Career planning strategies and organizational success among mid-level managers - annual meeting of the American Psychological Association
- 1989 Roach, J., and Kraiger, K. The effectiveness of a tacit knowledge workshop for incoming freshman - annual meeting of the American Psychological Association
- 1989 Kraiger, K. The use of case studies and simulations in personnel selection courses - annual meeting of the Society for I/O Psychology
- 1988 Kraiger, K. Implications of expert/novice differences in task performance for training design - annual meeting of the Society for I/O Psychology
- 1988 Kraiger, K., Moeller, A., and Zammuto, R. Effects of organizational demography on role diffusion and organizational effectiveness - annual meeting of the Society for I/O Psychology
- 1987 Handelsman, M.M., Fox, J.E., and Kraiger, K. Reliability and validity of the self-handicapping scale - annual meeting of the Rocky Mountain Psychological Association
- 1987 Kraiger, K., and Teachout, M.S. Generalizability theory as evidence for the construct validity of performance ratings - annual meeting of the American Educational Research Association
- 1987 Kavanagh, M.M., Banks, C.G., Borman, W.C., Dickinson, T., Hedge, J., Kraiger, K., and Vance, R.J. A roundtable discussion of research issues in criterion measurement - annual meeting of the Society for I/O Psychology
- 1986 Kraiger, K. A meta-analysis of performance ratings by self, peer, and

- 1986 Kraiger, K. supervisory raters - annual meeting of the Society for I/O Psychology
- 1986 Kraiger, K. Two demonstrations of the influence of affect on job perceptions - annual meeting of the Society for I/O Psychology
- 1985 Ford, J.K., Schectman, S., and Kraiger, K. The relationship among criteria as a function of subgroup membership: An integrative review - annual meeting of the American Psychological Association
- 1985 Handelsman, M.M., Kraiger, K., and King, C.S. Self-handicapping by task choice: An attribute ambiguity analysis - annual meeting of the Rocky Mountain Psychological Association
- 1984 Ford, J.K., and Kraiger, K. A study of racial bias in performance ratings: A meta-analysis of objective and subjective criteria - annual meeting of the American Psychological Association
- 1984 Kraiger, K., and Tucker, S.S. Perceived importance of variables to evaluate male and female job applicants - annual meeting of the Midwest Division of the Academy of Management
- 1984 Scherer, L.L., and Kraiger, K. A meta-analysis of sex effects in performance ratings under various conditions - annual meeting of the Midwest Division of the Academy of Management
- 1983 Kraiger, K. Comparing reading demands of police materials and officer's reading ability - annual meeting of the American Psychological Association
- 1983 Kraiger, K., and Ford, J.K. A meta-analysis of ratee race effects in performance ratings - annual meeting of the American Psychological Association
- 1983 Kraiger, K. Cognitive processes in rating bias - annual meeting of I/O-OB graduate students
- 1981 Kraiger, K. Objectivity as a source of bias in ratings - annual meeting of the Midwest Division of the Academy of Management.

Invited Addresses

- 2006 Kraiger, K. Decision-based evaluation: Innovations in training evaluation – Invited address, Annual National Human Services Training Evaluation Symposium, Berkeley, CA.
- 2006 Kraiger, K. Learner control: Does it matter and do we know it when we see it? – Invited address, Department of Psychology, Rice University.
- 2000 Kraiger, K. Caught in the Web: E-Everything comes to training - invited address - Chicago Industrial-Organizational Psychologists
- 2000 Kraiger, K. Technology@edu: To e or not to e - invited address, College of Business, University of Hawaii at Manoa
- 1999 Kraiger, K. An interdisciplinary approach to training- invited address at the annual meeting of the Human Factors Society
- 1999 Kraiger, K. Individual, team, and organizational learning: Been there, do that - invited address at the annual meeting of the American Psychological Society
- 1996 Kraiger, K. Training and Development in Organizations: Trends and Techniques. Invited address, University of Buenos Aires, Argentina
- 1996 Kraiger, K. Cross-cultural differences when developing international competency-based assessments. Invited address - annual conference of the International Personnel Management Association Assessment Council
- 1996 Kraiger, K. Transfer of training: A tale of two paradigms - invited

- address at the annual meeting of the Southwestern Psychological Association
- 1995 Kraiger K. Paradigms lost: Applications and misapplications of cognitive science to the study of training - invited address for Science Weekend at the annual meeting of the American Psychology Association
- 1988 Kraiger, K. Generalizability of Air Force walk-through performance measures - working group of the National Research Council of the National Academy of Sciences

TEACHING:

Credit taught at Colorado State University during the last 5 years. Note: Hiring agreement (12/05) and half-time faculty status limits teaching responsibilities through 2007.

<u>Year</u>	<u>Semester</u>	<u>Course No./Title</u>	<u>Cr. Hrs.</u>	<u>Enrollment</u>
2006	Fall	PY596 – Group Study	2	8
2007	Spring	PY596 – Group Study	2	8
2007	Fall	PY596 – Group Study	2	9
2008	Spring	PY596 – Group Study	2	8
2008	Spring	PY754 – Multivariate Statistics	3	13

Past Teaching Experience:

Courses taught at the University of Tulsa; University of Colorado at Denver; The Haas College of Business at the University of California – Berkeley; College of Business, University of Hawaii:

Graduate: Cross-Cultural Psychology, Psychology of Diversity, Industrial Psychology, Organizational Psychology, Training and Development, Multivariate Statistics, Training Measurement, Legal Issues in Employment, Adult Assessment, Human Resource Management (MBA), Human Resources, (Executive MBA), Organizational Behavior (MBA), Organizational Development (MBA), Training & Development (MHRM)

Undergraduate: Industrial Psychology, Organizational Psychology, Introductory Psychology, Sports Psychology, Psychology of Diversity, Human Resource Management, Organizational Behavior

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

Memberships in professional societies:

- Society for Industrial-Organizational Psychology (Fellow)
- American Psychological Association
- Academy of Management
- American Society of Training & Development

Offices in professional societies

- President-Elect, 2008, Society for Industrial-Organizational Psychology
- Member at large, 2005 – 2007, Society for Industrial-Organizational Psychology

Review/editorial boards

- Editorial Board, *Journal of Applied Psychology* (2003 – 2007)
- Editorial Board, *Academy of Management Education & Learning* (2004 – 2007)
- Editorial Board, *Human Factors* (2001 – 2005)
- Editor, *Training Research Journal* (1992 - 1998)
- Editor, *The Industrial-Organizational Psychologist* (1992 - 1995)

Manuscript Refereeing

- Ad hoc reviewer, *Psychological Bulletin*, *Personnel Psychology*, *Human Factors*,

Human Performance, Organizational Research Methods

OTHER ACTIVITIES/ACCOMPLISHMENTS – PUBLICATIONS/SCHOLARLY RECORD

Member	National Academy of Sciences, Committee on Human Factors
Editorial Board	<i>Journal of Applied Psychology</i> (2003 – present) <i>Academy of Management Learning and Education</i> (2004 – present) <i>Human Factors</i> (2001 - 2005)
Editor	<i>Training Research Journal</i> (1992 - 1998)
Editor	<i>The Industrial-Organizational Psychologist</i> (1992 - 1995)
Associate Editor	<i>The Industrial-Organizational Psychologist</i> (1990 - 1992)