

# Margaret E. Beier

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## Address

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## Education

1999 – 2003	Ph.D.	Georgia Institute of Technology, Atlanta, GA
1998 – 1999	M.S.	Georgia Institute of Technology, Atlanta, GA
1984 – 1988	B.A.	Colby College, Waterville, ME; Honors: <i>Cum Laude</i>

## Professional History

July, 2011 – present	<i>Associate Professor</i> , Rice University, Houston, TX
July, 2004 – July, 2011	<i>Assistant Professor</i> , Rice University, Houston, TX
October, 2003 – June, 2004	<i>Postdoctoral Research Associate</i> , Knowledge and Skill Lab, Georgia Institute of Technology, Atlanta, GA
1998 – October, 2003	<i>Graduate Research Assistant</i> , Knowledge and Skill Lab, Georgia Institute of Technology, Atlanta, GA
1998 – 2000	<i>NSF Fellowship</i> , Graphics, Visualization, and Usability Center and School of Psychology, Georgia Institute of Technology, Atlanta, GA
1997 – 1998	<i>Undergraduate Research Assistant</i> , Skill Acquisition Lab, University of Minnesota, Minneapolis, MN
1996 – 1998	<i>President</i> , Clearlogic, Inc. (independent market research company), Minneapolis, MN
1989 – 1996	<i>Market research analyst and manager of the usability laboratory</i> , American Express Financial Advisors, Minneapolis, MN

## Awards

Graduate Student Association Faculty Teaching/Mentoring Award, Rice University, 2010.  
Baker College Outstanding Faculty Associate, Rice University, 2009-2010.  
Baker College Distinguished Faculty Associate, Rice University, 2008-2009.  
Mike York Outstanding Graduate Student Award, School of Psychology, Georgia Institute of Technology, 2002.

**Grants Awarded**

Cognitive aging, learning, and development. Social Sciences Research Institute Seed Grant (2009). \$12,800.

Predictors of majoring in science and engineering. Rice University ADVANCE mini-grant. Funding over two years (2007 – 2009). \$12,440.

Rice University School of Social Sciences Internal Grant (2005). \$1,500.

**Professional Activities**

Editorial Board: *Journal of Experimental Psychology: Applied*

Ad Hoc Reviewer: *British Journal of Psychology*  
*Educational Psychology*  
*Experimental Aging Research*  
*Human Performance*  
*Journal of Applied Psychology*  
*Journal of Applied Social Psychology*  
*Journal of Experimental Psychology: Learning, Memory, and Cognition*  
*Journal of Managerial Studies*  
*Journal of Memory and Language*  
*Journals of Gerontology: Psychological Sciences*  
*Learning and Individual Differences*  
*Memory & Cognition*  
*Organizational Behavior and Human Decision Processes*  
*Personality and Individual Differences*  
*Personnel Psychology*  
*Psychological Science*  
*Psychology & Aging*  
*Psychology & Health*  
*Social Science & Medicine*

Reviewer: NIMH Special Emphasis Panel for review of the Minority Research Infrastructure Program (M-RISP), October, 2005.

Reviewer: NIH STEM Challenge Grants, June, 2009.

SIOP Conference program reviewer, 2005, 2008, 2009, 2010.

SIOP Consulting and Business Training Assessment Committee, 2008 – 2010.

SIOP Program Committee (Reviewer Recruitment Committee), 2006.

SIOP Reviewer for the Owens Scholarly Achievement Award for the best I/O article appearing in the field during 2010.

Participant in the FAA workshop on entry and retirement age for air traffic controllers, December, 2010.

Reviewer: National Research Fund (Luxembourg) dissertation grant proposal review for *Aides à la Formation-Recherche (AFR)*

## Refereed Publications

\*Student collaborator

- Beier, M. E., Miller, L. M., & Wang, S.\* (in press). Science games and the development of scientific possible selves. *Cultural Studies in Science Education*.
- Ackerman, P. L., & Beier, M. E. (in press). The problem is in the definition: *g* and intelligence in I-O psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Klisch, Y., Miller, L. M., Beier, M. E., & Wang, S.\* (in press). Teaching the biological consequences of alcohol abuse through an online game: Impacts among secondary students. *Cell Biology Education – Life Sciences Education*.
- Hanks, A. R.\*, & Beier, M. E. (in press). Differential prediction of preparatory and performance self-efficacy judgments. *Human Performance*.
- Crook, A. E.\*, Beier, M. E., Cox, C. B.\*, Kell, H. J.\*, Hanks, A. R.\*, & Motowidlo, S. J. (2011). Measuring relationships between personality, knowledge, and performance using single-response situational judgment tests. *International Journal of Selection and Assessment, 19*, 363-373.
- Miller, L. M., Chang, C. C., Wang, S.\*, Beier, M. E., & Klisch, Y. (2011). Learning and motivational impacts of a multimedia science game. *Computers & Education, 57*, 1425-1433.
- Madera, J. M.\*, Steele, S. T.\*, & Beier, M. E. (2011). The temporal effect of training utility perceptions on adopting a trained method: The role of perceived organizational support. *Human Resource Development Quarterly, 22*, 69-86.
- Ackerman, P. L., Shapiro, S., & Beier, M. E. (2011). Subjective estimates of job performance after job preview: Determinants of anticipated learning curves. *Journal of Vocational Behavior, 78*, 31-48.
- Crook, A. E.\*, & Beier, M. E. (2010). When training with a partner is inferior to training alone: The importance of dyad type and interaction quality. *Journal of Experimental Psychology: Applied, 16*, 335-348.
- Paper winner of the American Psychological Association Division of Experimental Psychology 2011 New Investigator Award in Experimental Psychology: Applied for Amy Crook.**
- Ackerman, P. L., Kanfer, R., Shapiro, S. W., Newton, S., & Beier, M. E. (2010). Cognitive fatigue during testing: An examination of trait, time-on-task, and strategy influences. *Human Performance, 23*, 381-402.
- Carter, M.\*, & Beier, M. E. (2010). The effectiveness of error management training with working-aged adults. *Personnel Psychology, 63*, 641-675.
- Motowidlo, S. J., & Beier, M. E. (2010). Differentiating specific job knowledge from implicit trait policies in procedural knowledge measured by a situational judgment test. *Journal of Applied Psychology, 95*, 321-333.
- Beier, M. E., Campbell, M.\*, & Crook, A. E.\* (2010). Developing and demonstrating knowledge: Ability and non-ability determinants of learning and performance. *Intelligence, 38*, 179-186.
- Cox, C. B.\*, & Beier, M. E. (2009). The moderating effect of individual differences on the relationship between the framing of training and interest in training. *International Journal of Training and Development, 13*, 247-261.
- McDaniel, M. J.\*, Beier, M. E., Perkins, A. W., Goggin, S.\*, & Frankel, B.\* (2009). An assessment of the fakeability of self-report and implicit personality measures. *Journal of Research in Personality, 43*, 682-685.

- Crook, A. E.\*, & Beier, M. E. (2008). Two heads are not always better than one: Defining parameters for collaboration in training. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 484-486.
- Hull, R., Martin, R. C., Beier, M. E., Lane, D., & Hamilton, A. C. (2008). Executive function in older adults: A structural equation modeling approach. *Neuropsychology*, 22, 508-522.
- Ackerman, P. L., & Beier, M. E. (2007). Further explorations of perceptual speed abilities in the context of assessment methods, cognitive abilities, and individual differences during skill acquisition. *Journal of Experimental Psychology: Applied*, 13, 249-272.
- Ackerman, P. L., & Beier, M. E. (2006). Determinants of domain knowledge and independent study learning in an adult sample. *Journal of Educational Psychology*, 98, 366-381.
- Beier, M. E., & Ackerman, P. L. (2005). Age, ability, and the role of prior knowledge on the acquisition of new domain knowledge: Promising results in a real-world learning environment. *Psychology & Aging*, 20, 341-355.
- Beier, M. E., & Ackerman, P. L. (2005). Working memory and intelligence: Different constructs. Reply to Oberauer et al. (2005) and Kane et al. (2005). *Psychological Bulletin*, 131, 72-75.
- Ackerman, P. L., Beier, M. E., & Boyle, M. O. (2005). Working memory and intelligence: The same or different constructs? *Psychological Bulletin*, 131, 30-60.
- Beier, M. E., & Ackerman, P. L. (2004). A reappraisal of the relationship between span memory and intelligence via "best evidence synthesis." *Intelligence*, 32, 607-619.
- Beier, M. E., & Ackerman, P. L. (2003). Determinants of health knowledge: An investigation of age, gender, abilities, personality, and interests. *Journal of Personality and Social Psychology*, 84, 439-448.
- Ackerman, P. L., & Beier, M. E. (2003). Intelligence, personality, and interests in the career choice process. *Journal of Career Assessment*, 11, 205-218.
- Ackerman, P. L., Beier, M. E., & Boyle, M. O. (2002). Individual differences in working memory within a nomological network of cognitive and perceptual speed abilities. *Journal of Experimental Psychology: General*, 131, 567-589.
- Ackerman, P. L., Beier, M. E., & Bowen, K. R. (2002). What we really know about our abilities and our knowledge. *Personality and Individual Differences*, 33, 587-605.
- Ackerman, P. L., Bowen, K. R., Beier, M. E., & Kanfer, R. (2001). Determinants of individual differences and gender differences in knowledge. *Journal of Educational Psychology*, 93, 797-825.
- Beier, M. E., & Ackerman, P. L. (2001). Current-events knowledge in adults: An investigation of age, intelligence, and nonability determinants. *Psychology and Aging*, 16, 615-628.
- Ackerman, P. L., Beier, M. E., & Bowen, K. R. (2000). Explorations of crystallized intelligence: Completion tests, cloze tests, and knowledge. *Learning and Individual Differences: A Multidisciplinary Journal*, 12, 105-121.

### **Book Chapters and Other Publications**

- Beier, M. E., & Ackerman, P. L. (in press). Time in personnel selection. To appear in N. Schmitt (Ed.), *The Oxford handbook of personnel selection and assessment*. New York, NY: Oxford University Press.
- Beier, M. E., Teachout, M. S., & Cox, C. B.\* (in press). The training and development of an aging workforce. To appear in J. W. Hedge & W. C. Borman (Eds.), *Work and Aging Handbook*, Oxford University Press.

- Fink, A. A., Guzzo, R. A., Adler, S., Gillespie, J. Z., Konczak, L. J., Olson, T., Beier, M. E., & Dickson, M. W. (2010). Consulting and business skills in industrial-organizational psychology graduate education. *The Industrial-Organizational Psychologist (TIP)*, 48, 34-44.
- Beier, M. E., & Kanfer, R. (2010). Motivation in training and development: A phase perspective. In S. W. J. Kozlowski & E. Salas (Eds.), *Learning, Training, and Development in Organizations: SIOP Organizational Frontiers Series* (pp. 65-97). New York, NY: Routledge Academic.
- Beier, M. E., & Rittmayer, A. D.\* (2009). Motivational factors in STEM: Interest and self-concept. In B. Bogue & E. Cady (Eds.), *Applying Research to Practice (ARP) Resources*. Retrieved February 23, 2010 from <http://www.engr.psu.edu/AWE/ARPresources.aspx>.
- Rittmayer, A. D.\*, & Beier, M. E. (2009). Self-efficacy in STEM. In B. Bogue & E. Cady (Eds.), *Applying Research to Practice (ARP) Resources*. Retrieved February 23, 2010 from <http://www.engr.psu.edu/AWE/ARPresources.aspx>.
- Beier, M. E. (2008). Age and learning in organizations. In G. P. Hodgkinson & J. K. Ford (Eds.), *International Review of Industrial and Organizational Psychology, Vol. 23* (pp. 83-105). Chichester, UK: Wiley.
- Beier, M. E., & Ackerman, P. L. (2007). Cognitive abilities in personnel selection and testing. In F. T. Durso, R. S. Nickerson, S. T. Dumais, S. Lewandowsky, & T. J. Perfect (Eds.), *Handbook of Applied Cognition, Second Edition* (pp. 605-627). Chichester, UK: Wiley.
- Crook, A. E.\*, Miller, L. M., & Beier, M. E. (2007). Guided versus exploratory paths: Who chooses which path and why? In G. Richards (Ed.), *Proceedings of E-Learn 2007: World Conference on E-Learning in Corporate, Government, Healthcare, & Higher Education* (pp. 2432-2439). Chesapeake, VA: AACE.
- Ackerman, P. L., & Beier, M. E. (2006). Methods for studying the structure of expertise: Psychometric approaches. In K. A. Ericsson, N. Charness, P. J. Feltovich, & R. R. Hoffman (Eds.), *Cambridge Handbook of Expertise and Expert Performance* (pp. 147-165). New York, NY: Cambridge University Press.
- Ackerman, P. L., & Beier, M. E. (2004). Knowledge and intelligence. In O. Wilhelm & R. W. Engle (Eds.), *Handbook of Understanding and Measuring Intelligence* (pp. 125-139). Thousand Oaks, CA: Sage.
- Ackerman, P., & Beier, M. E. (2003). Trait complexes, cognitive investment, and domain knowledge. In R. J. Sternberg & E. L. Grigorenko (Eds.), *The Psychology of Abilities, Competencies, and Expertise* (pp. 1-30). New York, NY: Cambridge University Press.

### **Manuscripts Submitted for Publication**

- Beier, M. E., & Oswald, F. L. (2011). Cognitive ability and skilled performance: Can you really be too smart for your own good?
- Martin, M. P.\*, Beier, M. E., & Motowidlo, S. J. (2011). Knowledge about interpersonal behavior: Relationships with emotional intelligence, interests, and personality.
- Wang, S., & Beier, M. E. (2012). Learning agility: Not much is new.

### **Manuscripts in Preparation**

- Beier, M. E., & Beal, D. J. (2011). Job complexity based the knowledge, skills and abilities on O\*Net. A theoretically-derived confirmatory factor analysis approach.
- Beier, M. E., Beal, D. J., Hardigree, A. E., & Cox, C. B. (2011). A meta-analysis of age and job performance: A consideration of job complexity in the context of changing abilities throughout the lifespan.

Beier, M. E., Wang, S., Hanks, A. R., & Crook, A. E. (2011). Age, ability, and personality determinants of performance in active learning training.

### **Invited Talks**

- Beier, M. E. (2010, September). Industrial and organizational psychology at Rice University: Applying psychological principles to the daily grind. Invited talk at Rice University Families Weekend Lecture Series, Houston, TX.
- Beier, M. E. (2008, October). Determinants of learning and development: Ability, personality, and age. Invited talk at Texas A&M University, Department of Psychology, Social area, College Station, TX.
- Beier, M. E. (2005, May). Age and work: Ability, knowledge, and performance. Invited talk at the meeting of the Houston Area Industrial and Organizational Psychologists, Houston, TX.
- Beier, M. E. (2005, November). Adult development: The role and determinants of domain knowledge. Invited talk at Michigan State University, Department of Psychology.
- Beier, M. E. (2004, December). Adult development and domain knowledge. Invited talk at the University of Minnesota, Department of Psychology.
- Beier, M. E. (2004, October). Adult intellectual development. Invited talk at Texas A&M University, Department of Psychology, I/O area, College Station, TX.

### **Presentations**

- Beier, M. E. (2011, May). Personalized training: Age, personality, and ability considerations. Paper presented at the Jacobs Center for Lifelong Learning Conference on Personalized Aging, Jacobs University, Bremen, Germany.
- Beier, M. E. (2011, April). Ability, personality, and motivational influences on aging and work. Symposium presented at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Beier, M. E., Wang, S., Hanks, A. R., & Crook, A. E. (2011, April). Designing training for different types of learners: Age matters. Paper presented at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Hanks, A. R., & Beier, M. E. (2011, April). The evaluation and effects of workplace shock experiences. Poster presented at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Crook, A. E., Beier, M. E., Cox, C. B., Kell, H. J., & Hanks, A. R. (2011, April). A single-response situational judgment test: Validity and relationship with personality. Interactive poster presented at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Cox, C. B., & Beier, M. E. (2010, August). Too old to train or punish: Exploring the effects of age on causal attributions. Paper presented at the 70<sup>th</sup> Academy of Management Annual Meeting, Montreal, Canada.
- Wang, S., & Beier, M. E. (2010, May). Who chokes under pressure? Poster presented at the 22<sup>nd</sup> Annual Convention of the Association for Psychological Science, Boston, MA.
- Beier, M. E., & Beal, D. J. (2010, April). The importance of job characteristics in the relation between age and job performance. Paper presented at the 25<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Fink, A., Guzzo, R., Adler, S., Gillespie, J. Z., Konczak, L., Olson, T., Beier, M. E., & Dickson, M. (2010, April). Educating I/O psychologists for consulting and business: A skills-based

- perspective. Paper presented at the 25<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Beier, M. E., & Rittmayer, A. D. (2009, November). Predictors of commitment and success of STEM majors. Paper and poster presented at the ADVANCE research symposium at Rice University, Houston, TX.
- Crook, A. E., Kell, H. J., & Beier, M. E. (2009, May). Helping behavior among students: Who chooses to help and who receives help? Poster presented at the 21<sup>st</sup> Annual Convention of the Association for Psychological Science, San Francisco, CA.
- Wang, S., Beier, M. E., & Watkins, M. J. (2009, May). Demonstrating semantic priming without using primes. Poster presented at the 21<sup>st</sup> Annual Convention of the Association for Psychological Science, San Francisco, CA.
- Crook, A. E., Kell, H. J., Cox, C. B., & Beier, M. E. (2009, April). SJTs used as training content: Validation with a field sample. Poster presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Motowidlo, S. J., & Beier, M. E. (2009, April). Implicit trait policies, job experience, and the scoring of SJTs. Paper presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Beier, M. E., Crook, A. E., & Campbell, M. (2008, December). Ability and non-ability determinants of knowledge structure development. Paper presented at the Ninth Annual Conference of the International Society of Intelligence Researchers, Atlanta, GA.
- Cox, C. B., & Beier, M. E. (2008, August). Framing training to increase interest: Effects of efficacy and goal orientation. Paper presented at the 68<sup>th</sup> Academy of Management Annual Meeting, Anaheim, CA.
- Cox, C. B., Kell, H. J., & Beier, M. E. (2008, May). Predicting success in teaching math: The role of knowledge, pedagogy, and classroom environment. Poster presented at the 20<sup>th</sup> Annual Convention of the Association for Psychological Science, Chicago, IL.
- Crook, A. E., Miller, L. M., & Beier, M. E. (2008, May). Learner control over path structure in e-learning environments: Learning and attitudinal outcomes. Poster presented at the 20<sup>th</sup> Annual Convention of the Association for Psychological Science, Chicago, IL.
- Rittmayer, A. D., & Beier, M. E. (2008, May). Commitment and success in science, technology, engineering, and mathematics: Exploring gender, self-efficacy, and experiences as predictors. Poster presented at the 20<sup>th</sup> Annual Convention of the Association for Psychological Science, Chicago, IL.
- Beier, M. E. (2008, April). Frontier Series Learning, Training, and Development in Organizations. Panel presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Cox, C. B., & Beier, M. E. (2008, February). Why Do They Do It: Perceived Rewards of Training Predict Interest in Training and Development. Poster presented at the 16<sup>th</sup> Annual Mid-Winter Conference of the Society of Consulting Psychology, Austin, TX.

- Barron, L. G., Motowidlo, S. J., Beier, M. E., Kantrowitz, T., Holladay, C. L., & Engells, T. E. (2007, April). SME trait effectiveness disagreement in situational judgment test scoring. Poster presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Beier, M. E., & Campbell, M. (2007, April). Age and Learning in Technology Training. Paper presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Madera, J., Turner, S. L., Hardigree, A., & Beier, M. E. (2006, May). Effects of training utility perceptions and organizational support on transfer. Poster presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Campbell, M., & Beier, M. E. (2006, May). Examining knowledge structure development and predictors of performance. Poster presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- King, E. B., Beier, M. E., Matusik, S. E., George, J. M., & Hebl, M. (2006, May). Influence of volitional arrangements and personality on attitudes and performance. Poster presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Hardigree, A., Beier, M. E., & Beal, D. J. (2006, May). Meta-analysis of age/job performance relation: Is job complexity a moderator? Interactive poster presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Beier, M. E., & Ackerman, P. L. (2006, May). Age, prior knowledge, and personality in learning. Interactive poster presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Beier, M. E., & Ackerman, P. L. (2005, April). Age, prior knowledge, ability, and learning: Implications for training design. Poster presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Ackerman, P. L., & Beier, M. E. (2004, November). Convergent and discriminant characteristics of working memory and intelligence. Paper presented at the 45<sup>th</sup> Annual Meeting of the Psychonomic Society, Minneapolis, MN.
- Ackerman, P. L., Beier, M. E., & Boyle, M. O. (2003, July). Working memory within a nomological network of cognitive and perceptual speed abilities. In P. C. Kyllonen's (Chair), *New developments concerning the relations between working memory and intelligence*. Symposium conducted at the 11<sup>th</sup> Biennial Meeting of the International Society for the Study of Individual Differences, Graz, Austria.
- Beier, M. E., Boyle, M. O., & Ackerman, P. L. (2003, July). New taxonomies and assessment developments for perceptual speed abilities. In O. Wilhelm's (Chair), *Mental speed: Scoring, structure, and validity*. Symposium conducted at the 11<sup>th</sup> Biennial Meeting of the International Society for the Study of Individual Differences, Graz, Austria.
- Beier, M. E. (2003, May). Working memory in context: Disconfirming the working memory as *g* theory. In P. L. Ackerman's (Chair), *Working memory and intelligence: Controversy or consensus?* Symposium conducted at the 15<sup>th</sup> Annual Convention of the American Psychological Society, Atlanta, GA.
- Beier, M. E., Perdue, M. B., & Ackerman, P. L. (2002, June). Working memory is highly related to perceptual speed and general intelligence. Poster presented at the 14<sup>th</sup> Annual Convention of the American Psychological Society, New Orleans, LA.

- Beier, M. E., & Ackerman, P. L. (2002, April). Age, gender, and health knowledge: Investment, experience, and trait determinants of knowledge. Poster presented at the Ninth Biennial Cognitive Aging Conference, Atlanta, GA.
- Ackerman, P. L., Beier, M. E., Bowen, K. R., & Kanfer, R. (2001, July). Determinants of Individual Differences and Gender Differences in Knowledge. Poster presented at the 10<sup>th</sup> Biennial Meeting of the International Society for the Study of Individual Differences, Edinburgh, Scotland.
- Beier, M. E., Bowen, K. R., & Ackerman, P. L. (2001, April). Gender differences in ability and self-estimates of ability. Poster presented at the 16<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Beier, M. E., & Ackerman, P. L. (2001, April). Reexamining cloze and completion methods. Roundtable session presented at the 82<sup>nd</sup> Annual Meeting of the American Educational Research Association, Seattle, WA.
- Ackerman, P. L., Beier, M. E., & Kanfer, R. (2000, July). Personality, self-concept, motivational traits, and adult intellect. Paper presented at the 10<sup>th</sup> European Conference on Personality, Cracow, Poland.
- Bowen, K. R., Beier, M. E., & Ackerman, P. L. (2000, June). Gender differences in knowledge: Picking up where ability testing leaves off. Poster presented at the 12<sup>th</sup> Annual Convention of the American Psychological Society, Miami, FL.
- Beier, M. E., Bowen, K. R., & Ackerman P. L. (2000, June). Determinants of self-reported knowledge and actual knowledge. Poster presented at the 12<sup>th</sup> Annual Convention of the American Psychological Society, Miami, FL.
- Beier, M. E., & Ackerman, P. L. (2000, April). Cognitive ability determinants of current-events knowledge in adults. Poster presented at the Eighth Biennial Cognitive Aging Conference, Atlanta, GA.

### **Teaching Experience**

Graduate Personnel Selection  
 Graduate Seminar in Special Topics: Applied Psychology and Aging  
 Graduate Seminar in Special Topics: Training  
 Undergraduate Industrial and Organizational Psychology  
 Undergraduate Personality Theory and Research  
 Undergraduate Research Methods

### **Workshops Developed and Conducted**

- Beier, M. E. (2009, March). Legal concerns in personnel selection. Workshop delivered at Georgia Institute of Technology, School of Psychology, I/O area.
- Beier, M. E. (2009, February). Training: The influence of new technologies and workforce diversity. Workshop delivered at Georgia Institute of Technology, School of Psychology, I/O area.

### **Professional Societies**

Adult Development and Aging (APA, Division 20)  
 American Psychological Association  
 Applied Experimental and Engineering (APA, Division 21)  
 Association for Psychological Science  
 International Society for the Study of Individual Differences  
 Society for Industrial and Organizational Psychology (APA, Division 14)

**Mentorship Activities****Dissertation Committees Chaired**

Amy E. Crook. *Training soft skills: The added value of behavior modeling and the role of personality*. In progress.

Shu Wang. *Individual differences in adaptation to changes*. Defended December, 2011.

Ashley Rittmayer Hanks. *Employee withdrawal and turnover: The effects of workplace events*. Defended November, 2010. Dr. Hanks is currently a Behavioral Analyst for PeopleAnswers in Dallas, TX.

Max McDaniel. *Dual process models of personality: Implications for predicting behavior*. Defended August, 2009. Dr. McDaniel is currently a consultant with SWA Consulting in Raleigh, NC.

Cody Cox. *The role of age in causal attributions for poor performance: Target and rater effects*. Defended September, 2009. Dr. Cox is currently an Assistant Professor, University of Texas, Brownsville

Anna Hardigree. *Work generativity from a life cycle, career stage model, and gender-role perspective: An examination of individual differences and moderating factors that influence work generativity in Managers*. Defended July, 2008. Dr. Hardigree is currently a program analyst for the Air Force.

Madeline Campbell. *Error management training from a resource allocation perspective: An investigation of individual differences and the training components that contribute to transfer*. Defended April, 2007. Dr. Campbell is currently a Research Associate, School of Medicine and Health, Durham University, UK

**Dissertation Committees**

Larry Martinez. *Confronting bias: How targets and allies can reduce prejudice in the workplace*. In progress.

Enrica Ruggs. *The influence of employee inkings on consumer behavior: Booed, eschewed, and tattooed*. In progress.

Sara Haber Holcomb. *The neurological components of metacognitive monitoring: Predictive accuracy and encoding success in younger and older adults*. Defended January, 2012.

Ashley N. D. Meyer. *The positive and negative effects of testing in lifelong learning: How age mediates the effect of testing*. Defended April, 2011.

Harrison Kell. *Predicting technical and professional performance among medical students: Personality, cognitive ability, and the mediating role of knowledge*. Defended April, 2011.

Vanessa Loh. *An investigation of error management, individual differences, and negative feedback in dynamic task training*. Defended June, 2010.

Pablo Cruz. *Emotion Perception and Reactions to Tests: Affective Influences on Test Performance*. Defended January, 2010.

Juan Madera. *Reactions to stigmas in the employment interview: An eye tracking investigation*. Defended April, 2008.

Bobby D. Naemi. *Affect-cognition reliance: Measurement and validation of a “new” construct*. Defended October, 2008.

Stacey Turner. *The Effect of Cross-Cultural Training on Adjustment and Job Performance: Examining the Role of Supervisor Skill-Building and Individual Differences*. Defended November, 2007.

Sarah Peterson Everett. *The usability of electronic voting machines and how votes can be changed without detection*. Defended May, 2007.

### **Master’s Thesis Committees Chaired**

Amy Crook. *Training in dyads: Cost-effective or costly for later performance?* Defended April, 2008. Winner of the Ken Laughery Award for Outstanding Master’s Thesis, 2008.

Max McDaniel. *An investigation of the validity of implicit measures of personality*. Defended April, 2007.

Anna Hardigree. *Meta-analysis of the age and job performance relation: Is job complexity a moderator?* Defended April, 2006.

### **Master’s Thesis Committees**

Seydahmet Ercan. *Assessing adverse impact: An alternative to the four-fifths rule*. In progress.

Jisoo Ock. *Practical impact of predictor reliability for personnel selection decisions*. In progress.

Katherine Bachman. *The influence of work-family balance based realistic job previews on job decisions in academia*. Defended January 2011.

Michelle Martin. *The generalizability of knowledge as measured by a single-response situational judgment test across domains*. Defended January, 2011.

Larry Martinez. *Childhood cancer survivors: Workplace experiences*. Defended July, 2010.

Amber Raley. *Can’t get it out of my head: The role of gender in the relations between rummative styles, negative affect, and stress behaviors*. Defended May, 2009.

Harrison Kell. *Social desirability and situational judgment tests: The role of implicit trait policies*. Defended May, 2008.

Bobby Naemi. *Measuring and predicting extreme response style: a latent class approach*. Defended April, 2006.

Minmin Yang. *Perception of randomness: Bias, learning, and transfer*. Defended January, 2006.

### **Undergraduate Honors Theses Supervised**

Alisa Yu. Investigating cultural differences in Asian international and American students. *je*

Bonny Chang. *The criterion validity of the borderline personality features scale for children in an adolescent inpatient setting*. Defended May, 2009.

Ms. Chang is currently a graduate student at Texas A&M University in Counseling Psychology.

Natalie Wolfson. *The effects of humor on performance in training*. Defended May, 2007.

Ms. Wolfson is currently a graduate student at Colorado State University in Industrial and Organizational Psychology.