

Adrian Thomas, Ph.D.

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Chicago IL 60173
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EDUCATION

Georgia Institute of Technology
Bachelor of Science in Applied Psychology, 1991
Masters of Science in I/O Psychology, 1995
Ph.D. in I/O Psychology, 1997

HONORS

Graduated with highest honors (3.8 GPA; undergraduate and graduate)
Richard Moll Award Winner (Best undergraduate psychology major)
Fitten Scholarship Recipient
Presidential Fellow
Raju, et al. (1995) selected “best paper” at AOM
2003 Department of Psychology Researcher of the Year (WKU)
Helford Endowed Chair of Psychology (Roosevelt University)

PROFESSIONAL MEMBERSHIPS

Society for Industrial and Organizational Psychology
American Psychological Society
Child Health Epidemiology Reference Group (CHERG)

WORK EXPERIENCE

IO Psychology Program Director Roosevelt University (7/10-present)

Helford Endowed Chair of Psychology
Founding director of doctoral program in I/O psychology (university's only)
Obtained department, college, university, state (HLC) approval for program
Helford Chair was one million dollar grant obtained to start Ph.D. program
Responsible for Ph.D. program development, maintenance and evaluation
Taught doctoral statistics, psychometrics, industrial courses

IO Psychology Program Director Auburn University (5/03-7/10)

Resurrected previously dormant Ph.D. program
Directed doctoral program in IO psychology
Taught undergraduate statistics and IO psychology courses
Taught doctoral level statistics, computer programming and IO courses
(Advanced Industrial; SPSS; Personnel; Selection; Performance
Appraisal)
Served on university evaluation committee responsible for evaluation of
every unit on campus

HR Catalyst – Head Statistician/Consultant (5/04-present)

Developed selection systems for small, medium and large corporations
Implemented selection systems for small, medium and large corporations
Validated selection systems for small, medium and large corporations
EEO consultant and compliance issues with selection, training, etc.
Conducted job analyses/competency modeling for numerous external clients
Created assessment centers and served as assessor with multiple clients
Provided the statistical expertise on most projects produced by HRC

Corporate Insights and Development (8/94-4/96; 2007-present)

Developed dozens of selection systems for companies of various sizes
Provided statistical consultations on numerous projects
Developed computerized 360 degree feedback program marketed by CID
Evaluated and provided individual feedback on personality measures used for selection, development and executive coaching
Developed performance appraisal systems for numerous clients
Implemented performance appraisal systems for numerous clients
Engaged in executive coaching of Fortune 500 upper level managers

CHERG – Contributing Statistician (1/05-12/08)

Child Health Epidemiologist Reference Group
Group estimated current and future susceptibility, infection and mortality rates for HIV, measles, etc. for all world countries
Joint committee of WHO, CDC, and Unicef
Produces (parts of) World Health Report
Responsible for computer simulations related to predictions
Responsible for error bounds associated with point estimates for susceptibility, infection and mortality rates

Assistant Professor Western Kentucky University (8/01-5/03)

Taught Master's level statistic and design course, psychometrics course, statistical package (SPSS, Excel, etc.) course, and undergraduate industrial psychology course
Supervised master's theses in terminal masters IO program
Developed program evaluation for University Health Services
Member of University NCATE accreditation committee
Set evaluation plans for all academic and non-academic units

Assistant Professor Louisiana Tech University (8/97-8/01)

Taught first- and second-year Ph.D. statistics sequence, psychometric theory, undergraduate statistics, personnel selection, etc.
Core faculty in Counseling Ph.D. program: heavily involved in APA accreditation process, program development, program evaluation, chaired multiple dissertations, etc.
Evaluation expert for engineering program ABET accreditation process

Teaching Assistant Georgia Institute of Technology (8/96-8/97)

Taught lab and recitation in multivariate statistics, psychometric theory & undergraduate statistics for former MBR editor Stan Mulaik

Guest lecturer in above classes

Responsible for technical support for classes (Computer programs such as LISREL, EQS, SPSS, SAS, etc.)

NSF SUCCEED Coalition Evaluation Team (6/93-12/94)

(ad hoc 1994 to 2000)

Evaluated NSF proposals for funding purposes

Developed/approved evaluation systems for accepted NSF SUCCEED Coalition projects

NSF SUCCEED Coalition Physics Project (10/92-8/97)

Reformatted and computerized college physics curriculum

Responsible for beta testing of computer materials

Responsible for all data analysis

Ga. Tech Human Attention and Performance Lab (6/92-10/92)

Data analysis

Trained subjects on computer tasks

General research

Janus and Associates (3/92-5/92)

Filled in for research head on leave

Established validity of selection tests (airplane pilots, mechanics, etc.)

Brought company into compliance with recently enacted ADA

PROFESSIONAL PRESENTATIONS AND PUBLICATIONS

Presentations

Roebuck, A. & Thomas, A. (April, 2017). Organizational Outcomes Predicted by Disability Status and Supervisor's Implicit Attitudes. Paper accepted to be presented at the Society for Industrial and Organizational Psychology (SIOP). Orlando, FL

Wilson, K. J., DiMambro, J. Deuling, J. K. & Thomas, A. (April 2017). Sexual Orientation and Perceived Sexism Mediated by Gender Identity. Paper accepted to be presented at the Society for Industrial and Organizational Psychology (SIOP).

Carrion, C., Lu, L., Pliskin, N. & Thomas, A. (2016, February). Measures of Executive Functioning as Predictors of Adaptive Functioning in a Hispanic Sample with Limited English Proficiency. Paper to be presented at the 44th Annual Meeting of the International Neuropsychological Society. Boston, MA.

Nguyen, L. H., Beyer, R. E., Hesersky, T. J. & Thomas, A. (2016, April). Faking-Related DIF Found for Almost Half of Leadership Training Items. Paper presented at the Society for Industrial and Organizational Psychology (SIOP). Anaheim, CA.

Wilson, K. J., Thomas, A. & Deuling, J. K. (2016, April). Disability Dimensions: Course, Risk and Mortality Salience Predict Workplace Bias. Paper presented at the Society for Industrial and Organization Psychology (SIOP) Conference, Anaheim, CA.

Helford, M. C., Thomas, A., Montoya, M. M., Nguyen, L. H., Jamaspi, A. P. & Chung, A. Y. (2015, May) Difference Scores in Linear Regression: Model Fit with Correlated Predictors . Paper presented at the Midwest Psychological Association. Chicago, IL.

Jones, S. E. & Thomas, A. (May, 2015). Affect and Stress Interact to Predict Workplace Behavior. Paper presented at the Association for Psychological Science, New York, NY.

Nguyen, L., Cox, B., Thomas, A. L., & Jones, S. E. (April, 2015). Faking based DIF pervasive in well-used Big-Five measure. Paper presented at the Society for Industrial and Organizational Psychology (SIOP) Conference, Philadelphia, PA.

Baldwin, N., Deuling, J. K., & Thomas, A. (April 2015). Motivation Matters: Leader Power Motivation and Employee Organizational Commitment. Paper presented to the Society for Industrial and Organizational Psychology (SIOP) Conference, Philadelphia, PA.

Thomas, A. et al. (2012, April). Outside the Ivory Tower: Using Real-World Experiences in Graduate Training. Panel discussion chaired by D. Sachau at the Society for Industrial and Organizational Psychology, New Orleans, LA.

Doyle, A., Thomas, A., Buboltz, W. C., and Deuling, J. K. (2011, June). True Factor of and Gender Differences in Psychological Reactance. Paper presented at the Annual Meeting of the American Psychological Association, Washington, D.C.

Bubb, R. Kongable, L., Thomas, A. & Deuling, J. K. (2011, April). Development of a Multidimensional Attitude Toward Disability Scale. Paper presented at the Society for Industrial and Organizational Psychology, Chicago, IL.

Brown, V. Deuling, J. K. & Thomas, A. (2011, April). Differential Performance of a Regulatory Focus Measure by Political Affiliation. Paper presented at the Society for Industrial and Organizational Psychology, Chicago, IL.

Cox, B. D. & Thomas, A. , (2010, April). Development and Validation of a Practitioner Oriented Impression Management Scale. Paper presented at the Society for Industrial and Organizational Psychology, Atlanta, GA.

Vaughn, D., Bubb, R., Doyle, A., & Thomas, A. (2010, April). Implicit Measures of Attitudes toward Persons with Disabilities: Current Status. Paper presented at the Society for Industrial and Organizational Psychology, Atlanta, GA.

Jenkins, S., Sheldon, J., & Thomas, A. (2010, February). Worry, Irrational Beliefs and Social Support. Paper presented at the 13th Annual Meeting of the American Association of Behavioral and Social Sciences, Las Vegas, NV.

Vaughn, D., Thomas, A., Cox, B. D., & Doyle, A. (2009, August). A Psychometric Re-Analysis of the Multiple Disability Implicit Association Test. Paper presented at the Academy of Management Meeting, Chicago, IL.

Teague, S., Thomas, A., Winkelspecht, C., & Mitchelson, J. K. (2009, April). Intelligence and Mood State Influence Faking Behavior on Personality Tests. Paper presented at the Society for Industrial and Organizational Psychology, New Orleans, LA.

Thomas, A. et al. (2009, April). How I Managed the Tenure Process and Remained Reasonably Sane/ Do's and Don'ts as a Junior Faculty. Panel discussion given in 2009 Junior Faculty Consortium (JFC) at the Society for Industrial and Organizational Psychology, New Orleans, LA.

Cox, B. D., Vaughn, D. & Thomas, A. (2008, May). Factor Structure of Cole et al.'s School-Related Hardiness Measure. Paper presented at the 20th Annual Association for the Psychology Science Convention. Chicago, IL.

Teague, S., Thomas, A., Mitchelson, J. & Scokel, C. (2008, May). Effects of Individual Differences on Willingness and Ability to Fake on Personality Inventories. Paper presented at National Conference for Undergraduate Research. Salisbury, MD.

Doyle, A., Vaughn, E. D. & Thomas, A. (2008, March). Examination of Overtness, Risk, and Response as Underlying Preocesses in Coworker Attitudes Toward Persons with Disabilities. Paper presented at the Industrial Organization and Organizational Behavior Conference. Denver CO.

Soper, B. Buboltz, W. C. Mahoney, K. & Thomas, A. (2008, February). *Personality and Automotive Behavior*. In T. R. Stephenson (Chair), Psychological Research. Symposium at American Association of Behavioral and Social Sciences.

Palmer, J. K., Thomas, A., & Cox, B. (2007, May). Factor Structure of Schutte's Emotional Intelligence Scale Found to be Unstable. Paper presented at the 19th Annual Association for Psychology Science Convention. Washington DC.

Thomas, A. Cox, B. D., Vaughn, D., & Jenkins, S. (2007, May). Type of Feedback and Goal Orientation Effect Performance but not Perceived Competence. Paper presented at the 19th Annual Association for Psychology Science Convention, Washington, DC.

Cox, B. D., Vaughn, D. Perdomo, B., & Thomas, A. (2007, April). Hardiness and Social Support as Mediators of Student Stress. Paper presented at Society for Industrial and Organizational Psychology, New York, NY.

Beaty, S. L., Palmer, J. K., & Thomas, A. (2006, May). Big Five Personality Factors Found to Predict Television Viewing Preferences. Paper presented at the 18th Annual American Psychological Society, New York, NY.

McCall, H. E., Palmer, J. K., & Thomas, A. (2006, May). Myers Briggs Type Indicator Predicts Organizational Citizenship Behaviors. Paper presented at the 18th Annual American Psychological Society, New York, NY.

Palmer, J. K., Cox, B. D., Vaughn, D., & Thomas, A. (2006, May). New Integrity Measure Predicts Substance Abuse, Deviant at-work Behavior, and Criminal Behavior. Paper presented at the 18th Annual American Psychological Society, New York, NY.

Thomas, A., Vaughn, D., & Svyantek, D. J. (2006, April). The Validity of IAT of Attitudes towards Individuals with Disabilities. Paper presented at Society for Industrial-Organizational Psychology, Dallas, TX.

Wininger, S. R., Thomas, A., & Dyrland, A. (2005, October). Examination of a Potential Solution to the Affect Measurement Conundrum: UMACL. Paper presented at the 20th annual conference of the Association for the Advancement of Applied Sports Psychology, Vancouver, BC.

Wininger, S. R. & Thomas A. (2005, October). Examination of a Potential Solution to the Affect Measurement Conundrum: Affect Circumplex. Paper presented at the 20th annual conference of the Association for the Advancement of Applied Sports Psychology, Vancouver, BC.

Cox, B., Thomas, A., Palmer, J. K., & Hetzler, J. (2005, May). *Employee Classification Predicts Various Aspects of Job Satisfaction in University Employees*. Paper presented at the 17th Annual American Psychological Society, Los Angeles, CA

Thomas, A., Buboltz, W. C., & Jenkins, S. M. (2005, May). *Factor Structure of Psychological Reactance Combined Across All Available Measures*. Paper presented at the 17th Annual American Psychological Society, Los Angeles, CA

Gunn, J., Grieve, R., Greer, R., & Thomas, A. (2005, April). *Comparing UCC and CMHC Clients at Intake*. Paper presented at Great Lakes Counseling Conference 2005 in Bloomington, IN.

Thomas, A., & Doyle, A. L. (2005, April). *Development of an Implicit Association Test Measuring Attitudes Towards Individuals with Disabilities*. In N. D. Ainspan's (moderator), *Measuring and Changing Attitudinal Barriers Toward Hiring People with Disabilities*. Symposium presented at Society for Industrial-Organizational Psychology in Las Angeles, CA.

Winkelspecht, C. S., Thomas, A., & Lewis, P. M. (2005, April). *Faking and Self Report Personality Assessments: Replication, Continuation, and Exploration*. Paper presented at Society for Industrial and Organizational Psychology in Las Angeles, Ca.

Frederiksen, P. B., Grieve, F. G., Thomas, A., & Derryberry, W. P. (2004, September). *A Retrospective Examination of Socialization Experiences of Sports Fans*. In F.G. Grieve's (moderator), *Recent Research on the Attitudes and Behavior of Sport Fans*. Symposium presented at the annual meeting of the Association for the Advancement of Applied Sport Psychology, Minneapolis, MN.

Hodges, J., Buboltz, W. C., Thomas, A. (2004, August). *Sleep Quality and Habits of Individuals with HIV/AIDS*. Paper presented at the Annual Meeting of the American Psychological Association, Honolulu, HI.

Donnell, A. J., Thomas, A., & Buboltz, W. C. (2004, August). *Stress Appraisal More Related to Well-being than Actual Stress Level*. Paper presented at the Annual Meeting of the American Psychological Association, Honolulu, HI.

Swan, S. & Thomas, A. (2004, August). *Customer Service Interest Scale for Quick-Service Food Industry*. Paper presented at the Annual Meeting of the American Psychological Association, Honolulu, HI.

Thomas, A., Lorenzen, L. A., & Grieve, F. G. *Effects of Exposure to Muscular Models on Men's Body Satisfaction*. (2004, August). Paper presented at the Annual Meeting of the American Psychological Association, Honolulu, HI.

Thomas, A., Winkelspecht, C., & Matherne, M. M. *Interactional Model of Stress, Coping Resources, Strain and Job Satisfaction*. (2004, August). Paper presented at the Annual Meeting of the American Psychological Association, Honolulu, HI.

Schwartz, J., Buboltz, W. C., & Thomas, A. *Development of an Online Career Development Course*. (2004, April). Paper presented at the Annual Meeting of AERA, San Diego, CA.

Alber, M. & Thomas, A. *Multiple Hurdle and Compensatory Model Adverse Impact: A Case Study*. (2004, April). Paper presented at the meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.

Daniel, S. & Thomas, A. *Customer Service Interests: Effects of Satisfaction, Commitment, and Fairness*. (2004, April). Paper presented at the meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.

Donnell, A. J. & Thomas, A. *Implications of religion, gender, and psychiatric diagnosis on the BPRS-E*. (2003, August). Paper presented at the Annual Meeting of the American Psychological Association, Toronto, ON.

Doyle, A. L. & Thomas, A. (2003, June). *Coworker Work-related Attitudes toward Individuals with Disabilities Predicted by Characteristics of Disability*. Paper presented at the 15th Annual American Psychological Society, Atlanta, GA.

Loveland, J. M., Palmer, J. K. & Thomas, A. (2003, June). *Big Five Personality Factors Found to Predict Satisfaction with University Life Facets*. Paper presented at the 15th Annual American Psychological Society, Atlanta, GA.

Thomas, A., Donnell, A. J & Young, T. R. (2003, June). *BPRS found Effective as Outcome Measure in a Severely Mentally Ill Population*. Paper presented at the 15th Annual American Psychological Society, Atlanta, GA.

Thomas, A., Palmer, J. K., & Maurer, T. J. (2003, June). *Behavioral Checklists Amplify Halo and Inaccuracy in the Presence of Performance Context*. Paper presented at the 15th Annual American Psychological Society, Atlanta, GA.

Young, T. R & Thomas, A. (2003, June). *Mixed Results Found for Two Factor Models of the Ego State Questionnaire*. Paper presented at the 15th Annual American Psychological Society, Atlanta, GA.

Doyle, A. L. & Thomas, A. (2003, April). *Measuring Attitudes toward Individuals with Disabilities: The Implicit Association Test*. Paper presented at the meeting of the Society for Industrial-Organizational Psychology, Orlando, FL.

Donnell, A. J., Thomas, A., & Young, T. R. (2002, June). *Validation of the Expanded Brief Psychiatric Rating Scale in a State Hospital*. Paper presented at the 14th Annual American Psychological Society, New Orleans, LA.

Lott, C., Wood, J., Buboltz, W. C., & Thomas, A. (2002, June). *The Relationship Between Psychological Reactance and Aggression*. Paper presented at the 14th Annual American Psychological Society, New Orleans, LA.

Palmer, J. K., Thomas, A., & Maurer, T. J. (2002, June). *Behavioral Diaries Improve Halo and Accuracy Only For Context-Free Performance Ratings*. Paper presented at the 14th Annual American Psychological Society, New Orleans, LA.

Thomas, A. Seemann, E. A., & Buboltz, W. C. (2002, June) *The Multidimensional Nature of the Desirability of Control Scale* (Burger & Cooper, 1979). Paper presented at the 14th Annual American Psychological Society, New Orleans, LA.

Williams, D. J., Thomas, A., Lawson, G. & Kleckinger, H. (2002, June). *Predicting Compliance with Informal DUI Interventions Among College Students*. Paper presented at the 14th Annual American Psychological Society, New Orleans, LA.

Williams, D. J., Thomas, A., Lawson, G., & Kleckinger, H. (2002, June). *Predicting Compliance with Informal DUI Interventions Among Drunk-Driver Probationers*. Paper presented at the 14th Annual American Psychological Society, New Orleans, LA.

Williams, D. J., Thomas, A., Lawson, G., & Kleckinger, H. (2002, June). *Development of a Drunk Driving Self Efficacy Scale*. Paper presented at the 14th Annual American Psychological Society, New Orleans, LA.

Young, T. R., Thomas, A., & Kreneck, R. L. (2002, June). *The Ego State Questionnaire: A Four-Factor Solution*. Paper presented at the 14th Annual American Psychological Society, New Orleans, LA.

Williams, D.J., Thomas, A., Lawson, G., & Kleckinger, H. (2002, August). *Predicting Drunk Driving Tendencies among College Students*. Paper presented at the Annual Meeting of the American Psychological Association, Chicago, IL.

Buboltz, W.C., Young, T. R., Wilkinson, L.V., & Thomas, A. (2002, March). *PDA's and Research: A Brief Report*. Paper presented at the Annual Society for Information Technology and Teacher Education International Conference, Nashville, TN.

Thomas, A., Palmer, J. K., Coker-Juneau, C., & Pries, M. (2001, April). *Interaction with Disabled Persons Scale Factor Structure and Differential Validity*. Paper presented at the meeting of the Society for Industrial-Organizational Psychology, Toronto, CA.

Donnell, A.J., Thomas, A., & Buboltz, W.C. (2001, August). *Confirmatory Factor Analysis of the Expanded Brief Psychiatric Rating Scale*. Paper presented at the Annual Meeting of the American Psychological Association, San Francisco, CA.

Seemann, E.A., Buboltz, W.C., Thomas, A., Beatty, S., & Jenkins, S.M. (2001, August). *Psychological Reactance and the Five Global Factors of the 16PF*. Paper presented at the Annual Meeting of the American Psychological Association, San Francisco, CA.

Palmer, J.K., Jennings, T., & Thomas, A. (2001, June). *Processing Speed Mediates the Relationship Between Context and Halo*. Paper presented at the 13th Annual American Psychological Society, Toronto, CA.

Seemann, E.A., Buboltz, W.C., Thomas, A., & Frank, S. (2001, June). *Normal Personality and the Desirability of Control*. Paper presented at the 13th Annual American Psychological Society, Toronto, CA.

Thomas, A., Beatty, S.D., & Buboltz, W.C. (2001, June). *Personality Fails to Directly or Indirectly Predict Job Satisfaction Beyond Job Characteristics*. Paper presented at the 13th Annual American Psychological Society, Toronto, CA.

Thomas, A., Benne, M.R., & Marr, M.J. (2001, June). *Schmeck Learning Style Inventory Found Psychometrically Stable and Differentially Predictive of Performance*. Paper presented at the 13th Annual American Psychological Society, Toronto, CA.

Seemann, E.A., Jenkins, S.M., Buboltz, W.C., & Thomas, A. (2001, May). Paper presented at the 53rd Annual Convention of the Louisiana Psychological Association, Baton Rouge, LA.

Buboltz, W.C., Wilkinson, L.V., Thomas, A., & Jenkins, S. (2001, March). *Learning Styles and Potential Relations to Distance Education*. Paper presented at the Annual Society for Information Technology and Teacher Education International Conference, Orlando, FL.

Thomas, A., Wilkinson, L.V., Marr, M.J., Thomas, E.W., & Buboltz, W.C. (2001, March). *A Web-based Precision Teaching Approach to Undergraduate Physics*. Paper presented at the Annual Society for Information Technology and Teacher Education International Conference, Orlando, FL.

Wilkinson, L.V., Buboltz, W.C., Thomas, A., & Seemann, E. (2001, March). *Impact of Technology on Student Socialization in the Classroom*. Paper presented at the Annual Society for Information Technology and Teacher Education International Conference, Orlando, FL.

Buboltz, W.C., Seemann, E., & Thomas, A. (2000, June). *Big Five Personality Factors Predict Psychological Reactance*. Paper presented at the 12th Annual Convention of the American Psychological Society, Miami, FL.

Matherne, M. M. & Thomas, A. (2000, August). *Predicting Delinquency in High School Adolescents*. Paper presented at the Annual Meeting of the American Psychological Association, Washington, D.C.

Matherne, M. M., Thomas, A., & Buboltz, W.C. (2000, June). *Coping resources fail to moderate the stress-strain relationship in educational professionals*. Paper presented at the 12th Annual Convention of the American Psychological Society, Miami, FL.

Palmer, J.K., Thomas, A., & Maurer, T.J. (2000, June). *A strong performance context produces scale and factor non-invariance*. Paper presented at the 12th Annual Convention of the American Psychological Society, Miami, FL.

Robinson, D.T., Morris, J.R., Buboltz, W.C., & Thomas, A. (2000, June). *Exploratory factor analysis of the attitudes toward blacks scale*. Paper presented at the 12th Annual Convention of the American Psychological Society, Miami, FL.

Seemann, E., Buboltz, W.C., & Thomas, A. (2000, June). *Desire for control and social desirability: The foundations of psychological reactance*. Paper presented at the 12th Annual Convention of the American Psychological Society, Miami, FL.

Williams, D.J., Thomas, A., Buboltz, W.C., & McKinney, M. (2000, June). *Changing the attitudes that predict freshman drinking: A program evaluation*. Paper presented at the 12th Annual Convention of the American Psychological Society, Miami, FL.

Thomas, A., Donnell, A.J., & Palmer, J.K. (2000, April). *Assessing the Nature of Perceptions of Disabled Workers*. Paper presented at the meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.

Donnell, A. J. & Thomas, A. (1999, November). *The dimensions of disability*. Paper presented at the 51st Annual Convention of the Louisiana Psychological Association, Shreveport, LA.

Seemann, M.S., Buboltz, W.C., Thomas, A., Woller, K. (1999, November). *Differences in the levels of psychological reactance in relation to ethnicity, gender, age*. Paper presented at the 51st Annual Convention of the Louisiana Psychological Association, Shreveport, LA.

Donnell, A. J., Buboltz, W. C., Thomas, A. (1999, June). *Evaluation of the factor structure of the Merz's Scale of Psychological Reactance*. Paper presented at Annual Meeting of the American Psychological Society, Denver, CO.

Thomas, A., Buboltz, W. C., & Donnell, A. J. (1999, June). *Multidimensionality of Psychological Reactance as Measured by the Therapeutic Reactance Scale*. Paper presented at the Annual Meeting of the American Psychological Society, Denver, CO.

Williams, D. J., Simmons, P., & Thomas, A. (1999, June). *Predicting DUI recidivism: A program evaluation*. Paper presented at Annual Meeting of the American Psychological Society, Denver, CO.

Thomas, A., Buboltz, W. C., & Donnell, A. J. (1999, August). *A psychometric review of the Hong Psychological Reactance Scale*. Paper presented at Annual Meeting of the American Psychological Association, Boston, MA.

Lowman, R.L., Thomas, A., & Palmer, L. (1998, August). *Construct validity of Lowman's Interdomain Model in the visual arts: Interests, abilities, and personality*. In R.L. Lowman (Chair), *Theory and psychometric measurement of visual artistic talent*. Symposium conducted at the annual meeting of the American Psychological Association, San Francisco, CA.

Palmer, L., & Thomas A. (1998, August). *Conceptualization and measurement of visual artistic talent*. In R.L. Lowman (Chair), *Theory and psychometric measurement of visual artistic talent*. Symposium conducted at the annual meeting of the American Psychological Association, San Francisco, CA.

Thomas, A. & Raju N.S. (1998, April). *An examination and evaluation of James et al.'s (1992) VG estimation procedure when artifacts are correlated*. In R.P. DeShon (Chair), *Problems and pitfalls when conducting meta-analyses in I/O psychology*. Symposium at the meeting of the Society for Industrial-Organizational Psychology, Dallas.

Raju, N.S., Anselmi, T.V., Goodman, J.S., & Thomas, A. (1995). *The effect of correlated artifacts and true validity on the accuracy of parameter estimation in validity generalization*. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, B.C.

Publications

Wilson, K. J., Thomas, A. & Deuling, J. K. (In press). Disability Dimensions: Course, Risk, and Mortality Salience Predict Workplace Bias. *Journal of Organizational Psychology*.

Thomas, A. Vaughn, E. D., Doyle, A. & Bubb, R. (2014). Implicit Association Test of Attitudes Toward Persons with Disabilities. *Journal of Experimental Education*, 82, 184-204.

Thomas, A. Matherne, M. M. & Buboltz, W. C. (2012). Coping resources moderate stress-strain and stress-satisfaction relationships in educational administrators. *Individual Differences Research*, 10, 37-48.

Thomas, A., Buboltz, W. C., Teague, S. & Seemann, E. (2011). The Multidimensionality of the Desirability of Control Scale. *Individual Differences Research*, 9, 173-182.

Thomas, A. Cunningham, K. C. & Donnell, A. J. (2011). Differential efficacy of standard inpatient treatment between Mormon and non-Mormon patients. *Mental Health, Religion & Culture*, 14, 935-943.

Vaughn, E. D., Thomas, A. & Doyle, A. L. (2011). The Multiple Disability Implicit Association Test: Psychometric analysis of a multiple administration IAT measure. *Rehabilitation Counseling Bulletin*, 54, 223-235.

Thomas, A., Palmer, J.K., & Feldman, J.M. (2009). Examination and measurement of halo via curvilinear regression: A new approach to halo. *Journal of Applied Social Psychology*, 39, 350-358.

Roch, S. Thomas, A., & Payne, S. (2009). How I stayed sane during the tenure process. *The Industrial-Organizational Psychologist*, 47, 73-76.

Thomas, A., Doyle, A., & Vaughn, E. D. (2007). Implementation of a Computer Based Implicit Association Test as a Measure of Attitudes toward Individuals with Disabilities. *Journal of Rehabilitation*, 73, 3-14.

Wells, D., Donnell, A. J., Thomas, A., Mills, M. S. & Miller, M. (2006). Creative Deviance: A Study of the Relationship Between Creative Behavior and the Social Construct of Deviance. *College Student Journal*, 40, 74-77.

Winkelspecht, C., Lewis, P., & Thomas, A. (2006). Potential Effects of Faking on the NEO-PI-R: Willingness and Ability to Fake Changes Who Gets Hired in Simulated Selection Decisions. *Journal of Business and Psychology, 21*(2), 243-259.

Buboltz, W. C., Jenkins, S. M., Thomas, A., Lindley, L. D., & Schwartz, J. P. (2005). Research Productivity in Counseling Psychology: An Update. *The Counseling Psychologist, 33*(5), 709-728.

Gunn, J. E., Grieve, F. G., Greer, R. M., & Thomas, A. (2005). Comparison of symptom severity between clients presenting at a university counseling center and a community mental health agency. *College Student Affairs Journal, 25*, 76-84.

Seemann, E., Buboltz, W. C., Thomas, A., Soper, B., & Wilkinson, L. (2005). Normal Personality Variables and their Relationship to Psychological Reactance. *Individual Differences Research, 3*(2), 88-98.

Jennings, T., Palmer, J.K., & Thomas A. (2004). Effects of Performance Context on Processing Speed and Performance Ratings. *Journal of Business and Psychology, 18*, 453-463.

Lorenzen, L. A., Grieve, F. G., & Thomas, A. (2004). Exposure to Muscular Male Models Decreases Men's Body Satisfaction. *Sex Roles, 51*, 743-748.

Thomas, A., Buboltz, W.C., & Winkelspecht, C. (2004). Job Characteristics and Personality as Predictors of Job Satisfaction. *International Journal of Organizational Analysis, 12*, 205-219.

Thomas, A., Donnell, A. J., Young, T. R. (2004). Factor Structure and Differential Validity of the Expanded Brief Psychiatric Rating Scale, *Assessment, 11*(2), 177-185.

Thomas, A. & Raju, N. S. (2004). An evaluation of James et al.'s (1992) VG estimation procedure when artifacts and true validity are correlated. *International Journal of Selection and Assessment, 12*, 299-311.

Buboltz, W.C., Williams, D.J., Thomas, A., Seemann, E.A., Soper, B., & Woller, K. (2003). Personality and Psychological Reactance: Extending the Nomological Net. *Personality and Individual Differences, 34*, 1167-1177.

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