

VITA

John A. Johnson
Department of Psychology
The Pennsylvania State University

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Email: j5j@psu.edu
WWW: <https://www.personal.psu.edu/~j5j/>

Education:

1977-1981	Johns Hopkins University Baltimore, MD	Psychology Psychology	M.A. 1979 Ph.D. 1981
1976-1977	State University of New York Brockport, NY	Psychology	no degree
1971-1976	Pennsylvania State University University Park, PA	Psychology Biology	B.S. 1976 B.S. 1976

Professional Positions:

2014-present	Professor Emeritus of Psychology Pennsylvania State University
1995-2013	Professor of Psychology Pennsylvania State University, DuBois
1988-1995	Associate Professor of Psychology Pennsylvania State University, DuBois
1990-1991	Alexander von Humboldt-Stiftung Research Fellow University of Bielefeld, Germany
1981-1988	Assistant Professor of Psychology Pennsylvania State University, DuBois (Joined graduate faculty 1984)
1981	Instructor Johns Hopkins Evening College
1980	Instructor Towson State University

Published Articles, Reviews, and Book Chapters:

Hogan, R., Johnson, J. A., & Emler, N. P. (1978). [A socioanalytic theory of moral development](#). In W. Damon (Ed.), *New directions for child development: Vol. 2. Moral development* (pp. 1-18). San Francisco: Jossey-Bass. <https://doi.org/10.1002/cd.23219780203>

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Johnson, J. A. (1980, August). [Personality tests: Self-disclosures or self-presentations?](#) Paper presented at the 88th Annual Convention of the American Psychological Association, Montreal, Canada. (ERIC Document Reproduction Service No. ED 192 232)

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Johnson, J. A., & Schroeder, D., & Hogan, R. (1983, April). [*Salutary and pathogenic components of the Type A syndrome*](#). Paper presented at the 54th Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

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Johnson, J. A. (1984, August). [*Measuring item ambiguity and subtlety in the California Psychological Inventory*](#). Poster presented at the 92nd Annual Convention of the American Psychological Association, Toronto, Ontario, Canada.

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Worley, L. D., & Johnson, J. A. (1987, April). [*Projective and intraceptive styles of poetry interpretation*](#). Poster presented at the 58th Annual Meeting of the Eastern Psychological Association, Arlington, VA. (ERIC Document Reproduction Service No. ED 292 102)

Johnson, J. A. (1987, August). [Dissembling on the Hogan Personality Inventory during simulated personnel selection](#). Poster presented at the 95th Annual Convention of the American Psychological Association, New York, NY. (ERIC Document Reproduction Service No. ED 290 785)

Johnson, J. A. (1987, August). [Toward valid measurement of Stephen Pepper's World Hypotheses](#). Poster presented at the 95th Annual Convention of the American Psychological Association, New York, NY. (ERIC Document Reproduction Service No. ED 290 785)

Johnson, J. A. (1988, April). [Item ambiguity as a moderator of correlations between observer ratings and self-reports](#). Poster presented at the 59th Annual Meeting of the Eastern Psychological Association, Buffalo, NY.

Ortiz, J. M., & Johnson, J. A. (1989, March). [Philosophical orientation and attitudes toward using music in psychotherapy](#). Poster presented at the 60th Annual Meeting of the Eastern Psychological Association, Boston, MA.

Johnson, J. A., Howey, R. M., Reedy, Y. B., Gribble, H. A., & Ortiz, J. M. (1989, June). [Extending the construct validity of the Organicism-Mechanism Paradigm Inventory](#). Paper presented at the 1st Annual Meeting of the American Psychological Society, Alexandria, VA.

Nolan, Y., & Johnson, J. A. (1989, August). [Personality dynamics of driving under the influence of alcohol](#). Paper presented at the 97th Annual Convention of the American Psychological Association, New Orleans, LA.

Horner, K. L., & Johnson, J. A. (1990, March). [Influence of private and public self-consciousness on dissembling](#). Poster presented at the 61st Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Johnson, J. A., & Horner, K. L. (1990, March). [Personality inventory item responses need not veridically reflect "actual behavior" to be valid](#). Poster presented at the 61st Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Johnson, J. A. (1990, June). [Unlikely virtues provide multivariate substantive information about personality](#). Poster presented at the 2nd Annual Meeting of the American Psychological Society, Dallas, TX.

Johnson, J. A., & Miller, M. L. (1990, November). [Factor analysis of worldview inventories suggests two fundamental ways of knowing](#). Invited paper presented to the Institut für Soziologie und Gesellschaftspolitik, Fakultät für Pädagogik der Universität der Bundeswehr München.

Johnson, J. A. (1991, June). [Interpreting the California Psychological Inventory with the AB5C model](#). Invited paper presented to the Department of Psychology, University of Groningen, The Netherlands.

Johnson, J. A. (1992, June). [*Multimethod replication of the AB5C model*](#). Paper presented at the Sixth European Conference on Personality, Groningen, The Netherlands.

Johnson, J. A. (1993, April). [*Toward a consensual definition of the Big Five*](#). Paper presented at the 64th Annual Meeting of the Eastern Psychological Association, Arlington, VA.

Johnson, J. A. (1993, August). [*Sex roles do not lead to gender differences in personality*](#). Poster presented at the 5th annual meeting of the Human Behavior and Evolution Society, Binghamton, NY.

Johnson, J. A., & Feldman, L. A. (1994, June). [*Evolution of personality, mood, and landscape preferences*](#). Paper presented at the 6th annual meeting of the Human Behavior and Evolution Society, Ann Arbor, MI.

Johnson, J. A. (1995, November). [*Real utilitarianism: Moral goodness as causal efficacy*](#). Paper written to support an invited talk delivered to the Religious and Philosophical Forum, Penn State Schuylkill Campus, March 29, 1996. Most recent revision June 15, 2000.

Johnson, J. A. (1996, July). [*Predicting observers' ratings of the big five from self-report inventories*](#). Invited paper presented at the Eighth European Conference on Personality, Ghent, Belgium.

Johnson, J. A. (1999, April). [*Which students and groups collaborate successfully?*](#) Paper presented at the Seventh Annual Teaching and Learning with Technology Symposium, University Park, PA.

Johnson, J. A. (1999, July). [*Some hypotheses concerning attempts to separate situations from personality dispositions*](#). Invited paper presented at the Sixth European Congress of Psychology, Rome.

Buchanan, T., Goldberg, L. R., & Johnson, J. A. (1999, November). [*WWW personality assessment: Evaluation of an on-line five factor inventory*](#). Paper presented at the meeting of the Society for Computers in Psychology, Los Angeles, CA.

Johnson, J. A. (2000, March). [*Web-based personality assessment*](#). Poster presented at the 71st Annual Meeting of the Eastern Psychological Association, Baltimore, MD.

Johnson, J. A. (2001, May). [*Screening massively large data sets for non-responsiveness in web-based personality inventories*](#). Invited talk to the joint Bielefeld-Groningen Personality Research Group, University of Groningen, The Netherlands.

Johnson, J. A. (2001, May). [*Reconsidering the causal efficacy of situations*](#). Plenary address for the Biannual Kurt Lewin Institute Congress, Zeist, The Netherlands.

Johnson, J. A. (2002, July). [*Effect of construal communality on the congruence between self-report and personality impressions*](#). In P. Borkenau & F. M. Spinath (Chairs), *Personality*

judgments: Theoretical and applied issues. Invited symposium conducted at the meeting of the 11th European Conference on Personality, Jena, Germany.

Johnson, J. A. (2004, January). [Ascertaining the validity of web-based personality inventories](#). Invited talk at the fifth annual meeting of the Association for Research on Personality, Austin, Texas.

Johnson, J. A. (2005, January). [Ego Syntonicity in CPI Items](#). Invited talk for the symposium honoring the 2005 Jack Block Award winner Harrison G. Gough, sixth annual meeting of the Association for Research in Personality, New Orleans.

Johnson, J. A. (2005, January). [The good, the bad, and the ugly: The IPIP consultant's experiences recounted](#). In L. R. Goldberg (Chair), The International Personality Item Pool, and the Future of Public-Domain Personality Measures. Presidential Symposium at the sixth annual meeting of the Association for Research in Personality, New Orleans.

Carroll, J., Gottschall, J., Johnson, J. A., & Kruger, D. (2005, June). [Individual differences in the achievement of evolutionarily relevant goals in Victorian novels](#). Paper presented at the 17th annual meeting of the Human Behavior and Evolution Society, Austin, TX.

Johnson, J. A., Carroll, J., Gottschall, J., & Kruger, D. (2006, January). [The Victorian folk psychology of personality and life goals](#). Poster presented at the seventh annual meeting of the Association for Research in Personality, Palm Springs, CA.

Carroll, J., Johnson, J. A., Gottschall, J., & Kruger, D. (2006, June). [Graphing Jane Austin: Toward a new humanities](#). Paper presented at the 18th annual meeting of the Human Behavior and Evolution Society, Philadelphia, PA.

Holden, R. R., Johnson, J. A., & Murray, G. (2007, June). [Personality itemmetrics: What differentiates among the elite items of the NEO-FFI?](#) Poster presented at the 68th annual convention of the Canadian Psychological Association, Ottawa, Ontario, Canada.

Carroll, J., Johnson, J. A., Gottschall, J., & Kruger, D. (2007, June). [Male and female characters by male and female authors in British novels of the nineteenth century](#). Paper presented at the 19th annual meeting of the Human Behavior and Evolution Society, Williamsburg, VA.

Johnson, J. A. (2007, June). [The evolution of moral rules from natural laws](#). Poster presented at the 19th annual meeting of the Human Behavior and Evolution Society, Williamsburg, VA.

Smither, R., Johnson, J. A., Smither, J., & Bishop, A. (2007, August). [Meditation, health promotion, and the five factor model of personality](#). Poster presented at the 115th Annual Convention of the American Psychological Association, San Francisco, CA.

Carroll, J., Gottschall, J., Johnson, J. A., & Kruger, D. (2009, June). [Paleolithic politics in British novels of the 19th century](#). Paper presented at the 21st annual meeting of the Human Behavior and Evolution Society, Fullerton, CA.

Johnson, J. A. (2009, July). [Calibrating personality self-report scores to acquaintance ratings](#). Poster presented at the first stand-alone conference of the Association for Research in Personality, Evanston, IL.

Nazimiec, J., & Johnson, J. A. (2010, March). [Too many cooks in the kitchen: Group proficiency as a function of social boldness and reticence](#). Poster presented at the 4th annual meeting of the NorthEastern Evolutionary Psychology Conference, New Paltz, NY.

Johnson, J. A. (2011, April). [An evolutionary psychological analysis of intuitions about the fairness of wealth disparity](#). Poster presented at the 5th annual meeting of the NorthEastern Evolutionary Psychology Conference, Binghamton, NY.

Johnson, J. A. (2011, June). [Development of a short form of the IPIP-NEO Personality Inventory](#). Poster presented at the 2nd Biennial Meeting of the Association for Research in Personality, Riverside, CA.

Kjeldgaard-Christiansen, J., Clasen, M., & Johnson, J. A. (2017, June). [Can an evolutionary analysis dissolve the paradox of horror? A quantitative study of individual variables and horror media use](#). Paper presented at the 29th annual meeting of the Human Behavior and Evolution Society, Boise, ID.

Johnson, J. A. (2018, April). [An evolutionary fitness interpretation of personality trait covariance](#). Poster presented at the 12th annual meeting of the NorthEastern Evolutionary Psychology Conference, New Paltz, NY.

Clasen, M., Kjeldgaard-Christiansen, J., & Johnson, J. A. (2019, June). [The psychological underpinnings of horror media: Survey results and theoretical implications](#). Annual conference of the Society for Cognitive Studies of the Moving Image 2019, Hamburg, Germany.

Kjeldgaard-Christiansen, J., Fiskaali, A., Clasen, M., Høgh-Olesen, H., Johnson, J. A., & Smith, M. (2019, June). [Who roots for the villain?](#) Annual conference of the Society for Cognitive Studies of the Moving Image 2019, Hamburg, Germany.

Honors and Memberships:

1983-2013	<u>American Psychological Association</u>
1983-2013	<u>Society for Personality and Social Psychology</u>
1983-2013	<u>Society for Industrial and Organizational Psychology</u>
1983-2013	<u>APA Division 5 - Evaluation, Measurement, & Statistics</u>
1983-2013	<u>Eastern Psychological Association</u>
1991-2013	<u>Human Behavior and Evolution Society</u>

2010-present	NorthEastern Evolutionary Psychology Society
2013-present	Applied Evolutionary Psychology Society
1993-present	European Association of Personality Psychology
2001-present	Association for Research in Personality
2022-present	Julian Jaynes Society
2022-present	Tomkins Institute
2022-present	Society for Open Inquiry in Behavioral Science
1977-present	Phi Kappa Phi National Honor Society
1983-1984	Penn State DuBois Campus Professor of the Year
1986-2013	Marquis' <i>Who's Who in the East</i>
1996-present	Fellow, Schreyer Institute for Teaching Excellence
1997	Recipient, Provost's Collaborative and Curricular Innovations Special Recognition Program Award
1998	First place, STAR Project Award , Jack P. Royer Center for Learning and Academic Technologies
2000	The Penn State Teaching Fellow: The Alumni/Student Award for Excellence in Teaching
2009	Susanne Waitkus Faculty Award

Courses Taught:

Introductory Psychology
 Introduction to Personality Psychology
 Theory of Personality
 Theory and Practice of Standardized Testing
 Basic Research Methods in Psychology
 Advanced Personality Research Methods
 Quantitative Methods for Humanists
 Evolutionary Psychology
 Psychology of Gender
 Mental Health
 Psychology of Adjustment
 Introduction to Well-Being and Positive Psychology
 Abnormal Psychology
 College Survival Skills for Academic and Career Planning
 Introduction to Developmental Psychology
 Industrial-Organizational Psychology
 Human Relations in Organizations
 Technical Writing
 Quantitative Methods in the Liberal Arts
 Graduate Seminar on Ideological Groups in Psychology
 Numerous honors seminars and independent study courses

Consulting and Professional Activities:

1999-present	Consultant, International Personality Item Pool, https://ipip.ori.org/ (Respond to all inquiries; total redesign of Website in 2016; maintain and update site)
2018-present	Skillpower, Inc. (Personality components of a health behavior change app)
2018-present	BodhaAI, Inc. (Assessing team cohesion)
2002	Techmicro (Development of a sales inventory)
2005	Hogan Assessment Systems (Development of a measure of social skills and desirability responding)
2000	Helms, Greco & Whitenack (Development of an online general personality assessment)
1991-1993	Deposit Bank (Selection procedures for bank employees at all levels)
1985-1993	City of DuBois (Psychological screening of police and other municipal position applicants and selection of a new city manager)
1986-1990	True Value Hardware Stores (Selection procedures for sales personnel, cashiers, dispatcher, and warehouse pricer)
1986	Better Homes and Garden Realtors (Screening real estate sales personnel)
1984-1985	Burger King, Inc. (Selection procedures for kitchen and counter workers)
1979-1981	Personnel Assessment and Selection Service (Selection procedures for Baltimore County Police)
1979-1981	Johns Hopkins Evening College (Statewide surveys of counseling needs in vocational education and adult basic education; and Evaluating the JHU Academy tutorial reading program for adult illiterates)
1980-1981	Maryland State Department of Education (Validating program standards and evaluating alternative delivery systems for vocational education)
1979-1981	Test Center Supervisor, Graduate Record Examinations

Reviewing and Editorial Work:

2018-present	Editorial Board, <i>Personality and Individual Differences</i>
2016-present	Editorial Board, <i>Evolutionary Studies in Imaginative Culture</i>
2009-2013	Editorial Board, <i>The Evolutionary Review</i>
2009-2014	Editorial Board, <i>Social Psychological & Personality Science</i>
2007-2016	Consulting Editor, <i>Assessment</i>
2005-2014	Consulting Editor, <i>Journal for Research in Personality</i>
2005-2007	Consultant Editor, <i>European Journal of Personality</i>
1984-2014	Textbook Reviewer, Allyn & Bacon, Brooks-Cole, Harcourt Brace Jovanovich, Holt Rinehart and Winston, Oxford University Press, Sage Publications, Simon & Schuster
1979-present	Occasional Reviewer, <i>Acta Psychologica</i> , <i>American Journal of Bioethics</i> : <i>Neuroscience</i> , <i>American Psychologist</i> , <i>Applied Psychology: An International Review</i> , <i>Assessment</i> , <i>Basic and Applied Social Psychology</i> , <i>Behavioral and Brain Sciences</i> , <i>Behavioral Sciences</i> , <i>British Journal of Psychology</i> , <i>British Journal of Social Psychology</i> , <i>Child Development Abstracts and Bibliography</i> , <i>Cognition</i> , <i>Emotion, and Motivation</i> , <i>Educational and Psychological Measurement</i> , <i>European Journal of Psychology</i> , <i>European Journal of Psychological Assessment</i> , <i>Evolutionary Studies in Imaginative Culture</i> , <i>Frontiers in Psychology</i> , <i>International Journal of Psychological Research</i> , <i>Journal of Applied Social Psychology</i> , <i>Journal of Business Psychology</i> ,

Journal of Obsessive-Compulsive and Related Disorders, Journal of Personality, Journal of Personality Assessment, Journal of Personality and Social Psychology, Journal of Positive Psychology, Journal of Research in Personality, Journal of Social Psychology, Multivariate Behavioral Research, Nature: Human Behavior, New Ideas in Psychology, Nordic Psychology, Perceptual and Motor Skills, Personality and Individual Differences, Personality and Social Psychology Bulletin, Proceedings of the National Academy of Sciences, Psychological Assessment, Psychological Methods, Psychological Reports, Psychology and Aging, Scandinavian Journal of Psychology, Secularism and Nonreligion, Social and Personality Psychology Compass, Social Psychological and Personality Science, Science Communication, Theory and Psychology

1983-1985; Consulting Editor, *Journal of Personality and Social Psychology: Personality Processes and Individual Differences*
2009-2014
2003-2012 Reviewer, Divisions 5, 8, and 14 for the annual convention of the American Psychological Association

Research Interests:

My research has been aimed at improving the validity of self-report personality tests. I am especially interested in methods for improving the validity and pragmatic utility of computer-generated, narrative personality reports.

In addition to my research aimed at improving personality test validity, I have conducted research in several specific content areas. These include

the impact of personality on educational development, vocational choice, and job performance;
personality characteristics related to empathy, deviance, and creativity;
the relationship between personality, moral development and human evolution; and
psychological factors influencing the conduct of scientific research.

Grants:

Title III Grant from U.S. Department of Education

1989-1991 Creation of a Computer Classroom Based on a Local Area Network (LAN) \$115,131

Small Grants from DuBois Education Foundation:

1982-2011 (Various scale development projects, validation studies, and program evaluation studies) \$10,162

Small Grant from Schreyer Institute for Innovation in Learning:

1996	Collaborative learning on the world wide web for introductory psychology students	\$2,000
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Small Grant from the [Center for Learning and Academic Technologies](#):

1997	Collaborative learning for the Psychology of Well-Being	\$5,000
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Small Grant from the Penn State RDG Program

1998	Automated Personality Testing on the World Wide Web	\$1,700
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Small Grant from the Alexander von Humboldt-Stiftung:

2002	Assessing the validity of web-based personality assessment	€2,510
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Major Grant from the Alexander von Humboldt-Stiftung:

1989-1990	Joint influence of personality inventory item properties, cognitive and personality variables, and testing context on the validity of self-reports	\$33,000
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Campus, Department, College, and University Service:

DuBois Campus Faculty Congress Positions and Committees

1984-1985	Chair, DuBois Campus Faculty Congress
1984-1985	Chair, DuBois Campus Faculty Congress Committee on Committees
1987-1988	Vice-Chair, DuBois Campus Faculty Congress
1989-1990	Member, Liberal Arts Council of Senators
2004-2005	Penn State DuBois Senator, University Faculty Senate; Member, Senate Committee on Computing and Information Systems
1986-1988; 1992-1994	Member, DuBois Campus Faculty Congress Research Committee (Chair, 1992-1994)
1985-1987; 2008-2009	Chair, DuBois Campus Faculty Congress Constitution Committee
1981-1982	Member, DuBois Campus Faculty Congress Student Affairs Committee
1982-1984	Member, DuBois Campus Faculty Congress Student Publications Board
1984-1990; 1991-1992; 2001-2007	Member, DuBois Campus Faculty Congress Computer Committee (Chair 1989-1990) (Renamed Information Technology Advisory Committee in 2001 and Teaching, Learning Advisory Committee in 2004)
1982-1985;	Member, DuBois Campus Faculty Congress Academic Affairs Committee (Chair, 1982-1983)
1995-1998; 2000-2008	Member, DuBois Faculty Congress Faculty Affairs Committee (Chair, 2002-2005)
1998-1999	Member, DuBois Campus Faculty Congress First Year Seminar Committee
1997-2010	DuBois Campus Faculty Ombudsman

Campus and College Administrative and Administrative Support Work

1989-1990	Chair, Committee to Evaluate CORE Advising Program
1983-1985	Alternate, Faculty Representative to Discipline Board
1989-1990; 1993-1994	Member, DuBois Campus Judicial Affairs Hearing Board (Chair, 1989-90)
2001-2002	Co-Chair, DuBois Campus Space Utilization Committee
2000-2004	Member, DuBois Campus Awards Committee
2007-2014	Member, Academic Affairs Funding Committee for DEF, RDG, PDG, TDG, and FAME proposals
2008-2010	University College Sabbatical Review Committee
2009	Member, University College Distinguished Professor Review Committee
1989-1990	Program Leader, 2-Letters, Arts, & Sciences
1989-1990; 1992-2000	Program Leader, Extended General Arts & Sciences Program (Letters, Arts, & Sciences beginning in 1995)
1984-1985; 1987-1988; 1993-1994; 1997	College of the Liberal Arts, DuBois Campus Dean's Representative
1998-2014	DuBois Campus Faculty Exit Interview Officer
Multiple Years	Search Committee Member: Health, Physical Education, and Recreation Faculty (1984-1985); Economics Faculty (1985-1986, Chair; 1986-1987; 1992-1993, Chair); Psychology Department Faculty (1992-1994); DuBois Campus CEO (1993-1994); Sociology Faculty, Human Development and Family Studies Faculty, Commonwealth College Dean (1997-1998); Economics Faculty (1998-1999); Department of Psychology Head (1998-1999); Commonwealth College Associate Dean for Programs (1999-2000, Chair); Economics Faculty (1999-2000); DuBois Campus CEO (2002-2003); Berks-Lehigh Valley (2004)

Curriculum Work

1984-1987	Member, University Behavioral and Social Sciences Curriculum Committee
1984-1987; 1993-1996; 2006-2007	Member, Department of Psychology Curriculum Committee
2005-2006	Member, University Uniform Course Abbreviations Committee

Promotion and Tenure Committee Work

1988-1994; 1997-2014	Member, DuBois Campus Promotion & Tenure Committee (Chair 1991-1994; 1998-2001; 2003) (Special Promotion to Professor Committee 2005-2006; 2008-2009)
Multiple Years	Member, Promotion & Tenure Committees for other Departments and Campuses: Departments of Anthropology, Economics, and Counseling Psychology (1989); Department of Educational and School Psychology (1992); College of Education (1993); Department of Adult Education, Instructional Systems, and Workforce Education and Development (1995); Department of Psychology (1995-1997, Chair); Altoona College Division of Education, Human Development, & Social Sciences (1998-1999); Department of Psychology (1999); Division of Social Science and

Education (1999-2000; 2006; 2001-2005, Chair); Economics (1999-2000); Division of Health and Human Development (2002); Division of Human Development and Family Studies Promotion to Professor (2005); Fayette Campus (2006); Beaver Campus, Berks Campus, Greater Allegheny Campus, New Kensington Campus, Lehigh Valley Campus (2007); Shenango Campus, Fayette Campus (2008); Great Valley Department of Instructional Systems, UP College of Education Promotion to Professor (2008); Lehigh Valley Campus, New Kensington Campus (2009); Beaver Campus, Brandywine Campus, Schuylkill Campus (2010); Schuylkill Campus (2011); Hazleton Campus, Schuylkill Campus (2012).

- 1996-1999 Member, Commonwealth College Promotion & Tenure Committee
- 2001-2003 Member, University Promotion & Tenure Committee (Chair 2002-2003)
- 2003-2014 Member, University Immediate Promotion & Tenure Committee

University-Level Service

- 1995-2014 Member, Lesbian Gay Bisexual Support Network (later renamed LGBT and then LGBTTA Network)
- 2001-2003 Member, University Commission on LGBT Equity
- 2007 Member, University Standing Joint Committee on Tenure
- 2008-2017 Member, Penn State Alumni Association Teaching Fellow Award Selection Committee
- 2010-2011 Member, Campus Academic Review Coordinating Committee