

VITA

John A. Johnson
Department of Psychology
The Pennsylvania State University

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

Personal:

Born November 11, 1953, in Ann Arbor, Michigan

Married, four children

Education:

1977-1981	Johns Hopkins University Baltimore, MD	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. doi:10.1002/cd.23219780203

Reprinted (1994) in B. Puka (Ed.) *Fundamental research in moral development. Moral development: A compendium* (Vol. 2, pp. 303-320). New York: Garland Publishing, Inc.

Johnson, J. A., Hogan, R., Zonderman, A. B., Callens, C., & Rogolsky, S. (1981). [Moral judgment, personality, and attitudes toward authority](#). *Journal of Personality and Social Psychology*, 40, 370-373. doi:10.1037//0022-3514.40.2.370

Reprinted (1981) in J. Keating (Ed.), *Annual editions: Social psychology 82/83* (pp. 147-150). Guilford, CT: Dushkin.

Johnson, J. A. (1981). [The "self-disclosure" and "self-presentation" views of item response dynamics and personality scale validity](#). *Journal of Personality and Social Psychology*, 40, 761-769. doi:10.1037//0022-3514.40.4.761

Johnson, J. A., & Hogan, R. (1981). [Moral judgments and self-presentations](#). *Journal of Research in Personality*, 15, 57-63. doi:10.1016/0092-6566(81)90006-4

Johnson, J. A., & Hogan, R. (1981). [Vocational interests, personality, and effective police performance](#). *Personnel Psychology*, 34, 49-53. doi:10.1111/j.1744-6570.1981.tb02176.x

Johnson, J. A., Smither, R., & Holland, J. L. (1981). [Evaluating vocational interventions: A tale of two career development seminars](#). *Journal of Counseling Psychology*, 28, 180-183. doi:10.1037//0022-0167.28.2.210

Laufer, W. S., Johnson, J. A., & Hogan, R. (1981). [Ego control and criminal behavior](#). *Journal of Personality and Social Psychology*, 41, 179-184. doi:10.1037//0022-3514.41.1.179

Gold, P. C., & Johnson, J. A. (1982). [Prediction of achievement in reading, self-esteem, auditing, and verbal language by adult illiterates in a psychoeducational tutorial program](#). *Journal of Clinical Psychology*, 38, 513-522. doi:10.1002/1097-4679(198207)38:3<513::AID-JCLP2270380308>3.0.CO;2-7

Gold, P. C., & Johnson, J. A. (1982). [Entry-level achievement characteristics of youths and adults reading below fifth level: A preliminary profile and analysis](#). *Psychological Reports*, 50, 1011-1019. doi: 10.2466/pr0.1982.50.3.1011

Johnson, J. A. (1983). [[Review of Social Cognition: Studies of the development of understanding](#)]. *Child Development Abstracts and Bibliography*, 57(5&6), 333-334.

Richmond, L. J., Johnson, J. A., Downs, M., & Ellinghaus, A. (1983). [Needs of non-Caucasian students in vocational education: A special minority group](#). *Journal of Non-White Concerns in Personnel and Guidance*, 12, 13-18.

Johnson, J. A. (1983). [Criminality, creativity, and craziness: Structural similarities in three types of nonconformity](#). In W. S. Laufer & J. M. Day (Eds.), *Personality theory, moral development, and criminal behavior* (pp. 81-105). Lexington, MA: D. C. Heath.

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- Smither, R., Richmond, L. J., Johnson, J. A., Ellinghaus, A., & Downs, M. (1983). [Vocational identity, personal problems, and counseling needs of vocational education students](#). *The Virginia Counselors Journal*, 11, 19-25. DOI: 10.1002/j.2164-4950.1983.tb00117.x
- Johnson, J. A. (1984). [[Review of Child personality structure and development: Multivariate theory and research](#)]. *Child Development Abstracts and Bibliography*, 58(1), 105.
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- Johnson, J. A. (1987). [Influence of adolescent social crowds on the development of vocational identity](#). *Journal of Vocational Behavior*, 31, 182-199. doi:10.1016/0001-8791(87)90056-X
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- Johnson, J. A. (1989). [[Review of The emergence of morality in young children](#)]. *Child Development Abstracts and Bibliography*, 63(2), 260-261.
- Johnson, J. A. (1989). [[Review of Social structure and personality development: The individual as a productive processor of reality](#)]. *Child Development Abstracts and Bibliography*, 63(3), 398.
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- Johnson, J. A. (1994). [Clarification of factor five with the help of the AB5C model](#). In B. De Raad & G. L. Van Heck (Eds.), *The fifth of the big five* [Special Issue]. *European Journal of Personality*, 8, 311-334. doi:10.1002/per.2410080408
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Johnson, J. A. (2006). [Ego syntonicity in responses to items in the California Psychological Inventory](#). *Journal of Research in Personality*, 40, 73-83. doi:10.1016/j.jrp.2005.08.008

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Carroll, J., Gottschall, J., Johnson, J. A., & Kruger, D. (2012). [Graphing Jane Austin: The Evolutionary Basis](#)

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Johnson, J. A. (2012). [I want to believe: Why even the smartest among us fall for the illusion of purpose](#) [Review of *The Belief Instinct: The Psychology of Souls, Destiny, and the Meaning of Life* by Jesse Bering]. *The Evolutionary Review: Art, Science, Culture*, 3, 15-22.

Carroll, J., Johnson, J. A., Gottschall, J., & Kruger, D. (2012). [Graphing Jane Austen: Agonistic structure in British novels of the nineteenth century](#). *Scientific Study of Literature*, 2, 1-24. doi 10.1075/ssol.2.1.01car

Johnson, J. A. (2014). [Measuring thirty facets of the five factor model with a 120-item public domain inventory: Development of the IPIP-NEO-120](#). *Journal of Research in Personality*, 51, 78-89. DOI: 10.1016/j.jrp.2014.05.003

Johnson, J. A. (2015). [The best way to think about situations: Process and Reality, yea: Circularity, nay](#). *European Journal of Personality*, 29, 394-395. DOI: 10.1002/per.2005

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Johnson, J. A. (2017). [Johnson, John A](#). In V. Ziegler-Hill and T. K. Shackelford (Eds.), *Encyclopedia of personality and individual differences* (pp. 1-11). New York: Springer. DOI: 10.1007/978-3-319-28099-8_2169-1

Johnson, J. A. (2017). [Big-Five model](#). In V. Zeigler-Hill, T.K. Shackelford (Eds.), *Encyclopedia of personality and individual differences* (1-16). New York: Springer. DOI: 10.1007/978-3-319-28099-8_1212-1

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Kajonius, P. J., & Johnson, J. (2018). [Sex differences in 30 facets of the Five Factor Model of personality in the large public \(N = 320,128\)](#). *Personality and Individual Differences*, 129, 126-130. DOI: 10.1016/j.paid.2018.03.026

Johnson, J. A. (2018). [Correcting a longstanding misconception about social roles and personality: A case study in the psychology of science](#). *Behavioral Sciences*, 8(57), 1-12. DOI: 10.3390/bs8060057

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Johnson, J. A. (2019). [Big-5 factors of personality: Building on Tupes and Christal \(1961\)](#). In P. Corr (Ed.), *Personality and individual differences: Revisiting the classic studies* (pp. 87-100). London: Sage.

Johnson, J. A. (2019, June 12). [Walt Whitman, positive psychologist \[poetry annotation\]](#). In *Every atom: Reflections on Whitman at 200 (No. 13)*, *North American Review*

Johnson, J. A. (2019). [Explaining to students how personality differences can be maintained in the face of directional selection through trait covariation](#). *EvoS Journal: The Journal of the Evolutionary Studies Consortium*, ISSN: 1944-1932, NEEPS XII, 1-23.

Kajonius, P. J., & Johnson, J. (2019, June). [Assessing the structure of the five factor model of personality \(IPIP-NEO-120\) in the public domain](#). *Europe's Journal of Psychology*. Leibniz-Institute of Psychology Information (ZPID) DOI: 10.5964/ejop.v15i2.1671

Johnson, J. A. (December 4, 2019). [Calibrating personality self-report scores to acquaintance ratings](#). *Personality and Individual Differences*. Advance online publication. DOI: 10.1016/j.paid.2019.109734

Johnson, J. A., & Laidler, D. (February 21, 2020). [Measuring hagioptasia: A case study in theory-testing through Internet-based personality scale development](#). *Personality and Individual Differences*, 159, 109919. Advance online publication. DOI: 10.1016/j.paid.2020.109919

Technical Reports:

Johnson, J. A. (1981, June). [Relationship between proposed vocational program quality indicators, student satisfaction, placement, and job performance ratings](#). Final Report, Maryland State Department of Education. (ERIC Document Reproduction Service No. ED 205800).

Johnson, J. A. (1981, June). [A comparison of four alternative delivery systems for vocational education: Apprenticeship, CETA, cooperative education, and industrial training](#). Final Report, Maryland State Department of Education. (ERIC Document Reproduction Service No. ED 205801).

Papers Presented:

Johnson, J. A. (1980, June). [A nationwide survey of quality indicators for vocational education](#). Paper presented at the 7th Annual Conference of the Local Advisory Councils on Vocational-Technical Education, Easton, MD.

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)

Johnson, J. A. (1981, September). [Women returning to college: Occupation at enrollment, career aspirations, and job attained](#). Paper presented at the Research Conference on the Continuing Education of Women, Baltimore, MD.

Hogan, R., & Johnson, J. A. (1981, September). [The structure of personality](#). Paper presented at the 89th Annual Convention of the American Psychological Association, Los Angeles, CA.

Johnson, J. A., & Cheek, J. M. (1982, April). [Content dimensions of Hogan's Emphly Scale](#). Paper presented at the 53rd Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Johnson, J. A., & Keown, W. H. (1983, April). [Personality characteristics of successful 2- and 4-year engineering students](#). Paper presented at the North Central Section Meeting of the American Society of Engineering Education, Johnstown, PA.

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.

Johnson, J. A., & Cheek, J. M. (1984, April). [Influence of adolescent social cliques on vocational identity](#). Paper presented at the 55th Annual Meeting of the Eastern Psychological Association, Baltimore, MD. (ERIC Document Reproduction Service No. ED 246 360)

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.

Johnson, J. A. (1984, August). [Personality correlates of the organicism-mechanism dimension](#). Paper presented at the 92nd Annual Convention of the American Psychological Association, Toronto, Ontario, Canada.

Johnson, J. A. (1986, April). [Item ambiguity, subtlety, and discriminating power in the California Psychological Inventory](#). Poster presented at the 57th Annual Meeting of the Eastern Psychological Association, New York, NY.

Johnson, J. A. (1986, August). [*Can job applicants dissimulate on personality tests?*](#) Poster presented at the 94th Annual Convention of the American Psychological Association, Washington, D. C.

Aul, L. E., Sr., & Johnson, J. A. (1987, April). [*Tacit knowledge, social insight, and personality*](#). Poster presented at the 58th Annual Meeting of the Eastern Psychological Association, Arlington, VA. (ERIC Document Reproduction Service No. ED 288 175)

Johnson, J. A. (1987, April). [*Moderating effects of intraindividual variance across the trait descriptive universe*](#). Poster presented at the 58th Annual Meeting of the Eastern Psychological Association, Arlington, VA. (ERIC Document Reproduction Service No. ED 288 176)

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. (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. (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 Syntonycity 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 [American Psychological Association](#)

- 1983-2013 [Society for Personality and Social Psychology](#)
- 1983-2013 [Society for Industrial and Organizational Psychology](#)
- 1983-2013 [APA Division 5 - Evaluation, Measurement, & Statistics](#)
- 1983-2013 [Eastern Psychological Association](#)
- 1991-2013 [Human Behavior and Evolution Society](#)
- 2010-present [NorthEastern Evolutionary Psychology Society](#)
- 2013-present [Applied Evolutionary Psychology Society](#)
- 1993-present [European Association of Personality Psychology](#)
- 2001-2013 [Association for Research in Personality](#)
- 1977-present [Phi Kappa Phi National Honor Society](#)
- 1983-1984 Penn State DuBois Campus Professor of the Year
- 1986-2013 Marquis' *Who's Who in the East*
- 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, *Personality and Individual Differences*
- 2016-present Editorial Board, *Evolutionary Studies in Imaginative Culture*
- 2009-2013 Editorial Board, *The Evolutionary Review*
- 2009-2014 Editorial Board, *Social Psychological & Personality Science*
- 2007-2016 Consulting Editor, *Assessment*
- 2005-2014 Consulting Editor, *Journal for Research in Personality*
- 2005-2007 Consultant Editor, *European Journal of Personality*
- 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, *American Journal of Bioethics: Neuroscience, American Psychologist, Applied Psychology: An International Review, Assessment, Basic and Applied Social Psychology, Behavioral and Brain Sciences, Behavioral Sciences, British Journal of Psychology, British Journal of Social Psychology, Child*

Development Abstracts and Bibliography, Cognition, Emotion, and Motivation, Educational and Psychological Measurement, European Journal of Psychology, European Journal of Psychological Assessment, Evolutionary Studies in Imaginative Culture, Frontiers in Psychology, International Journal of Psychological Research, Journal of Applied Social Psychology, Journal of Business Psychology, 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
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1984-1985	Chair, DuBois Campus Faculty Congress Committee on Committees
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1987-1988	Vice-Chair, DuBois Campus Faculty Congress
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1989-1990	Member, Liberal Arts Council of Senators
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2004-2005	Penn State DuBois Senator, University Faculty Senate; Member, Senate Committee on Computing and Information Systems
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1986-1988;	Member, DuBois Campus Faculty Congress Research Committee (Chair, 1992-1994)
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- 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; Program Leader, Extended General Arts & Sciences Program (Letters, Arts, &

1992-2000	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 LGBTA 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