

Vita of Janet L. Kottke
October 2022
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EDUCATION

Ph.D., Psychology, Industrial-Organizational (I-O), Iowa State University, May, 1985
M.S., Psychology, Iowa State University, August, 1981
B.A., Psychology major, Wartburg College, Waverly, Iowa, May, 1978 (Summa cum laude)

ACADEMIC POSITIONS at California State University, San Bernardino

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|---------------------------|---------------------------------------|
| September 2020 to present | Professor Emerita of Psychology |
| 1995 – 2020 | Professor of Psychology |
| 1989 - 1995 | Associate Professor of Psychology |
| 1984 - 1989 | Assistant Professor of Psychology |
| 1994-96; 1998–2000; | |
| 2006-08, 2016-18 | MS I/O Psychology Program Director |
| 1985-92 | MA I/O Psychology Program Coordinator |

Notable achievement: I founded the MA IO graduate program at CSUSB and served as its coordinator for the first 7 years, initiated the change from a MA to MS program, developed the courses collaboratively, and championed the courses through college and university curriculum committees and Faculty Senate. During the conversion from a quarter program to a semester program (2017-18), I led the work to elevate our program from a concentration to a stand-alone master's program—this required approval from the systemwide CSU Chancellor's Office. Our graduate IO program attracts students from across the United States and internationally and in 2018 was rated by IO program directors 15th overall and 5th in curriculum from among 148 programs nationally.

Center for Effective Organizational Solutions (CEOS) has been made official! This faculty led, student-driven on campus consulting center will provide professional services to organizations in the local community. Along with Ismael 'Izzy' Diaz, I developed the application and shepherded it through the new center development process. Izzy and I will be the inaugural co-directors.

PUBLICATIONS

Notes. †pedagogical applications/implications; *CSUSB student at the time of publication/presentation; **CSUSB alumni at time of publication/presentation; **bolded** are peer reviewed, refereed publications

- †Kottke, J.L., & Shultz, K.S. (2022). Using the resources we have for community outreach: A community engagement assignment for graduate and undergraduate I-O students. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 15(2), 302-305. doi:10.1017/iop.2022.9
- †Shoenfelt, E.A., Kottke, J.L., & Stone, N.A. (2022). Increasing the saliency of ethical decision making for SIOP members. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 15(2), 241-245. doi: <https://doi.org/10.1017/iop.2022.1>
- †Stone, N.A., Shoenfelt, E.A., & Kottke, J.L. (2022). Keys to effective online I-O masters programs: Ensuring employability. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 15(2), 186-189. doi:10.1017/iop.2022.6
- †Stone, N.A., Kottke, J.L., & Shoenfelt, E.A. (2021). Ethics and I-O psychology: Do we just talk the talk or do we walk the walk? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(3), 335-339. doi:10.1017/iop.2021.66
- Agars, M., & Kottke, J. L. (2021). Development of a theoretical framework and a measure of general organizational means-efficacy. *Human Performance*, 34(1), 1–24. <https://doi.org/10.1080/08959285.2020.1821378>
- Kottke, J.L., Shultz, K.S., & Aamodt, M.G. (2020). *Importance of applied experiences: Course projects, practica, simulations, and internships*. Chapter 4 in E. Shoenfelt (Ed.) (2020). *Mastering Industrial-Organizational Psychology: Training Issues for Master's Level IO Psychologists*. New York: Oxford University Press, pp. 57-77.
- Pelletier, K. L., Kottke, J. L., & Sirotnik, B. W. (2019). The toxic triangle in academia: A case analysis of the emergence and manifestation of toxicity in a public university. *Leadership*, 15(4), 405-432.
- †Shoenfelt, E.L., Stone, N.J., Kottke, J.L. (2018). Gaining organizational entry and developing partnerships for applied research and experience: A perspective from industrial-organizational master's programs. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11(4), 606-612.
- †Kottke, J.L., Shoenfelt, E.L., & Stone, N.J. (2017). Undergraduates learn about industrial-organizational psychology and human factors from an informational brochure, *Teaching of Psychology*, 44 (1), 68-73.
- †Kottke, J. L., Olson, D. A., & Schultz, K. S. (2016) *Use of practicum classes to solidify the scientist-practitioner model in master's level training*. In C. Wankel, & L. Wankel (Eds.) *Integrating Curricular and Co-Curricular Endeavors to Enhance Student Outcomes*. Emerald Publishing Group, pp. 15-41 (Chapter 2). [Part of the *Cutting-edge Technologies in Higher Education* series]
- Kottke, J.L., & Pelletier, K.L. (2016). Organizational structure. In S.G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*, 2nd edition. Thousand Oaks: Sage.

- **French, K. A. Kottke, J.L., & **Kirchner, R.J. (2015). Evaluating the psychometric properties of the Teamwork KSA Test. *International Journal of Selection and Assessment*, 23(4), 307-315.**
- Pelletier, K.L., Kottke, J.L., & Reza, E.M. (2015). During furloughs, who is more attached to a public university? staff? faculty?...managers. *Public Personnel Management*, 44(1), 120-142. doi: [10.1177/0091026014558155](https://doi.org/10.1177/0091026014558155)**
- Kottke, J.L. & Agars, M.D. (2015). Creating and sustaining positive careers for women: A closer look at organizational context. In A. Broadbridge & S. Fielden, *Handbook of Gendered Careers in Management: Getting in, Getting On, and Getting Out* (pp. 275-289). Northampton, MA: Edward Elgar.
- †Kottke, J.L. (2015). Revision of Appendix B. Industrial/organizational psychology, in L. M. Sdorow, C. A. Rickabaugh, & A. J. Betz, *Psychology* (7th ed.). *Solon, OH: Yolo/Academic Media Solutions (online text)*.
- †Shoenfelt, E.L., Stone, N.J., & Kottke, J.L. (2015). **Industrial-organizational and human factors graduate program admission: Information for undergraduate advisors. *Teaching of Psychology*, 42(1), 79-82. doi: [10.1177/0098628314562683](https://doi.org/10.1177/0098628314562683)**
- †Kottke, J.L., Shoenfelt, E.L., & Stone, N.J. (2014). Educating industrial-organizational psychologists: Lessons learned from master's programs. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 28-32.
- †Kottke, J.L., *Valencia, L.A., & Shultz, K.S. (2013). Using a simulated selection interview as a culminating experience in a graduate level personnel selection class. *Psychology Learning & Teaching*, 12(3), 290-296. doi:[10.2304/plat.2013.12.3.290](https://doi.org/10.2304/plat.2013.12.3.290)
- †**French, K.A., & Kottke, J.L. (2013). Teamwork satisfaction: Exploring the multi-level interaction of teamwork interest and group-level extraversion. *Active Learning in Higher Education*, 14(3), 210 - 220. doi: [10.1177/1469787413498034](https://doi.org/10.1177/1469787413498034)
- Kottke, J.L., Pelletier, K.L., & Agars, M.D. (2013). Measuring follower confidence in top leadership direction. *Leadership and Organization Development*, 34(4), 292-307. doi: [10.1108/LODJ-07-2011-0062](https://doi.org/10.1108/LODJ-07-2011-0062)**
- Kottke, J. L., & Pelletier, K. L. (2013). Measuring and differentiating perceptions of supervisor and top leader ethics. *Journal of Business Ethics*, 113, 415-428. doi: [10.1007/s10551-012-1312-8](https://doi.org/10.1007/s10551-012-1312-8)**
- †Shoenfelt, E.L., Stone, N.J., & Kottke, J.L. (2013). Internships: An established mechanism for increasing employability. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 24-28. DOI: [10.1111/iops.12004](https://doi.org/10.1111/iops.12004).
- Kottke, J. L., & Pelletier, K. L. (2013). Advancing women into leadership: A global perspective on overcoming barriers. In M. Paludi (Ed.), *Women and Management Worldwide: Global Issues and Promising Solutions* (pp. 55-85). Westport, CT: Praeger.
- †Shoenfelt, E.L., Kottke, J.L., & Stone, N.J. (2012). Master's and undergraduate I/O internships: Data-based recommendations for successful experiences. *Teaching of Psychology*, 39(2), 100-106. doi: [10.1177/0098628312437724](https://doi.org/10.1177/0098628312437724)
- Kottke, J.L (2011). Additional evidence for the short form of the Universality-Diversity Scale. *Personality and Individual Differences*, 50(4), 464-469. doi:[10.1016/j.paid.2010.11.008](https://doi.org/10.1016/j.paid.2010.11.008)**
- Kottke, J.L., Olson, D.A., & Shultz, K.S. (2010). The devil is in the details: A comment on "What might this be? Rediscovering the Rorschach as a tool for personnel selection in organizations." *Journal of Personality Assessment*, 92(6), 610-612.

- Kottke, J.L. & Pelletier, K.P. (2010). Pessimism in the workplace: A review of constructs, antecedents, and consequences (Chapter 9). In A. M. Columbus (Ed.), *Advances in Psychology Research*, Vol. 65. Hauppauge, NY: Nova Science Publishers.
- Pelletier, K.L. & Kottke, J.L. (2009). Déjà vu all over again: Progress and reversals in battling government corruption. *Journal of Leadership, Accountability, and Ethics*, 7(3), 78-93.**
- Kottke, J.L. & **Kimura, S. (2009). Assessing individuals for team “worthiness”: Investigating the intersection of the Big Five personality factors, organizational citizenship behavior, and teamwork aptitude. In L.B. Palcroft and M.V. Lopez (Eds.), *Personality Assessment: New Research* (pp. 63-93). Hauppauge, NY: Nova Science Publishers.
- Kottke, J.L. & Agars, M.D. (2008). *Diversity and diversity management in the context of globalization*, In C. Wankel (Ed.), *The Handbook of 21st Century Management* (pp. 140-179). Thousand Oaks, CA: Sage Publications Inc.
- †Agars, M.D. & Kottke, J.L. (2008). Ancillary to accompany Diversity and diversity management in the context of globalization, a chapter in C. Wankel (Ed.) (2008). *The Handbook of 21st Century Management*. Thousand Oaks, CA: Sage Publications Inc.
- Kottke, J.L., & Agars, M.D. (2007). Organizational structure. In S.G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks: Sage.
- Kottke, J.L., & Agars, M.D. (2005). Understanding the processes that facilitate and hinder efforts to advance women in organizations. *Career Development International*, 10(3), 190-202.**
- †Kottke, J.L. (2005). Electronic test bank to accompany L. Sdorow & C. Rickabaugh, *Psychology* (6th ed.). Cincinnati, OH: Atomic Dog Press.
- Agars, M.D., & Kottke, J.L. (2005). Innovations in diversity management: Advances of practice and thought. Chapter 9 in R. J. Burke & C. L. Cooper (Eds.) *Reinventing HR: Challenges and new directions* (pp. 151-169). London: Routledge.
- Agars, M.D., & Kottke, J.L. (2004). Models and practice of diversity management: A historical review and presentation of a new integration theory. Chapter 3, Part II. Models and Processes, in M.S. Stockdale & F.J. Cosby (Eds.), *The psychology and management of workplace diversity* (pp. 55-77). Oxford: Blackwood Press.
- †Kottke, J.L. (2001). Students' reactions to written test item rebuttals. *Journal of Instructional Psychology*, 28 (4), 256-258.
- †Kottke, J.L. (2001). *Study guide* to accompany L. Sdorow & C. Rickabaugh, *Psychology* (5th ed.). Boston, MA: McGraw Hill.
- †Kottke, J.L. (2000). Mathematical proficiency, statistics knowledge, attitudes toward statistics, and measurement course performance, *College Student Journal*, 34, 334-347.
- Shultz, K.S., Riggs, M.L., & Kottke, J.L. (1998/1999). The need for an evolving concept of validity in industrial and personnel psychology: Psychometric, legal, and emerging issues. *Current Psychology*, 17 (4), 265-286.**
- †Kottke, J.L., & Shultz, K.S. (1997). Using an assessment center as a developmental tool for graduate students: A demonstration. Special issue of *Journal of Social Behavior and Personality*, 12, 289-302.
- †Shultz, K.S., & Kottke, J.L. (1997). The master's thesis in applied psychology training. *Teaching of Psychology*, 23, 166-168.

- **Hilton, P.E., Kottke, J.L., & **Pfahler, D.J. (1994). Verbal abuse and nurses: How serious the problem? *Nursing Management*, 25(1), 90.**
- *Miller, S.M., & Kottke, J.L. (1993). Scaling the construct androgyny: Reply to Willemsen. *Psychological Reports*, 73, 623-626.**
- *Froelich, K., & Kottke, J.L. (1991). Measuring individual beliefs about organizational ethics. *Educational and Psychological Measurement*, 51, 377- 383.**
- Kottke, J.L., & Schuster, D.H. (1990). Developing tests for measuring Bloom's learning outcomes. *Psychological Reports*, 66, 27-32.**
- Kottke, J.L., & MacLeod, C.D. (1989). Use of profanity in the counseling interview. *Psychological Reports*, 65, 627- 634.**
- Kottke, J.L., & *Sharafinski, C.E. (1988). Measuring perceived supervisory and organizational support. *Educational and Psychological Measurement*, 48, 1075-1079.**
- Kottke, J.L. (1988). Can androgyny be assessed with a single scale? *Psychological Reports*, 63, 987-991.**
- Kottke, J.L., Cowan, G., & *Pfahler, D.J. (1988). Development of two scales of coping strategies: An initial investigation. *Educational and Psychological Measurement*, 48, 737-742.**
- †Kottke, J.L., Jones, P.D., Quirk, T.J., & Szilagyi, A.D., Jr. (1988). *Instructor resource manual to accompany Szilagyi's Management and Performance*, 3rd. ed. Glenview, IL: Scott, Foresman, & Co.
- †Kottke, J.L. (1988). A job analysis exercise for an undergraduate industrial psychology class. *Teaching of Psychology*, 15, 41-42.
- †Kottke, J.L. (1988). Students as peer critics of writing in a psychology course. *Psychological Reports*, 62, 337-338.
- Kottke, J.L., Mellor, S., & Schmidt, A. C. (1987). Informational effects on attitudes and interpersonal acceptance of persons with deafness. *Rehabilitation Psychology*, 32 (4), 239-244.**
- †Kottke, J.L. (1985). Using a comprehensive make-up exam to replace a missed exam. *Teaching of Psychology*, 12, 51-52.
- †Kottke, J.L. (1984). Assessing the instructor: A class project for an industrial-organizational psychology course. *Teaching of Psychology*, 11, 231-323.
- †Kottke, J.L. (1984). Organizational development, instructor evaluations, and feedback. *Teaching of Psychology*, 11, 118-119.
- Adams, J.W., Kottke, J.L., & Padgitt, J.S. (1983). Sexual harassment of university students. *Journal of College Student Personnel*, 24, 484-490. Abstracted in *College Student Personnel Abstracts*, 18 (4), 549-550 (Summer, 1983).**

MAJOR TECHNICAL REPORTS, EXECUTIVE SUMMARIES, and MEDIA

Kottke, J.L., SOTE report submitted to the Faculty Affairs Committee of the Faculty Senate, August, 2020. Committee: J. Grant, K. Pelletier, B. Sumbera, S. Ward.

Kottke, J.L., Pelletier, K.L., & Sirotnik, B.A. (2016, May 7). 2015 CSUSB campus climate survey, phase 2 report. Delivered to Faculty Senate (presentation to FS plenary: May 10).

Kottke, J.L., Pelletier, K.L., & Sirotnik, B.A. (2016, March 7). 2015 CSUSB campus climate survey, phase 1 report. Delivered to Faculty Senate (presentation to FS plenary: March 8). Available from: <http://senate.csusb.edu/reports.htm>.

A copy of both reports as well as the survey instrument can be found at this site:

<https://sites.google.com/site/2015csusbcampusclimate/home>

†Shoenfelt, E.L., Stone, N.J., & Kottke, J.L. (2013). Advising Undergraduates for Graduate School in Industrial Organizational Psychology and Human Factors (Brochure). Available from:

http://www.siop.org/Instruct/IO_HF_Brochure_on_Advising_Dec2013.pdf

*Hagen, L. & Kottke, J.L. (2012, March). *Campus Climate Survey Results Final Report*. [Confidential report presented to Robert Gardner, Vice President, Administration & Finance, CSUSB].

*Hagen, L. & Kottke, J.L. (2012, March). *Executive Summary of Campus Climate Survey Results Final Report*.

†Shultz, K.S. & Kottke, J.L. (2007, December 10). *Final Report of the Selection Process Used to Select the Inaugural Class of Fall 2007*. [Report to the College of Education, CSUSB, on the development of admission procedures for the Ed.D. program].

Kottke, J.L. (Coordinator/Chief Editor/Author). (2006, December 20). *Self study of the Department of Psychology, AY 2000-2006*.

Kottke, J.L. (2004, December 29). *Final Report of the Mentally Ill Offender Crime Reduction Grant [MIOCRG] Program, Riverside County*. [Program evaluation of interventions applied to the mentally ill offender in the Riverside County jail system, State of California Department of Corrections, \$4 million grant with matching funds].

Kottke, J.L. (2004, December 29). *Executive Summary of the Final Report of the Mentally Ill Offender Crime Reduction Grant Program, Riverside County*.

*Schott, D. & Kottke, J.L. (2000, June). *Needs assessment: Sheriff's dispatch center*. Riverside County (California) Sheriff's Department.

Kottke, J.L., & Shultz, K.S. (1993, September 26). The truth be told, or is it? *The San Bernardino Sun*, Section C1, p. 1.

Kottke, J.L., & Shultz, K.S. (1994, January 9). Honesty tests are subjective personality tests-- nothing more. *The San Bernardino Sun*, Section C1, p. 4.

Kottke, J.L., & Shultz, K.S. (1994, February 14). Honesty testing. *The San Bernardino Sun*, Letters to the Editor.

Kottke, J.L. (Coordinator/Editor/Author). (1991, Spring). *Self-study report of the Psychology Department, CSUSB*.

Trafton, R. S., Kottke, J.L., & Riggs, M. L. (1990, March). *Report to an Inland Empire Sheriff's Department: Dispatchers*.

†Kottke, J.L. (1989, February). *Report on the usefulness of current MA selection procedures within the Department of Psychology, CSUSB.*

Trafton, R. S., Kottke, J.L., *Douglas, T.D., & *Chamberlain, C.W. (1988, May). *The Commitment Gap*. [Confidential report presented to a *Fortune* 500 financial institution]
Trafton, R. S., & Kottke, J.L. (1988, May). Executive Summary of *The Commitment Gap*.

Kottke, J.L. (1981, January). *Customer Representative Validation Study for the Baltimore Gas and Electric Company, Baltimore, MD.*

CONFERENCE PRESENTATIONS, PAPERS, AND COLLOQUIA (grouped by conference, in reverse chronological order)

Kottke, J.L., Stone, N. J., & Shoenfelt, E.L. (2021, April 14). *Validating a Self-report Scale of Employability using the RAW Model*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology. Virtual.

Kottke, J.L. (2021, April). Panelist, Importance of Applied Experiences, in E.L. Schoenfeld (Chair), *Mastering Industrial-Organizational Psychology: Training Issues for Master's Level IO Psychologists*. Based on a chapter written with K. Shultz & M. Aamodt. Panel presented asynchronously at the Society for Industrial and Organizational Psychology. Virtual.

Lipman-Blumen, J., Pelletier, K.L., & Kottke, J.L. (2020, August 6). *Crisis: Ideal Conditions for Toxic Leaders*. Invited presenter at the Leadership America 2020 National Conference. Virtual due to COVID-19 pandemic restrictions.

Pelletier, K.P., **Olson, A.M., *Carrera-Mendoza, J.I., **Siraj, P., **Chavez, K.A., **Bustamante, D., **Cornish, V.J., **Dunlap, N., *Schneider, L., & Kottke, J.L. (2020, August). *How Employees Rationalize Their Reactions to Toxic Leaders*. Paper presented at the annual convention of the American Psychological Association, Washington, DC. Virtual due to COVID-19 pandemic restrictions.

*Carrera-Mendoza, J.I., **Olson, A.M., **Siraj, P., **Manalo, M., *Chavez, K.A., **Loop, J.A., *Keith, T.E., *Csaba, K., **Bustamante, D., *Cornish, V.J., **Dunlap, N., & Kottke, J.L. (2020, April 24). *Continuing Validation of the Follower Categorization Assessment*. Poster presented at the Society for Industrial and Organizational Psychology, Austin, TX.

†Stone, N.J. (Chair), Shoenfelt, E.L., Kottke, J.L., Pelletier, K.L. (2020). *I-O and Management Teaching Applications: Bridging Science and Practice*. Panel accepted but not presented at the Society for Industrial and Organizational Psychology, Austin, TX (COVID-19)

*Gomez, S., **Quintana, E., **Geller, B., **Gonzales, M., *Garcia, R., & Kottke, J. (2019, May). *Susceptible Followers of the Toxic Triangle and Social Structure Orientation*.

Poster presented at the annual convention of the Association for Psychological Science, Washington, DC.

*Dakdouk, R., *Lopez, J., *Lake, T., *Rodriguez, K., *Galarza, J., & Kottke, J. (2019, April). *Nontoxic Organizational Environments May Highlight Toxic Leadership*. Poster presented at the annual convention of the Western Psychological Association, Pasadena, CA.

**Quintana, E., & Kottke, J. (2019, April). *Gender, Not Emotional Intelligence, Affects Perceptions of Toxic Leadership*. Poster presented at the annual convention of the Western Psychological Association, Pasadena, CA.

**Tuttle, D., & Kottke, J. (2019, April). *Susceptible Followers and Their Physical Proximity to a Destructive Leader*. Poster presented at the annual convention of the Western Psychological Association, Pasadena, CA.

**Tuttle, D., Kottke, J., & Pelletier, K. (2019, April). *Susceptible Followers of the Toxic Triangle and Moral Reasoning*. Poster presented at the annual convention of the Western Psychological Association, Pasadena, CA.

*Study, D. & Kottke, J.L. (2019, April). *Testing the Rewarding, Ability, and Willingness Framework of Employability*. Poster presented at the Society for Industrial and Organizational Psychology, National City, MD.

*Manalo, M., *Quintana, E., *Gomez, S., *Montes-Cordova, A., *Gonzales, M., *Carrera-Mendoza, J., *Eshe, C., *Geller, B., *Olson, A. & Kottke, J. (May 27, 2018). *Destructive Leader Interactions: A Qualitative Analysis of Employees in a Morally Challenging Situation*. Poster presented at the 30th Association for Psychological Sciences Annual Convention, San Francisco, CA.

Kottke, J.L., Stone, N.J., Shoenfelt, E.L., *Bauer, D., & *Study, D. (2018, April 19). *Developing a Self-Report Scale of Employability Using the RAW Model*. Poster presented at the Society for Industrial and Organizational Psychology, Chicago, IL.

†Crain, T.L. (Chair), Shore, D.B. (Co-Chair), Fletcher, K.A., Glazer, S., Kath, L.M., & Kottke, J.L. (2018, April 19). *I-Outreach: Building I-O Bridges to Those Outside of Our Own Universities*. Panel/roundtable discussion presented at the Society for Industrial and Organizational Psychology, Chicago, IL.

*Ingalls, S.A., *Millan, A., *Bonneau, R., *Lockhart, D., *Manalo, M., *Tuttle, D., & Kottke, J. (2017, May 27) *Transformational Leadership: A Need for Social Perceptiveness and Affordance Seeking Behaviors*. Poster presented at the 29th Association for Psychological Sciences Annual Convention, Boston, MA. [Paper distributed at conference was authored by Ingalls, S.A., Millan, A., & Sherwood, H.]

*Malla, K., *Lee, J-J., Kottke, J. L., & Pelletier, K. L. (2017, April 28). *Toxic Followership: Development of the Follower Categories Assessment (FCA)*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL.

- *Alvarado, C., & Kottke, J.L. (2017, March 25). *Assessing the Toxicity of Organizational Environments*. Paper presented within the symposium, *Dismantling the Toxic Triangle: The Initiative Required to Restore Organizational Health*, at the Western Academy of Management Annual Conference, Palm Springs, CA.
- *Malla, K., & Kottke, J. L., & Pelletier, K. L. (2017, March 25). *Toxic Followership: Sharpening the Typologies within the Toxic Triangle Framework*. Paper presented within the symposium, *Dismantling the Toxic Triangle: The Initiative Required to Restore Organizational Health*, at the Western Academy of Management Annual Conference, Palm Springs, CA.
- Pelletier, K. L., & Kottke, J. L. (2017, March 25). *The Initiative to Challenge Toxic Leaders: Courageous Effective and Ineffective Followers*. Paper presented within the symposium, *Dismantling the Toxic Triangle: The Initiative Required to Restore Organizational Health*, at the Western Academy of Management Annual Conference, Palm Springs, CA..
- Kottke, J., Stone, N.J., & Shoenfelt, E. (2016, August 4). *Undergraduates Effectively Learn from IO and HF Informational Brochure*. Poster presented at the annual convention of the American Psychological Association, Denver, CO.
- †*Tuttle, D.L., Kottke, J., *Lockhart, D., *Manalo, M., *Osorno, A., *Study, D., *Williams, R., *Worrall, S.D. (2016, May 28). *Rewarding to Deal With: Agreeableness and Social Perceptiveness as Indicators of Supportive Tutoring Experiences*. Poster presented at the Association for Psychological Sciences Annual Convention, Chicago, IL.
- *Jasmer, A., Kottke, J., *Lee, J-J., *Study, D., *Tuttle, D.L., *Williams, R., *Worrall, S.D. (2016, May 28). *Dispositional Employability and the Relationship to Career Success: A Meta-Analysis*. Poster presented at the Association for Psychological Sciences Annual Convention, Chicago, IL.
- †*Study, D., & Kottke, J.L. (2016, May 28). *The Relationship between the Willingness to Work Hard and Career Intentions among College Students*. Poster presented at the Association for Psychological Sciences Annual Convention, Chicago, IL.
- *Lee, J-J., & Kottke, J.L. (2016, May 26). *An Item Response Theory Analysis of the Top Leadership Scale*. Poster presented at the Association for Psychological Sciences Annual Convention, Chicago, IL.
- †Kottke, J.L., Stone, NJ., & Shoenfelt, E.L. (2016, August). *Undergraduates Effectively Learn from IO and HF Informational Brochure*. Poster presented at the annual convention of the American Psychological Association, Denver, CO.
- *Lee, J-J., *Alvarado, C., *Bravo, R., Kottke, J.L., & Pelletier, K.L. (2016, April). *The Glass Cliff: Context and Method Matter*. Poster presented at the Society for Industrial and Organizational Psychology, Anaheim, CA.
- †Stone, N. (Chair), Kottke, J., Shoenfelt, E., Huffcutt, A.I. (2016, April). *IO Academic Career Options: Faculty at Teaching Intensive Institutions*. Panel discussion at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

†Shoenfelt, E., Kottke, J., Stone, N., **Dolen, M., Hill-Fotouhi, C., Seibert, J., & Walker, S. (2015, April) *What Employers Want in Master's Hires: Landing the First Job*. Panel discussion at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Kottke, J. L., Shoenfelt, E.L., & Ehresman, C.L. (2014, October). *Initial Psychometric Analyses of a Leadership Situational Judgment Test: SALSA©*. Poster presented at the International Leadership Association's Global Conference, San Diego, CA.

Pelletier, K. L., & Kottke, J. L. (2014, October). *Global Strategies to Advance Women into Leadership*. Paper selected and showcased in an interactive session at the International Leadership Association's Global Conference, San Diego, CA.

†Kottke, J.L. (2014, June 6). *Non-cognitive Factors that Predict College Student Persistence*. Presentation made at the Learning Research Institute Conference, San Bernardino, CA.

*Study, D., & Kottke, J.L. (2014, May 23). *Another Model of Employability? Considering the RAW Framework*. Poster presented at the 26th Association for Psychological Sciences Annual Convention, San Francisco, CA.

**Deane, A.M., & Kottke, J.L. (2014, May 23). *Core Self-Evaluation, Self-Regulation, Need-Supply Fit and Job Satisfaction: A Comprehensive Model*. Poster presented at the 26th Association for Psychological Sciences Annual Convention, San Francisco, CA.

*Kirchner, R.A., & Kottke, J.L. (2014, May 24). *Beyond Teamwork KSAs and Preference: Does Task Interdependence Influence Performance?* Poster presented at the 26th Association for Psychological Sciences Annual Convention, San Francisco, CA.

Kottke, J.L., *DiPonio, G., *Alvarado, C., Pelletier, K.L., *Nguyen, B., *Hutabarat, D., & *Beckles, V. (2014, May 24). *Updating the Glass Cliff: Female Characteristics Perceived Essential for Leading Thriving Companies*. Poster presented at the 26th Association for Psychological Sciences Annual Convention, San Francisco, CA. *Poster was one of 15 selected, from among 2100 submitted, by the Program Committee for a 3-minute video presentation posted on the APS site.*

Kottke, J.L. (Chair). (2014, May 15). Distinguished Teaching Award Session, lifetime achievement awarded to Betsy Shoenfelt, Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Kottke, J.L. Pelletier, K.L., *Beckles, V., *Hutabarat, D.J., *Diponio, G.L., *Nguyen, B.N., & *Gonzalez, A.E. (2013, August 1). *Re-visiting Leadership Characteristics of the Glass Cliff Phenomenon: Gender Typed?* Poster presented at the annual conference of the American Psychological Association, Honolulu, HI

†Shoenfelt, E.L., Kottke, J.L., & Stone, N.J. (2013, July 31). *IO and HF Graduate Program Admission: Information for Undergraduate Advisors*. Poster presented at the annual conference of the American Psychological Association, Honolulu, HI

†**French, K.A., Kottke, J.L., *McConaughy, J.C., *Johnson, K.E., & *McNeal, K.D. (2013, August 2). *Student Reactions to Group Work: The Good, The Bad, and The Slackers*. Poster presented at the annual conference of the American Psychological Association Honolulu, HI

- Kottke, J.L., **French, K.A., & *Kirchner, R.J. (2013, July 23) *To Use the Teamwork Test -- Or Not? A Psychometric Evaluation*. Presentation to Personnel Testing Council of Southern California, Rio Hondo, CA.
- Kottke, J.L., & *French, K.A. (2013, May). *Examining the Teamwork KSA Test: Still Searching for Psychometric Excellence*. Poster presentation at the 25th APS Annual Convention, Washington, D.C., USA
- Gilbert, J.A., *French, K.A., & Kottke, J.L. (2013, May). *Development of the Efficacy for Motivating Others Scale*. Poster presentation at the 25th APS Annual Convention, Washington, D.C., USA
- *McNeal, K.D., *Lawton, A., Kottke, J.L. & *Gonzales, A. (2013, April). *Effects and Need for Cognition in the Competency-based Interview*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX, April 2013
- *Qin, L. & Kottke, J.L. (2012, August). *Predicting task performance with neuroticism and effort intensity*. Poster presented at the annual conference of the American Psychological Association, Orlando, FL.
- *French, K.A., & Kottke, J.L. (2012, May). *Teamwork satisfaction: Exploring the multi-level interaction of teamwork interest and group-level extraversion*. Poster presented at annual conference of the Association for Psychological Science, Chicago, IL.
- *Baird, M., Pelletier, K.L., & Kottke, J.L. (2012, April 27). *Psychological and occupational effects of mandatory furloughs on faculty*. In K.L. Pelletier (Chair), Economic challenges in academia: Employee reactions to furloughs. Symposium/Forum presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- *Komori, H., & Kottke, J.L. (2012, April 27). *Social support, computer-mediated communication, and language proficiency in sojourner adaptation*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Kottke, J.L., Pelletier, K.L., & Reza, E.M. (2012, April 27). *Justice through the lens of furloughs: Process matters*. In K.L. Pelletier (Chair), Economic challenges in academia: Employee reactions to furloughs. Symposium/Forum presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- *Lawton, A., Kottke, J.L., & *McNeal, K. (2012, April 28). *Deep thinking: Need for cognition in the structured interview*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Pelletier, K.L., Kottke, J.L., & Reza, E.M. (2012, April 27). *The ties that bind: Organizational membership during a financial crisis*. In K.L. Pelletier (Chair), Economic challenges in academia: Employee reactions to furloughs. Symposium/Forum presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- †Shoenfelt, E.L., Kottke, J.L., & Stone, N.J. (2012, April 28). *Master's and undergraduate internship insights: Recommendations for successful experiences*. Poster presented at the

Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Kottke, J.L. (2010, August 12). *Additional evidence for the Short Form of the Universality-Diversity Scale*. Paper presented at the American Psychological Association, San Diego, CA.

Kottke, J.L. (2010, April 24). *Examining “team worthiness”: Aptitude or interest but not both?* Poster presented at the Western Psychological Association, Cancun, Mexico.

Agars, M., *Deane, A., Kottke, J. & *Wyatt, W. (2010, April 8). *Resolving the fairness paradox: Successfully navigating diversity change management*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

*Jones, M., Agars, M., & Kottke, J. (2010, April 8). *Means efficacy and self-efficacy: Testing their unique effects on performance*. (In Dov Eden, Means Efficacy: A Motivational Construct Whose Time Has Come, symposium). Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Gilbert, J.A., & Kottke, J.L. (2009, May). *Developing a measure of social perceptiveness*. Poster presented at the annual conference of the Association for Psychological Science, San Francisco, CA.

*Ishibashi, Y., & Kottke, J.L. (2009, May). *Confucianism, personality traits, and effective leaders in Japan and the United States*. Poster presented at the annual conference of the Association for Psychological Science, San Francisco, CA.

*Ishibashi, Y., & Kottke, J.L. (2009, May). *Stereotyping executives in Japan and the United States: Optimistic women, conservative men*. Poster presented at the annual conference of the Association for Psychological Science, San Francisco, CA.

*Kimura, S., & Kottke, J.L. (2009, May). *Cognitive ability and personality can predict team productivity but not team synergy*. Poster presented at the annual conference of the Association for Psychological Science, San Francisco, CA.

Kottke, J.L. (2009, May). *Measuring OCBs: Reporting behavior or rating narrow bandwidth personality facets?* Poster presented at the annual conference of the Association for Psychological Science, San Francisco, CA.

*Rice, J.A. & Kottke, J.L. (2009, May). *Better quality resources: More confidence regardless of initial self-efficacy*. Poster presented at the annual conference of the Association for Psychological Science, San Francisco, CA.

†Kottke, J.L. (2009, May 2). *Helping students to form and sustain satisfying, functioning groups*. Paper presented at the 12th CSU Regional Symposium on University Teaching, San Luis Obispo.

*Kahler, A.E., & Kottke, J.L., (2009, April). *Effect of social support source and type on workplace strain*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

†Kottke, J.L., & Shultz, K. (2009, April). *Using a simulated selection interview as a culminating experience*. In C.W. Parker (Chair), *Beyond Regurgitation: Ideas to Enhance Critical*

- Thinking in I/O/HR Courses*, Symposium/Forum presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- *Schmierer, N., *Jones, M., Agars, M.D., & Kottke, J.L. (2009, April). *Examining means-
efficacy and turnover intentions in workers with disabilities*. Poster presented at the
Annual Conference of the Society for Industrial and Organizational Psychology, New
Orleans, LA.
- †Shoenfelt, E.L. (Chair), Kottke, J.L., Stone, N.J., **Agarwal, S., Seibert, J. & Walker, S.A.
(2009, April). *I/O Master's Careers: Landing the Job*. Panel discussion presented at the
Annual Conference of the Society for Industrial and Organizational Psychology, New
Orleans, LA.
- Kottke, J.L. (2008, August 12). Chair, Diversity in leadership. Paper session. Academy of
Management Annual Meeting, Anaheim, CA.
- *Hunzeker, A. & Kottke, J.L. (2008, April). *Coworker justice perceptions of workplace
accommodations*. Poster presented at the Annual Conference of the Society for Industrial
and Organizational Psychology, San Francisco, CA.
- Kottke, J.L. (2008, April). *Able but not willing? Teamwork aptitude and interest meet head-on*.
Poster presented at the Annual Conference of the Society for Industrial and
Organizational Psychology, San Francisco, CA.
- †Kottke, J.L. (2008, April). Panelist. *How Do I Get Undergraduate Students Excited About I-O
and HR?* In J. Bagger & M. C. Frame (Organizers), 2008 Junior Faculty Consortium at
the Annual Conference of the Society for Industrial and Organizational Psychology, San
Francisco, CA.
- Kottke, J.L., Pelletier, K.L., & Agars, M.D. (2008, April). *Supervisors' and top leaders' ethics:
Differently related to employee attitudes?* Poster presented at the Annual Conference of
the Society for Industrial and Organizational Psychology, San Francisco, CA. *Poster was
selected by Conference Program Committee for an interactive session; I presented for
coauthors.*
- †Shoenfelt, E.L. (Chair), Stone, N.J., Walker, S.A., Kottke, J.L., Shadrick, S., & Moffett, R.
(2008, April). *Getting Your Feet Wet: Master's and Undergraduate Internship
Experiences*. Panel discussion at the Annual Conference of the Society for Industrial and
Organizational Psychology, San Francisco, CA.
- *Cordero, V., & Kottke, J.L. (2007, August). *Mediating the relationship between diversity
climate and work conflict*. Poster presented at the annual conference of the American
Psychological Association, Division 14 (Society for Industrial and Organizational
Psychology), San Francisco.
- *Rice, J., & Kottke, J.L. (2007, August). *Quantity or quality? Refining the means efficacy
construct*. Poster presented at the annual conference of the American Psychological
Association, Division 14 (Society for Industrial and Organizational Psychology), San
Francisco.
- *Harleaux, B., Agars, M.D., & Kottke, J.L. (2007, April). *Threat, fairness, and diversity: Initial
test of Full Integration Theory*. Poster presented at the annual conference of the Society
for Industrial and Organizational Psychology, New York, NY.

- *Collier, E., *Locke, T., *Prince, R., *Crimaldi, C., *Cordero, V., *Lawton, A., *Pengcharoen, C., & Kottke, J. (2006, May). *Measuring active listening in leaders: A three-construct model*. Poster presented at the annual conference of the Association for Psychological Science, New York, NY.
- *Chalmers, R. & Kottke, J.L. (2006, April). *Effect of verbal recognition on work performance and intrinsic motivation*. Poster presented at the Western Psychological Association, Palm Springs, CA.
- †Hy, K., Agars, M.D., Kottke, J.L., & Chavez, D. (2006, April). *Motives, intentions to stay, and acculturation among Asian international students*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- *Brody, A., *Anderson, S.M., *Grant, L.A., *Segura, G., Kottke, J.L., & Agars, M.D. (2005, May). *Construct validation of the Leadership Direction Scale*. Poster presented at the American Psychological Society, Los Angeles, CA.
- *Kimura, S., *Moreno, H., *Murase, T., *Holforty, J., *Wyatt, W., Kottke, J.L., & Agars, M.D. (2005, May). *Relationships among teamwork knowledge skills and abilities, organizational citizenship behavior, the Big Five, and self-monitoring*. Poster presented at the American Psychological Society, Los Angeles, CA.
- †Kottke, J.L., & Stone, N. (Chairs). (2005, April). *The evolution of applying technology to teaching: Chalkboard to PowerPoint©*. Education Forum presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- †Kottke, J.L., & Shultz, K.S. (2005, April). Teaching with technology: True score variance? Method variance? Error variance? In J.L. Kottke & N. Stone (Chairs), *The evolution of applying technology to teaching: Chalkboard to PowerPoint©*. Education Forum presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Kottke, J.L., & Agars, M.D. (2005, April). *The Leadership Direction Scale: Development and initial validation*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Kottke, J.L., & Agars, M.D. (2005, April). *Effect of centralization and formalization on individual outcomes*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- †Kottke, J.L., Chair. (2004, April). *Curriculum and outcomes assessment: Does your program work?* Education Forum presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- *Kimura, S., & Kottke, J.L. (2004, April). *A cross cultural study: The effect of EQ and efficacy on participative decision making*. Poster presented at the joint meeting of the Western and Rocky Mountain Psychological Associations, Phoenix, AZ.

- *Wood, J.V., & Kottke, J.L. (2004, April). *Moral philosophy classification, social risk, and decision-making*. Poster presented at the joint meeting of the Western Psychological and Rocky Mountain Psychological Associations, Phoenix, AZ.
- *James, S.D., Kottke, J.L., & Pfahler, D.J. (2003, May). *Art, mood, and cognitive task performance*. Poster presented at the annual convention of the Western Psychological Association, Vancouver, BC.
- *Marks, S.A., & Kottke, J.L. (2003, May). *Nurses' attitudes toward computer use for point-of-care charting*. Poster presented at the annual convention of the Western Psychological Association, Vancouver, BC.
- *Petaishiski, J.N., & Kottke, J.L. (2003, May). *The buffering effects of perceived fitness on stress reactivity*. Poster presented at the annual convention of the Western Psychological Association, Vancouver, BC.
- †*Reichley, T. R., & Kottke, J.L. (2003, May). *Developing a culminating assessment for psychology undergraduate students*. Paper presented at the annual convention of the Western Psychological Association, Vancouver, BC.
- *Valle, D.S., & Kottke, J.L. (2003, May). *The role of demography and acculturation in leader-member exchange*. Poster presented at the annual convention of the Western Psychological Association, Vancouver, BC.
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- Agars, M.D., Kottke, J.L., & Unckless, A. (2003, April). *Development and validation of a general means efficacy scale*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Flye, L.A., Agars, M.D., & Kottke, J.L. (2003, April). *Organizational approaches to work-family conflict: Test of an integrative model*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Lien, V.N., Kottke, J.L., & Agars, M.D. (2003, April). *Diversity, workplace culture, workgroup identification, and workplace conflict*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL. *Poster was selected by Conference Program Committee for an interactive session.*
- †Stone, N. (Chair), Shoenfelt, B., Kottke, J.L., Huffcutt, A., Walker, S.A., & Koppes, L.L. (2003, April). *Just do it! Developing I/O student competencies through applied experiences*. Panel discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- †Shultz, K.S., & Kottke, J.L. (2003, March). *Assessing higher order thinking skills*. Regional Symposium on University Teaching, CSUSB.
- †Shultz, K.S., & Kottke, J.L. (2003, February). *Writing and evaluating multiple-choice exams*. Workshop sponsored by the Teaching Resource Center, CSUSB.
- †Kottke, J.L., & Shultz, K.S. (2002, August). *Developing, maintaining, and supervising graduate student internships*. In N. J. Stone (Chair), *Strategies for teaching I/O psychology*, symposium conducted at the annual convention of the American Psychological Association, Chicago, IL.

- Agars, M.D., & Kottke, J.L. (Chairs). (2002, April). *Integrating theory and practice in gender diversity initiatives*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Toronto, ONT.
- Agars, M.D., & Kottke, J.L. (2002, April). An integrative model of gender diversity. In M. Agars & J. Kottke (Chairs), *Integrating theory and practice in gender diversity initiatives*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Toronto, ON.
- *Pressl, S.A., & Kottke, J.L. (2002, April). *The manager-consultant relationship: Implementation success of organizational change*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Toronto, ON.
- †Kottke, J.L. (2002, April). *Continuing development of an objectively scored in-basket exercise*. Poster presented at the annual convention of the Western Psychological Association, Irvine, CA.
- *Gross, D.M., Pfahler, D. J., & Kottke, J.L. (2002, April). *Domestic violence, emotional dependency, and women's hostility toward women*. Poster presented at the annual convention of the Western Psychological Association, Irvine, CA.
- *Soria, J.M., *Contreras, E.R., Pfahler, D.J., & Kottke, J.L. (2002, April). *Factors related to job satisfaction and job involvement*. Poster presented at the annual convention of the Western Psychological Association, Irvine, CA.
- †*Ingrodi, M.A., Pfahler, D.J. & Kottke, J.L. (2002, April). *Contributing factors to student aggression*. Poster presented at the annual convention of the Western Psychological Association, Irvine, CA.
- *Andreassen, R.M., Kottke, J.L., Pfahler, D.J., & Agars, M.D. (2002, April). *The relationship of contact, political conservatism, and religion to prejudice*. Poster presented at the annual convention of the Western Psychological Association, Irvine, CA.
- *James, S.D., Kottke, J.L., & Pfahler, D.J. (2002, April). *Mood and cognitive task performance*. Poster presented at the annual convention of the Western Psychological Association, Irvine, CA.
- †Kottke, J.L., & Shultz, K.S. Role of outcomes assessment in master's level I/O training. (2001, August 26). In M.D. Agars and J.A. Gilbert (Co-chairs), *Supplementing traditional instruction in a master's I/O psychology program*. Symposium conducted at the annual convention of the American Psychological Association, San Francisco, CA.
- †Shultz, K.S., Kottke, J.L., & Agars, M.D. (2001, August 26). The role of internships in master's level I/O training. In M.D. Agars and J.A. Gilbert (co-chairs), *Supplementing traditional instruction in a master's I/O psychology program*. Symposium conducted at the annual convention of the American Psychological Association, San Francisco, CA.
- *Andreassen, R.M., Pfahler, D.J., & Kottke, J.L. (2001, May). *Domestic violence: The effects of religiosity, gender roles, and alcohol abuse*. Poster presented at the annual convention of the Western Psychological Association, Lahaina, HI
- †*Brulé, L.L., Pfahler, D.J., & Kottke, J.L. (2001, May). *Campus violence: Student stress, religiosity, alcohol, victimization, and aggression*. Poster presented at the annual convention of the Western Psychological Association, Lahaina, HI.

- *Font, L.A., *Adams, G., Pfahler, D.J., & Kottke, J.L. (2001, May). *Society's view of homosexuality: The development of prejudicial attitudes*. Poster presented at the annual convention of the Western Psychological Association, Lahaina, HI.
- *Holley, K., & Kottke, J. L. (2001, May). *Components of organizational justice as predictors of ethical behavior*. Poster presented at the annual convention of the Western Psychological Association, Lahaina, HI.
- *Kilinski-Dupuis, H., & Kottke, J. L. (2001, May). *Development of the business situational humor response questionnaire*. Poster presented at the annual convention of the Western Psychological Association, Lahaina, HI.
- *La Beur, H.E., & Kottke, J. L. (2001, May). *Pre-merger communication source, detail, and reliability affect anxiety and loyalty*. Poster presented at the annual convention of the Western Psychological Association, Lahaina, HI.
- *Lanlehin, J.F., Pfahler, D.J., & Kottke, J.L. (2001, May). *Gang violence and loss: Effect in the African-American community*. Poster presented at the annual convention of the Western Psychological Association, Lahaina, HI.
- *Roppoli, S.A., & Kottke, J. L. (2001, May). *Effect of carelessness and injury visibility on co-worker attitudes*. Poster presented at the annual convention of the Western Psychological Association, Lahaina, HI.
- *Suzuki, T., Pfahler, D.J., & Kottke, J.L. (2001, May). *The relationship of childhood experience to adult anger and aggression*. Poster presented at the annual convention of the Western Psychological Association, Lahaina, HI.
- †Brockwood, K.J (Chair), Carter, G., Hogan, J., Kottke, J.L., Taylor, L.R., Wright, C., & Zamary, P. (2001, April). *Marketing industrial/organizational psychology to businesses: Getting the word out*. Panel discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- *Schott, D.L., & Kottke, J.L. (2000, April). *Fakability of biodata: Does cognitive ability matter?* Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- *Andreassen, R.M., *Brulè, L.L., Pfahler, D.J., & Kottke, J.L. (2000, April). *Diversity, stereotyping, and aggression in the workplace*. Poster presented at the annual convention of the Western Psychological Association, Portland, Oregon.
- *Brulè, L.L., *Andreassen, R.M., Pfahler, D.J., & Kottke, J.L. (2000, April). *Substance abuse, frustration and aggression in the workplace*. Poster presented at the annual convention of the Western Psychological Association, Portland, Oregon.
- *Carrillo, J., *Vasadi, S.E., Pfahler, D.J., & Kottke, J.L. (2000, April). *Men and women's attitudes toward math: More similar than different*. Poster presented at the annual convention of the Western Psychological Association, Portland, Oregon.
- *Coleman Carew, D.M., & Kottke, J.L. (2000, April). *Black and beautiful? Hire me!* Poster presented at the annual convention of the Western Psychological Association, Portland, Oregon.
- *Peccorini, D.M., *Rojas, W.L., Pfahler, D.J., & Kottke, J.L. (2000, April). *Work values: Are there differences by ethnicity?* Poster presented at the annual convention of the Western Psychological Association, Portland, Oregon.

- *Rojas, W.L., *Peccorini, D.M., Pfahler, D.J., & Kottke, J.L. (2000, April). *Work values: Gender or age effects?* Poster presented at the annual convention of the Western Psychological Association, Portland, Oregon.
- *Smith, S. S., & Kottke, J.L. (2000, April). *Universal drug testing guidelines: What factors limit employer's liability?* Poster presented at the annual convention of the Western Psychological Association, Portland, Oregon.
- *Pelletier, K.L., & Kottke, J.L. (1999, May). *Reactions to directive and participative styles of female leaders.* Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- *Vargas-Machuca, I., & Kottke, J.L. (1999, May). *Latinas and affirmative action: Self-interest, fairness, past discrimination, and acculturation.* Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- *Axe, L., & Kottke, J.L. (1999, April). *Contraceptive use, sexual knowledge, attitudes, and religious devotion.* Poster presented at the annual convention of the Western Psychological Association, Irvine, CA.
- *Dennison, C.B., & Kottke, J.L. (1999, April). *An objectively scored in-basket exercise and critical thinking.* Poster presented at the annual convention of the Western Psychological Association, Irvine, CA.
- *Kilinski-Dupuis, H. & Kottke, J.L. (1999, April). *Perceptions of personal and supervisor humor at work.* Poster presented at the annual convention of the Western Psychological Association, Irvine, CA.
- *Kellum, J.L., & Kottke, J.L. (1998, April). *Importance of childcare relative to other job characteristics.* Poster presented at the joint meeting of the Western and Rocky Mountain Psychological Associations, Albuquerque, NM.
- Kottke, J.L. (1998, April). *Factor-analytic structure of academic dishonesty.* Poster presented at the joint meeting of the Western and Rocky Mountain Psychological Associations, Albuquerque, NM.
- *Smith, S.S., & *Doran, J.K., West, T.L., & Kottke, J.L. (1998, April). *The effect of extrinsic rewards on intrinsic motivation: Two studies.* Poster presented at the joint meeting of the Western and Rocky Mountain Psychological Associations, Albuquerque, NM.
- *West, T.L., & Kottke, J.L. (1998, April). *Development of an objectively scored in-basket exercise.* Poster presented at the joint meeting of the Western and Rocky Mountain Psychological Associations, Albuquerque, NM.
- *Young, R., & Kottke, J.L. (1998, April). *Layoff survivors: Analysis of organizational attitudes before and after downsizing.* Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- *Barbo, E.J., & Kottke, J.L. (1997, April). *The effects of reason for absence on promotion decisions: A follow-up.* Poster presented at the annual convention of the Western Psychological Association, Seattle, WA.
- †Kottke, J.L. (1997, April). *Reactions of students to written test item rebuttals.* Poster presented at the annual convention of the Western Psychological Association, Seattle, WA.

- †Kottke, J.L. (1997, April). *Statistics knowledge, attitudes toward statistics, and measurement course performance*. Poster presented at the annual convention of the Western Psychological Association, Seattle, WA.
- *Sanchez, R.J., & Kottke, J.L. (1997, April). *Development of a multiple perspective taking instrument*. Poster presented at the annual convention of the Western Psychological Association, Seattle, WA.
- *Haase, S. L., & Kottke, J. L. (1996, April). *The relationship of collectivism and socio-political orientation to group satisfaction*. Poster presented at the annual convention of the Western Psychological Association, San Jose, CA.
- *Johnson, C.R., Pfahler, D.J., & Kottke, J.L. (1996, April). *Ethnic identity, racial climate, and satisfaction among students*. Poster presented at the annual convention of the Western Psychological Association, San Jose, CA.
- Kottke, J.L., *Barbo, E., & *Freeman, K.R. (1996, April). *Effect of policy, length and reason for absence on promotion decisions*. Poster presented at the annual convention of the Western Psychological Association, San Jose, CA.
- Kottke, J.L., *Freeman, K.R., & *Barbo, E. (1996, April). *How type of harassment and number of complainants affect discipline decisions*. Poster presented at the annual convention of the Western Psychological Association, San Jose, CA.
- *Reynoso, J., *Tovar, S., Kottke, J.L., & Pfahler, D. J. (1996, April). *Perceptions of Latino acculturation and ethnic identity*. Poster presented at the annual convention of the Western Psychological Association, San Jose, CA.
- †*Sanchez, R.J., & Kottke, J.L. (1996, April). *Qualitative analysis of a core competency of graduate I/O students*. Poster presented at the annual convention of the Western Psychological Association, San Jose, CA.
- *Yu, M.-F., *Christie, M.D., *Marriott, M., & Kottke, J.L. (1996, April). *Cultural comparisons of the Attitudes toward Women Scale*. Poster presented at the annual convention of the Western Psychological Association, San Jose, CA.
- †Lowe, R.H., Kottke, J.L., & Siegfried, Jr., W.D. (1996, April). *Where the guidelines stop: Implementing a masters curriculum in I/O psychology*. Roundtable discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- *Swigert, S., & Kottke, J.L. (1996, April). *Conceptualizing computer use as the opportunity to perform trained tasks on the job*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- †*Paget, K.J., Kottke, J.L., & *Castro, V.E. (1995, March). *Sexual harassment of students: A meta-analytic review*. Paper presented at the annual convention of the Western Psychological Association, Los Angeles, CA.
- †Kottke, J.L. (1994, August). Training scientist-practitioners at the master's degree level. In K.S. Shultz (Chair & Discussant), *Undergraduate and graduate education in I/O psychology: What next?* Symposium conducted at the annual conference of the American Psychological Association Meeting, Los Angeles, CA.

- †Shultz, K.S., & Kottke, J.L. (1994, August). *Master's training in I/O psychology: Identifying, evaluating, and training critical competencies*. Poster presented at the annual conference of the American Psychological Association Meeting, Los Angeles, CA.
- †Kottke, J.L. (Chair & Discussant). (1994, August). *Improving the internship experience in I/O psychology training*. Symposium conducted at the annual conference of the American Psychological Association Meeting, Los Angeles, CA.
- †Kottke, J.L., & *Mounsey, E.C. (1994, April). *Assessing critical skills of graduate students with an assessment center*. Poster presented at the annual convention of the Western Psychological Association Meeting, Kona, HI.
- *Fillpot, C.A., & Kottke, J.L. (1994, April). *Women in multiple roles: Role conflict, hardiness and role satisfaction*. Poster presented at the annual convention of the Western Psychological Association Meeting, Kona, HI.
- *Crawford, D.R., Warren, L.W., *William, R., & Kottke, J.L. (1994, April). *Assessing codependency: A criterion group analysis*. Poster presented at the annual convention of the Western Psychological Association Meeting, Kona, HI.
- †Kottke, J.L., Shultz, K.S., & Riggs, M.L. (1994, February). *Using an assessment center to measure student outcomes*. Symposium conducted at the University Teaching Conference, California State Polytechnic University, Pomona, CA.
- Kottke, J.L., Warren, L.W., *Moffett, D., & *William, R. (1993, April). *The meaning of co-dependency: Psychometric analysis of a construct*. Poster presented at the joint meeting of the Western Psychological and Rocky Mountain Associations, Phoenix, AZ.
- *Mounsey, E.C., & Kottke, J.L. (1993, April). *Multiple role women: A comparison of college students and employees*. Poster presented at the joint meeting of the Western Psychological and Rocky Mountain Associations, Phoenix, AZ.
- **Pfahler, D.J., Kottke, J.L., & Bustamante, A.L. (1993, April). *Self-defeating personality: Discrimination in the guise of a diagnosis?* Poster presented at the joint meeting of the Western Psychological and Rocky Mountain Associations, Phoenix, AZ.
- *Daniels, J.E., & Kottke, J.L. (1992, May). *Measuring the mentoring relationship of college student proteges and mentors*. Poster presented at the annual convention of the Western Psychological Association, Portland, OR.
- *Perez, V.S., & Kottke, J.L. (1992, May). *Successful managers: Perceptions of women in traditional and nontraditional fields*. Poster presented at the annual convention of the Western Psychological Association, Portland, OR.
- *VanWyhe, N.C., & Kottke, J.L. (1992, May). *Using direct contact to reduce stereotyping of older workers*. Poster presented at the annual convention of the Western Psychological Association, Portland, OR.
- Kottke, J.L. (Moderator). (1991, April). *Psychological testing in law enforcement selection*. Southern California Symposium on Criminal Justice System Employee Recruitment and Selection, San Bernardino, CA, sponsored by the Criminal Justice Advisory Council.

- *Baeza, M.E., & Kottke, J.L. (1991, April). *Acquiring computer skills: Behavior modeling versus interactive tutorial*. Poster presented at the annual convention of the Western Psychological Association, San Francisco, CA.
- *Froelich, K.S., & Kottke, J.L. (1991, April). *Dysfunctional effects of commitment: How much commitment is enough?* Poster presented at the annual convention of the Western Psychological Association, San Francisco, CA.
- *Hilton, P.E., & Kottke, J.L. (1991, April). *How does verbal abuse affect nurses?* Poster presented at the annual convention of the Western Psychological Association, San Francisco, CA.
- *Mochizuki, J.M., & Kottke, J.L. (1991, April). *Comparable worth research in the '80s: A content analysis*. Poster presented at the annual convention of the Western Psychological Association, San Francisco, CA.
- *Teoh, D.P., *Mochizuki, J.M., & Kottke, J.L. (1991, April). *Perceptions of individual effectiveness, the environment, and recycling*. Poster presented at the annual convention of the Western Psychological Association, San Francisco, CA.
- †Kottke, J.L. (1990, April). *Students' perceptions of social/sexual relationships with faculty*. Paper presented at the annual convention of the Western Psychological Association, Los Angeles, CA.
- Kottke, J.L. (1990, April). (Chair). Invited Address by R.M. Guion, *Looking ahead: Research needed for an integrated personnel system*. Western Psychological Association, Los Angeles, CA.
- Kottke, J.L. (1990, April). (Chair). Invited Address by W. Wilsoncroft, *The first 70 years of Western Psychological Association*. Western Psychological Association, Los Angeles, CA.
- Kottke, J.L., & *Sharafinski, C.E. (1989, April). *Measuring organizational and supervisory support*. Poster presented at the joint meeting of the Western and Rocky Mountain Psychological Associations, Reno, NV.
- Kottke, J.L. (1988, October). Discussant, Performance Appraisal session, Human Resource Management and Organizational Behavior Conference, Long Beach, CA.
- Kottke, J.L. (Chair), Juare, G.R., & Starr, Jr., G.H. (1988, April). *Reducing turnover with retention based recruiting*. Symposium conducted at the annual convention of the Western Psychological Association, Burlingame, CA.
- Kottke, J.L., Cowan, G., & *Pfahler, D.J. (1988, April). *Measuring coping strategies: The development of two scales*. Poster presented at the annual convention of the Western Psychological Association, Burlingame, CA.
- †Kottke, J.L. (1988, April). *Some applications of industrial/organizational psychology in the classroom*. Poster presented at the annual convention of the Western Psychological Association, Burlingame, CA.
- Kottke, J.L., & *Nieto, F. (1988, April). *Culturally relevant drug prevention among Mexican-American pre-teens and teens*. Poster presented at the annual convention of the Western Psychological Association, Burlingame, CA.

- *Basile, J.A., & Kottke, J.L. (1988, April). *Children of male alcoholics: How is adult functioning affected?* Poster presented at the annual convention of the Western Psychological Association, Burlingame, CA.
- *Blair, L., & Kottke, J.L. (1988, April). *Does quality circle participation affect quality of work life or self-esteem?* Poster presented at the annual convention of the Western Psychological Association, Burlingame, CA.
- *Cherland, R.M., & Kottke, J.L. (1988, April). *Friendly supervision may be effective: Hawthorne revisited.* Poster presented at the annual convention of the Western Psychological Association, Burlingame, CA.
- *Damico, D.J., & Kottke, J.L. (1988, April). *Changing attitudes about the older worker.* Poster presented at the annual convention of the Western Psychological Association, Burlingame, CA.

Kottke, J.L. (1987, April). *Disciplining the sexual harasser.* Poster presented at the annual convention of the Western Psychological Association, Long Beach, CA.

Kottke, J.L., & *Beeman, C. (1987, April). *Discrimination: Do equal opportunity policies protect pregnant employees?* Poster presented at the annual convention of the Western Psychological Association, Long Beach, CA.

†Kottke, J.L., & Mellor, S. (1987, April). *Can students provide peer writing review?* Poster presented at the annual convention of the Western Psychological Association, Long Beach, CA.

Kottke, J.L. (1987, April). *Counselor use of profanity: Don't!* Poster presented at the annual convention of the Western Psychological Association, Long Beach, CA.

*Miller, R., & Kottke, J.L. (1987, April). *Hiring the handicapped: Changing attitudes of potential employers.* Poster presented at the annual convention of the Western Psychological Association, Long Beach, CA.

*Martinez, D., Kottke, J.L., & *Cherland, R. (1987, April). *Readability of dot matrix and letter quality fill-justified text.* Poster presented at the annual convention of the Western Psychological Association, Long Beach, CA.

*Zigalo, B.A., & Kottke, J.L. (1987, April). *The relationship between knowledge, locus of control, and fear of AIDS.* Poster presented at the annual convention of the Western Psychological Association, Long Beach, CA.

Kottke, J.L. (1986, January). *Women in the workplace.* Invited colloquium presented to the UNO Psychology Department, Omaha, NE.

Kottke, J.L. (1986, May). *Effect of employment policy and absence on promotion.* Poster presented at the annual convention of the Western Psychological Association, Seattle, WA.

Kottke, J.L. (1986, May). *Another approach to determining comparable worth.* Poster presented at the annual convention of the Western Psychological Association, Seattle, WA.

†Kottke, J.L. (1986, May). *The use of SPSS/PC in an introductory course in statistics.* Poster presented at the annual convention of the Western Psychological Association, Seattle, WA.

- Kottke, J.L. (Chair), Kamptner, N.L., & Paxton, C. (1986, May). *Mentoring and career development in female college professors*. Symposium presented at the annual convention of the Western Psychological Association, Seattle, WA.
- Kottke, J.L., & Mellor, S. (1986, May). *Clarifying discrepancies in studies of attitudes toward the deaf*. Poster presented at the annual convention of the Western Psychological Association, Seattle, WA.
- Kottke, J.L., & Schuster, D.H. (1986, May). *Can Bloom's taxonomy be measured?* Poster presented at the annual convention of the Western Psychological Association, Seattle, WA.
- Kottke, J.L., & Jensen, K.M. (1986, May). *Sex roles and activity preference on the Career Activities Inventory*. Poster presented at the annual convention of the Western Psychological Association, Seattle, WA.
- *Zigalo, B.A., Kottke, J.L., & Mellor, S. (1986, May). *Effect of sex composition of jobs on job evaluations*. Poster presented at the annual convention of the Western Psychological Association, Seattle, WA.
- *Fillpot, J.M., Mellor, S., & Kottke, J.L. (1986, May). *Locus of control, leadership style, and gender differences between upper and lower level managers*. Poster presented at the annual convention of the Western Psychological Association, Seattle, WA.
- Kottke, J.L., (Chair), Kamptner, N.L., & Paxton, C. (1986, May). *Mentoring and career development in female college professors*. Symposium, Midwestern Society for Research in Life-Span Development, Akron, OH. [Paper accepted but not presented.]
- Kottke, J.L., (Chair), Kamptner, N.L., & Paxton, C. (1986, May). *Professional development and mentoring among academic women*. Panel Discussion, California State University Conference on the Status of Women, Long Beach, CA.
- Kottke, J.L., (Chair), Kamptner, N.L., & Paxton, C. (1986, August). *The role of mentoring in women's lives*. Panel Discussion, 1985 International Conference on Women and Organizations, San Diego, CA.
- Kottke, J.L. (Discussant). (1985, August). Division 35, Psychology of Women Open Symposium Roundtable, *Mentoring and Role Models*. American Psychological Association, Los Angeles, CA.
- Kottke, J.L. (1984, April). *An empirical assessment of the comparable worth of university professional and scientific positions*. Work In Progress Roundtable, Midwestern Academy of Management, University of Notre Dame, South Bend, IN.
- Kottke, J.L. (1983, March). *Attributions of sexual harassment in employment settings*. Paper presented at the Fourth Annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student convention, Chicago, IL.
- †Kottke, J.L. (1981, October). *Conditions of and students' attitudes toward sexual harassment*. Paper presented at the Iowa/Midwest Regional Women's Studies Association Conference,

Cedar Falls, Iowa. Abstract in P.L. Crocker, (1982), Annotated bibliography on sexual harassment in education, *Women's Rights Law Reporter*, 7(2), 91-106, p. 93.

PUBLISHED BOOK AND SOFTWARE REVIEWS:

- Gilbert, J.A., & Kottke, J.L. (2008, Spring). Review of M. B. Neal & L.B. Hammer, *Working couples caring for children and aging parents: Effect on work and well-being*. *Personnel Psychology*, 61, 205-208.
- Kottke, J.L., & **Pelletier, K.L. (2006, Summer). Review of Rothwell. *Effective succession planning: Ensuring leadership continuity and building talent within* (3rd ed.). *Personnel Psychology*, 59, 475-477.
- Kottke, J.L., & **Pelletier, K.L. (2004, Winter). Review of Lefkowitz, *Ethics and values in industrial and organizational psychology*. *Personnel Psychology*, 57, 1044-1048.
- Kottke, J.L. (2004). Review of Forsyth, *The professor's guide to teaching: Psychological principles and practices*. *Exchanges: The online journal of teaching and learning in the CSU*, http://www.exchangesjournal.org/reviews/review_1170.html.
- Agars. M.D., & Kottke, J.L. (2000). Review of Lapidus, *High-impact training: Getting results and respect*. *Personnel Psychology*, 53, 1040-1043.
- *Pelletier, K.L., & Kottke, J.L. (1999). Review of Schminke (Editor). *Managerial ethics: Moral management of people and processes*. *Personnel Psychology*, 52, 1097-1099.
- Kottke, J.L. (1999). Review of Meister, *Corporate universities: Lessons in building a world-class work force*, *Personnel Psychology*, 52, 530-533.
- Kottke, J.L. (1999). Review of Sharf, *Applying career development theory to counseling* (2nd ed.). *Journal of Occupational and Organizational Psychology*, 72 (pt. 2, June), 255-257.
- *Pelletier, K.L., & Kottke, J.L. (1998). Review of Gatewood & Field, *Human resource selection* (4th ed.), *Personnel Psychology*, 51, 1050-1053.
- *Paget, K.J., & Kottke, J.L. (1998). Review of Ford, Kozlowski, Kraiger, Salas, & Teachout, *Improving training effectiveness in work organizations*. *Personnel Psychology*, 51, 525-528.
- *Pelletier, K.L., & Kottke, J.L. (1997). Review of Bird, *The muted conscience: Moral silence and the practice of ethics in business*. *Personnel Psychology*, 50, 1058-1060.
- *Paget, K.J., & Kottke, J.L. (1997). Review of Shandler, *Re-engineering the training function*. *Personnel Psychology*, 50, 535-538.
- Gilbert, J.A., & Kottke, J.L. (1996). Review of Lott & Maluso, *The social psychology of interpersonal discrimination*. *Personnel Psychology*, 49, 1004-1007.
- *Sanchez, R.J., & Kottke, J.L. (1996). Review of Kwolek-Folland, *Engendering business: Men and women in the corporate office*. *Personnel Psychology*, 49, 231-233.
- *Dolen, M.R., & Kottke, J.L. (1995). Review of Murphy, Conoley, & Impara (Eds.), *Tests in print*, 4th ed. *Personnel Psychology*, 48, 671-673.
- Kottke, J.L. (1995). Review of Carr, *The competitive power of constant creativity*. *Personnel Psychology*, 48, 452-454.
- *Swigert, S., & Kottke, J.L. (1995). Review of Ramundo, *The bargaining manager: Enhancing organizational results through effective negotiation*. *Personnel Psychology*, 48, 231-234.
- Kottke, J.L. (1994). Review of Bowditch & Buono, *A primer on organizational behavior* (3rd ed.). *Personnel Psychology*, 47, 666-668.

- *Swigert, S., & Kottke, J.L. (1994). Review of Tomasko, *Rethinking the corporation: The architecture of change*. *Personnel Psychology*, 47, 445-448.
- *Swigert, S., & Kottke, J.L. (1993). Review of Phillips, *Handbook of training evaluation and measurement methods*. *Personnel Psychology*, 46, 859-862.
- Kottke, J.L., & *Weeks, J. (1993). Review of Warne, Lundy, & Lundy, *Working part-time: Risks and opportunities*. *Personnel Psychology*, 46, 422-426.
- Kottke, J.L. (1992). Review of Sharf, *Applying career development theory to counseling*. *Personnel Psychology*, 45, 916-918.
- Kottke, J.L., & *Perez, V.S. (1992). Review of Morrison, & Adams, *Contemporary career development issues*. *Personnel Psychology*, 45, 718-720.
- Kottke, J.L. (1991). Review of Gellerman, Frankel, & Ladenson, *Values and ethics in organization and human systems development: Responding to dilemmas in professional life*. *Personnel Psychology*, 44, 911-913.
- Kottke, J.L. (1991). Review of Rizzo, & Mendez, *The integration of women in management*. *Personnel Psychology*, 44, 448-452.
- Kottke, J.L. (1991). Review of Grabinger, Wilson, & Jonassen, *Building expert systems in training and education*. *Personnel Psychology*, 44, 203-206
- Kottke, J.L., & *Pfahler, D.J. (1990). Review of Mintzberg. *Mintzberg on management: Inside our strange world of organizations*. *Personnel Psychology*, 43, 681-685.
- Kottke, J.L., & *Mochizuki, J.M. (1989). Review of Patten, *Fair pay: The managerial challenge of comparable job worth and job evaluation*. *Personnel Psychology*, 42, 886-889.
- Kottke, J.L., & *Gers, K.E. (1989). Review of Zuboff, *In the age of the smart machine: The future of work and power*. *Personnel Psychology*, 42, 411-414.
- Kottke, J.L., *Douglas, T.D., & *Snyder, J.L. (1988). Review of Koziara, Moskow, & Tanner, *Working women: Past, present, future*. *Personnel Psychology*, 41, 663-667.
- Kottke, J.L., & *Crabtree, C.L. (1988). Review of Elizur, *Systematic job evaluation and comparable worth*. *Personnel Psychology*, 41, 629-633.
- Kottke, J.L. (1988). Review of Sundstrom, *Work places: The psychology of the physical environment in offices and factories*. *Personnel Psychology*, 41, 167-170.
- Kottke, J.L. (1987). Review of Hargie, *A handbook of communication skills*. *Personnel Psychology*, 40, 851-855.
- Kottke, J.L. (1987). Review of Belcher, & Smith, *PsyCom. Psychology on computer: Simulations, experiments, & projects*. *Social Science Microcomputer Review*, 5 (4), 581-584.
- Kottke, J.L. (1986). Review of Highman, *The organizational woman: Building a career--An inside report*. *Personnel Psychology*, 39, 935-938.
- Kottke, J.L., & Mellor, S. (1986). Review of Deci & Ryan, *Intrinsic motivation and self-determination in human behavior*. *Personnel Psychology*, 39, 672-675.
- Kottke, J.L. (1986). Review of Farmer & Hogue, *Corporate social responsibility* (2nd ed). *Personnel Psychology*, 39, 175-178.
- Kottke, J.L. (1985). Review of Conyne, *The group workers' handbook: Varieties of group experience*. *Personnel Psychology*, 38, 934-938.
- Kottke, J.L. (1985). Review of Cousins, *The effects of task and sex of co-actor on female expectancy level and performance*. *Personnel Psychology*, 38, 690-693.
- Kottke, J.L. (1985). Review of Graham & Lilly, *Psychological Testing*. *Personnel Psychology*, 38, 484-487.

NSF GRANT

Project Director and PI for National Science Foundation Instrumentation and Laboratory Improvement grant (\$128,588) to equip a Psychology Undergraduate Computer Lab, first computer lab in our department (grant awarded in July, 1996; these grants are relatively competitive with about 30% funded)

AWARDS/NOMINATIONS

2020 Distinguished Teaching Contributions Award, Society for Industrial and Organizational Psychology
Fellow, American Psychological Association, Division 2, Society for the Teaching of Psychology (2019)
Entrepreneurship Fellow, CSUSB, 2019-20
Nominated for the U.S. Professor of the Year Awards Program sponsored by the Carnegie Foundation for the Advancement of Teaching and the Council for Advancement and Support of Education (2010, 2011)
Outstanding Professor Award, CSUSB, 2008-09
Quarter Sabbaticals (1993, 2001, 2008, 2012* [*Difference in Pay Leave])
2007 Teaching Resource Center Research Grant (class group project)
2007 SBS Summer Mini grant (class group project)
College of SBS Outstanding Professional Development Award, 2007

TEACHING

I teach and have taught a wide variety of courses for the undergraduate and graduate programs on campus; some of the courses I teach have large enrollments during the regular academic session (i.e., PSYC 357, 60-140 students) and others, at the graduate level, are small, intensive courses (i.e., 10-18 students).

- Courses I regularly teach for Psychology, since my promotion to Full Professor
 - Career Development (PSYC 120), History and Systems of Psychology (PSYC 357), Industrial Psychology (PSYC 355), Advanced Seminar in I/O (PSYC 428, rotating topics, diversity, employability), Advanced Experimental: I/O (PSYC 438), Instructional Assistant Practicum (PSYC 530), Professional Issues in I-O seminar (PSYC 581A), Applied Measurement (PSYC 644), Personnel Selection and Validation (PSYC 603), Professional Ethics and Law (PSYC 633, Psyc 581e, Ethical Issues in Organizations and PSYC 581g, Legal Issues for Organizational Professionals), Teaching of Psychology (PSYC 630), and Practicum in Applied Psychology (PSYC 675)

- F2020 conversion to the semester system numbering: Professional Issues in I-O seminar (PSYC 5581), Teaching of Psychology (PSYC 6630), and Applied Measurement, (PSYC 6644)
- Other courses I have taught since my promotion to full professor, but do not regularly teach
 - Introductory Psychology (PSYC 100), Management & Organizational Behavior (PSYC 302), Psychological Statistics (PSYC 210), Tests and Measurements (PSYC 377), Training (PSYC 581D), Performance Assessment (PSYC 601), Organizational Development (PSYC 602)
- Course co-taught Winter quarters 2007 & 2008 for the College of Education Ed.D. Program
 - Diversity & Equity in Educational Administration (EDUC 709)
- Course taught Summers 2008 & 2009 for the College of Business & Public Administration, Master's in Business Administration program
 - Organizational Theory and Behavior (MGMT 601)
- A note regarding community service performed by the students in my classes
 - As part of requirements for the Applied Practicum course (PSYC 675), students perform service for organizations within the surrounding communities (all projects were conducted in California)
 - Since the inception of this class (Spring 1995), exemplars of student group projects undertaken under my direction have included:
 - student development and trial run of a student-run assessment center for undergraduate students, with an emphasis on leadership skills
 - job analyses for the County of Riverside Compensation and Classification unit, hospital workers
 - job audits and position description questionnaire development of several health positions for the County of Riverside, Classification and Compensation Division, Human Resources Department
 - analysis of baby friendly hospitals, breastfeeding duration rates, and supportive services for client First 5 of San Bernardino
 - development of, interpretation, and presentation of data to improve the first year and transfer student experience at CSUSB (SOAR program)
 - job analyses for five positions for the San Bernardino Department of Public Health
 - guidance for the development of a strategic plan for the Western Region Intergovernmental Personnel Assessment Council's test item bank
 - interviewed employees and middle managers, analyzed the resulting qualitative data, and made recommendations to change human resource policies for The Industrial Company's western

- region petroleum pumping maintenance operation in Huntington Beach, CA
- analysis of the recruitment strategies and standards used by the San Bernardino Probation Department
 - Prior to the 675 project consultations, the I/O faculty and graduate students undertook similar projects for the community within some of my other classes. Examples included consultation for the San Bernardino County Courts *Ad Litem* (Child Advocacy) Program, Fleetwood Motorhomes in Riverside, Redlands Federal Bank, the City of Fontana, and Option House (shelter for battered women) in San Bernardino
- Student supervision
 - 80 thesis students supervised to degree completion (includes 2 interdisciplinary) with 3 current thesis student advisees
 - my students include two winners of the Outstanding College Thesis Award, 2007 & 2008
 - 2 other thesis students have been named CSUSB Outstanding Graduate Student Award winners (1996, 1998); these same two students were CSU Sally Casanova Pre-doctoral scholars; both are employed in CSU system business schools in departments of management
 - 23 undergraduate honors students; one won the College of Social and Behavioral Sciences Honors Thesis Research Award (2000)
 - Have served as a member on more than 90 graduate student thesis committees, not including several currently active
- Initiated the endowed Kottke Founder's I-O Scholarship (Fall, 2014), not funded
- Initiated and funded from remaining Foundation [MIOCRG] grant funds (due me) the MS I/O Endowed Scholarship in 2006
- Nominated for Golden Apple Award (CSUSB Campus wide teaching award)

SERVICE

Beyond CSUSB

- Regularly review for journals such as *Journal of Applied Social Psychology*, *Leadership and Organizational Development Journal*, *Personnel Review*, *Journal of Business Ethics*, *Teaching of Psychology*
- Reviewed proposed graduate I/O program, Missouri University of Science & Technology, (formerly University of Missouri, Rolla), Fall 2008
- Program reviewer for CSU Chancellor's Office to evaluate proposed psychology major at Monterey Bay, February 2007
- Program reviewer for Psychology Department at University of Wisconsin, Oshkosh, February, 2006 (onsite visit)
- Outside reviewer for faculty at the University of Nevada-Las Vegas, Creighton University, and Indiana University-Purdue University Indianapolis (2003, 2004, 2005)
- Researcher, Mentally Ill Offender Crime Reduction Grant (MIOCRG; State of CA), Riverside County, 2000–04

- Committee member for 3 Ph.D. candidates, Alliant University (formerly California School of Professional Psychology), Spring, 1993, Spring, 1999, Spring, 2002 and 1 candidate at Claremont Graduate University, Spring, 2005
- Committee member, Society for Industrial/Organizational Psychology, Education and Training Committee; Recognition of and Support for Teachers Subcommittee, 2002-2003; Meeting I/O Educators' Needs Subcommittee, 2001-2002
- Supervised graduate student on Project Impact grant to evaluate San Bernardino Unified School District's implementation of technology into elementary level mathematics classes, 1999 – 2001
- Invited to and reviewed NSF grant Instrumentation & Laboratory Initiative proposals, February, 1997
- Consulted with Human Resources Department of Mt. San Jacinto Community College to resolve departmental conflicts, 1996
- Served as an assessor for the City of Los Angeles assessment center for top city management (e.g., Division Chiefs), 1996
- Served as President (1990-91) and Secretary of the Board (1991) of Directors for the San Bernardino Sexual Assault Service; Board member from Fall, 1985, to Fall, 1991
- Chaired Invited Program Committee for Western Psychological Association, Los Angeles (1990)

University

- Chair, Student Opinion of Teaching Effectiveness Instrumentation Committee, 2018-2020; member from 2016-2018
- Chair, ad hoc committee, Campus Climate Survey, Summer 2015 to Fall 2016
- Chair, Outstanding Professor and Golden Apple Selection Committee (2009-10), Committee member (elected) as SBS representative, (2010-12, 2012-14, 2014-16, 2016-18)
- Elected by CSUSB faculty (1 of 2 elected) to Campus Presidential Search Advisory Committee, December 2011, service through Spring 2012
- College of Education Doctoral Advisory Committee (2007-2012)
- Space Committee (2008-09)
- With colleague Ken Shultz, created and implemented procedure to select the inaugural Ed.D. class (2007)
 - In 2008, I consulted with Ed.D. faculty and created an interview protocol; this interview has been used in conjunction with the 2007 procedure to select subsequent years' Ed.D. classes; I participated as an interview panelist through 2010
- Graduate Program Council, Psychology Department Representative (1994-96; 1998-2000; 2006-08); Subcommittee on Thesis Copyright (1994); Chair of Plagiarism Subcommittee to GPC, 2006-07
- Appointed Sexual Harassment Trainer by Faculty Senate (1992-93)
- School of Business and Public Administration Self-Study Review Committee (1991-92)

College of Social and Behavioral Sciences

- Representative to the Educational Policies and Resources Committee (EPRC), Senate Standing Committee, AYs 2013-14, 2014-15; 2018-19, 2019-2021

- Representative and member of CSUSB Senate Faculty Affairs subcommittee to revise, the student evaluations used for retention, promotion, and tenure (RPT); 2015- 2020, [chair as of Fall 2018]
- Representative to the Faculty Senate Constitution and Bylaws Committee (AY2017- F2019)
- Representative and Secretary of CSUSB Senate Faculty Executive Committee, AY 2017- 18
- Sabbatical replacement for SBS representative to CSUSB Senate Faculty Affairs Committee. Winter, Spring 2013; most notable achievement was the passage of a new RPT process
- College representative to the Outstanding Professor and Golden Apple Selection Committee (2010-12, 2012-14, 2014-16, 2016-18)
- Women Studies Review Committee (2007-10); continuing as representative on the renamed (2010-2015) Gender and Sexuality Studies Program Committee
- SBS Evaluation Committee (2003-05)
- SBS Outcome Assessment Coordinator (1999-2000)
- School of Social & Behavioral Science Dean Search Committee (1995-96)
- Alternate to Grants and Leaves Committee (1990-91; 1992-93)
- Faculty Senate (1984-86; 1988-90; 2011-13; 2017-19)
- Elections Officer (1984-85; 1988-90)
- Curriculum Committee (1985-86)
- Conduct classroom visitations periodically (minimally annual, usually two visitations, if not on an evaluation committee)

Department of Psychology

- Member of Psychology Teaching Assistant Selection Committee (Spring 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021)
- Department representative to the California Faculty Association (2018-19)
- Graduate Program Committee (1994-96; 1998–2000; 2006-2008, 2016-2018; Chair, 1994-96, 1998–2000, 2007-08, 2016-18)
- Planning Committee (2008-10, 2010-12; Chair, AY 2009-10, 2011-12)
- Recruiting & Hiring Committee (1991-93, 1993-95, 1998-2000; 2014-15; Chair, 1991- 92, 1993-94; 2014-15)
- Coordinator for the Psychology Department Periodic Review (Self-Study) (2006-07), (1990-91).
- Evaluation (RPT) Committee (2001-02; 2007-08)
- Lab Manager, Psychology Computer Lab (1997-99)
- Chair, Adhoc policy committee, World Wide Web site (1996-98)
- Faculty Supervisor (creation of), Psychology Department World Wide Web page (1995- 99)
- Executive Committee (1993-96; 1998-2000; 2009-10)
- Honors Committee (1987-88)
- Chair, Department Affairs Committee (1984-85)

Memberships

Academy of Management, American Psychological Association (Divisions, 2 [Society for Teaching of Psychology], 5 [Measurement], 14 [SIOP], 35 [Psychology of Women]), Association for Psychological Science, Society for Industrial and Organizational Psychology, Western Psychological Association