

Honors and Awards:

Outstanding Professor Award, AY 2008-09

Recipient of the College of Social and Behavioral Sciences Outstanding Professional Development Award (2007)

Representative Publications:

French, K.A., & Kottke, J.L. (In press). Teamwork satisfaction: Exploring the multi-level interaction of teamwork interest and group-level extraversion. *Active Learning in Higher Education*.

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

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

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.

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

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

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 & M.V. Lopez (Ed.), *Personality assessment*. 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.) (2008), *The Handbook of 21st Century Management*. (pp. 140-179). Thousand Oaks, CA: Sage Publications Inc.
- Kottke, J.L. & Agars, M.D. (2006). Organizational Structure, In S.G. Rogelberg, (Ed.) *Encyclopedia of Industrial/Organizational Psychology*, Thousand Oaks, CA: Sage Publications.
- 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.
- Agars, M.A., & 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.A., & 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.

Recent Conference Publications

[Paper presented at the Annual Conference of the American Psychological Association, August 1, 2013, Honolulu, Hawai'i](#)

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

Related Links

[Advising Undergraduates for Graduate School in IO Brochure](#)