

March - May, 2005
Volume 4, Number 7

The College Connection

Newsletter of the College of Business & Behavioral Science

CLEMSON
UNIVERSITY



CENTER/DEPARTMENTAL NEWS

Air Force and Army ROTC

The Air Force and Army ROTC commissioning ceremony will be 12 May, 1530 hrs in Tillman Auditorium. Students, Faculty and Staff are invited.

Clemson's Air Force ROTC was named the National Headquarters for Arnold Air Society.

The Clemson Pershing Rifles won the National Drill Competition for the 3rd time in a row.

Clemson's Air Force ROTC won the South Carolina Air Force Association's Outstanding Detachment for 2005.

BETA GAMMA SIGMA INDUCTION OF NEW MEMBERS



DR. DAVE GRIGSBY, DR. STEVE WALTON, SPEAKER AND DEAN BRUCE YANDLE

The 28th Annual Induction of new members to the Clemson University Chapter of Beta Gamma Sigma was held on April 8, 2005 at the Clemson House. Mr. Mike Baur, ScanSource, Inc. was the Chapter Honoree. Dr. James P. Cross received the Faculty Initiate. Induction of students was conducted by the officers. Dr. Steve Walton, Distinguished Alumnus, Associate Professor in

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the Practice of Decision & Information Analysis, Goizueta Business School, Emory University was the speaker.

[CENTER FOR INTERNATIONAL TRADE](#)

CIT DIRECTOR APPOINTED TO SC DISTRICT EXPORT COUNCIL

Bill Ward, Director of the CIT, has been appointed by the US Secretary of Commerce to a three-year term on the South Carolina District Export Council. District Export Councils (DECs) are organizations of leaders from the local business community, appointed by successive Secretaries of Commerce, whose knowledge of international business provides a source of professional advice for local firms. For more than 25 years, DECs have served the United States by assisting companies in their local communities export, thus promoting our country's economic growth and creating new and higher-paying jobs for their communities. Closely affiliated with the U.S. Commercial Service's U.S. Export Assistance Centers, the 56 DECs combine the energies of more than 1,500 exporters and private and public export service providers throughout the United States.

CIT DIRECTOR APPOINTED TO EXPORT CONSORTIUM BOARD

Bill Ward, Director of the CIT, has been appointed to the Board of the Export Consortium, replacing retired Dean of CBBS, Dr. Jerry Trapnell. The Export Consortium is a public/private partnership that works with companies to develop export markets for their products. The Export Consortium employs graduate assistants at USC and at Clemson to assist on consulting contracts with client firms. During 2004-2005, the CIT had five graduate assistants working on Export Consortium projects. The CIT association with the Export Consortium dates from academic year 1999-2000. In five years of working with the Consortium, CIT students have assisted with more than sixty international marketing plans for more than thirty-five Export Consortium client companies.

BUSINESS STUDENTS DEVELOP INTERNATIONAL MARKETING PLANS FOR CLIENTS

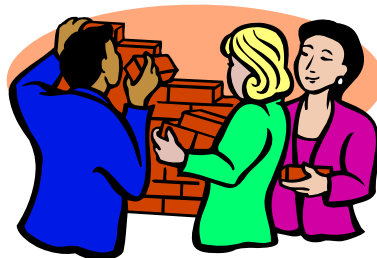
Three undergraduate students and two graduate students participated in Spring Semester 2005 seminars developed by the CIT in which they worked on international marketing plans for client companies. In one project that took half a semester, the students identified target export markets for a company that manufactures and markets golf green de-watering



equipment—the kind of technology used at places like Augusta National to dry out the greens and get play started back on a timely basis. In the second half of the semester, they identified specialty food products in five southern states that might form the basis for an export management company—a project that will continue into Fall Semester 2005 in the same seminar that will be taught annually in Fall Semester in the future. The students worked under the supervision of Export Consortium staff, in teams led by five CIT graduate assistants, in a successful experiment in bringing together research and outreach activities in undergraduate education. The course was part of a pilot for a new undergraduate program called TORIT—Training, Outreach and Research in International Trade that will be directed by Dr. Gary Wells in Applied Economics and Statistics. Top students from business disciplines, from L&IT, and from APEC may participate. Information on TORIT can be found at the CIT website <http://business.clemson.edu/cit/>.

CIT Co-HOSTS TRANS-ATLANTIC SUMMIT

On April 26, the CIT Joined with the SC District Export Council and the Export Assistance Centers in Greenville and Columbia to host a roundtable discussion on US trade relations with the European Union. The discussion was held at the Poinsett Club in Greenville and was led by US Department of Commerce Deputy Assistant Secretary for Europe, Eric Stewart. Twenty-two business leaders and trade officials from Georgia and the Carolinas participated in the meeting. The objective was to gather discussion points on which to brief President Bush for his meeting in late June to discuss US/EU trade with the President of the European Union. The top three issues raised by the participants were (1) EU use of regulations and standards to restrict imports, (2) EU success at out-pacing the US in getting their standards adopted by developing countries, and (3) The need to get EU cooperation with the US in dealing with China trade issues.



TRANS-ATLANTIC SUMMIT



FACULTY PRESENTERS AT HONORS AND AWARDS CEREMONY



DR. DICK KLEIN

Honors and Awards Day

The Annual Honors and Awards Day for the College of Business and Behavioral Science was held April 9, 2005 at the Clemson House. Dr. Dick Klein was honored for his many years of service.

Graphic Communications

CLEMSON UNIVERSITY TO HOST CORRUGATED SYMPOSIUM

Clemson University, in association with the International Corrugated Packaging Foundation, will host the ***Fundamentals of Quality Print on Corrugated Symposium*** May 4–6, 2005. This 2–1/2 day symposium provides an in-depth overview of the elements of the printing system, examining board liners, anilox rolls, doctor blades, inks and plate systems to demonstrate how they are integrated together to produce enhanced graphics, from clean solids and line work to halftones and process color.

The symposium features a number of interactive breakout sessions and a troubleshooting workshop to identify press issues and recommend corrective action. Participants will develop a thorough understanding of



**DR. ERIC MUTH,
SPEAKER, HONORS AND
AWARDS DAY**

CORRUGATED SYMPOSIUM

controlling the combinations of anilox rolls, inks, plates and prepress possibilities to best suit their needs. The discussion will include tools and methods that any plant can implement to analyze and improve print quality.

The symposium gathers together industry leaders from around the country to share their experience and knowledge of corrugated print. Participants have the opportunity to freely discuss their printing concerns with these experts and Clemson faculty in panel discussions and breakout sessions. The learning opportunities are extended into the evenings with social hours and a banquet featuring a Q&A session with a panel of industry vendors and technical representatives.

For full program information, contact Liam O'Hara (864-656-6897, e-mail lohara@clemson.edu <<mailto:lohara@clemson.edu>>) or visit the Clemson University Department of Graphic Communications website at <http://graphics.clemson.edu/itc>

CLEMSON UNIVERSITY TAGA IN TORONTO

The Clemson University Technical Association of the Graphic Arts Student Chapter (CU TAGA) attended the 57th Annual Technical Conference (ATC) of TAGA in Toronto, Canada. Five Clemson Graphic Communications students and the Chapter Advisor, Dr. Sam Ingram spent five days participating in the world's premiere research meeting for technologies relative to the printing, publishing, and packaging industries. The students also presented their 19th Research Journal including both undergraduate and graduate research conducted during the past year. The CU TAGA Research Journal was judged in competition with other journals from institutions offering print management degrees. Among these schools, including the Rochester Institute of Technology and California Polytechnic, Clemson's Journal was awarded a First Place in Technical Content and Second Place in overall technical production.

The TAGA ATC was held simultaneous with the Technical Association of the Pulp and Paper Industry (TAPPI). Dr. Ingram was invited to give a presentation to TAPPI during the Bridge Day with TAGA. The technical presentation covered flexographic packaging printing. The Clemson TAGA Chapter has been associated with the international ATC since 1986. Over 500 attendees representing 14 countries were in Toronto for the combined TAGA/TAPPI Conferences.



ANILOX ROLL



WHO'S WHO AMONG AMERICAS TEACHERS

Dr. Mark Snyder was selected to Who's Who Among Americas Teachers, 2005 (www.whoswho-teachers.com). Who's Who recognizes a select 5% of the nation's teachers. Of that group, 15% are typically selected from the ranks of college faculty. This honor is selected through nominations from students who have been cited for excellence themselves.

Snyder's nomination came from Graphic Communications student Olivia Crane, who was selected for The National Deans List. Crane was honored with the Graphic Communications faculty Award of Excellence on April 11th at the Department's Annual Banquet and Awards Night.

Management

Microsoft Awards Clemson Business College

CLEMSON — Microsoft Corporation has recognized Clemson University's College of Business and Behavioral Science with its Excellence in Education Award for innovative classroom use of Microsoft Business Solutions' Great Plains.

Management professor Larry LaForge and accounting professor Richard Dull use enterprise software provided by Microsoft Business Solutions to integrate topics across the business curriculum. The award-winning project involves an ongoing enterprise simulation managed by students. The virtual enterprise brings textbook topics to life in a dynamic and realistic business environment, providing students with active-learning experiences that cut across a number of different business courses.

"This recognition from Microsoft is important because it reinforces our basic belief that business students learn best when we combine theory with practical application," LaForge said.

Dull noted that the Clemson project is rare because it integrates operations management and accounting. "The synergies created by our cross-departmental implementation offer our students a unique experience."

The Excellence in Education Award recognizes a special group of customers that, through their role in higher education, have greatly enhanced their students learning



DR. MARK SNYDER



LARRY LAFORGE



RICHARD DULL

experience by integrating Microsoft Business Solutions products into their curricula. It is one of eight Pinnacle Awards presented by Microsoft. The other categories are customer service, evangelism, fast track, innovation, teamwork, overall excellence and financial reporting and budgeting.

Larry LaForge attended the Microsoft Business Solutions (MBS) annual conference (Convergence 2005), where Clemson received a great deal of attention as recipient of the 2005 Pinnacle Award for Excellence in Education. This major conference had over 5,000 attendees, representing Microsoft customers, business partners, and managers throughout the world.

Conference activities related to the award included

Dr. LaForge's 45 minute presentation to the MBS academic alliance members on his use of Microsoft software in the Manufacturing Management Laboratory. His presentation was entitled "Using the Manufacturing Series in Microsoft Great Plains to Create Active Learning Experiences in Operations Management Courses." This presentation went very well; Dr. LaForge received numerous requests for further information from academics and Microsoft representatives in the audience.

MBS publicity staff members video taped comments from Dr. LaForge and the Pinnacle Award winners in other categories, and clips from the videos were shown to the entire conference gathering at the opening session after the keynote address by Microsoft Business Solutions president Doug Burgum.

Dr. LaForge had discussions with, three different groups from Microsoft about developing materials (white papers, promotional videos, etc) on the Manufacturing Management Laboratory and the integration of operations management and accounting courses at Clemson. This interest from within Microsoft came from the Academic Alliance, the Manufacturing Group, and the Public Sector Group.

He also had a one-on-one meeting with Doug Burgum (President of Microsoft Business Solutions), who was extremely impressed with what Clemson is doing and expressed an interest in continuing to develop this relationship.

Marketing

Les Carlson has been elected President Elect of the



PINNACLE AWARD
WINNERS POSTER



LARRY LAFORGE
& DOUG BURGUM
PRESIDENT OF MICROSOFT
BUSINESS SOLUTIONS



LES CARLSON

American Academy of Advertising, February 2005.

Political Science

Laura Olson was named Political Science Professor of the Year by Clemson's chapter of Pi Sigma Alpha, the national political science honor society.

She was also named to the editorial board of the Journal of Political Science.

Psychology

AWARD FOR FACULTY EXCELLENCE

Tom Britt received the Clemson University Board of Trustees Award for Faculty Excellence on April 21, 2005.

Sociology

ANNUAL SOUTH CAROLINA ANTHROPOLOGY STUDENT CONFERENCE

On April 2, Clemson and USC jointly held the Third Annual South Carolina Anthropology Student Conference at USC's campus. Seven Clemson undergraduate students, all Anthropology Minors from three different Colleges on campus, actively participated in the event in various ways. Five students presented their single-authored papers (sometimes Powerpoint presentations) on their own independent research projects.

Alan Boling (Psychology) talked about issues of ethnographic "truth" in field photography, based on the Czech Republic Study Abroad trip in 2003. Ryan Sadler (Management) discussed preliminary results from his Independent Study on the timing and reasons for the hominid switch from scavenging to hunting in prehistory. Chelsea Aldrich (PRTM) wrote a paper based on her research in ANTH 403 (Qualitative Methods) on Catholic students struggling with an identity as a minority group; since Chelsea was also leading tours for Pendleton's Spring Jubilee, her paper was read by Amanda Gurganus (English). Jay Watkins (L & IT) presented a paper based on his L and I T internship last semester on the plight of SC textile workers in their own words and thoughts; he also offered research-based solutions for problems. Theresa Troescher (Sociology), also in ANTH 403, presented preliminary results from her research on the area's Pagan community. In addition, Catherine Wood (Psychology) also attended the conference, mingled with USC's professors and grad students, and introduced herself to the Distinguished Lecturer, Charles Briggs from UC-San Diego, in order to



LAURA OLSON



TOM BRITT



**CLEMSON AND
USC JOINTLY
HELD THE
THIRD ANNUAL
SOUTH
CAROLINA
ANTHROPOLOGY
STUDENT
CONFERENCE
ON USC'S
CAMPUS**

talk about grad school possibilities.

Each student conducted his or her own research, sometimes immersing themselves in the professional literature and sometimes actively conducting interviews and observations of people in real-life settings. Student also independently analyzed their results, prepared their papers or presentations by themselves, and stood before an audience of USC professors and graduate students to present their ideas. Students then vigorously defended their research findings as both faculty and grad students asked questions of each undergraduate.

It is important to recognize that Clemson was the only school in the state with undergraduates presenting their original research. In fact, Clemson undergrads comprised 5 of 18 papers for the conference.

During this month of "Focus on Research," it is important that we acknowledge these emerging young undergraduate scholars and recognize the ways in which they enhance Clemson's teaching and research missions and how their work presents these missions to a state-wide audience.

[Small Business Development Center](#)



Paula A. Porter joins the SBDC

The Small Business Development Center is pleased to announce the arrival of their new Office Manager, Paula A. Porter. Paula comes from the School of Nursing, where she worked independently on a grant for about two years. She has a wide variety of talents and expertise, and speaks four languages. She has really brightened up the office! - Welcome, Paula!

**“FOCUS ON
RESEARCH”**

SBDC

Spiro Center for Entrepreneurship

SPIRO CENTER VISITING SCHOLARS

The Arthur M. Spiro Center is currently hosting two visiting scholars. Suna Sørensen is a Ph.D. student from Aalborg University in Denmark. She will be working at the Spiro Center from April through June this year, on research that uses symbolic interactionistic and narrative methodologies to explore the pre-organizational journeys of student entrepreneurs. She can be contacted through the Spiro office (656-7235) or through her email address at: sunasoe@business.aau.dk.

Yang Qing is Chairman of the Department of Economics and Management of Technology at Wuhan University of Technology in China. He will be working at the Spiro Center from April to next June 2006 on research that focuses on new venture financing and venture capital. He can be contacted through the Spiro office (656-7235) or through his email address at: yqing@clermson.edu.

CLEMSON ENTREPRENEURS TAKE TOP HONORS IN COLLEGIATE ENTREPRENEURSHIP COMPETITION



Hunter Howard, President, South Carolina Chamber of Commerce; Vincie Albritton, SCCEA Competition Judge, Clemson University Research Foundation; Kim Dawson, Associate Director, Spiro Center; Mike Garcia, First Place Winner, 2005 SCCEA Competition; Nuby Fowler, Regional Administrator, US Small Business Administration; Elliott Cooper, District Director, US Small Business Administration

Clemson University students have taken the top two awards in the 2005 South Carolina Collegiate Entrepreneurship Award (SCCEA) competition, sponsored by the Spiro Center for Entrepreneurial Leadership. Mike Garcia, a senior business management major from

VISITING SCHOLARS



Suna Sørensen



Yang Qing

South Carolina Collegiate Entrepreneurship Award (SCCEA)

McLean, Virginia, received the \$2,000 cash prize for his company, P.S.I. Motorsports, a compact sports car modification company. William Roland, a senior marketing major from Indianapolis, Indiana, received the \$1,000 second place prize for his company, WillPower Media, a newspaper insert advertising company.

"We are always happy to recognize entrepreneurial students who have faced the challenge of balancing their college work with the demands of a new business start-up. This year, we are particularly pleased that the 1st and 2nd place winners are from Clemson," said Caron St. John, Director of the Spiro Center. "We have a very entrepreneurial group of students here on the campus."

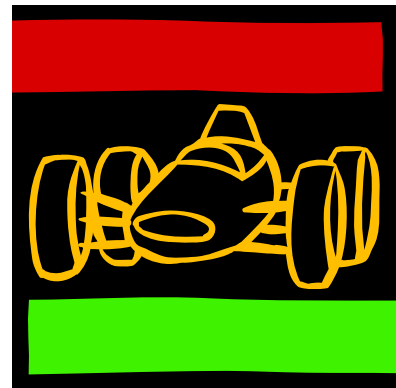
Each year for the past six years the Spiro Center has sponsored the SCCEA to recognize and encourage student entrepreneurs across the state. Nominations and applications are solicited from universities, colleges, and technical schools around the state, and award winners are selected by an independent panel of judges. This year's judges were Vincie Albritton, Marketing Director for the Office of Technology Transfer at Clemson University; Dr. John Clarkin, Director of the Tate Center for Entrepreneurship at the College of Charleston; and Joel Stevenson, Director of the USC-Columbia Technology Incubator at the University of South Carolina Research Foundation.

Garcia and Roland were recognized at the U.S. Small Business Administration's Small Business Week luncheon in Columbia on April 21. In his acceptance speech before an audience of over 250 people, Mike Garcia told an inspiring story of the encouragement he had received from his parents when he was accepted at Clemson University and their concern when he decided to start a business while in school. With the success of his business and his graduation from Clemson set for May, the SC Collegiate Entrepreneurship Award adds to the list of reasons for Garcia's parents to be proud.

SPIRO CENTER ACTIVE IN INNOVENTURE CONFERENCE



The second annual *InnoVenture* venture capital conference attracted over 400 participants and featured



presentations by 15 high-impact companies seeking venture capital. This year's emphasis areas focused on automotive and transportation technologies, fuel cells and next energy, information and communications technologies, and advanced materials.

InnoVenture 2005, "Southeastern Innovations with Global Impact," brought together leaders of industry and academia; angel investors and venture capitalists; business service providers; economic development, government and civic leaders; university, industry and government laboratory researchers; and entrepreneurs in the day-long event at the Palmetto Expo Center in Greenville on April 6th.

Clemson University figured prominently in this year's event. The Spiro Center, together with Clemson's Office of Research and Office & Economic Development and the Clemson University Research Foundation, was one of InnoVenture's three anchor sponsors. Dave Bodde, a Senior Fellow of the Spiro Center, served on the Advisory Board. Spiro Center Director Caron St. John served on the Executive Committee and chaired the Presenting Companies committee. St. John and Spiro Center Associate Director Kim Dawson worked with the Presenting Companies committee to promote the conference and solicit applications from growing high-impact regional companies. The Spiro Center was one of several Clemson University exhibitors in the "Innovation Hall," where attendees networked and visited displays throughout the day.

SPIRO CENTER HELPS MICHELIN ROLL-OUT TWEEL



Kerem Arsal, Erik Smith and Lisa Perpall working on Tweel presentation

Throughout the 2004-05 academic year, the Spiro Center assisted Michelin with a special market opportunity assessment for the Tweel, a novel technology developed

I INNOVENTURE

TWEEL A NOVEL AIRLESS TIRE/WHEEL COMPONENT

by the company's North American research group. The Tweel is a novel airless tire/wheel component which offers desirable pneumatic-like ride qualities but with the comparative benefits of longer lifetime, more flexible design constraints, and single piece design, as compared to its pneumatic counterparts. The technology was made public in January, 2005 at the North American International Auto Show in Detroit, MI. Since its release, the Tweel has been featured in the New York Times, on CBS evening news, and in many other publications, attracting world-wide attention.

The focus of the Spiro Center research group was to identify and evaluate new markets, outside of Michelin's current markets, in which the Tweel technology could be easily adapted to serve the purpose of creating both a profitable business venture and an opportunity to study and develop the technology for future applications.

During the course of the academic year, three MBA students (Lisa Perpall, Kerem Aarsal, and Erik Smith) and one undergraduate Chemical Engineering student (Stephen Robnett) worked on this project and participated in weekly meetings with members of the Michelin team. The research team initially performed a preliminary market assessment to identify target markets for the Tweel, followed by a more detailed assessment of selected markets, and finally made recommendations to Michelin for entry strategies in the chosen markets. Based on the success of this early stage, Michelin extended the commissioned project to include the goals of developing commercialization and marketing strategies. The project has been an extraordinary experience for the students and has created a strong foundation for future collaboration between the Spiro Center and Michelin.

ENTREPRENEURSHIP STUDENTS LAUNCH "CLEMSON UNIVERSITY ENTREPRENEURS"



Alesya Belskaya, Charlie Sellers, Shannon Myers, Jimmy Dodgens, Kristi Britt, Daniel Faris and Cody Bair

MICHELIN

Students in Bill Gartner's ELE 315 (Entrepreneurial Leadership) class initiated the "Clemson University Entrepreneurs" pilot project this spring. The group of seven students, pictured above, conducted in-depth interviews with seven successful entrepreneurs to gain a better understanding of entrepreneurship and launched a website documenting this initiative: <http://business.clemson.edu/entrep/index.html>.

Dean Yandle contributed significantly to this project with advice, guidance, and insights as well as his help in contacting entrepreneurs. Those interviewed include six Clemson alumni: Steve Owings (Chairman of the Board and former CEO of ScanSource), Les McCraw (Clemson University trustee and retired President & CEO of Fluor Daniel), Tom Winkopp (Owner of Tom Winkopp – Realtor/Developer, LLC), R.C. Edwards (former President of Clemson University), and Joe Turner and Kelly Durham (Founders of First Sun Management Corporation and owners of 48 Wendy's restaurants). Jon Wilken (former CEO of Bi-Lo) completed the group.

Among the topics explored through this project were the entrepreneur's experiences and advice on topics including risk taking, networking, mentors, significant turning points, principles of success and lessons learned. Photos, quotes and audio clips of portions of the interviews are available on the website.



RESEARCH AND PUBLICATIONS

Economics

Tamura, R., (2005) "How Important Are Capital and Total Factor Productivity for Economic Growth?" *Economic Inquiry*.

Management

Craighead, C. (Auburn University), Patterson, W., Roth, P. and Segars, A. (UNC-Chapel Hill) (2005) paper "Enabling the Benefits of Supply Chain Management Systems: An Empirical Study of EDI in Manufacturing,". *International Journal of Production Research*.

Grove, V. and Bhatt, G. (Morgan State University) (2005) article, "Types of Information Technology Capabilities and their Role in Competitive Advantage: An Empirical Study, ". *Journal of Management Information Systems*.

Roth, P., Harrison, D. (Penn State) and Newman, D. (University of Maryland), (2005) paper, "How Important is Overall Job Attitude for Individual Effectiveness?: Meta-Analytic Comparisons of Competing Models and Time Sequences,". *Academy of Management Journal*.

Roth P., Bobko, P., (Gettysburg College) & Nicewander, A. (Pacifica Consulting), (2005) article, "Banding Selection Scores in Human Resource Management: Current Inaccuracies and the Effect of Conditional Standard Errors,". *Organizational Research Methods*.

Roth, P., Bobko, P., (Gettysburg College), & Switzer, F. (Psychology) (2005) article, "Modeling the Behavior of the 4/5ths Rule for Determining Adverse Impact: Reasons for Caution,". *Journal of Applied Psychology*.

Grover, V., Saeed, K., & Malhotra, M. (USC) (2005) article, "Examining the Impact of Inter-organizational Systems on Process Efficiency and Sourcing Leverage in Buyer-Supplier Dyads." . *Decision Sciences*.

Grover, V., lead editorials (forthcoming): (2005) "Matters of E-Business, Information Technology and Corporate Strategy,". *International Journal of Electronic Business Research*.

Grover, V., lead editorial (forthcoming) (2005) "Information Technology Can Be Made To Matter: The Importance of E-Collaboration Research". *International Journal of Electronic Collaboration*.

Marketing

Grove, S. J. (2005) "Reviewing the AMA SIGS and Exploring Their Value: A Report from the Academic Council,". *Marketing Academics @ AMA*, Vol. 2, No. 2.

Grove, S. J., Fisk, R. and John, J. (05/06) "Surviving in Age of Rage" in *Marketing: Annual Editions*. E. Richardson (ed.), Dubuque, IA: McGraw-Hill/Dushkin, pp. 69-76. (reprint).

Political Science

Olson, L. R. (2005) "Congregational Niche Building and Community-Based Sociopolitical Activism." *Word & World* 25: 34-41.

Olson, L. R., Crawford, S. E. S. and Deckman, M.M. (2005). "Women with a Mission: Religion, Gender, and the Politics of Women Clergy." Tuscaloosa: University of Alabama Press.

Psychology

Britt, T.W., Castro, C.A., & Adler, A.B. (in press). (2005) "Self engagement, stressors, and health: A longitudinal study." *Personality and Social Psychology Bulletin*.

Norris, R. L., Maguen, S., Litz, B. T., Adler, A. B., & Britt, T. W. (in press).

(2005) "Physical Symptoms in Peacekeepers: Has the Role of Deployment Stress Been Overstated? Stress, Trauma, and Crisis:". An International Journal.

Pilcher, J. J., & Odle-Dusseau, H. N. (2005) "Impact on Self-Reported Sleepiness, Performance, Effort, and Motivation." In C. Kushida (ed.), Sleep Deprivation: Clinical Issues, Pharmacology, and Sleep Loss Effects, New York, NY: Marcel Dekker, 251-260.

Van Iddekinge, C. H., Putka, D. J., Raymark, P. H., & Eidson, C. E., Jr. (2005) "Modeling error variance in job specification ratings: The influence of rater, job, and organization-level factors." Journal of Applied Psychology, 90, 323-334.

Roth, P., Bobko, P. (Gettysburg College), & Switzer, F. (Psychology) (2005) article, "Modeling the Behavior of the 4/5ths Rule for Determining Adverse Impact: Reasons for Caution,". Journal of Applied Psychology.

Roth, P., Bobko, P. (Gettysburg College) & Nicewander, A. (Pacifica Consulting) (2005) article, "Banding Selection Scores in Human Resource Management: Current Inaccuracies and the Effect of Conditional Standard Errors,". Organizational Research Methods.

Presentations

Economics

Tamura, R. (April 15, 2005) "Economic Growth of the US States: 1840-2000". University of North Carolina at Charlotte.

Tamura, R. (April 4, 2005) "Economic Growth Over the Long Haul". APEE meetings Orlando Florida.

Tamura, R., (March 10, 2005) "Human Capital and Economic Growth". Indiana University.

Management

Roth, P., Bobko, P (Gettysburg College), and McFarland, L. (Psychology) (August, 2005) Best Convention Paper Award for the Human Resources Division. National Academy of Management "A Meta-Analysis of Work Sample Test Validity: Updating and Integrating Some Classic Literature.". Honolulu.

Marketing

Grove, S. J. and Dorsch, M. J. (2005) "Interactive Services Marketing: Theater and Technology, ". Guest lecture to Executive MBA's, National University of Ireland, Galway, Ireland.

Political Science

Olson, L. R., and Warber, A.L., (April 2005) "Mainline Protestantism and the American Presidency. Religion and the American Presidency Conference, Claremont McKenna College, Claremont, CA.

Deckman, M. M., Crawford, S. E. S. and Olson, L.A., (April 2005) "The Politics of Gay Rights: A Clergy Perspective." Annual Meeting of the Midwest Political Science Association, Chicago.

Psychology

Andrews, S. Taylor, M.A., Horvath, M., & Britt, T. (April 2005) "Honesty test score and test validity: Predictors of applicant reactions." Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Andrews, S., Taylor, M.A., Horvath, M., & Britt, T.W. (April 2005) "Honesty test score and test validity: Predictors of applicant reactions". Poster presented at the Society for Industrial and Organizational Psychologists.

Britt, T.W. (April 7, 2005) "Engaging the self in work, training, and voting". Paper presented at the annual meeting of the Southeastern Psychological Association, Nashville, TN.

Swink, J., Taylor, M.A., Switzer, F. & Britt, T.W. (April 2005) Judgment analysis of faculty performance appraisal. Poster presented at the Society for Industrial and Organizational Psychologists.

Horvath, M., Millard, M. R., & Dickinson, J. M. (2005, April) "Patterns of recruitment source use among job applicants". Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Horvath, M., Wasko, L. E., Hanna, M. E., Herleman, H. A., & Diehl, J. R., Oswald, F. L. and Friede, A. (chairs) (April 2005) "Investigating the role of affect in goal orientation, Goal orientation in context: Advances in theory and research". Symposium presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Davenport, S., & Horvath, M. (2005, March) "Creation of a goal orientation measure related to transfer". Poster presented at the Southeast Psychological Association Conference.

Raymark, P. H., Van Iddekinge, C. H., Odle-Dusseau, H. N., McClelland, L., Rizzo, B., Millard, M., & Bradley, J. L. (2005) " Demographic and contextual influences on the accuracy of interviewer ratings". Poster presented at the

20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Raymark, P. H., Van Iddekinge, C. H., Odle-Dusseau, H. N., Bradley, J. L., Millard, M., & McFarland, L. A. (2005) "Do interviewee impression management tactics bias interviewer judgments?" McFarland, L. A. (Chair), "Making the right impression: Impression management in the employment interview". Symposium presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Van Iddekinge, C. H., Raymark, P. H., & Eidson, C. E., Jr. (2005) "The accuracy and incremental value of needed at entry ratings." Van Iddekinge, C. H. (Chair), "New evidence on individual differences in job analysis ratings." Symposium presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.



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